				29393	32	716806 9
Form 990-T	Exempt Organizat			Tax Returr		OMB No 1545-0687
rorm 330-1		_	r section 6033(• •		@@ 4 0
	For calendar year 2018 or other tax year				—·	2018
Department of the Treasury Internal Revenue Service	► Go to www irs.gov/Fo ► Do not enter SSN numbers on this				<u>,</u>	Open to Public Inspection for 501(c)(3) Organizations Only
A Check box if	Name of organization (C					yer identification number
address changed	INTERNATIONAL F		•	*	(Emplo	yees' trust, see instructions)
B Exempt under section	INC.					
X 501(0 3)	Print Number, street, and room or st	uite no If a P O bo	x, see instructions		36-32	256096
408(e) 220(e)	or Type			E		ited business activity code
408A 530(a)	30 NORTH LASALL	E STREET			(See in:	structions)
529(a)	City or town, state or province	, country, and ZIP of	or foreign postal code			
C Book value of all assets	CHICAGO, IL 606	02-2584				
at end of year	F Group exemption number (See i	nstructions) >				
46,756,218.	G Check organization type ► X	501(c) corpor	ration 501(c)	trust	401(a)	trust Other trust
H Enter the number of	the organization's unrelated trades or	businesses >	1	Describe t	he only	(or first) unrelated
trade or business here	e >		If only one,	complete Parts I-V	' If more	than one, describe the
first in the blank spa	ce at the end of the previous senten	ce, complete Pa	rts I and II, complete a So	chedule M for each	addition	al
trade or business, the	en complete Parts III-V					
I During the tax year,	was the corporation a subsidiary in a	an affiliated group	o or a parent-subsidiary c	ontrolled group?		▶ Yes X No
	ame and identifying number of the pa	rent corporation				
	of ▶ROBIN VAN ETTEN		Telephon	e number ▶ 312	-641-	7200
Part I Unrelated	Trade or Business Income		(A) Income	(B) Expense	25	(C) Net
1a Gross receipts or s				ı		
b Less returns and alloware	nces c Bal	ance ▶ 1c				
=	d (Schedule A, line 7)					
•	tract line 2 from line 1c	· · · ·				·
	ncome (attach Schedule D)					
	rm 4797, Part II, line 17) (attach Form 479			-		
	ction for trusts	1				
	artnership or an S corporation (attach statement).					
	edule C)					
	nanced income (Schedule E)					
	lties, and rents from a controlled organization (Sch	· -			.	
	section 501(c)(7), (9), or (17) organization (Scho	· -				
	activity income (Schedule I)					
	e (Schedule J)					
	e instructions, attach schedule)		0.			
	nes 3 through 12		0.1			
		· inctrictions	for limitations on d	adustions \ /Ev	oont f	
	•		for limitations on d	, ,	cept fo	or contributions,
deduction	s must be directly connected	with the unrel	lated business incoi	me)		or contributions,
deduction:	s must be directly connected officers, directors, and trustees (Sched	with the unrel	lated business incoi	me)	. 14	or contributions,
deductions 14 Compensation of 15 Salaries and wage	s must be directly connected officers, directors, and trustees (Scheds	with the unrel	lated business incoi	me)	. 14	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint	s must be directly connected officers, directors, and trustees (Schers s	with the unrel	lated business incol	me)	. 14 . 15	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts	s must be directly connected officers, directors, and trustees (Schee s	with the unrel	lated business incol	me)	. 14 . 15 . 16	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so	s must be directly connected officers, directors, and trustees (Schedus	with the unrel	lated business incol	me)	. 14 . 15 . 16 . 17 . 18	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib	s must be directly connected officers, directors, and trustees (Scheo s	with the unrel	lated business incol	me)	. 14 . 15 . 16 . 17 . 18	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib	s must be directly connected officers, directors, and trustees (Scheo s	with the unrel	lated business incol	me)	. 14 . 15 . 16 . 17 . 18 . 19	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib	s must be directly connected officers, directors, and trustees (Scheo s	with the unrel	lated business incol	me)	. 14 . 15 . 16 . 17 . 18 . 19	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib	s must be directly connected officers, directors, and trustees (Scheo s	with the unrel	lated business incol	me)	. 14 . 15 . 16 . 17 . 18 . 19	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib	s must be directly connected officers, directors, and trustees (Scheo s	with the unrel	lated business incol	me)	. 14 . 15 . 16 . 17 . 18 . 19	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts, 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib 21 Depreciation (atta 22 Less depreciation 23 Depletion 24 Contributions to d	s must be directly connected officers, directors, and trustees (Scheds	with the unrel	GDEN, UT	me)	. 14 . 15 . 16 . 17 . 18 . 19 . 20	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib 21 Depreciation (atta 22 Less depreciation 23 Depletion 24 Contributions to d 25 Employee benefit	s must be directly connected officers, directors, and trustees (Schedus	with the unrel	GDEN, UT	me)	. 14 . 15 . 16 . 17 . 18 . 19 . 20 . 22b . 23 . 24	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contribution (atta 22 Less depreciation Depletion 24 Contributions to d 25 Employee benefit 26 Excess exempt ex	s must be directly connected officers, directors, and trustees (Schedus	with the unrel	SDEN, UT	me)	. 14 . 15 . 16 . 17 . 18 . 19 . 20 . 22b . 23 . 24 . 25	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib 21 Depreciation (atta 22 Less depreciation 23 Depletion 24 Contributions to d 25 Employee benefit 26 Excess exempt exp 27 Excess readership	s must be directly connected officers, directors, and trustees (Schedisers, and tr	with the unrel	SDEN, UT	me)	. 14 . 15 . 16 . 17 . 18 . 19 . 20 . 22b . 23 . 24 . 25 . 26	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib 21 Depreciation (atta 22 Less depreciation 23 Depletion 24 Contributions to d 25 Employee benefit 26 Excess exempt exp 27 Excess readership 28 Other deductions	s must be directly connected officers, directors, and trustees (Schedisers, directors, directors, directors, and trustees (Schedisers, directors, direc	with the unrel	SDEN, UT	me)	. 14 . 15 . 16 . 17 . 18 . 19 . 20 . 23 . 24 . 25 . 26 . 27	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib 21 Depreciation (atta 22 Less depreciation 23 Depletion 24 Contributions to d 25 Employee benefit 26 Excess exempt exp 27 Excess readership 28 Other deductions 29 Total deductions.	s must be directly connected officers, directors, and trustees (Schedes	with the unrel	SDEN, UT	me)	. 14 . 15 . 16 . 17 . 18 . 19 . 20 . 22b . 23 . 24 . 25 . 26 . 27 . 28	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib 21 Depreciation (atta 22 Less depreciation 23 Depletion 24 Contributions to d 25 Employee benefit 26 Excess exempt exp 27 Excess readership 28 Other deductions 29 Total deductions 30 Unrelated busines	s must be directly connected officers, directors, and trustees (Schedes	re on return O	GDEN, UT	me)	. 14 . 15 . 16 . 17 . 18 . 19 . 20 . 22b . 23 . 24 . 25 . 26 . 27 . 28	or contributions,
deduction: 14 Compensation of 15 Salaries and wage 16 Repairs and maint 17 Bad debts 18 Interest (attach so 19 Taxes and licenses 20 Charitable contrib 21 Depreciation (atta 22 Less depreciation 23 Depletion 24 Contributions to d 25 Employee benefit 26 Excess exempt exp 27 Excess readership 28 Other deductions 29 Total deductions 30 Unrelated busines 31 Deduction for net	s must be directly connected officers, directors, and trustees (Schedes	re on return O	GDEN, UT	me) 29 from line 13 instructions)	. 14 . 15 . 16 . 17 . 18 . 19 . 20 . 22b . 23 . 24 . 25 . 26 . 27 . 28 . 29 . 30	or contributions,

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Pa	Total Unrelated Business Taxable Income				
33	Total of unrelated business taxable income computed from all unrelated trades or businesses (see				
	Instructions).	33			
34	Amounts paid for disallowed fringes ,	34		144,	831.
35	Deduction for net operating loss arising in tax years beginning before January 1, 2018 (see				
	instructions).	35			
36	Total of unrelated business taxable income before specific deduction. Subtract line 35 from the sum				
	of lines 33 and 34	36		144,	
37	Specific deduction (Generally \$1,000, but see line 37 instructions for exceptions)	37		1,	000.
38	Unrelated business taxable income. Subtract line 37 from line 36. If line 37 is greater than line 36,				
	enter the smaller of zero or line 36	38		143,	831.
Pai	Tax Computation				
39	Organizations Taxable as Corporations. Multiply line 38 by 21% (0 21)	39		30,	205.
40	Trusts Taxable at Trust Rates. See instructions for tax computation. Income tax on	ŀ			
	the amount on line 38 from: Tex rate schedule or Schedule D (Form 1041)	40			
41	Proxy tax. See instructions	41			
42	Alternative minimum tax (trusts only)	42			
43	Tax on Noncompliant Facility Income. See instructions	43			
44	Total. Add lines 41, 42, and 43 to line 39 or 40, whichever applies	44		30,	205.
Pai	Tax and Payments			_	
45 a	Foreign tax credit (corporations attach Form 1118, trusts attach Form 1116) 45a				
	Other credits (see instructions)				
C	General business credit. Attach Form 3800 (see instructions)				
d	Credit for prior year minimum tex (attach Form 8801 or 8827)				
e	Total credits. Add lines 45a through 45d	45e			
46	Subtract line 45e from line 44	46		30,	205.
47	Other taxes. Check if from. Form 4255 Form 8611 Form 8687 Form 8886 Other (attach schedule) .	47			
48	Total tax. Add lines 46 and 47 (see instructions)	48		30,2	205.
49	2018 net 965 tax liability paid from Form 965-A or Form 865-B, Part II, column (k), line 2	49			
	Payments. A 2017 overpayment credited to 2018				
	2018 estimated tax payments				
	Tax deposited with Form 8868				
	Foreign organizations: Tax paid or withheld at source (see instructions) 50d				
е	Backup withholding (see instructions)				
1	Credit for small employer health insurance premiums (attach Form 8941) 50f				
9	Other credits, adjustments, and payments: Form 2439				
	Form 4136 Other Total ▶ 50g			20.5	- ^ ^
51	Total payments. Add lines 50a through 50g	51		30,5	<u> </u>
52	Estimated tax penalty (see instructions) Check if Form 2220 is attached	52			
53	Tax due. If line 51 is less than the total of lines 48, 49, and 52, enter amount owed	53			295.
54	Overpayment. If line 51 is larger than the total of lines 48, 49, and 52, enter amount overpaid				<u> </u>
<u>55</u>	Enter the amount of line 54 you want Credited to 2018 estimated tax > 295. Refunded >				
	Statements Regarding Certain Activities and Other Information (see instructions			Yes	No
56	At any time during the 2018 calendar year, did the organization have an interest in or a signature or		- 1	105	
	over a financial account (bank, securities, or other) in a foreign country? If "Yes," the organization ma	•		ĺĺ	
	here ISRAEL, CANADA	ror ergir	country	x	
					x
57	During the tax year, did the organization receive a distribution from, or was it the grantor of, or transferor to, a foreign the resolution from the constitution may be to the	gn dust			
58	If "Yes," see instructions for other forms the organization may have to file. Enter the amount of tax-exempt interest received or accrued during the tax year \$\Bigs \$\$				
	Under panalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the b	est of my	knowledge	and boile	ef, it is
Sigi	frue, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge				
Her	- PURTOU PRANUEL AND		RS discuss preparer sh		
			ns)? X Ye		No.
	Print/Tune prenarers name	T T	PTIN	-	لتننه
Paid	branen m noor	if Lif	2006	6683	7
	Firm's name GRANT THORNTON LLP		36-605		
Use	Only Firm's address > 171 N. CLARK ST, SUITE 200, CHICAGO, IL 60601 Phone	no 31	2-856-0	200	
JSA	Chorie		Form 99		(2018)

JSA

Schèdule A - Cost of Goods Sold. Enter 1 Inventory at beginning of year .	method of inver	6 Inventory 7 Cost of 6 from	at end of yea	r	6			
2 Purchases		7 Cost of 6 from	goods sol		6			
3 Cost of labor		6 from	_	d. Subtract line				
4a Additional section 263A costs		4	line 5 Ent					
		Part I, line		er here and in				
					_ 7		T	Т
(attach schedule) 4a	·	₹		section 263A (wi		•	Yes	No
b Other costs (attach schedule) . 4b				or acquired for				
5 Total. Add lines 1 through 4b . 5		to the org	anization?		<u></u>			X
Schedule C - Rent Income (From Real Prop	erty and Pers	onal Property	Leased W	lith Real Proper	ty)			
(see instructions)								
1. Description of property								
(1)				- <u></u>				
(2)								
(3)								
(4)					•			
2. Rent received of	or accrued							
(a) From personal property (if the percentage of rent for personal property is more than 10% but not more than 50%)	percentage of rent	nd personal property for personal property is based on profit or	y exceeds	3(a) Deductions dir in columns 2(a				
(1)								
(2)								
(3)								
(4)								
Total Tot	al							
(c) Total income. Add totals of columns 2(a) and 2(b) E here and on page 1, Part I, line 6, column (A)				(b) Total deduction Enter here and on Part I, line 6, colum	page 1			
Schedule E - Unrelated Debt-Financed Inco	me (see instruc	ctions)						
		s income from or	3. D	eductions directly coni			le to	
 Description of debt-financed property 		e to debt-financed	(a) Straigh	debt-finance t line depreciation		eπy b) Other dedu	chons	
		property (a) S		h schedule)	(attach schedule)			
(1)								
(2)								
(3)								
(4)								
4. Amount of average acquisition debt on or allocable to debt-financed property (attach schedule) 5. Average adjusted b of or allocable to debt-financed property (attach schedule)	rty	6. Column 4 divided y column 5		ncome reportable 2 x column 6)		Allocable ded mn 6 x total o 3(a) and 3(of colum	
(1)		%						
(2)		%						
(3)		%						
(4)		%						
Totals				e and on page 1, e 7, column (A)		r here and o I, line 7, col		

Schedule F-Interest, Anni	uities, Royalties	, and Re	nts Fre	om Contro	lled O	ganiza	tions (se	e instructi	ons)		
,				ontrolled Or			•				
Name of controlled organization	2. Employer identification numb	er I		ated income instructions)		of specifie	d included	of column 4 t d in the contr tion's gross ii	olling	6. Deductions directly connected with income in column 5	
(1)											
(2)							1				
(3)	····		-								
(4)								_			
Nonexempt Controlled Organiz	zations										
7. Taxable Income	8. Net unrelated in (loss) (see instruct	1		Total of specific payments made		10. Part of column 9 that is included in the controlling organization's gross income		ontrolling	g connected with inco		
(1)							·	_			
(2)											
(3)											
(4)											
Totals		 tion 501	 (c)(7),		►) Orga	Ente Part	r here and on I, line 8, colu	page 1, ımn (A)	En:	dd columns 6 and 11 ler here and on page 1, rt I, line 8, column (B)	
1. Description of income	2. Amount of	ıncome		3. Deduction directly cor (attach sch	nected			et-asides schedule)		5. Total deductions and set-asides (col 3 plus col 4)	
(1)											
(2)			_								
(3)											
(4)	Enter here and o									Enter here and on page 1,	
Totals ▶ Schedule I – Exploited Exe	empt Activity Inc			an Adverti		come	see instru	ictions)			
1. Description of exploited activity	2. Gross unrelated business income from trade or business	3. Expe direct connects product unrela business	tly ed with ion of ited	from unrelat or business 2 minus col If a gain, co	ed tradé (column umn 3) ompute	from a	ss income ctivity that unrelated ss income	6. Expenses attributable to column 5		7. Excess exempt expenses (column 6 minus column 5, but not more than column 4)	
(1)								1		-	
(2)											
(3)				†··							
(4)								··-		 	
Totals	Enter here and on page 1, Part I, line 10, col (A)	Enter here page 1, l line 10, c	Part I,					1		Enter here and on page 1, Part II, line 26	
Schedule J- Advertising In	come (see instri	uctions)	•	1							
Part I Income From Peri			Consol	idated Bas	is					**	
1. Name of periodical	2. Gross advertising income	3. Dir advertisin	ect	4. Advert gain or (los 2 minus co a gain, cor cols 5 thro	ising s) (col il 3) If npute	5. Circulation income		6. Readership costs		7. Excess readership costs (column 6 minus column 5, but not more than column 4)	
(1)											
(2)				1						7	
(3)								-		7	
(4)			•••	1						7	
Totals (carry to Part II, line (5))				<u></u>						Form 990-T (2018)	

Part II Income From Periodicals Reported on a Separate Basis (For each periodical listed in Part II, fill in columns 2 through 7 on a line-by-line basis)

1. Name of periodical	2. Gross advertising income	3. Direct advertising costs	4. Advertising gain or (loss) (col 2 minus col 3) If a gain, compute cols 5 through 7	5. Circulation income	6. Readership costs	7. Excess readership costs (column 6 minus column 5, but not more than column 4)
(1)						
(2)						
(3)						
(4)						
Totals from Part I						
	Enter here and on page 1, Part I, line 11, col (A)	Enter here and on page 1, Part I, line 11, col (B)				Enter here and on page 1, Part II, line 27
Totals, Part II (lines 1-5) ▶						
Schedule K - Compensatio	n of Officers, D	irectors, and Tr	ustees (see instru	uctions)		
			· 1	1 Percent of	· · · · · · · · · · · · · · · · · · ·	

1. Name	2. Title	3. Percent of time devoted to business	4. Compensation attributable to unrelated business
1)		%	-
2)		%	
3)		%	-
)		%	1//
otal. Enter here and on page 1, Part II, line 14			

Form **990-T** (2018)