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DLN: 93493310009438 OMB No 1545-0047 **Return of Organization Exempt From Income Tax**

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

Open to Public

Form 990 (2017)

Cat No 11282Y

Internal Revenue Service

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

Department of the Treasury ▶ Information about Form 990 and its instructions is at www IRS gov/form990 Inspection For the 2017 calendar year, or tax year beginning 01-01-2017 , and ending 12-31-2017 C Name of organization AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION D Employer identification number B Check if applicable □ Address change % YVONNE KANKAM-BOADU ☐ Name change Doing business as ☐ Initial return ☐ Final return/terminated E Telephone number Number and street (or P O box if mail is not delivered to street address) Room/suite ☐ Amended return 2200 RESEARCH BOULEVARD ☐ Application pending (301) 296-5700 City or town, state or province, country, and ZIP or foreign postal code ROCKVILLE, MD 208503289 **G** Gross receipts \$ 92,520,115 Name and address of principal officer H(a) Is this a group return for ARLENE PIETRANTON PHD CAE □Yes ☑No subordinates? 2200 RESEARCH BOULEVARD H(b) Are all subordinates ROCKVILLE, MD 208503289 ☐ Yes ☐No ıncluded? Tax-exempt status 501(c)(3) **✓** 501(c) (6) **◄** (insert no) 4947(a)(1) or If "No," attach a list (see instructions) **H(c)** Group exemption number ▶ Website: ▶ www asha org L Year of formation 1947 ${f M}$ State of legal domicile K Form of organization ✓ Corporation ☐ Trust ☐ Association ☐ Other ▶ Summary 1 Briefly describe the organization's mission or most significant activities THE PROFESSIONAL, SCIENTIFIC, AND CREDENTIALING ASSOCIATION FOR CLINICAL AND RESEARCH-BASED AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS (SEE SCHEDULE O) Activities & Governance Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets Number of voting members of the governing body (Part VI, line 1a) . . . 16 Number of independent voting members of the governing body (Part VI, line 1b) 4 Total number of individuals employed in calendar year 2017 (Part V, line 2a) 5 316 Total number of volunteers (estimate if necessary) . 6 1,135 7a Total unrelated business revenue from Part VIII, column (C), line 12 7a 1,675,350 Net unrelated business taxable income from Form 990-T, line 34 -159,077 **Current Year Prior Year** 8 Contributions and grants (Part VIII, line 1h) . 499,668 446,148 Program service revenue (Part VIII, line 2g) . 57,201,632 57,837,832 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 2,592,766 2,953,349 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 1,185,134 1,192,341 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 61,479,200 62,429,670 1,736,820 13 Grants and similar amounts paid (Part IX, column (A), lines 1–3). 1,422,580 14 Benefits paid to or for members (Part IX, column (A), line 4) . 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 37,327,041 38,237,938 16a Professional fundraising fees (Part IX, column (A), line 11e) . **b** Total fundraising expenses (Part IX, column (D), line 25) ▶0 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) . 21,538,848 20,929,971 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) 60,288,469 60,904,729 $\mathbf{19}$ Revenue less expenses Subtract line 18 from line 12 . 1,190,731 1,524,941 Net Assets or Fund Balances Beginning of Current Year End of Year 20 Total assets (Part X, line 16) . 130,666,685 136,031,143 21 Total liabilities (Part X, line 26) . 80,089,480 83,059,916 Net assets or fund balances Subtract line 21 from line 20 50,577,205 52,971,227 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 2018-11-06 Signature of officer Sign Here ARLENE A PIETRANTON PHD, CAE, CEO Type or print name and title Print/Type preparer's name MARY TORRETTA Preparer's signature MARY TORRETTA Date PTIN Check \square ıf 2018-11-06 P00847851 Paid self-employed Firm's name Frant Thornton LLP Firm's EIN ▶ **Preparer** Firm's address ▶ 1000 WILSON BLVD SUITE 1400 Phone no (703) 847-7500 Use Only ARLINGTON, VA 22209 ✓ Yes 🗆 No May the IRS discuss this return with the preparer shown above? (see instructions) .

| Form | 990 (20 | 17) | | | | Page 2 |
|-------|-----------|-------------------------------|-------------------------------|-----------------------------------|---------------|------------------------|
| Par | t III | Statement | of Program Service Ac | complishments | | |
| | | Check If Sche | dule O contains a response o | note to any line in this Part III | | 🗹 |
| 1 | Briefly (| describe the c | organization's mission | · | | |
| SEE : | SCHEDUL | E O | | | | |
| | | | | | | |
| 2 | Did the | | | | | |
| | the pric | or Form 990 o | r 990-EZ? | | | 🗌 Yes 🗹 No |
| | If "Yes, | " describe the | | | | |
| 3 | Did the | | | | | |
| | services | 🗌 Yes 🗹 No | | | | |
| | If "Yes, | " describe the | ese changes on Schedule O | | | |
| 4 | | ured by expenses the total | | | | |
| 4a | (Code | |) (Expenses \$ | ıncludıng grants of \$ |) (Revenue \$ |) |
| | See Add | itional Data | | | | |
| 4b | (Code | |) (Expenses \$ | ıncludıng grants of \$ |) (Revenue \$ |) |
| | See Add | itional Data | | | | |
| 4c | (Code | |) (Expenses \$ | ıncludıng grants of \$ |) (Revenue \$ |) |
| | See Add | itional Data | | | | |
| 4d | Other p | program servi | ces (Describe in Schedule O) | | | |
| | (Expen | ses \$ | ıncludıng | grants of \$ |) (Revenue \$ |) |
| 4e | Total p | program serv | /ice expenses ► | | | |
| | | | | | | Form 990 (2017) |

or X as applicable

Checklist of Required Schedules

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?

Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right

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

Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments,

c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its

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

Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🕏

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 🛸

If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 🕏

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to

Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,

Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII,

Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "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

permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 🕏 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VIII, IX,

5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,

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 🛸 . . . Did the organization maintain collections of works of art, historical treasures, or other similar assets?

assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 🛸

b Was the organization included in consolidated, independent audited financial statements for the tax year?

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

Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

14a Did the organization maintain an office, employees, or agents outside of the United States? . . .

column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)

foreign organization? If "Yes," complete Schedule F, Parts II and IV

or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV

to provide advice on the distribution or investment of amounts in such funds or accounts?

a Did the organization report an amount for land, buildings, and equipment in Part X, line 10?

12a Did the organization obtain separate, independent audited financial statements for the tax year?

assessments, or similar amounts as defined in Revenue Procedure 98-19?

Page 3

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11a

11b

11c

11d

11e

11f

12a

12b

13

14a

14b

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Yes

Yes

Yes

No

Yes

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| Form | 990 (2017) | | Page 4 |
|------|--|-----|---------------|
| Par | Checklist of Required Schedules (continued) | | |
| | | Yes | No |
| 20a | Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a | | 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 | |
| 22 | Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III | Yes | |
| 23 | Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J | Yes | |
| 24a | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a | | No |
| b | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? 24b | | |
| C | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | | |
| d | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 24d | | |
| 25a | Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I | | |
| b | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I | | |
| 26 | Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? 26 If "Yes," complete Schedule L, Part II | | No |
| 27 | Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial | | |

contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member | 27

officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV

Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?

35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?

instructions for applicable filing thresholds, conditions, and exceptions)

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28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV

b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part

An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an

Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation

Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections

Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and

301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I 💆

within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 . . . 🛸

is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI 🛸

b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity

Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that

Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 197 Note.

Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .

Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M . . .

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No

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Yes

Yes

Yes

Yes

Form **990** (2017)

| orm | 990 (2017) | | | Page ! |
|-----|--|------------|-----|--------|
| Par | t V Statements Regarding Other IRS Filings and Tax Compliance | | | |
| | Check if Schedule O contains a response or note to any line in this Part V | | | |
| | | | Yes | No |
| | Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 385 | | | |
| | Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0 | | | |
| С | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | 1c | Yes | |
| 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 | | | |
| | this return | 2b | Yes | |
| D | Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) | | 103 | |
| За | 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? If "No" to line 3b, provide an explanation in Schedule O | 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 See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) | | | 140 |
| 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 |
| С | 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 | Yes | |
| | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | 6b | Yes | |
| | Organizations that may receive deductible contributions under section 170(c). | | | |
| | 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? | | | |
| | If "Yes," did the organization notify the donor of the value of the goods or services provided? | 7b | | |
| | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? | 7c | | |
| d | If "Yes," indicate the number of Forms 8282 filed during the year | | | |
| e | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | 7e | | |
| f | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | 7f | | |
| g | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? | 7g | | |
| h | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? | 7h | | |
| 8 | 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 | | |
| 9a | Did the sponsoring organization make any taxable distributions under section 4966? | 9 a | | |
| | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? | 9b | | |
| 0 | Section 501(c)(7) organizations. Enter | | | |
| | Initiation fees and capital contributions included on Part VIII, line 12 10a | | | |
| | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b | | | |
| 1 | Section 501(c)(12) organizations. Enter | | | |
| | Gross income from members or shareholders | | | |
| | Gross income from other sources (Do not net amounts due or paid to other sources | | | |
| | against amounts due or received from them) | | | |
| 2a | Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? | 12a | | |
| b | If "Yes," enter the amount of tax-exempt interest received or accrued during the year | | | |
| .3 | Section 501(c)(29) qualified nonprofit health insurance issuers. | | | |
| а | 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 | 13a | | |
| | Enter the amount of reserves on hand | | | |
| С | | | | I |
| | Did the organization receive any payments for indoor tanning services during the tax year? | 14a | | No |

| 01111 | 330 (2 | | | | | | rage |
|----------|-----------------|--|---------------|--------------------------|------------|-----------|------|
| Par | t VI | Governance, Management, and Disclosure For each "Yes" response to lines 2 to 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedu | | | " respo | nse to li | nes |
| | | Check if Schedule O contains a response or note to any line in this Part VI | | | | | ✓ |
| Se | ction | A. Governing Body and Management | | | | | |
| | | | | | | Yes | No |
| 1a | Enter | the number of voting members of the governing body at the end of the tax year | 1a | 16 | | | |
| | body, | re are material differences in voting rights among members of the governing or if the governing body delegated broad authority to an executive committee or r committee, explain in Schedule O | | | | | |
| b | Enter | the number of voting members included in line 1a, above, who are independent | 1b | 16 | | | |
| 2 | | ny officer, director, trustee, or key employee have a family relationship or a busines r, director, trustee, or key employee? | s rela | tionship with any other | 2 | | No |
| 3 | | ne organization delegate control over management duties customarily performed by cers, directors or trustees, or key employees to a management company or other p | | | 3 | | No |
| 4 | Did th | ne organization make any significant changes to its governing documents since the i | orior F | orm 990 was filed? | 4 | Yes | |
| 5 | Did th | ne organization become aware during the year of a significant diversion of the organ | ızatıoı | n's assets? | 5 | | No |
| 6 | Did th | ne organization have members or stockholders? | | | 6 | Yes | |
| 7a | Did th | re organization have members, stockholders, or other persons who had the power to | o elect | t or appoint one or more | | | |
| | | pers of the governing body? | | | 7a | Yes | |
| b | | ny governance decisions of the organization reserved to (or subject to approval by) ns other than the governing body? | meml | pers, stockholders, or | 7 b | | No |
| 8 | | ne organization contemporaneously document the meetings held or written actions (Illowing | undert | aken during the year by | | | |
| а | The g | overning body? | | | 8a | Yes | |
| b | Each o | committee with authority to act on behalf of the governing body? | | | 8 b | Yes | |
| 9 | | re any officer, director, trustee, or key employee listed in Part VII, Section A, who or ization's mailing address? If "Yes," provide the names and addresses in Schedule O | | be reached at the | 9 | | No |
| Se | ction | B. Policies (This Section B requests information about policies not requi | red b | y the Internal Revenue | e Code | ∍.) | |
| | | | | | | Yes | No |
| 10a | Did th | e organization have local chapters, branches, or affiliates? | | | 10a | | No |
| b | | s," did the organization have written policies and procedures governing the activitie ranches to ensure their operations are consistent with the organization's exempt pu | | | 10b | | |
| 11a | Has th | ne organization provided a complete copy of this Form 990 to all members of its gov | ernin. | g body before filing the | 11a | Yes | |
| b | Descr | ibe in Schedule O the process, if any, used by the organization to review this Form | 990 | | | | |
| 12a | Did th | ne organization have a written conflict of interest policy? If "No," go to line 13 | | | 12a | Yes | |
| b | Were conflic | officers, directors, or trustees, and key employees required to disclose annually inte cts? | erests • • | that could give rise to | 12b | Yes | |
| С | | ne organization regularly and consistently monitor and enforce compliance with the dule O how this was done | policy | ? If "Yes," describe in | 12c | Yes | |
| 13 | Did th | ne organization have a written whistleblower policy? | | | 13 | Yes | |
| 14 | Did th | ne organization have a written document retention and destruction policy? | | | 14 | Yes | |
| 15 | | ne process for determining compensation of the following persons include a review a ns, comparability data, and contemporaneous substantiation of the deliberation and | | | | | |
| а | The o | rganization's CEO, Executive Director, or top management official | | | 15a | Yes | |
| b | Other | officers or key employees of the organization | | | 15b | Yes | |
| | If "Ye | s" to line 15a or 15b, describe the process in Schedule O (see instructions) | | | | | |
| 16a | | ne organization invest in, contribute assets to, or participate in a joint venture or sin le entity during the year? | nılar a • | rrangement with a | 16a | | No |
| b | | s," did the organization follow a written policy or procedure requiring the organizati it venture arrangements under applicable federal tax law, and take steps to safegua | | | | | |
| | status | s with respect to such arrangements? | | | 16b | | |
| | | C. Disclosure | | | | | |
| 17 10 | | ne States with which a copy of this Form 990 is required to be filed. on 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990 | اد م د | 990-T (501/a)/3)- a-1-1 | | | |
| 18 | | ble for public inspection. Indicate how you made these available. Check all that app | | 330-1 (201(C)(3)2 QUIA) | | | |
| | | Own website 🔲 Another's website 🗹 Upon request 🔲 Other (explain in Sc | hedule | e O) | | | |
| 19 | Descr | ibe in Schedule O whether (and if so, how) the organization made its governing doc , and financial statements available to the public during the tax year | | • | | | |
| 20 | | the name, address, and telephone number of the person who possesses the organi: NNE KANKAM-BOADU 2200 RESEARCH BLVD ROCKVILLE, MD 20850 (301) 296-8 | | 's books and records | | | |

compensated employees, and former such persons

Part VII

 $\overline{\mathbf{V}}$

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

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

organization, more than \$10,000 of reportable compensation from the organization and any related organizations List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest

- 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

(A) (C) (F) (B) (D) (E) Name and Title Position (do not check more Reportable Reportable Estimated Average than one how unless nerson amount of other

| | hours per week (list any hours for related | 1 | | n of or/t | ficer rust | and a | | compensation from the organization (W- 2/1099-MISC) | compensation from related organizations (W- 2/1099- | amount of other compensation from the |
|---------------------------|---|-----------------------------------|-----------------------|--------------|---------------|------------------------------|--------|--|--|--|
| | organizations below dotted line) | Individual trustee or director | Institutional Trustee | Officer | key employee | Highest compensated employee | Former | 2/1033-MI3C) | (W- 2/1099- MISC) | organization and related organizations |
| See Additional Data Table | | | | | | | | | | |
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Name and Title

Average

hours per

week (list

Part VII

Grant Thornton LLP,

PO Box 945614 ATLANTA, GA 30394

33960 Treasury Center CHICAGO, IL 60694 Kilpatrick Townsend,

compensation from the organization ▶ 5

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued) (F) Estimated

amount of other

compensation

Page 8

| | | any hours | | | tor/t | rust | ee) | | organization (W- | organizations (W- | | |
|---------------|--|---|-----------------------------------|-----------------------|---------|--------------|-------------------------------|--------|---------------------|-------------------------|-----------------|----------------|
| | | for related organizations below dotted line) | Individual trustee or director | Institutional Trustee | Officei | Key employee | Highest compensated emptoviee | Former | 2/1099-MISC) | 2/1099-MISC) | rela organiz | |
| See / | Additional Data Table | | | | | | | | | | | |
| | | | | | | | | | | | | |
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| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| c T | Sub-Total | | | | • | | * | | 2,948,396 | 0 | | 1,404,770 |
| 2 | Total number of individuals (including of reportable compensation from the | but not limited | to thos | | | bove | e) who | rece | eived more than \$1 | 00,000 | | |
| | | | | | | | | | | | Yes | No |
| 3 | Did the organization list any former of line 1a? <i>If "Yes," complete Schedule 3</i> | | | ee, k | ey e | mple | oyee, | or hi | ghest compensated | | | |
| | , . | | | • | • | | | | | <u> </u> | 3 | No |
| 4 | For any individual listed on line 1a, is organization and related organization: | | | | | | | | | i the | | |
| | ındıvıdual | | | • | • | ٠ | • | | | <u> </u> | 4 Yes | |
| 5 | Did any person listed on line 1a receiv services rendered to the organization | | | | | | | | - | | 5 | No |
| Se | ction B. Independent Contract | ors | | | | | | | | | | |
| 1 | Complete this table for your five high- from the organization Report comper | | | | | | | | | | ensation | |
| | | (A) and business addre | | | | | | | | (B) ription of services | | C) ensation |
| 1201 | Front Communications LLC, NY Avenue NW IINGTON, DC 20005 | and Dusiness addit | -55 | | | | | | Communicat | • | | 1,609,660 |
| Team 23 No | work Labor Services, rfolk Avenue H EASTON, MA 02375 | | | | | | | | Temp Agend | У | | 950,862 |
| evy f | Premium Food Service LP, Ilichigan Avenue AGO, IL 60611 | | | | | | | | Catering | | | 559,426 |
| | Thornton LLP, | | | | | | | | Accounting | | † | 194.932 |

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

Position (do not check more

than one box, unless person

is both an officer and a

Reportable

compensation

from the

Accounting

Legal

Reportable

compensation

from related

194,932

149,548

| Part | | Statement of | Revenue | | | | | | | | rage 3 |
|---|----------|--|----------------|------------------|---------------------------------------|------------------|---------------------------------------|-------------------|---------------------------------|---|--|
| | | | | a respo | onse or note to any | line in t | hıs Part VII | Ι | | | 🗆 |
| | | | | | | (| (A) revenue | Rela ex fur | (B) sted or empt action | (C) Unrelated business revenue | (D) Revenue excluded from tax under sections |
| | 1a | a Federated campaigi | ns | 1a | <u> </u> | | | rev | renue | l | 512-514 |
| nts nts | | b Membership dues | | 1b | <u> </u> | | | | | | |
| irai 10 u | | c Fundraising events | | 1c | | | | | | | |
| S. G Arr | | d Related organizatio | | 10 1d | <u> </u> | | | | | | |
| iii. Iar | | e Government grants (co | | | 1 40.003 | | | | | | |
| S, E | | • • • | , | 1e | 48,903 | | | | | | |
| tributions, Gifts, Grants Other Similar Amounts | 1 | f All other contributions, and similar amounts no | | 1f | 397,245 | | | | | | |
| but | ١. | above 9 Noncash contribution | ne included | | · · · · · · · · · · · · · · · · · · · | | | | | | |
| Contributions, Gifts, Grants and Other Similar Amounts | 3 | in lines 1a-1f \$ | nis included | | | | | | | | |
| Cont | h | Total. Add lines 1a-1 | f | | • | | 446,148 | | | | |
| <u>a</u> | | | | | Business | Code | <u> </u> | | | | |
| nue. | 2a | MEMBER DUES | | | | 900099 | 40,8 | 90,418 | 40,890, | 418 | |
| æ | b | SUBSCRIPTIONS AND P | UBLICATIONS | | | 900099 | 1,3 | 44,703 | 1,344, | 703 | |
| 1Ce | C | CONVENTION REVENUE | | | | 900099 | · · · · · · · · · · · · · · · · · · · | 98,155 | 5,098, | | |
| Şe l | | CONTINUING EDUCATION | N | | | 900099 541800 | · · · · · · · · · · · · · · · · · · · | 21,894 | 3,721, | 1,645,3 | 122 |
| E C | е | ADVERTISING | | | | 541800 | | .37,330 | 5,137, | | 132 |
| Program Service Revenue | f | All other program se | rvice revenue | | L | 77.072 | 5,1 | .37,330 | 3,137, | 330 | |
| Ě | g | Total. Add lines 2a-2f | | | ▶ 57,8 | 37,832 | | | | | |
| | | Investment income (ir | | | interest, and other | | 943,11 | 7 | | | 943,117 |
| | | similar amounts). Income from investme | | | and proceeds | <u> </u> | - |) 0 | | | |
| | | | | • | | | 812,27 | 4 | | | 812,274 |
| | | | (ı) Rea | | (II) Personal | | | | | | |
| | 6a | Gross rents | | | | | | | | | |
| | . | Less rental expenses | | 13,507 86,953 | | 1 | | | | | |
| | | Less Terred expenses | Ì | ,00,555 | | | | | | | |
| | c | Rental income or (loss) | | 26,554 | 0 | | | | | | |
| | d | Net rental income or | r (loss) | | | } | 26,55 | 4 | | 1,697 | 24,857 |
| | | - Wee remaining on | (i) Securit | | (II) Other | | · | | | _, | |
| | 7a | Gross amount from sales of assets other than inventory | , , | 13,252 | | - | | | | | |
| | b | Less cost or other basis and sales expenses | 29,4 | 103,242 | 250 | | | | | | |
| | c | Gain or (loss) | 2,0 | 10,010 | 222 | | | | | | |
| | | Net gain or (loss) | | | • | | 2,010,23 | 2 | | | 2,010,232 |
| Other Revenue | 8a | Gross income from fu (not including \$ contributions reporte See Part IV, line 18 | ed on line 1c) | of | 0 | | | | | | |
| Re | ь | Less direct expenses | | b | 0 | 1 | | | | | |
| er | c | : Net income or (loss) | from fundrais | sing ev | ents | | (| 0 | | | |
| Oth | 9a | Gross income from g See Part IV, line 19 | | ies | | | | | | | |
| | | See Farc IV, IIIIe 19 | | а | 0 | | | | | | |
| | b | Less direct expenses | s | b | 0 | 1 | | | | | |
| | c | : Net income or (loss) | from gaming | activit | ies • | | (| 0 | | | |
| | 10a | aGross sales of invent returns and allowand | cory, less | a | 0 | | | | | | |
| | b | Less cost of goods s | sold | b | 0 |] | | | | | |
| | c | Net income or (loss) | | invent | tory ► | | (| 0 | | | |
| | | Miscellaneous | | | Business Code | - | 20.22 | | | 20 224 | |
| | 11 | .aREVENUE FROM FIN | ANCIAL SER\ | /ICES | 900099 | | 28,32 | | | 28,321 | |
| | b | OTHER REVENUE | | | 900099 | , | 325,19 | 2 | 59,300 | | 265,892 |
| | c | ; | | | | | | | | | |
| | d | All other revenue | | | | | | | | | |
| | | Total. Add lines 11a | | | ▶ | | | | | | |
| | 12 | ! Total revenue. See | Instructions | | | | 353,51 | | | | |
| | | | | | · • | | 62,429,67 | 0 | 56,251,800 | 1,675,350 | 4,056,372 Form 990 (2017) |

| Part IX | Statement of | of Functional | Expenses |
|---------|--------------|---------------|----------|
|---------|--------------|---------------|----------|

| Form 990 (2017) | | | | Page 10 |
|---|-----------------------|------------------------------------|---|-----------------------------------|
| Part IX Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete all co | lumns All other orga | anizations must comp | elete 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) Fundraisingexpenses |
| Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21 | 1,601,425 | 0 | | |
| 2 Grants and other assistance to domestic individuals See Part IV, line 22 | 135,395 | 0 | | |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16 | 0 | | | |
| 4 Benefits paid to or for members | 0 | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 2,769,161 | | | |
| 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 | 25,724,625 | | | |
| 8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions) | 3,506,543 | | | |
| 9 Other employee benefits | 4,278,486 | | | |
| 10 Payroll taxes | 1,959,123 | | | |
| 11 Fees for services (non-employees) | | | | |
| a Management | 0 | | | |
| b Legal | 149,819 | | | |
| c Accounting | 186,204 | | | |
| d Lobbying | 157,386 | | | |
| e Professional fundraising services See Part IV, line 17 | 0 | | | |
| f Investment management fees | 253,728 | | | |
| g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) | 5,202,492 | | | |
| 12 Advertising and promotion | 0 | | | |
| 13 Office expenses | 2,755,183 | | | |
| 14 Information technology | 1,940,452 | | | |
| 15 Royalties | 0 | | | |
| 16 Occupancy | 883,840 | | | |
| 17 Travel | 981,715 | | | _ |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | 0 | | | |
| 19 Conferences, conventions, and meetings | 3,243,163 | | | |
| 20 Interest | 413,464 | | | _ |
| 21 Payments to affiliates | 0 | | | _ |
| 22 Depreciation, depletion, and amortization | 2,407,574 | | | |
| 23 Insurance | 243,700 | | | |
| 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) | 23,73 | | | |
| a PUBLICATIONS | 1,691,519 | | | |
| b CAA/PSB SITE VISITS | 227,268 | | | |
| c EMPLOYMENT COSTS | 164,143 | | | |
| d SERVICES PROVIDED TO NSSLHA | 28,321 | | | |
| e All other expenses | | | | |
| 25 Total functional expenses. Add lines 1 through 24e | 60,904,729 | 0 | | |
| Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720) | | | | |

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31

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34

Liabilities 22

Fund Balances

Assets or 30

Net

End of year

Page **11**

50.860.579

0

0

0

0

0

n

O

2.146.210

39.277.229

83,059,916

52.971.227

52,971,227

136.031.143

Form **990** (2017)

0

508.272

136,031,143

6.049,318

35,587,159

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

Investments—publicly traded securities .

Intangible assets

Grants payable . . .

Deferred revenue . . .

Complete Part X of Schedule D

Temporarily restricted net assets

Permanently restricted net assets

Total net assets or fund balances

Total liabilities and net assets/fund balances .

Unrestricted net assets

Accounts payable and accrued expenses

Investments—other securities See Part IV, line 11 .

Investments—program-related See Part IV, line 11 .

Other assets See Part IV, line 11

Tax-exempt bond liabilities

persons Complete Part II of Schedule L .

and other liabilities not included on lines 17-24)

complete lines 27 through 29, and lines 33 and 34.

Organizations that do not follow SFAS 117 (ASC 958), check here

and complete lines 30 through 34.

Capital stock or trust principal, or current funds

Paid-in or capital surplus, or land, building or equipment fund . . .

Retained earnings, endowment, accumulated income, or other funds

Total liabilities. Add lines 17 through 25 .

Total assets.Add lines 1 through 15 (must equal line 34) . . .

Escrow or custodial account liability Complete Part IV of Schedule D

Secured mortgages and notes payable to unrelated third parties . . .

Unsecured notes and loans payable to unrelated third parties .

Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified

Other liabilities (including federal income tax, payables to related third parties,

Organizations that follow SFAS 117 (ASC 958), check here 🕨 🗹 and

| 1 | Cash-non-interest-bearing | 45,185,436 | 1 | 44,486,064 |
|---|--|------------|---|------------|
| 2 | Savings and temporary cash investments | 0 | 2 | 0 |
| 3 | Pledges and grants receivable, net | 23,450 | 3 | 15,000 |

Beginning of year

44.365.632

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23

24

25

26

27

29

30

31 32

33

34

0 28

0

0 14

0 18

0 20

0 21

397.385

130,666,685

6,520,225

33,901,556

2.746.210

36.921.489

80,089,480

50.577.205

50,577,205

130.666.685

603.817 4 Accounts receivable, net . . . Loans and other receivables from current and former officers, directors,

15,000 902,485 trustees, key employees, and highest compensated employees Complete Part n 5 0 II of Schedule L Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9)

0 6 voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L Notes and loans receivable, net . 0 0 Inventories for sale or use . 30.421 8 29.057

Assets 437.082 9 839.787 Prepaid expenses and deferred charges . 10a Land, buildings, and equipment cost or other 61,853,285 10a basis Complete Part VI of Schedule D 39,623,462 23,463,386 10c 38,389,899 b Less accumulated depreciation 10b

☐ Cash ☑ Accrual ☐ Other

☐ Both consolidated and separate basis

☐ Both consolidated and separate basis

Other changes in net assets or fund balances (explain in Schedule O)

10 Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))

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

If the organization changed its method of accounting from a prior year or checked "Other," explain in

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?

audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a

If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis,

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

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

Consolidated basis

b Were the organization's financial statements audited by an independent accountant?

Consolidated basis

Form 990 (2017)

Reconcilliation of Net Assets

1 Accounting method used to prepare the Form 990

separate basis, consolidated basis, or both

Financial Statements and Reporting

Part XI

Part XII

Schedule O

☐ Separate basis

consolidated basis, or both

Audit Act and OMB Circular A-133?

Separate basis

3 1,524,941 4 50,577,205 5 3,833,293 6

2a

2b

2c

3a

3b

7 8

9

10

Page **12**

-2.964,212

52,971,227

No

Nο

No

Form 990 (2017)

Yes

Yes

Yes

Additional Data

Software ID:

AS THE PROFESSIONAL. SCIENTIFIC. AND CREDENTIALING ASSOCIATION FOR 185.563 MEMBERS AND AFFILIATES WHO ARE SPEECH-LANGUAGE PATHOLOGISTS. AUDIOLOGISTS, SPEECH, LANGUAGE, AND HEARING SCIENTISTS, AUDIOLOGY AND SPEECH-LANGUAGE PATHOLOGY SUPPORT PERSONNEL, AND STUDENTS IN THE UNITED STATES AND INTERNATIONALLY, ASHA PROMOTES THE INDIVIDUAL AND COLLECTIVE PROFESSIONAL INTERESTS OF THE MEMBERS OF THE ASSOCIATION AND STIMULATES EXCHANGE OF INFORMATION AMONG PERSONS AND ORGANIZATIONS ENGAGED IN THE ACADEMIC AND CLINICAL DISCIPLINE OF HUMAN COMMUNICATION

Software Version:

EIN: 53-0240474

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Form 990 (2017)

SCIENCES

Form 990, Part III, Line 4a:

ASHA ENCOURAGES BASIC SCIENTIFIC STUDY OF THE PROCESS OF INDIVIDUAL HUMAN COMMUNICATION WITH SPECIAL REFERENCE TO SPEECH, LANGUAGE, AND HEARING, PROMOTES APPROPRIATE ACADEMIC AND CLINICAL PREPARATION OF INDIVIDUALS ENTERING THE PROFESSION AND PROVIDES MAINTENANCE OF CURRENT KNOWLEDGE AND SKILLS OF THOSE WITHIN THE DISCIPLINE BY OFFERING PROFESSIONAL PUBLICATIONS (A YEAR ROUND NEWSLETTER AND 4 PERIODICAL JOURNALS).

Form 990, Part III, Line 4b:

CONTINUING EDUCATION PROGRAMS AND PRODUCTS TO ITS MEMBERS

Form 990, Part III, Line 4c: ASHA ADVOCATES ON BEHALF OF PERSONS WITH COMMUNICATION AND RELATED DISORDERS. IT PROMOTES INVESTIGATION AND PREVENTION OF DISORDERS OF HUMAN COMMUNICATION AND FOSTERS IMPROVEMENTS OF CLINICAL SERVICES AND PROCEDURES CONCERNING SUCH DISORDERS.

(A) (D) (B) (C) (E) (F) Name and Title Position (do not check more Reportable Reportable Estimated Average than one box, unless compensation hours per compensation amount of other week (list person is both an officer from the from related compensation any hours and a director/trustee) organizations from the

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

| | any hours | and | a dır | ecto | | ustee) | | organization | organizations | from the |
|---|---|-----------------------------------|-----------------------|---------|--------------|---------------------|--------|----------------------|----------------------|--|
| | for related organizations below dotted line) | Individual trustee or director | Institutional Trustee | Officer | key employee | Highest compensated | Former | (W- 2/1099- MISC) | (W- 2/1099- MISC) | organization and related organizations |
| Gail J Richard President | 10 0 | × | | | | | | 0 | 0 | 0 |
| Jaynee A Handelsman Immediate Past President | 0 1 | × | | | | | | 0 | 0 | 0 |
| Elise Davis-McFarland President-Elect | 10 0 | × | | | | | | 0 | 0 | 0 |
| Margot L Beckerman Chair Audiology Adv Council | 10 0 | × | | | | | | 0 | 0 | 0 |
| Melanie W Hudson | 10 0 | × | | | | | | 0 | 0 | 0 |

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| Margot L Beckerman |
|-------------------------------|
| Chair Audiology Adv Council |
| Melanie W Hudson |
| Chair of SLP Advisory Council |

Sandra L Gillam

Nadine Martin

VP for SLP Practice

Joan Mele-McCarthy

Joseph J Montano

Kathy Shapley

VP For Science and Research

Gov Relations & Public Policy

VP Standards & Ethics in Aud

NSSLHA National Advisor

and Independent Contractors

(A) (D) (B) (C) (E) (F) Name and Title Position (do not check more Reportable Reportable Estimated Average than one box, unless compensation hours per compensation amount of other person is both an officer week (list from the from related compensation and a director/trustee) any hours organization organizations from the

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

| | any nours | and | a dir | ecto | or/tr | ustee, |) | organization | organizations | from the | |
|---|---|-----------------------------------|-----------------------|------|--------------|------------------------------|--------|----------------------|----------------------|--|--|
| | for related organizations below dotted line) | Individual trustee or director | Institutional Trustee | 10 | key employee | Highest compensated employee | Former | (W- 2/1099- MISC) | (W- 2/1099- MISC) | organization and related organizations | |
| Lynn Williams | 10 0 | х | | | | | | 0 | 0 | 0 | |
| VP Academic Affairs in SLP | 0 1 | | | | | | | | | | |
| Robert C Fifer VP For Audiology Practice | 10 0 | x | | | | | | 0 | 0 | 0 | |
| Janet Koehnke VP Acad Affairs in Audiology | 10 0 | х | | | | | | 0 | 0 | 0 | |
| Judy Rich VP for Finance | 10 0 | × | | | | | | 0 | 0 | 0 | |
| Perry F Flynn VP for Planning | 10 0 | × | | | | | | 0 | 0 | 0 | |

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522,656

287,886

261,337

254,225

443,685

33,001

109,727

54,264

0

| VP for Finance |
|------------------|
| Perry F Flynn |
| VP for Planning |
| Barbara Jacobson |

VP for standards & ethics slp

......

Chief Staff for Operations

Chief Staff for Multicultural

Chief Staff for Speech Lang

Arlene A Pietranton

Vicki Deal-Williams

Lemmietta McNeilly

CEO, See Sch J

Kyle Vickers

and Independent Contractors

(A) (B) (C) (D) (E) (F) Name and Title Position (do not check more Reportable Reportable Estimated Average than one box, unless amount of other hours per compensation compensation week (list person is both an officer from the from related compensation

any hours

and Independent Contractors

Director, Continuing Education

Dir, Aca Affairs & Res Educ

Director, Human Resources

Director of Finance

Ellen Fagan

Loretta Nunez

Janet McNichol

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

and a director/trustee)

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Χ

Х

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organization

182,813

186,550

171,238

170,872

organizations

from the

52,586

303,143

49,568

67,842

0

| | E | . . | | | | | | (14,000 | (14, 24,000 | avanniantion and | |
|--|---|-----------------------------------|-----------------------|--|--------------|------------------------------|--------|----------------------|----------------------|--|--|
| | for related organizations below dotted line) | Individual trustee or director | Institutional Trustee | | key employee | Highest compensated employee | Former | (W- 2/1099- MISC) | (W- 2/1099- MISC) | organization and related organizations | |
| Margaret Rogers Chief Staff Science & Research | 50 0 | | | | × | | | 270,773 | 0 | 38,223 | |
| Neil Disarno Chief Staff Officer Aud | 60 0 | | | | х | | | 253,737 | 0 | 57,421 | |
| Lisa Cole Director of Communication | 50 0 0 35 | | | | × | | | 203,426 | 0 | 31,554 | |
| Robert Mullen Director Ntl Center for EBP | 50 0 | | | | | х | | 182,883 | 0 | 163,756 | |
| Yvonne Kankam-Boadu | 50 0 | | | | | | | | | | |

7 75 50 0

0 0 50 0

0.0 43 0

2 0

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SCHEDULE C

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

DLN: 93493310009438

Open to Public

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

(Form 990 or 990-

EZ)

▶ Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.

▶Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Inspection

| • S • S f the • S • S f the (Pro) | ection 501(c)(3) organizations Cor Section 501(c) (other than section 5 Section 527 organizations Complet organization answered "Yes" or Section 501(c)(3) organizations that Section 501(c)(3) organizations that | n Form 990, Part IV, Line 4, or Form 99 have filed Form 5768 (election under so have NOT filed Form 5768 (election un Form 990, Part IV, Line 5 (Proxy Tax s), then | Part I-C I-A and C below 90-EZ, Part VI, Imection 501(h)) Co der section 501(h) | Do not co e 47 (Lob mplete Pa)) Comple | mplete Part I-t bying Activit rt II-A Do not te Part II-B D | ies), com o not | then plete Part II-E t complete Pa Z, Part V, line | 3 art II-A e 35 c | | |
|---|---|---|--|---|--|-----------------------|---|--|--|--|
| | RICAN SPEECH-LANGUAGE-HEARING AS | SOCIATION | | | 53-0240474 | | | | | |
| Par | I-A Complete if the orga | nization is exempt under section | n 501(c) or is | a sectio | | niza | tion. | | | |
| 1 | Provide a description of the organ "political campaign activities") | ization's direct and indirect political cam | npaign activities in | Part IV (s | see instruction | s for | definition of | | | |
| 2 | Political campaign activity expend | itures (see instructions) | | | > | \$. | | С | | |
| 3 | Volunteer hours for political camp | • | | | | | | | | |
| Par | I-B Complete if the orga | nization is exempt under sectio | n 501(c)(3). | | | | | | | |
| 1 | Enter the amount of any excise ta | x incurred by the organization under se | ction 4955 | | > | \$. | | | | |
| 2 | , | x incurred by organization managers ur | | | • | \$. | | | | |
| 3 | If the organization incurred a sect | cion 4955 tax, did it file Form 4720 for th | his year? | | | | ☐ Yes | □ No | | |
| 4a | Was a correction made? | | | | | | ☐ Yes | □ No | | |
| b | If "Yes," describe in Part IV | | | | | | | | | |
| Par | I-C Complete if the organ | nization is exempt under section | n 501(c), exce | pt secti | on 501(c)(: | 3). | | | | |
| 1 | Enter the amount directly expend | ed by the filing organization for section | 527 exempt funct | on activiti | es 🕨 | \$. | | | | |
| 2 | Enter the amount of the filing org function activities | anızatıon's funds contributed to other or | ganizations for se | ction 527 | exempt • | \$. | | | | |
| 3 | Total exempt function expenditure | es Add lines 1 and 2 Enter here and on | Form 1120-POL, | lıne 17b | > | \$ | | | | |
| 4 | Did the filing organization file For | m 1120-POL for this year? | | | | Ψ. | ☐ Yes | □ No | | |
| 5 | organization made payments For of political contributions received | employer identification number (EIN) of each organization listed, enter the amo that were promptly and directly delivere se (PAC) If additional space is needed, | unt paid from the ed to a separate pe | filing orga olitical org | anızatıon's fundanızatıon, suc | ds A | the filing Iso enter the | amount | | |
| | (a) Name (b) Address (c) EIN (d) Amour filing orgations of the funds If r | | | | | | (e) Amount of contributions and promp directly delived separate proganization enter - | received otly and ered to a political If none, | | |
| 1 | | | | | | | | | | |
| 2 | | | | | | | | | | |
| 3 | | | | | | | | | | |
| 4 | | | | | | | | | | |
| 5 | | | | | | | | | | |
| 6 | | | | | | | | | | |

Calendar year (or fiscal year (a) 2014 **(b)** 2015 (c) 2016 (d) 2017 (e) Total beginning in) 2a Lobbying nontaxable amount Lobbying ceiling amount (150% of line 2a, column(e)) Total lobbying expenditures Grassroots nontaxable amount Grassroots ceiling amount (150% of line 2d, column (e)) Grassroots lobbying expenditures

Mailings to members, legislators, or the public? Publications, or published or broadcast statements? Grants to other organizations for lobbying purposes?

Schedule C (Form 990 or 990-EZ) 2017

Part II-B

Volunteers?

Media advertisements?

activity

1

1 2

3

b

С Total

3

5

Part IV

Political Contributions

Part III-B

Current year

Carryover from last year

expenditure next year?

Return Reference

(b)

Amount

(a)

No

1

2

1

2a

2b 2c

3

4

5

Schedule C (Form 990 or 990EZ) 2017

Nο

Nο

No

40,890,418

1,004,641

1.004.641

1.635.617

-630,976

Yes

Direct contact with legislators, their staffs, government officials, or a legislative body? Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? Other activities? Total Add lines 1c through 1i 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? b If "Yes," enter the amount of any tax incurred under section 4912 If "Yes," enter the amount of any tax incurred by organization managers under section 4912 d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section Part III-A 501(c)(6). Yes No

and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes." 1 Dues, assessments and similar amounts from members 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political

expenses for which the section 527(f) tax was paid).

Supplemental Information

Taxable amount of lobbying and political expenditures (see instructions)

instructions), and Part II-B, line 1 Also, complete this part for any additional information

Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues

If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political

Provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, Part II-A (affiliated group list), Part II-A, lines 1 and 2 (see

ASHA immediately transfers the collected monies to ASHA PAC

Explanation

Schedule C, Part I-C, Line 5E ASHA acts as a conduit and collects donations for ASHA PAC from its members

Did the organization agree to carry over lobbying and political expenditures from the prior year?

Were substantially all (90% or more) dues received nondeductible by members?

Did the organization make only in-house lobbying expenditures of \$2,000 or less?

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

Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?

During the year, did the filing organization attempt to influence foreign, national, state or local legislation,

including any attempt to influence public opinion on a legislative matter or referendum, through the use of

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6)

efile GRAPHIC print - DO NOT PROCESS As Filed Data -SCHEDULE D

Supplemental Financial Statements

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

DLN: 93493310009438 OMB No 1545-0047

> Open to Public Inspection

Department of the Treasury Internal Revenue Service

Assets included in Form 990, Part X

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

(Form 990)

▶ Attach to Form 990.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990. Name of the organization **Employer identification number** AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION 53-0240474 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year 2 Aggregate value of contributions to (during year) Aggregate value of grants from (during year) Aggregate value at end of year Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? 🗌 Yes 🗌 No Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Year Total number of conservation easements Total acreage restricted by conservation easements 2b Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 🕨 Number of states where property subject to conservation easement is located ▶ 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 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)? 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 Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Part III Complete if the organization answered "Yes" on Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items (i) Revenue included on Form 990, Part VIII, line 1 (ii) Assets included in Form 990, Part X If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items Revenue included on Form 990, Part VIII, line 1

Cat No 52283D

Schedule D (Form 990) 2017

 ${f d}$ Equipment .

| Par | t III | Organizations Ma | aintaining Col | lections o | of Art, H | istori | cal T | reası | ıres, o | r Other | Similar As | ssets (cor | ntınued) | |
|--------|---|--|------------------------------|--------------|--------------------|---------------|----------|---------|------------|-------------|---------------|---------------|-----------|-----------|
| 3 | | ng the organization's acq ns (check all that apply) | uisition, accessior | n, and other | records, | check | any of | the fo | llowing t | that are a | significant i | ise of its co | ollection | |
| а | | Public exhibition | | | | d | | Loan | or exch | ange prog | ırams | | | |
| b | | Scholarly research | | | | e | | Othe | r | | | | | |
| С | Preservation for future generations | | | | | | | | | | | | | |
| 4 | | vide a description of the | organization's col | lections and | l explain h | now the | ey furtl | ner the | e organiz | zation's ex | kempt purpo | se in | | |
| 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 | | | | | | | | | | | | | |
| Pa | 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 | | | | | | | | | | | | | | |
| ь | If "Y | res," explain the arrange | ement in Part XIII | and comple | ete the fol | Iowina | table | | | | Α | mount | | _ |
| c | | inning balance | | | | | | | | 1c | | | | _ |
| d | _ | itions during the year | | | | | | | | 1d | | | | _ |
| е | Dıst | ributions during the year | r | | | | | | | 1e | | | | _ |
| f | End | ing balance | | | | | | | | 1f | | | | _ |
| 2a | Dıd | the organization include | an amount on Fo | rm 990, Pai | t X, line 2 | 21, for | escrow | or cu | stodial a | account lia | ability? | ☐ Yes | | _ |
| | b If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII | | | | | | | | | | | | | |
| Pa | irt V | Endowment Fund | ds. Complete if | | | | | | | | | | 15 | |
| 1a | Beain | ning of year balance . | | (a)Currer | nt year | (D)P | rior yea | - | (c) I wo y | ears back | (d)Three yea | ars back (e |)Four yea | rs back_ |
| | _ | ibutions | | | | | | | | | | | | |
| С | Net ır | nvestment earnings, gair | ns, and losses | | | | | | | | | | | |
| | | s or scholarships | | | | | | | | | | | | |
| e | | expenditures for facilities | es | | | | | | | | | | | |
| f | Admı | nistrative expenses . | | | | | | | | | | | | |
| g | End o | of year balance | | | | | | | | | | | | |
| 2 a | | vide the estimated perceind designated or quasi-e | | ent year end | balance | (line 1 | g, colu | mn (a |)) held a | ıs | | | | |
| ь | Perr | manent endowment > | | | | | | | | | | | | |
| c | Tem | porarily restricted endov | wment ▶ | | | | | | | | | | | |
| · | | percentages on lines 2a | | ld equal 100 | 0% | | | | | | | | | |
| За | Are | there endowment funds anization by | | | | on tha | t are h | eld an | d admın | istered fo | r the | | Yes | No |
| | (i) t | unrelated organizations | | | | | | | | | | 3a(i | - | |
| | | related organizations . | | | | | | | | | | 3a(ii | - | |
| | | res" on 3a(II), are the rel | - | | • | | | .7 | | | | 3b | | |
| 4 | | cribe in Part XIII the inte | | | n s endow | rment 1 | unds | | | | | | | |
| Pā | rt VI | Land, Buildings, Complete if the ord | | | " on Forr | n 990 | . Part | IV. lı | ne 11a | . See For | m 990. Pa | rt X. line | 10. | |
| | Desc | ription of property | (a) Cost or oth (investme | er basis | (b) Cost of | | • | | | | depreciation | | Book valu | e |
| 12 | Land | | | 0 | | | 7.83 | 34,684 | | | | | - | 7,834,684 |
| | Buildi | | | 0 | | | | 06,039 | | | 9,357,668 | | | 7,648,371 |
| | | ehold improvements | | 0 | | | | 19,340 | | | 1,523,443 | | | 295,897 |
| | | ement | | 0 | | | | 90,882 | | | 12,582,275 | | | 2,308,607 |

14,890,882

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

302,340

302,340 38,389,899

12,582,275

| | Form 990) 2017 | | | | Page |
|---------------|---|----------|-----------------------------|---------------------------------------|---------------------------------------|
| Part VII | Investments—Other Securities. Complete if the org See Form 990, Part X, line 12. | anızat | ion ansv | vered "Yes" on Form 99 | 0, Part IV, line 11b. |
| | (a) Description of security or category (including name of security) | | (b) Book value | | d of valuation -year market value |
| | l derivatives | | | | |
| (A) | | | | | |
| (B) | | | | | |
| (C) | | | | | |
| (D) | | | | | |
| (E) | | | | | |
| (F) | | | | | |
| (G) | | | | | |
| (H) | | | | | |
| Fotal. (Colum | n (b) must equal Form 990, Part X, col (B) line 12) | • | | | |
| Part VIII | Investments—Program Related. Complete if the organization answered 'Yes' on Form 9 | 200 0 | art IV Ju | no 11c Soo Form 000 | Part V. lino 13 |
| | | | ook value | (c) Metho | ed of valuation -year market value |
| (1) | | | | | |
| (2) | | | | | |
| (3) | | | | | |
| 4) | | | | | |
| 5) | | | | | |
| (6) | | | | | |
| (7) | | | | | |
| (8) | | | | | |
| (9) | | | | | |
| • | n (b) must equal Form 990, Part X, col (B) line 13) | | | | |
| Part IX | Other Assets. Complete if the organization answered 'Yes' (a) Description | on For | m 990, Pa | rt IV, line 11d See Form 9 | 990, Part X, line 15 (b) Book value |
| 1) | | | | | |
| 2) | | | | | |
| 3) | | | | | |
| 4) | | | | | |
| 5) | | | | | |
| 6) | | | | | |
| 7) | | | | | |
| 8) | | | | | |
| 9) | | | | | |
| | mn (b) must equal Form 990, Part X, col (B) line 15) Other Liabilities. Complete if the organization answer | red 'Y | es' on Fo | | ▶ 1e or 11f. |
| | See Form 990, Part X, line 25. (a) Description of liability | | | ook value | |
| 1) Federal ı | ncome taxes | + | (5) 0 | 0 | |
| PENSION LIA | | | | 20,691,074 | |
| | EMENT INSURANCE PAYABLE AFFILIATES | + | | 13,621,536 2,717,374 | |
| NTEREST RA | | | | 1,721,759 | |
| | ED MEDICAL PLAN | + | | 493,750 31,736 | |
| 7) | INTEREST PAYABLE | + | | 31,736 | |
| (8) | | \dashv | | | |
| (9) | | + | | | |
| 「otal. (Colum | n (b) must equal Form 990, Part X, col (B) line 25) | • | | 39,277,229 | |
| | or uncertain tax positions. In Part XIII, provide the text of the fo | | | · · · · · · · · · · · · · · · · · · · | ments that reports the |

Schedule D (Form 990) 2017

Page 4

| 1 | Total revenue, gains, and other s | upport per audited financial statements | | | 1 | |
|------------|---|---|-------------------|--|---------|---------------------------|
| 2 | Amounts included on line 1 but no | ot on Form 990, Part VIII, line 12 | | | | |
| а | Net unrealized gains (losses) on i | nvestments | 2a | | | |
| b | Donated services and use of facili | ties | 2b | | | |
| c | Recoveries of prior year grants | | 2c | | | |
| d | Other (Describe in Part XIII) . | | 2d | | | |
| е | Add lines 2a through 2d | | | | 2e | |
| 3 | Subtract line $\mathbf{2e}$ from line 1 . | | | | 3 | |
| 4 | Amounts included on Form 990, F | Part VIII, line 12, but not on line 1 | | | | |
| а | Investment expenses not included | d on Form 990, Part VIII, line 7b | 4a | | | |
| b | Other (Describe in Part XIII) . | | 4b | | | |
| c | Add lines 4a and 4b | | | | 4c | |
| 5 | Total revenue Add lines 3 and 4d | c. (This must equal Form 990, Part I, line 12) | | | 5 | |
| Par | | penses per Audited Financial Statem zation answered 'Yes' on Form 990, Part | | | Retur | n. |
| 1 | Total expenses and losses per au | dited financial statements | | | 1 | |
| 2 | Amounts included on line 1 but no | ot on Form 990, Part IX, line 25 | | | | |
| а | Donated services and use of facili | ties | 2a | | | |
| b | Prior year adjustments | | 2b | | | |
| С | Other losses | | 2c | | | |
| d | Other (Describe in Part XIII) . | | 2d | | | |
| е | Add lines 2a through 2d | | | | 2e | |
| 3 | Subtract line ${f 2e}$ from line ${f 1}$. | | | | 3 | |
| 4 | Amounts included on Form 990, F | Part IX, line 25, but not on line 1: | | | | |
| а | Investment expenses not included | d on Form 990, Part VIII, line 7b | 4a | | | |
| b | Other (Describe in Part XIII) . | | 4b | | | |
| c | | | | | 4c | |
| 5 | | Ic. (This must equal Form 990, Part I, line 18 |) . | | 5 | |
| Pai | t XIII Supplemental Info | ormation | | | | |
| Pro XI, | vide the descriptions required for Pi lines 2d and 4b, and Part XII, lines | art II, lines 3, 5, and 9, Part III, lines 1a and 4 2d and 4b Also complete this part to provide | 4, Part any ac | IV, lines 1b and 2b, Part Iditional information | V, line | e 4, Part X, line 2, Part |
| | Return Reference | | Exp | lanation | | |
| See A | Addıtıonal Data Table | | | | | |
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| Page 5 | | Schedule D (Form 990) 2017 | | | | | | |
|---------------|--|----------------------------|--|--|--|--|--|--|
| | Part XIII Supplemental Information (continued) | | | | | | | |
| | Explanation | Return Reference | | | | | | |
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Schedule D (Form 990) 2017

Additional Data

Software ID:

Software Version:

EIN: 53-0240474

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Supplemental Information

| Return Reference | Explanation |
|--|---|
| LIABILITY FOR UNCERTAIN TAX POSITIONS (ASC 740) | SCHEDULE D, PART X, LINE 2 ASHA IS EXEMPT FROM FEDERAL INCOME TAX UNDER IRC SECTION 501(C) (6), THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS EXEMPT PURPOSE, UNLESS THAT IN COME IS OTHERWISE EXCLUDED BY THE CODE ASHA HAS PROCESSES PRESENTLY IN PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS, TO IDENTIFY AND REPORT UNRELATED INCOME, TO DETERM INE ITS FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH IT HAS NEXUS, AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE CONSIDERED TAX POSITIONS THE TAX YEARS ENDING DE CEMBER 31, 2017, 2016, 2015, AND 2014 ARE STILL OPEN TO AUDIT FOR BOTH FEDERAL AND STATE PURPOSES ASHA HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIR RE RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2017, ASHA REPORTED UNRELATED BUSINESS INCOME TAX, FOR FEDERAL AND STATE PURPOSES, WHICH IS IMMATERIAL FOR FINANCIAL STATEMENT PURPOSES AND IS OFFSET BY NET OPERATING LOSS CARRYFOR WARDS AVAILABLE ASHA FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS "MORE-LIKELY-THAN-NOT" TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AUTHORITY THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED THE ADOPTION OF ASC 740-10 DID NOT HAVE A MATERIAL IMPACT ON ASHA'S FINANCIAL STATEMENTS, AS MANAGEMENT DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS WITHIN ITS FINANCIAL STATEMENTS |

| efile GRAPHIC print - DC | NOT PROCESS | As Filed Data - | | | | | DLI | N: 934933100 | 09438 |
|--|---|---|----------------------------|-----------------------|----------------------------|--------|---------------|-----------------------|-------------|
| Schedule I (Form 990) Department of the | Co | OMB No 1545-0047 2017 Open to Public Inspection | | | | | | | |
| Treasury Internal Revenue Service | P Infor | mation about schedu | le I (Form 990) and its | instructions is at wi | | Emula | doubtéin | atron munibar | |
| Name of the organization AMERICAN SPEECH-LANGUAGE- | -HEARING ASSOCIAT | TION | | | | 53-024 | | ation number | |
| Part I General Inform | nation on Grants | and Assistance | | | | | | | |
| the selection criteria used Describe in Part IV the or Part III Grants and Other | to award the grants ganization's procedu Assistance to Don | s or assistance? res for monitoring the unestic Organizations a | se of grant funds in the U | nited States | for the grants or assistan | | Part IV, line | Yes 21, for any recip | □ No |
| that received more (a) Name and address of organization or government | ress of (b) EIN (c) IRC section (f applicable) (d) Amount of cash (b) EIN (if applicable) (d) Amount of cash (b) EIN (c) IRC section (f applicable) (d) Amount of cash (b) EIN (c) IRC section (d) Amount of cash (e) Amount of non- (book, FMV, appraisal, noncash assistance) | | | | | | | | f grant |
| (1) See Additional Data | | | | | | | | | |
| (2) | | | | | | | | | |
| (3) | | | | | | | | | |
| (4) | | | | | | | | | |
| (5) | | | | | | | | | |
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| (10) | | | | | | | | | |
| (11) | | | | | | | | | |
| (12) | | | | | | | | | |
| 2 Enter total number of sec3 Enter total number of oth | | - | | | | | > | | 6 7 |
| For Paperwork Reduction Act Not | ice, see the Instruction | ons for Form 990. | | Cat No 50055 | 5P | | Scho | edule I (Form 990 |) 2017 |

| Schedule I (Form 990) 2017 | | | | | | | | | | |
|--|---|--|---|--|--|--|--|--|--|--|
| 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 assista | ance (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 | | | | | |
| Part IV Supplemental 1 | 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 | | | | | | | | | |
| USE OF GRANT FUNDS INSIDE U S | ON A PER-GRANT BASIS APPLI MONITORED THROUGHOUT THI REVIEWED AND UNCLEAR ITEM ADDITION TO A YEAR END REP | ICATIONS ARE REVIEWED E LIFE OF THE GRANT BU 4S ARE QUESTIONED AND PORT REFLECTING PROGRE APPROVED CHANGES, AN |) BY ASHA GRANT ISSUIN JDGETS SUBMITTED WITH) CLARIFIED BEFORE FINA ESS MADE, BUDGET, SCO | NG DEPARTMENTS ONCE GRANTE H THE GRANT APPLICATION, AS N AL APPROVAL OR REJECTION GR DPE, ETC THE FINAL REPORT IS I | TORING USE OF GRANT FUNDS ARE ESTABLISHED SES ARE SELECTED, GRANT ACTIVITIES ARE WELL AS THROUGHOUT THE LIFE OF THE GRANT, ARE ANTEES TYPICALLY SUBMIT A MID-TERM REPORT IN DUE UPON GRANT PROJECT COMPLETION AND SOMETIMES THE FINAL REPORT IS REVIEWED | | | | | |

Schedule I (Form 990) 2017

Additional Data

(a) Name and address of

California Speech-Language-

Colorado Speech-Language-

Hearing Assn 825 University Avenue Sacremento, CA 95825

Hearing Assn 700 McKnight Park Dr Pittsburgh, PA 15237

(b) FIN

94-6125447

84-0745204

Software ID: **Software Version: EIN:** 53-0240474 Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Gover

| organization | (6) 2111 | if applicable | grant | cash | (book, FMV, appraisal, | |
|---------------|----------|---------------|-------|------------|------------------------|--|
| or government | | 11 | | assistance | other) | |
| | | | | | | |
| | | | | | | |

(d) Amount of cash

6,000

8,000

| (- <i>)</i> | (-, -, -, -, -, -, -, -, -, -, -, -, -, - | (, , , , , , , , , , , , , , , , , , , | (-) | (., |
|-------------|---|---|------------|--------------------------|
| | ıf applıcable | grant | cash | (book, FMV, apprais |
| | | | assistance | other) |
| | | | | |
| | | | | |
| | (=, == | | | if applicable grant cash |

501(c)(6)

501(c)(6)

(c) IRC section

| za | tions and Domesti | ic Governments. | | |
|----|----------------------------|--|--|------------------|
| ١ | (e) Amount of non- cash | (f) Method of valuation (book, FMV, appraisal. | (g) Description of non-cash assistance | (h) Purpose of g |

| ents. | | |
|-----------------------------------|--|---------------------|
| of valuation appraisal, er) | (g) Description of non-cash assistance | (h) Purpose of gran |
| | | State Association |

(a) Name and address of (b) EIN (c) IRC section (d) Amount of cash (e) Amount of non-(f) Method of valuation (a) Description of (h) Purpose of grant (book, FMV, appraisal, organization ıf applıcable grant cash non-cash assistance or assistance other) or government assistance 56-6000403 115 14.984 Multiculture East Carolina University 2200 South Charles Blvd

State Association

6,000

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

501(c)(6)

Greenville, NC 27858 Kansas Speech-Language-

Hearing Assn 148 S Bay Country Ct Wichita, KS 67235

51-0190803

(a) Name and address of (b) EIN (c) IRC section (d) Amount of cash (e) Amount of non-(f) Method of valuation (g) Description of (h) Purpose of grant if applicable (book, FMV, appraisal, non-cash assistance organization grant cash or assistance or government other) assistance KUMC Research Institute 48-1108830 501(c)(3) 15.000 Multiculture 3901 Rainbow Blvd Mailstop 1039 KANSAS CITY, KS 66160

State Association and

Student Advocacy

9.000

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

501(c)(6)

Massachusetts Speech-

Language-Hearing Assn

465 Waverley Oaks Rd 421 Waltham, MA 02452

04-2631796

(a) Name and address of **(b)** EIN (c) IRC section (d) Amount of cash (e) Amount of non-(f) Method of valuation (a) Description of (h) Purpose of grant if applicable organization grant cash (book, FMV, appraisal, non-cash assistance or assistance or government other) assistance 23-7179613 501(c)(6) 7.000 Michigan Speech-Language-State Association and Hearing Assn Student Advocacy

| 790 W Lake Lansing Rd Ste 400A East Lansing, MI 48823 | | | | | Student |
|---|------------|-----------|-------|--|----------|
| Minnesota Speech-Language- | 41-6034134 | 501(c)(6) | 7,000 | | State As |

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

St Paul, MN 55114

Association Hearing Assn 1000 Westgate Drive 252

(a) Name and address of (b) EIN (c) IRC section (d) Amount of cash (e) Amount of non-(f) Method of valuation (a) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance other) or government assistance 57-0693355 501(c)(6) 6.000 South Carolina Speech-State Association Language-Hearing Assn PO Box 1782 Columbia, SC 29202

Multiculture

11.200

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

501(c)(3)

University of Pittsburgh

116 ATWOOD St Ste 201 Pittsburgh, PA 15260 25-0965591

(a) Name and address of (b) EIN (c) IRC section (d) Amount of cash (e) Amount of non-(f) Method of valuation (a) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance other) or government assistance 87-6000528 501(c)(3) 14.900 Multiculture Utah State University 1590 Old Main Hill Logan, UT 84322

1590 Old Main Hill
Logan, UT 84322

American Speech Language
Hearing Fdn
2200 Research Blyd

Contribution

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

Rockville, MD 20850

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments. (a) Name and address of (d) Amount of cash (e) Amount of non-(f) Method of valuation (a) Description of (h) Purpose of grant **(b)** EIN (c) IRC section organization if applicable grant cash (book, FMV, appraisal, non-cash assistance or assistance other) or government assistance 53-0196545 501(c)(3) 200.000 Nat'l Association for Hearing & contribution Speech Act 2220 Research Blvd

Rockville, MD 208503289

recipients cash grant non-cash assistance FMV, appraisal, other) Minority Student Leadership Program 5,850 40 000

(d)Amount of

(e)Method of valuation (book,

(f)Description of non-cash assistance

| Audiology/Hearing Sci Research Travel Awards | 38 | 19,000 | | |
|--|----|--------|--|--|
| Research Mentoring-Pair Travel Award | 44 | 23,000 | | |

1,750

(c)Amount of

Form 990, Schedule I, Part III, Grants and Other Assistance to Domestic Individuals.

(b) Number of

(a)Type of grant or assistance

Student Ethics Essay Award

| Research Mentoring-Pair Travel Award | 44 | 23,000 | | |
|--|----|--------|--|--|
| Students Preparing For Academic-Research | 14 | 14,000 | | |

| Students Preparing For Academic-Research | 14 | 14,000 | | |
|--|----|--------|--|--|
| Careers | | | | |

(a)Type of grant or assistance
(b)Number of recipients
(c)Amount of cash grant
(d)Amount of non-cash assistance
(e)Method of valuation (book, FMV, appraisal, other)
(f)Description of non-cash assistance

55.115 FMV

180 FMV

Registration

l membership

| Student Research Travel Award | 33 | 16,500 | | |
|-------------------------------|----|--------|--|--|

Form 990, Schedule I, Part III, Grants and Other Assistance to Domestic Individuals.

Convention

NSSLHA Membership

160

| efil | e GRAPHIC pr | rint - DO NOT PROCESS | As Filed Data | a - | DLN: 934 | 19331 | 0009 | 438 | |
|-------|--|---|--------------------|--|-------------------------|------------|----------------|------|--|
| Sch | nedule J | C | ompensati | ion Information | 10 | 1B No | 1545-0 | 0047 | |
| (Fori | m 990) | 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. | | | | | 2017 | | |
| • | tment of the Treasury | ▶ Information a | bout Schedule J | (Form 990) and its instructions gov/form990. | is at | pen i | | | |
| | al Revenue Service ne of the organiza | <u>l</u> atıon | <u>www.iis.</u> | <u>yov/101111990</u> . | Employer identificat | | ectio ımber | | |
| AME | ERICAN SPEECH-LAN | IGUAGE-HEARING ASSOCIATION | | | 53-0240474 | | | | |
| Pa | rt I Questi | ons Regarding Compensa | ation | | 100 02 10 17 1 | | | | |
| | | | | | | | Yes | No | |
| 1a | | | | the following to or for a person liste y relevant information regarding the | | | | | |
| | | s or charter travel | | Housing allowance or residence for | • | | | | |
| | _ | companions | | Payments for business use of perso | | | | | |
| | | nification and gross-up paymen | ts 📙 | Health or social club dues or initiati | | | | | |
| | ☐ Discretion | nary spending account | Ш | Personal services (e g , maid, chau | rreur, cner) | | | | |
| b | | xes in line 1a are checked, did t all of the expenses described ab | | ollow a written policy regarding payn plete Part III to explain | nent or reimbursement | 1b | | | |
| 2 | | | | or allowing expenses incurred by all r, regarding the items checked in line | 2 1 2 2 | 2 | | | |
| | directors, truste | es, officers, including the CEO/ | executive Director | r, regarding the items checked in line | e lar | | | | |
| 3 | organization's C | EO/Executive Director Check a | III that apply Dor | d to establish the compensation of t not check any boxes for methods CEO/Executive Director, but explain | | | | | |
| | ✓ Compensa | ation committee | | Written employment contract | | | | | |
| | _ ' | ent compensation consultant | <u>~</u> | Compensation survey or study | | | | | |
| | ☐ Form 990 | of other organizations | \checkmark | Approval by the board or compensa | ation committee | | | | |
| 4 | During the year related organiza | | 990, Part VII, Se | ction A, line 1a, with respect to the f | iling organization or a | | | | |
| а | Receive a sever | ance payment or change-of-cor | ntrol payment? | | | 4a | | No | |
| b | | r receive payment from, a supp | | ified retirement plan? | | 4b | | No | |
| С | Participate in, o | r receive payment from, an equ | ııty-based comper | nsation arrangement? | | 4c | | No | |
| | If "Yes" to any o | of lines 4a-c, list the persons ar | d provide the app | licable amounts for each item in Par | t III | | | | |
| | Only 501(c)(3 |), 501(c)(4), and 501(c)(29 |) organizations | must complete lines 5-9. | | | | | |
| 5 | | ed on Form 990, Part VII, Section ontingent on the revenues of | | the organization pay or accrue any | | | | | |
| а | The organization | n? | | | | 5a | | | |
| b | Any related orga | | | | | 5b | | | |
| | • | 5a or 5b, describe in Part III | | | | | | | |
| 6 | | ed on Form 990, Part VII, Section on tingent on the net earnings o | | the organization pay or accrue any | | | | | |
| а | The organization | | | | | 6 a | | | |
| b | Any related orga | | | | | 6b | | | |
| _ | • | 6a or 6b, describe in Part III | | | | | | | |
| 7 | | ed on Form 990, Part VII, Section escribed in lines 5 and 67 If "Ye | | the organization provide any nonfixe rt III | a | 7 | | | |
| 8 | | | | red pursuant to a contract that was section 53 4958-4(a)(3)? If "Yes," d | escribe | 8 | | | |
| 9 | If "Yes" on line 5 53 4958-6(c)? | 8, did the organization also follo | ow the rebuttable | presumption procedure described in | Regulations section | 9 | | | |
| For I | Panerwork Redu | uction Act Notice, see the In | structions for Fo | orm 990. Cat No ! | 50053T Schedule J | (Forn | 990) | 2017 | |

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 (C) Retirement (D) Nontaxable (B) Breakdown of W-2 and/or 1099-MISC (E) Total of (F) and other benefits columns compensation Compensation in

| | compensation | | deferred | benefici | (B)(-) (D) | solumn (P) | |
|---------------------------|--|---|---|--------------------------|------------|------------|---|
| | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | deferred compensation | | (B)(ı)-(D) | column (B) reported as deferred on prior Form 990 |
| See Additional Data Table | | | | | | | |
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| Schedule J (Form 990) 2017 | | | | | | | |
|----------------------------|--|--|--|--|--|--|--|

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

FORM 990, PART VII, COLUMN (F) OTHER COMPENSATION AND

SCHEDULE J, COLUMN (C) - RETIREMENT AND OTHER DEFERRED COMPENSATION ASHA SPONSORS A DEFINED BENEFIT RETIREMENT PLAN COVERING MOST EMPLOYEES WHO WERE HIRED BEFORE JANUARY 1, 2003, AND A DEFINED CONTRIBUTION PLAN FOR ALL OTHER ELIGIBLE EMPLOYEES WHO WERE HIRED ON OR AFTER THAT DATE FOR DEFINED CONTRIBUTION PLAN PARTICIPANTS, THE VALUE REPORTED REPRESENTS THE ACTUAL EMPLOYER CONTRIBUTIONS MADE ON

Page 3

Schedule J (Form 990) 2017

Schedule J (Form 990) 2017

(1)

(1)

(1)

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ionai i

1Arlene A Pietranton

Chief Staff for Operations

Chief Staff for Multicultural

Chief Staff for Speech Lang

2Vicki Deal-Williams

3Lemmietta McNeilly

4Margaret Rogers

Chief Staff Science & Research

5Neil Disarno

Chief Staff Officer Aud

Director of Communication

Director Ntl Center for EBP

8Yvonne Kankam-Boadu

Director of Finance

Director, Continuing Education

Dir, Aca Affairs & Res Educ

Director, Human Resources

10Loretta Nunez

11Janet McNichol

9Ellen Fagan

6Lisa Cole

7Robert Mullen

CEO, See Sch J

1Kyle Vickers

Software ID: Software Version:

compensation

397,556

286,422

248,975

221,820

253,807

234,142

200,606

162,486

162,349

148,558

152,562

166,878

EIN: 53-0240474

compensation

125,100

1,464

12,362

32,405

16,966

19,595

2,820

17,324

17,310

35,132

15,731

825

412,607

24,493

74,195

20,938

23,370

22,023

18,438

133,414

15,836

272,302

14,622

33,823

(E) Total of columns

(B)(i)-(D)

966,341

320,887

371,064

308,489

308,996

311,158

234,980

346,639

235,399

489,693

220,806

238,714

31,078

8,508

35,532

33,326

14,853

35,398

13,116

30,342

36,750

30,841

34,946

34,019

(F) Compensation in

column (B) reported as deferred on prior Form 990

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

3,073

3,154

2,860

2,945

3,169

| (A) Name and Title | (B) Breakdown | of W-2 and/or 1099-MIS | (C) Retirement and | (D) Nontaxable | | |
|--------------------|-----------------------|------------------------|--------------------|----------------|----------|--|
| | (i) Base Compensation | (ii) | (iii) | other deferred | benefits | |
| | | Bonus & incentive | Other reportable | compensation | | |

| efile GRAPHIC print - DO NOT PROCESS | | | | | 93493310009438 | |
|---|---|--|--|--|----------------|--|
| SCHEDULE O (Form 990 or 990- EZ) | O90- 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. ► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. | | | | | |
| Internal Revenue Service Name of the organiza AMERICAN SPEECH-LANG 990 Schedule O, | ification number | | | | | |
| Return Reference | Explanation | | | | | |
| ORGANIZATION'S MISSION | | | | | | |

| Return Reference | Explanation |
|--|--|
| SIGNIFICANT CHANGES TO GOVERNING DOCUMENTS | I, Section 8.1 of the ASHA Bylaws Amended to meet certification best practices, comport with industry standards, and show transparency by referencing the semi-autonomous entities a greement BOD 15-2017 Resolution Amends Article VIII, Section 8.3, of the ASHA Bylaws Amen |

990 Schedule O, Supplemental Information

Return

| Reference | Explanation |
|--------------|---|
| | FORM 990, PART VI, LINE 7A ASHA MEMBERS ELECT ITS BOARD OF DIRECTORS BY VOTING AS FOLLOWS |
| STOCKHOLDERS | 1) ASHA MEMBERS WHO ARE CERTIFIED AUDIOLOGISTS VOTE FOR BOARD OF DIRECTORS (BOD) CANDIDAT |
| WHO MAY | ES FOR AUDIOLOGY-DESIGNATED BOD OFFICERS 2) ASHA MEMBERS WHO ARE CERTIFIED SPEECH-LANGUAG |
| ELECT | E PATHOLOGISTS VOTE FOR BOD CANDIDATES FOR THE SPEECH-LANGUAGE-PATHOLOGY-DESIGNATED BOD |
| | OF |
| | FICERS 3)ASHA'S ENTIRE MEMBERSHIP VOTES FOR NON-PROFESSIONAL SPECIFIC BOD OFFICERS IN OR |
| | DER TO VOTE FOR A VACANT SEAT ON THE ADVISORY COUNCILS, AN INDIVIDUAL MUST BE A MEMBER OF |
| | THE PROFESSION FOR WHICH THEY ARE VOTING AND A MEMBER OF THE STATE OR TERRITORY |

Explanation

Explanation Return Reference

FORM 990 FORM 990. PART VI. LINE 11B ASHA'S FORM 990 IS PREPARED AND REVIEWED. IN DETAIL, BY ITS OU TSIDE ACCOUNTANTS, GRANT THORNTON A FINAL DRAFT OF FORM 990 WILL BE REVIEWED. IN DETAIL. REVIEW

PROCESS BY ASHA'S FINANCE STAFF, DIRECTOR OF FINANCE, CHIEF STAFF OFFICER FOR OPERATIONS, AND CHIE F EXECUTIVE OFFICER BEFORE PRESENTING THE 990 TO THE BOARD OF DIRECTORS PRIOR TO FILING

| Return Reference | Explanation |
|--|--|
| CONFLICT OF INTEREST POLICY MONITORING & ENFORCEMENT | FORM 990, PART VI, SECTION B, LINE 12C THE CONFLICT OF INTEREST POLICY IS REVIEWED ANNUALL Y FOR MEMBERS OF THE BOARD OF DIRECTORS AND ON AN ON-GOING BASIS FOR ALL EMPLOYEES EACH D IRECTOR AND EMPLOYEE IS EXPECTED TO AVOID ANY ACTION OR INVOLVEMENT THAT WOULD COMPROMISE THE ASSOCIATION THIS INCLUDES THE FOLLOWING 1) HAVING A FINANCIAL INTEREST, OR A FAMILY MEMBER WITH A FINANCIAL INTEREST, IN AN OUTSIDE CONCERN FROM WHICH ASHA PURCHASES GOODS OR SERVICES 2) CONDUCTING BUSINESS ON BEHALF OF ASHA WITH A MEMBER OF THE DIRECTOR'S OR EMPLOYEE'S FAMILY OR A BUSINESS ORGANIZATION IN WHICH THE DIRECTOR OR EMPLOYEE OR A MEMBER OF HIS OR HER FAMILY HAS A SIGNIFICANT INTEREST IN THE EVENT A VOLUNTEER LEADER WISHES TO P ARTAKE IN AN ACTIVITY OR ASSOCIATION THAT WOULD CREATE OR APPEAR TO CREATE A CONFLICT OF I NTEREST, THE VOLUNTEER LEADER MUST DISCLOSE THE PROPOSED OUTSIDE ACTIVITY OR ASSOCIATION TO THE CHAIR OF THE BOARD OR COMMITTEE THE CHAIR SHALL DECIDE WHETHER THE OUTSIDE ACTIVITY OR ASSOCIATION CAN BE ACCOMMODATED IN SUCH A WAY THAT THE CONFLICT OF INTEREST IS AVOIDED WITHOUT RESULTING IN SIGNIFICANT HARDSHIP TO ASHA THIS MAY INCLUDE REQUIRING THE VOLUNTE ER LEADER TO RECUSE HIMSELF OR HERSELF FROM MAKING BUSINESS OR POLICY DECISIONS ON BEHALF OF ASHA THAT ARE RELATED TO OR IN CONFLICT WITH THE OUTSIDE ACTIVITY OR ASSOCIATION AND FROM RECOMMENDING OR PROVIDING INPUT FOR SUCH DECISIONS IF THE CHAIR DECIDES THAT ASHA IS A BLE TO MAKE AN ACCOMMODATION THAT WOULD ELIMINATE A CONFLICT OF INTEREST WITHOUT IMPOSING SIGNIFICANT HARDSHIP ON THE ORGANIZATION, AND IF THE VOLUNTEER LEADER IS AGREEABLE TO IT, THE VOLUNTEER LEADER MAY ENGAGE IN THE OUTSIDE ACTIVITY OR ASSOCIATION IN THE EVENT THAT THE ASHA PRESIDENT BELIEVES HE OR SHE HAS A POTENTIAL CONFLICT, HE OR SHE SHOULD DISCLOSE THE OUTSIDE ACTIVITY OR ASSOCIATION TO THE IMMEDIATE PAST PRESIDENT |

Return

| Reference | |
|--|--|
| PROCESS FOR DETERMINING COMPENSATION | NSATION FOR THESE POSITIONS 1) QUATT ASSOCIATES REVIEWS ALL OF THE POSITIONS, INCLUDING T HE CEO'S POSITION THE BOD APPROVES AND WORKS DIRECTLY WITH THE CONSULTANT REGARDING THE C EO'S POSITION 2) QUATT ASSOCIATES PROVIDES MARKET DATA FOR THE DETERMINATION OF COMPENSAT ION FOR THE CEO AND ALL OTHER POSITIONS 3) THE PRESIDENT DOCUMENTS THE DISCUSSION REGARDI NG COMPENSATION FOR THE CEO'S POSITION AND FORWARDS INSTRUCTIONS TO THE CHIEF STAFF OFFICE R of operations 4) ALL OTHER STAFF POSITION SALARY RANGES ARE ESTABLISHED (BASED ON QUATT |
| | 'S REVIEW), SUBJECT TO THE APPROVAL OF THE CEO THE ORGANIZATION DOES NOT HAVE A REVIEW PR OCESS FOR COMPENSATION FOR THE BOARD OF DIRECTORS SINCE THE BOARD MEMBERS DO NOT GET COMPE |
| l i | I NSATION FROM THE ORGANIZATION |

Explanation

Return Explanation
Reference

HOW DOCUMENTS RGANIZATION'S WEBSITE THE ARTICLES OF INCORPORATION AND CONFLICT OF INTEREST POLICY ARE A VAILABLE UPON REQUEST TO THE PUBLIC

Return Explanation
Reference

| OTHER | FORM 990, PART XI. LINE 9 PENSION RELATED LOSS (\$ 2,159,252) LOSS ON POSTRETIREMENT INSURA |
|---------|---|
| CHANGES | NCE PAYABLE (\$ 1,139,948) GAIN ON INTEREST RATE SWAP \$ 334,988 TOTAL (\$ 2,96 |
| IN NET | 4,212) |
| ASSETS | |

SCHEDULE R

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

(Form 990)

Department of the Treasury

As Filed Data -

Related Organizations and Unrelated Partnerships

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

► Attach to Form 990.

► Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

Schedule R (Form 990) 2017

DLN: 93493310009438

Open to Public

Inspection Internal Revenue Service Name of the organization **Employer identification number** AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION 53-0240474 Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33. Part I (b) (e) (f) Name, address, and EIN (if applicable) of disregarded entity Legal domicile (state Primary activity Total income End-of-year assets Direct controlling or foreign country) entity (1) Fallsgrove Holding LLC Prop Owner MD 713,507 0 ASHA 2200 Research Boulevard Rockville, MD 20850 53-0240474 (2) ASHA Mortgage Inc Real Estate MD 0 0 ASHA 2200 Research Boulevard Rockville, MD 20850 53-0240474 Part II Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year. (b) (c) (d) (e) (f) (g) Section 512(b) Name, address, and EIN of related organization Primary activity Legal domicile (state Exempt Code section Public charity status Direct controlling or foreign country) (if section 501(c)(3)) entity (13) controlled entity? Yes No (1)American Speech Language Hearing Fndn Educational MD 501(c)(3) ASHA Yes 2200 Research Blvd Rockville, MD 20850 52-6055761 (2)Nat Assoc for Hearing and Speech Act Educational MD 501(c)(3) 12 - TYPE I ASHA Yes 2200 Research Blvd Rockville, MD 20850 53-0196545 DC (3) ASHA Political Action Committee Political 527 ASHA Yes 2200 Research Blvd Rockville, MD 20850 52-1515473 MD (4)Nat'l Student Speech Lang Hearing assoc Educational 501(c)(3) 10 ASHA Yes 2200 Research Blvd Rockville, MD 20850 52-0976011

Cat No 50135Y

| (a) Name, address, and EIN of related organization | | (b) Primary activity | (c) Legal domicile (state or foreign country) | (d) Direct controlling entity | (e) Predominant income(related, unrelated, excluded from tax under sections 512- 514) | (f) Share of total income | | Disprop alloca | tions? | (1) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065) | (j Gener mana partr | ral or Piging on | (k) Percenta owners |
|--|----------------------|-----------------------------------|---|--|---|---|--|-------------------|-----------------------------------|---|------------------------------|--------------------|-----------------------------------|
| | | | | | | | | Yes | No | | Yes | No | |
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| Identification of Related Organizates because it had one or more related o | | | | | | ation answ | vered "Yes | " on Fo | orm 99 | 90, Part IV, | line : | 34 | |
| (a) Name, address, and EIN of related organization | (b) Primary activity | L do (state | (c) egal micile or foreign | Direct | (d) controlling Type entity (C co | (e) e of entity rp, S corp, r trust) | (f) Share of total Income | | (g) of end-o year assets | of- Percei owne | ntage | [(13) | (ı) tion 5) cont entity |
| | | | | | | | | | | | | . I Y∉ | es |
| | | со | untry) | | | | | | | | | | |
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| | | со | untry) | | | | | | | | | - - | |
| | | со | untry) | | | | | | | | | - - - | |

See Additional Data Table

(a) Name of related organization

(d) Method of determining amount involved

Schedule R (Form 990) 2017

| Part V Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36. | | | |
|---|------------|-----|----|
| Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule | | Yes | No |
| 1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV? | | | |
| a Receipt of (i) interest, (ii) annuities, (iii) royalties, or(iv) rent from a controlled entity | 1a | | No |
| b Gift, grant, or capital contribution to related organization(s) | 1 b | Yes | |
| c Gift, grant, or capital contribution from related organization(s) | 1c | | No |
| d Loans or loan guarantees to or for related organization(s) | 1d | | No |
| e Loans or loan guarantees by related organization(s) | 1e | | No |
| f Dividends from related organization(s) | 1f | | No |
| g Sale of assets to related organization(s) | 1 g | | No |
| h Purchase of assets from related organization(s) | 1h | | No |
| i Exchange of assets with related organization(s) | 1i | | No |
| j Lease of facilities, equipment, or other assets to related organization(s) | 1j | | No |
| k Lease of facilities, equipment, or other assets from related organization(s) | 1k | _ | No |
| l Performance of services or membership or fundraising solicitations for related organization(s) | 11 | Yes | |
| m Performance of services or membership or fundraising solicitations by related organization(s) | 1m | | No |
| n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) | 1n | Yes | |

| i Exchange of assets with related organization(s) | 11 | | No |
|--|----|-----|----|
| j Lease of facilities, equipment, or other assets to related organization(s) | 1j | | No |
| | | | |
| k Lease of facilities, equipment, or other assets from related organization(s) | 1k | | No |
| l Performance of services or membership or fundraising solicitations for related organization(s) | 11 | Yes | |
| m Performance of services or membership or fundraising solicitations by related organization(s) | 1m | | No |
| n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) | 1n | Yes | |
| o Sharing of paid employees with related organization(s) | 10 | Yes | |
| | | | |

| j Lease of facilities, equipment, or other assets to related organization(s) | 1 <u>j</u> | ₩ | No |
|---|------------|--|----|
| k Lease of facilities, equipment, or other assets from related organization(s) | 1k | | No |
| l Performance of services or membership or fundraising solicitations for related organization(s) | 11 | Yes | 1 |
| m Performance of services or membership or fundraising solicitations by related organization(s) | 1m | | No |
| n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) | 1n | Yes | |
| o Sharing of paid employees with related organization(s) | 10 | Yes | |
| p Reimbursement paid to related organization(s) for expenses | 1p | Yes | +- |
| q Reimbursement paid by related organization(s) for expenses | 1 q | Yes | |
| r Other transfer of cash or property to related organization(s) | 1r | | No |
| s Other transfer of cash or property from related organization(s) | 1s | Yes | |
| 2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds | | | |

(b) Transaction type (a-s)

(c) Amount involved

Part VI Unrelated Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

| (a) Name, address, and EIN of entity | (b) Primary activity | (c) Legal domicile (state or foreign country) | (d) Predominant income (related, unrelated, excluded from tax under sections 512- | 01 | (e) re all partners section 501(c)(3) rganizations? | (f) Share of total Income | (g) Share of end-of-year assets | (h) Disproprtiona allocations? | ate | Code V-UBI amount in box 20 of Schedule K-1 (Form 1065) | (j) General d managin partner | g l | (k) Percentage ownership |
|--|--------------------------------|---|---|-----|---|------------------------------------|--|--------------------------------------|-----|--|--|------|---------------------------------------|
| | | | 514) | Yes | No | | | Yes | No | | Yes | No | |
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| | • | | • | | | • | | | | Schedul | e R (Forn | າ 99 | 0) 2017 |

Schedule R (Form 990) 2017 Part VII Supplemental Information Provide additional information for responses to questions on Schedule R (see instructions) Schedule R (Form 990) 2017

Additional Data

Software ID: **Software Version:**

EIN: 53-0240474

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

American Speech Language Hearing Foundation

National Student Speech Language Hearing

| Form 990, Schedule R, Part V - Transactions With Related Organizations | | |
|--|--|------------------------|
| (a) Name of related organization | (b) Transaction type(a-s) | (c) Amount Involved |

827,393

190,058

231,336

90.821

216,566

174,517

339,648

239,241

822,543

FMV

FMV FMV

FMV

FMV

FMV

FMV

FMV

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(d)

Method of determining amount involved