

Form 990
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047
2018
Open to Public Inspection

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

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

C Name of organization
AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION
% YVONNE KANKAM-BOADU
Doing business as
Number and street (or P O box if mail is not delivered to street address) Room/suite
2200 RESEARCH BOULEVARD
City or town, state or province, country, and ZIP or foreign postal code
ROCKVILLE, MD 208503289

D Employer identification number
53-0240474
E Telephone number
(301) 296-5700
G Gross receipts \$ 110,709,425

F Name and address of principal officer
ARLENE PIETRANTON PHD CAE
2200 RESEARCH BOULEVARD
ROCKVILLE, MD 208503289

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
If "No," attach a list (see instructions)
H(c) Group exemption number

I Tax-exempt status
501(c)(3) 501(c)(6) (insert no) 4947(a)(1) or 527

J Website: www.asha.org

K Form of organization
Corporation Trust Association Other

L Year of formation 1947
M State of legal domicile KS

Part I 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)
2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets
3 Number of voting members of the governing body (Part VI, line 1a) 16
4 Number of independent voting members of the governing body (Part VI, line 1b) 16
5 Total number of individuals employed in calendar year 2018 (Part V, line 2a) 323
6 Total number of volunteers (estimate if necessary) 1,263
7a Total unrelated business revenue from Part VIII, column (C), line 12 1,614,230
7b Net unrelated business taxable income from Form 990-T, line 34 0

Table with columns: Revenue, Expenses, Net Assets or Fund Balances, Prior Year, Current Year, End of Year. Rows include contributions, program service revenue, grants, salaries, total revenue, total expenses, and total assets.

Part II Signature Block

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

Signature of officer: ARLENE A PIETRANTON PHD, CAE, CEO
Date: 2019-11-01

Paid Preparer Use Only
Print/Type preparer's name, Preparer's signature, Date, Firm's name, Firm's address, Firm's EIN, Phone no.

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

SEE SCHEDULE O

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

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

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

If "Yes," describe these changes on Schedule O

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

4a (Code) (Expenses \$ including grants of \$) (Revenue \$)
See Additional Data

4b (Code) (Expenses \$ including grants of \$) (Revenue \$)
See Additional Data

4c (Code) (Expenses \$ including grants of \$) (Revenue \$)
See Additional Data

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

4e Total program service expenses ▶

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 22 regarding organizational requirements, such as political activities, lobbying, and financial reporting.

Part IV Checklist of Required Schedules (continued)

		Yes	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	Yes	
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	Yes	
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	Yes	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	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		2a	323		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	Yes		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Yes		
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i>	3b	Yes		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No	
b	If "Yes," enter the name of the foreign country ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No	
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No	
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	Yes		
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	Yes		
7 Organizations that may receive deductible contributions under section 170(c).					
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8 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?	9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b			
10 Section 501(c)(7) organizations. Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11 Section 501(c)(12) organizations. Enter					
a	Gross income from members or shareholders	11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?					
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.					
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O	13a			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No	
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>	14b			
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N	15		No	
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O	16		No	

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



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year; 1b Enter the number of voting members included in line 1a, above, who are independent; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following; 8a The governing body?; 8b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

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

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

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the States with which a copy of this Form 990 is required to be filed; 18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [] Own website [] Another's website [x] Upon request [] Other (explain in Schedule O); 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year; 20 State the name, address, and telephone number of the person who possesses the organization's books and records: YVONNE KANKAM-BOADU 2200 RESEARCH BLVD ROCKVILLE, MD 20850 (301) 296-8648

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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

1b Sub-Total	▶			
1c Total from continuation sheets to Part VII, Section A	▶			
1d Total (add lines 1b and 1c)	▶		3,105,756	0

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ **88**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
Levy Restaurants Food Service, 980 North Michigan Ave CHICAGO, IL 60611	Catering	663,368
Home Front Communications, 1201 New York Ave NW WASHINGTON, DC 20005	Communications	634,501
Buying Time, 650 Massachusetts Ave NW WASHINGTON, DC 20001	Digital Media	632,635
Projection Video Services, PO Box 890472 CHARLOTTE, NC 28289	Video Services	542,684
Most Investment, 2500 Wilson Blvd Suite 200 ARLINGTON, VA 22201	Software Devt	344,825

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ **16**

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a			
	b Membership dues	1b			
	c Fundraising events	1c			
	d Related organizations	1d			
	e Government grants (contributions)	1e	69,206		
	f All other contributions, gifts, grants, and similar amounts not included above	1f	396,700		
	g Noncash contributions included in lines 1a - 1f \$ _____				
h Total. Add lines 1a-1f		465,906			

Program Service Revenue			Business Code				
	2a MEMBER DUES		900099	42,173,209	42,173,209	0	0
b CONVENTION REVENUE		900099	6,403,783	6,403,783	0	0	
c CONTINUING EDUCATION		900099	4,137,065	4,137,065	0	0	
d ADVERTISING		541800	1,572,883	0	1,572,883	0	
e SUBSCRIPTIONS AND PUBLICATIONS		900099	1,386,796	1,386,796	0	0	
f All other program service revenue			5,202,611	5,202,611		0	
g Total. Add lines 2a-2f			60,876,347				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			1,164,809			1,164,809
	4 Income from investment of tax-exempt bond proceeds			0			0
	5 Royalties			828,790			828,790
	6a Gross rents	(i) Real	(ii) Personal				
		730,548					
	b Less rental expenses	714,088					
	c Rental income or (loss)	16,460	0				
	d Net rental income or (loss)			16,460		848	15,612
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		46,077,469	60				
	b Less cost or other basis and sales expenses	44,623,355	3,454				
	c Gain or (loss)	1,454,114	-3,394				
	d Net gain or (loss)			1,450,720			1,450,720
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a	0				
	b Less direct expenses	b	0				
c Net income or (loss) from fundraising events			0				
9a Gross income from gaming activities See Part IV, line 19	a	0					
b Less direct expenses	b	0					
c Net income or (loss) from gaming activities			0				
10a Gross sales of inventory, less returns and allowances	a	0					
b Less cost of goods sold	b	0					
c Net income or (loss) from sales of inventory			0				
Miscellaneous Revenue	Business Code						
11a REVENUE FROM FINANCIAL SERVICES	900099	40,499	0	40,499	0	0	
b SPONSORSHIPS	900099	1,750	0	0	0	1,750	
c OTHER REVENUE	900099	523,247	60,583	0	0	462,664	
d All other revenue							
e Total. Add lines 11a-11d			565,496				
12 Total revenue. See Instructions			65,368,528	59,364,047	1,614,230	3,924,345	

Part IX Statement of Functional Expenses

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

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

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	2,037,518	0		
2 Grants and other assistance to domestic individuals. See Part IV, line 22.	129,600	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.	2,458,869			
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.	26,557,922			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	3,439,132			
9 Other employee benefits.	5,062,046			
10 Payroll taxes.	2,001,594			
11 Fees for services (non-employees)				
a Management.	0			
b Legal.	160,496			
c Accounting.	192,747			
d Lobbying.	156,000			
e Professional fundraising services. See Part IV, line 17.	0			
f Investment management fees.	260,030			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	5,517,870			
12 Advertising and promotion.	0			
13 Office expenses.	3,066,333			
14 Information technology.	2,128,874			
15 Royalties.	0			
16 Occupancy.	687,243			
17 Travel.	762,802			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.	0			
19 Conferences, conventions, and meetings.	3,688,392			
20 Interest.	316,880			
21 Payments to affiliates.	0			
22 Depreciation, depletion, and amortization.	2,260,394			
23 Insurance.	240,848			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PUBLICATIONS	1,862,961	0	0	0
b CAA/PSB SITE VISITS	205,405	0	0	0
c EMPLOYMENT COSTS	95,742	0	0	0
d SERVICES PROVIDED TO NSSLHA	40,499	0	0	0
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e.	63,330,197	0	0	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	44,486,064	1	48,030,678
	2 Savings and temporary cash investments	0	2	0
	3 Pledges and grants receivable, net	15,000	3	34,750
	4 Accounts receivable, net	902,485	4	1,077,608
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	29,057	8	32,668
	9 Prepaid expenses and deferred charges	839,787	9	751,126
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 63,508,643		
	b Less accumulated depreciation	10b 25,709,753	38,389,899	10c 37,798,890
	11 Investments—publicly traded securities	50,860,579	11	48,668,586
	12 Investments—other securities See Part IV, line 11	0	12	0
	13 Investments—program-related See Part IV, line 11	0	13	0
	14 Intangible assets	0	14	0
	15 Other assets See Part IV, line 11	508,272	15	521,585
16 Total assets. Add lines 1 through 15 (must equal line 34)	136,031,143	16	136,915,891	
Liabilities	17 Accounts payable and accrued expenses	6,049,318	17	7,764,994
	18 Grants payable	0	18	0
	19 Deferred revenue	35,587,159	19	35,739,803
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability Complete Part IV of Schedule D	0	21	0
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	2,146,210	23	1,546,210
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24) Complete Part X of Schedule D	39,277,229	25	35,237,921
	26 Total liabilities. Add lines 17 through 25	83,059,916	26	80,288,928
Net Assets or Fund Balances	27 Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. Unrestricted net assets	52,971,227	27	56,626,963
	28 Temporarily restricted net assets	0	28	0
	29 Permanently restricted net assets	0	29	0
	30 Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	52,971,227	33	56,626,963
	34 Total liabilities and net assets/fund balances	136,031,143	34	136,915,891

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	65,368,528
2	Total expenses (must equal Part IX, column (A), line 25)	2	63,330,197
3	Revenue less expenses Subtract line 2 from line 1	3	2,038,331
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	52,971,227
5	Net unrealized gains (losses) on investments	5	-4,546,091
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	6,163,496
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	56,626,963

Part XII Financial Statements and Reporting

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

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

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

Additional Data

Software ID:

Software Version:

EIN: 53-0240474

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Form 990 (2018)

Form 990, Part III, Line 4a:

AS THE PROFESSIONAL, SCIENTIFIC, AND CREDENTIALING ASSOCIATION FOR 204,000 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 SCIENCES

Form 990, Part III, Line 4b:

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), 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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Elise Davis-McFarland President	10 0 0 1	X						0	0	0
Shari B Robertson President-Elect	10 0 0 0	X						0	0	0
Gail J Richard Immediate Past President	10 0 0 0	X						0	0	0
Charles E BISHOP Chair Audiology Adv Council	10 0 0 0	X						0	0	0
Melanie W Hudson Chair of SLP Advisory Council	10 0 0 0	X						0	0	0
Janet D Koehnke VP Acad Affairs in Audiology	10 0 0 1	X						0	0	0
A Lynn Williams VP Academic Affairs in SLP	10 0 0 1	X						0	0	0
Robert C Fifer VP for Audiology Practice	10 0 0 0	X						0	0	0
Mel S Cohen VP for Finance	10 0 0 0	X						0	0	0
Katheryn L Boada vp Gov Relations & Pub Policy	10 0 0 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Perry F Flynn VP for Planning	10 0 0 0	X						0	0	0
Nadine Martin VP for Science and Research	10 0 0 0	X						0	0	0
Marie C Ireland VP for SLP Practice	10 0 0 1	X						0	0	0
Arlene E Carney VP Standards & Ethics in Aud	10 0 0 0	X						0	0	0
Barbara H Jacobson VP for Standards & Ethics SLP	10 0 0 0	X						0	0	0
Sonja L Pruitt-Lord NSSLHA National Advisor	1 0 3 0	X						0	0	0
Arlene A Pietranton CEO, See Sch J	60 0 2 5			X				552,431	0	47,875
Kyle Vickers Chief Staff for Operations	50 0 2 5				X			304,168	0	33,991
Vicki Deal-Williams Chief Staff for Multicultural	60 0 0 0				X			302,374	0	60,923
Lemmietta McNeilly Chief Staff for Speech Lang	55 0 0 0				X			262,736	0	55,458

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Margaret Rogers Chief Staff Science & Research	60 0 0 0				X			267,000	0	39,634
Neil Disarno Chief Staff Officer Aud	60 0 0 0				X			266,404	0	58,741
Lisa Cole Chief Staff for Communications	50 0 0 35				X			213,925	0	32,692
Robert Mullen Director Ntl Center for EBP	50 0 0 0					X		182,651	0	76,571
Yvonne Kankam-Boadu Director of Finance	45 0 5 0					X		183,165	0	52,619
Ellen Fagan Director, Continuing Education	50 0 0 0					X		187,519	0	167,036
Jeff Regan Dir, Gov Affairs & Pub Pol	60 0 2 5					X		203,739	0	49,992
Tori Liu Director, Information Systems	42 0 0 0					X		179,644	0	37,082

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities
For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
 ● Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
 ● Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
 ● Section 527 organizations Complete Part I-A only
If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
 ● Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
 ● Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A
If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then
 ● Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of the organization AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION	Employer identification number 53-0240474
--	--

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

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

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

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

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____ 0
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____ 0
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ _____ 0
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1) ASHA PAC	2200 Research Blvd Rockville, MD 20850	52-1515473		236,344
2				
3				
4				
5				
6				

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

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)
- B** Check if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures
(The term "expenditures" means amounts paid or incurred.)

(a) Filing organization's totals	(b) Affiliated group totals
----------------------------------	-----------------------------

- 1a** Total lobbying expenditures to influence public opinion (grass roots lobbying)
- b** Total lobbying expenditures to influence a legislative body (direct lobbying)
- c** Total lobbying expenditures (add lines 1a and 1b)
- d** Other exempt purpose expenditures
- e** Total exempt purpose expenditures (add lines 1c and 1d)
- f** Lobbying nontaxable amount Enter the amount from the following table in both columns

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over \$500,000	20% of the amount on line 1e
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000
Over \$17,000,000	\$1,000,000

- g** Grassroots nontaxable amount (enter 25% of line 1f)
- h** Subtract line 1g from line 1a If zero or less, enter -0-
- i** Subtract line 1f from line 1c If zero or less, enter -0-
- j** If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?

Yes No

4-Year Averaging Period Under section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

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

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

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

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

1 Dues, assessments and similar amounts from members	1	42,173,209
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	856,531
b Carryover from last year	2b	0
c Total	2c	856,531
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	1,686,928
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	-830,397

Part IV Supplemental Information

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

Return Reference	Explanation
POLITICAL CONTRIBUTIONS	SCHEDULE C, PART I-C, LINE 5E ASHA ACTS AS A CONDUIT AND COLLECTS DONATIONS FOR ASHA PAC FROM ITS MEMBERS ASHA IMMEDIATELY TRANSFERS THE COLLECTED MONIES TO ASHA PAC

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements
▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047
2018
Open to Public Inspection

Name of the organization
AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Employer identification number
53-0240474

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

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

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

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

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

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- | | Amount |
|---|--------|
| 1c Beginning balance | |
| 1d Additions during the year | |
| 1e Distributions during the year | |
| 1f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . Yes No
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		7,834,684		7,834,684
b Buildings		37,273,619	10,313,945	26,959,674
c Leasehold improvements		1,819,340	1,675,856	143,484
d Equipment		15,509,865	13,719,952	1,789,913
e Other		1,071,135		1,071,135
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				37,798,890

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12.)		

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

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13.)		

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15.)	

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

(a) Description of liability	(b) Book value
(1) Federal income taxes	0
PENSION LIABILITY	17,821,362
POST RETIREMENT INSURANCE PAYABLE	11,894,136
PAYABLE TO AFFILIATES	3,606,320
INTEREST RATE SWAP	1,323,955
SELF-INSURED MEDICAL PLAN	569,150
MORTGAGE INTEREST PAYABLE	22,998
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25.)	35,237,921

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

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

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

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

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

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

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

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 53-0240474

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Supplemental Information

Return Reference	Explanation
LIABILITY FOR UNCERTAIN TAX POSITIONS (ASC 740)	<p>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 INCOME IS OTHERWISE EXCLUDED BY THE CODE ASHA HAS PROCESSES PRESENTLY IN PLACE TO ENSURE THE MAINTENANCE OF THEIR TAX-EXEMPT STATUS, TO IDENTIFY AND REPORT UNRELATED INCOME, TO DETERMINE THEIR FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH THEY HAVE NEXUS, AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE CONSIDERED TAX POSITIONS THE TAX YEARS ENDING DECEMBER 31, 2018, 2017, 2016 AND 2015 ARE STILL OPEN TO AUDIT FOR BOTH FEDERAL AND STATE PURPOSES ASHA HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2018, 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 CARRYFORWARDS AVAILABLE ASHA FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY</p> <p>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 THE CONSOLIDATED FINANCIAL STATEMENTS, AS MANAGEMENT DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS WITHIN THE CONSOLIDATED FINANCIAL STATEMENTS</p>

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

Schedule I (Form 990)

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

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Attach to Form 990.

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

Name of the organization AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Employer identification number 53-0240474

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

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

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows include (1) See Additional Data and rows (2) through (12).

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table. 2
3 Enter total number of other organizations listed in the line 1 table. 10

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

Part III can be duplicated if additional space is needed

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

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

Return Reference	Explanation
PROCEDURE FOR MONITORING USE OF GRANT FUNDS INSIDE U S	SCHEDULE I, PART I, LINE 2 FOR GRANTEEES SUPPORTED THROUGH ASHA GRANTS, THE PROCEDURES FOR MONITORING USE OF GRANT FUNDS ARE ESTABLISHED ON A PER-GRANT BASIS APPLICATIONS ARE REVIEWED BY ASHA GRANT ISSUING DEPARTMENTS ONCE GRANTEEES ARE SELECTED, GRANT ACTIVITIES ARE MONITORED THROUGHOUT THE LIFE OF THE GRANT BUDGETS SUBMITTED WITH THE GRANT APPLICATION, AS WELL AS THROUGHOUT THE LIFE OF THE GRANT, ARE REVIEWED AND UNCLEAR ITEMS ARE QUESTIONED AND CLARIFIED BEFORE FINAL APPROVAL OR REJECTION GRANTEEES TYPICALLY SUBMIT A MID-TERM REPORT IN ADDITION TO A YEAR END REPORT REFLECTING PROGRESS MADE, BUDGET, SCOPE, ETC THE FINAL REPORT IS DUE UPON GRANT PROJECT COMPLETION AND INCLUDES A SUMMARY OF ALL APPROVED CHANGES, AND ANY PRODUCT(S) DEVELOPED USING GRANT FUNDS SOMETIMES THE FINAL REPORT IS REVIEWED BEFORE FINAL GRANT FUNDING IS DISBURSED

Additional Data

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 Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
California Speech-Language-Hearing Assn 825 University Avenue Sacramento, CA 95825	94-6125447	501(c)(6)	7,000	0			State Association
Colorado Speech-Language-Hearing Assn 700 McKnight P Dr Pittsburgh, PA 15237	84-0745204	501(c)(6)	6,000	0			State Association

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Connecticut Speech-Language-Hearing Assn 360 Queen St Southington, CT 06489	06-0957671	501(c)(6)	7,500	0			State Association
Hawaii Speech-Language-Hearing Assn 1054 Loho St Kailua, HI 96724	99-0192662	501(c)(6)	6,600	0			State Association & Student Advocacy

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Kentucky Speech-Language-Hearing Assn 838 E High St Lexington, KY 40502	31-1097951	501(c)(6)	7,000	0			State Association & Student Advocacy
Massachusetts Speech-Language-Hearing Assn 465 Waverley Waltham, MA 02452	04-2631796	501(c)(6)	9,000	0			State Association

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
New Hampshire Speech-Language-Hearing Assn PO Box 1538 Concord, NH 03302	02-0434085	501(c)(6)	7,000	0			State Association & Student Advocacy
New Jersey Speech-Language-Hearing Assn 174 Nassau Street Princeton, NJ 08542	22-6064537	501(c)(6)	6,000	0			State Association

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Nebraska Speech-Language-Hearing Assn 1633 Normandy Ct Suite A Lincoln, NE 68512	47-6062985	501(c)(6)	6,750	0			State Association & Student Advocacy
Oregon Speech-Language-Hearing Assn 1284 Court Street NE Salen, OR 97301	93-6032197	501(c)(6)	6,000	0			State Association

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
American Speech Language Hearing Fdn 2200 Research Blvd Rockville, MD 20850	52-6055761	501(c)(3)	1,687,219	0			Contribution
Nat'l Association For Hearing & Speech Act 2200 Research Blvd Rockville, MD 20850	53-0196545	501(c)(3)	200,000	0			Contribution

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

(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
Convention	168		44,950	FMV	Registration
ASHA Closing Party at Convention	39		780	FMV	Registration
NSSLHA Membership	2		120	FMV	Membership
Minority Student Leadership Program	40	6,000			
Audiology/Hearing Sci Research Travel Awards	35	19,000			

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

(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
Research Mentoring-Pair Travel Award	46	24,250			
Student Ethics Essay Award	3	1,500			
Students Preparing for Academic-Research Careers	11	11,000			
Student Research Travel Award	31	15,500			
American Board For Autism Spectrum Disorder	1	6,500			

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Employer identification number
53-0240474

Part I Questions Regarding Compensation

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

Part III Supplemental Information

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

Return Reference	Explanation
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 BEHALF OF EACH REPORTED PARTICIPANT IN THE YEAR OF REPORTING. FOR DEFINED BENEFIT PLAN PARTICIPANTS, THE ANNUAL INCREASE IN ACTUARIAL VALUE IS BASED ON THE ACCRUED BENEFIT AND THE ACTUARIAL FACTOR. THE ACCRUED BENEFIT EARNED UNDER THE DEFINED BENEFIT PLAN IS BASED ON A FORMULA INCORPORATING AVERAGE COMPENSATION AND YEARS OF SERVICE FOR EACH PARTICIPANT. THE ACTUARIAL PRESENT VALUE FACTOR IS BASED ON THE ASSUMED DISCOUNT RATE AND MORTALITY TABLE, INCORPORATING THE ACTUAL AGE OF EACH PARTICIPANT. ASHA'S DEFINED BENEFIT PLAN DOES NOT ALLOW FOR A LUMP SUM PAYMENT OPTION. THUS, THE ACTUARIAL PRESENT VALUES REPORTED REPRESENT THE INCREASE IN THE PRESENT VALUE OF ACCRUED BENEFITS PAYABLE OVER THE LIFETIME OF THE PARTICIPANT AND NOT AN INCREASE IN AN ACTUAL CASH PAYOUT.



Additional Data

Software ID:

Software Version:

EIN: 53-0240474

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
Arlene A Pietranton CEO, See Sch J	(i)	414,614	0	137,817	16,857	31,018	600,306	0
	(ii)	0	0	0	0	0	0	0
Kyle Vickers Chief Staff for Operations	(i)	295,561	0	8,607	25,432	8,559	338,159	0
	(ii)	0	0	0	0	0	0	0
Vicki Deal-Williams Chief Staff for Multicultural	(i)	258,534	0	43,840	25,313	35,610	363,297	0
	(ii)	0	0	0	0	0	0	0
Lemmietta McNeilly Chief Staff for Speech Lang	(i)	231,419	0	31,317	22,200	33,258	318,194	0
	(ii)	0	0	0	0	0	0	0
Margaret Rogers Chief Staff Science & Research	(i)	263,166	0	3,834	24,688	14,946	306,634	0
	(ii)	0	0	0	0	0	0	0
Neil Disarno Chief Staff Officer Aud	(i)	243,134	0	23,270	23,266	35,475	325,145	0
	(ii)	0	0	0	0	0	0	0
Lisa Cole Chief Staff for Communications	(i)	210,067	0	3,858	19,709	12,983	246,617	0
	(ii)	0	0	0	0	0	0	0
Robert Mullen Director Ntl Center for EBP	(i)	166,780	3,190	12,681	46,257	30,314	259,222	0
	(ii)	0	0	0	0	0	0	0
Yvonne Kankam-Boadu Director of Finance	(i)	168,404	3,299	11,462	16,548	36,071	235,784	0
	(ii)	0	0	0	0	0	0	0
Ellen Fagan Director, Continuing Education	(i)	159,402	2,969	25,148	136,368	30,668	354,555	0
	(ii)	0	0	0	0	0	0	0
Jeff Regan Dir, Gov Affairs & Pub Pol	(i)	199,527	3,778	434	18,671	31,321	253,731	0
	(ii)	0	0	0	0	0	0	0
Tori Liu Director, Information Systems	(i)	176,080	3,268	296	16,216	20,866	216,726	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O
(Form 990 or 990-EZ)**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

2018**Open to Public Inspection**

Department of the Treasury

Name of the organization

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Employer identification number

53-0240474

990 Schedule O, Supplemental Information

Return Reference	Explanation
ORGANIZATION'S MISSION	FORM 990, PART I, LINE 1 & FORM 990, PART III, LINE 1 ASHA EMPOWERING AND SUPPORTING SPEECH-LANGUAGE PATHOLOGISTS, AUDIOLOGISTS, AND SPEECH, LANGUAGE, AND HEARING SCIENTISTS BY ADVOCATING ON BEHALF OF PERSONS WITH COMMUNICATION AND RELATED DISORDERS, ADVANCING COMMUNICATION SCIENCE, AND PROMOTING EFFECTIVE HUMAN COMMUNICATION

990 Schedule O, Supplemental Information

Return Reference	Explanation
MEMBERS OR STOCKHOLDERS	<p>FORM 990, PART VI, LINE 6 ASHA IS THE NATIONAL PROFESSIONAL, SCIENTIFIC, AND CREDENTIALING ASSOCIATION FOR 204,000 MEMBERS AND AFFILIATES WHO ARE AUDIOLOGISTS, SPEECH-LANGUAGE PATHOLOGISTS, AND SPEECH, LANGUAGE, AND HEARING SCIENTISTS, AUDIOLOGY AND SPEECH-LANGUAGE PATHOLOGY SUPPORT PERSONNEL, AND STUDENTS ASHA'S MEMBERSHIP CONSISTS OF THE FOLLOWING CERTIFIED AUDIOLOGISTS, CERTIFIED SPEECH-LANGUAGE PATHOLOGISTS, DUALY CERTIFIED SPEECH LANGUAGE HEARING SCIENTISTS, AND INDIVIDUALS WITH CERTIFICATION IN PROCESS MEMBERS OR STOCKHOLDERS WHO MAY ELECT FORM 990, PART VI, LINE 7A ASHA MEMBERS ELECT ITS BOARD OF DIRECTORS BY VOTING AS FOLLOWS 1) ASHA MEMBERS WHO ARE CERTIFIED AUDIOLOGISTS VOTE FOR BOARD OF DIRECTORS (BOD) CANDIDATES FOR AUDIOLOGY-DESIGNATED BOD OFFICERS 2) ASHA MEMBERS WHO ARE CERTIFIED SPEECH-LANGUAGE PATHOLOGISTS VOTE FOR BOD CANDIDATES FOR THE SPEECH-LANGUAGE-PATHOLOGY-DESIGNATED BOD OFFICERS 3) ASHA'S ENTIRE MEMBERSHIP VOTES FOR NON-PROFESSIONAL SPECIFIC BOD OFFICERS IN ORDER 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</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990 REVIEW PROCESS	FORM 990, PART VI, LINE 11B ASHA'S FORM 990 IS PREPARED AND REVIEWED, IN DETAIL, BY ITS OUTSIDE ACCOUNTANTS, GRANT THORNTON. A FINAL DRAFT OF FORM 990 WILL BE REVIEWED, IN DETAIL, BY ASHA'S FINANCE STAFF, DIRECTOR OF FINANCE, CHIEF STAFF OFFICER FOR OPERATIONS, AND CHIEF EXECUTIVE OFFICER BEFORE PRESENTING THE 990 TO THE BOARD OF DIRECTORS PRIOR TO FILING.

990 Schedule O, Supplemental Information

Return Reference	Explanation
CONFLICT OF INTEREST POLICY MONITORING & ENFORCEMENT	FORM 990, PART VI, SECTION B, LINE 12C THE CONFLICT OF INTEREST POLICY IS REVIEWED ANNUALLY FOR MEMBERS OF THE BOARD OF DIRECTORS AND ON AN ON-GOING BASIS FOR ALL EMPLOYEES EACH DIRECTOR 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 PARTICIPATE IN AN ACTIVITY OR ASSOCIATION THAT WOULD CREATE OR APPEAR TO CREATE A CONFLICT OF INTEREST, 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 VOLUNTEER 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 ABLE 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

990 Schedule O, Supplemental Information

Return Reference	Explanation
PROCESS FOR DETERMINING COMPENSATION	FORM 990, PART VI, LINE 15A ANNUALLY ASHA CONTRACTS WITH QUATT ASSOCIATES, OUTSIDE CONSULTANTS, TO PROVIDE AN INDEPENDENT AND MARKET DRIVEN COMPENSATION PACKAGE FOR THE CEO AND ALL STAFF POSITIONS THE FOLLOWING ELEMENTS ARE INCLUDED IN THE PROCESS FOR DETERMINING COMPENSATION FOR THESE POSITIONS 1) QUATT ASSOCIATES REVIEWS ALL OF THE POSITIONS, INCLUDING THE CEO'S POSITION THE BOD APPROVES AND WORKS DIRECTLY WITH THE CONSULTANT REGARDING THE CEO'S POSITION 2) QUATT ASSOCIATES PROVIDES MARKET DATA FOR THE DETERMINATION OF COMPENSATION FOR THE CEO AND ALL OTHER POSITIONS 3) THE PRESIDENT DOCUMENTS THE DISCUSSION REGARDING COMPENSATION FOR THE CEO'S POSITION AND FORWARDS INSTRUCTIONS TO THE CHIEF STAFF OFFICER 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 PROCESS FOR COMPENSATION FOR THE BOARD OF DIRECTORS SINCE THE BOARD MEMBERS DO NOT GET COMPENSATION FROM THE ORGANIZATION

990 Schedule O, Supplemental Information

Return Reference	Explanation
HOW DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC	FORM 990, PART VI, LINE 19 ASHA POSTS ITS BYLAWS AND AUDITED FINANCIAL STATEMENTS ON THE ORGANIZATION'S WEBSITE THE ARTICLES OF INCORPORATION AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
OTHER CHANGES IN NET ASSETS	FORM 990, PART XI, LINE 9 PENSION RELATED GAIN \$ 3,053,009 GAIN ON POSTRETIREMENT MEDICAL INSURANCE PAYABLE \$ 2,712,683 GAIN ON INTEREST RATE SWAP \$ 397,804 ----- TOTAL \$ 6,163,496

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2018

**Open to Public
Inspection**

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Employer identification number

53-0240474

Part I Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) Fallsgrove Holding LLC 2200 Research Boulevard Rockville, MD 20850 53-0240474	Prop Owner	MD	730,549	0	ASHA
(2) ASHA Mortgage Inc 2200 Research Boulevard Rockville, MD 20850 53-0240474	Real Estate	MD	0	0	ASHA

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.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) American Speech Language Hearing Fndn 2200 Research Blvd Rockville, MD 20850 52-6055761	Educational	MD	501(c)(3)	7	ASHA	Yes	
(2) Nat Assoc for Hearing and Speech Act 2200 Research Blvd Rockville, MD 20850 53-0196545	Educational	MD	501(c)(3)	12 - TYPE I	ASHA	Yes	
(3) ASHA Political Action Committee 2200 Research Blvd Rockville, MD 20850 52-1515473	Political	DC	527		ASHA	Yes	
(4) Nat'l Student Speech Lang Hearing Assoc 2200 Research Blvd Rockville, MD 20850 52-0976011	Educational	MD	501(c)(3)	10	ASHA	Yes	

Part III Identification of Related Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(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	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No

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		No
b Gift, grant, or capital contribution to related organization(s)	Yes	
c Gift, grant, or capital contribution from related organization(s)		No
d Loans or loan guarantees to or for related organization(s)		No
e Loans or loan guarantees by related organization(s)		No
f Dividends from related organization(s)		No
g Sale of assets to related organization(s)		No
h Purchase of assets from related organization(s)		No
i Exchange of assets with related organization(s)		No
j Lease of facilities, equipment, or other assets to related organization(s)		No
k Lease of facilities, equipment, or other assets from related organization(s)		No
l Performance of services or membership or fundraising solicitations for related organization(s)	Yes	
m Performance of services or membership or fundraising solicitations by related organization(s)		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	Yes	
o Sharing of paid employees with related organization(s)	Yes	
p Reimbursement paid to related organization(s) for expenses	Yes	
q Reimbursement paid by related organization(s) for expenses	Yes	
r Other transfer of cash or property to related organization(s)		No
s Other transfer of cash or property from related organization(s)	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

See Additional Data Table

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining 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 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R (see instructions)

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 53-0240474

Name: AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

Form 990, Schedule R, Part V - Transactions With Related Organizations

(a) Name of related organization	(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(1) American Speech Language Hearing Foundation	B	1,687,219	FMV
(1) American Speech Language Hearing Foundation	L	184,024	FMV
(2) American Speech Language Hearing Foundation	N	104,540	FMV
(3) American Speech Language Hearing Foundation	O	186,351	FMV
(4) American Speech Language Hearing Foundation	Q	569,949	FMV
(5) National Student Speech Language Hearing	N	231,336	FMV
(6) National Student Speech Language Hearing	O	174,517	FMV
(7) National Student Speech Language Hearing	P	256,299	FMV
(8) National Student Speech Language Hearing	S	929,889	FMV
(9) National Association for Hearing & Speech Act	B	200,000	FMV