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Form 990

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2016

Open to Public Inspection

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

Information about Form 990 and its instructions is at [www.irs.gov/form990](#)

Department of the Treasury
Internal Revenue Service

A For the 2016 calendar year, or tax year beginning 01-01-2016 , and ending 12-31-2016

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final

☐ Return/terminated

☐ Amended return

☐ Application pending

C Name of organization

CALIFORNIA ASSOCIATION OF REALTORS

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

Room/suite

525 SOUTH VIRGIL AVENUE

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

LOS ANGELES, CA 90020

F Name and address of principal officer

JOEL S SINGER

525 SOUTH VIRGIL AVENUE

LOS ANGELES, CA 90020

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 ▶

D Employer identification number

95-0594790

E Telephone number

(213) 739-8200

G Gross receipts \$ 73,766,827

I Tax-exempt status

☐ 501(c)(3) ☒ 501(c) (6) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ www.car.org

K Form of organization

☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1978

M State of legal domicile CA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities

ENHANCE MEMBERS' ABILITY TO CONDUCT THEIR BUSINESSES SUCCESSFULLY WITH INTEGRITY AND COMPETENCY

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)

3

836

4 Number of independent voting members of the governing body (Part VI, line 1b)

4

836

5 Total number of individuals employed in calendar year 2016 (Part V, line 2a)

5

150

6 Total number of volunteers (estimate if necessary)

6

836

7a Total unrelated business revenue from Part VIII, column (C), line 12

7a

999,029

7b Net unrelated business taxable income from Form 990-T, line 34

7b

39,978

Revenue

8 Contributions and grants (Part VIII, line 1h)

9 Program service revenue (Part VIII, line 2g)

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)

Prior Year

0

10,000

29,056,715

1,798,438

1,033,646

2,594,973

4,700,705

33,450,126

35,632,441

Current Year

0

10,000

29,888,090

1,033,646

4,700,705

35,632,441

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)

14 Benefits paid to or for members (Part IX, column (A), line 4)

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)

16a Professional fundraising fees (Part IX, column (A), line 11e)

b Total fundraising expenses (Part IX, column (D), line 25) ▶0

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)

18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)

19 Revenue less expenses Subtract line 18 from line 12

Prior Year

317,650

71,843

0

0

0

15,761,197

15,144,755

32,301,496

32,379,589

1,148,630

3,252,852

Current Year

71,843

0

17,162,991

0

0

15,144,755

32,379,589

3,252,852

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

21 Total liabilities (Part X, line 26)

22 Net assets or fund balances Subtract line 21 from line 20

Beginning of Current Year

68,817,516

73,982,678

11,169,303

12,141,273

57,648,213

61,841,405

End of Year

73,982,678

12,141,273

61,841,405

Part II Signature Block

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

Sign Here

Signature of officer

2017-11-14

Date

IQBAL BHOLAT Chief Financial Officer

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Thomas Schulte

Thomas Schulte

Date

Check ☐ if self-employed

PTIN

P00637812

Firm's name ▶ Armanino LLP

Firm's EIN ▶ 94-6214841

Firm's address ▶ 11766 Wilshire Blvd 9th Floor

Phone no (310) 478-4148

Los Angeles, CA 90025

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2016)

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

The purpose of the CALIFORNIA ASSOCIATION OF REALTORS is to serve its membership in developing and promoting programs and services that will enhance the members' freedom and ability to conduct their individual businesses successfully with integrity and competency, and through collective action, to promote real property ownership and the preservation of real property rights

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 \$)

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

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

4e Total program service expenses ►

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	Yes	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		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>		No
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	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 ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	270
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes
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	150
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? If "No" to line 3b, provide an explanation in Schedule O	3b	Yes
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	No
b	If "Yes," enter the name of the foreign country ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	
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?	12a	
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? If "No," provide an explanation in Schedule O	14b	

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

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

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

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

Section C. Disclosure

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 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records.
 IQBAL BHOLAT 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 (213) 739-8200

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

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

Form **990** (2016)

[illegible]

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	4,328,003	0	553,066

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 ▶ 37

		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>	3	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>	4	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>	5	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
RANDLE COMMUNICATIONS 925 L STREET SUITE 1275 SACRAMENTO, CA 95814	PUBLIC RELATIONS	576,178
LOCKTON INSURANCE BROKERS PO BOX 49315 SAN JOSE, CA 951619315	INSURANCE	272,129
REED & DAVIDSON LLP 3699 WILSHIRE BLVD 1290 LOS ANGELES, CA 90010	ATTORNEYS	267,869
ANG Video PO Box 580013 Elk Grove, CA 95758	Video Services	243,139
ARMANINO LLP 11766 WILSHIRE BLVD SUITE 900 LOS ANGELES, CA 90025	CONSULTING/AUDIT/TAX	198,698

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 ▶ 5
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Part VIII Statement of RevenueCheck 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				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	10,000			
	g Noncash contributions included in lines 1a-1f \$ _____					
	h Total. Add lines 1a-1f ▶		10,000			
Program Service Revenue		Business Code				
	2a MEMBERSHIP DUES & ASSESSM	812900	22,390,944	22,390,944		
	b MANAGEMENT FEES	561000	2,972,386	2,972,386		
	c PAF CONTRIBUTIONS	900099	1,697,586	1,697,586		
	d ADVERTISING	541800	999,029		999,029	
	e BOOTH RENTAL	900099	547,813	547,813		
	f All other program service revenue		1,280,332	1,280,332		
	g Total. Add lines 2a-2f ▶		29,888,090			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		1,427,430			1,427,430
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties ▶		879,131			879,131
		(i) Real (ii) Personal				
	6a Gross rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) ▶					
		(i) Securities (ii) Other				
	7a Gross amount from sales of assets other than inventory	37,740,602				
	b Less cost or other basis and sales expenses	38,134,386				
	c Gain or (loss)	-393,784				
	d Net gain or (loss) ▶		-393,784			-393,784
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 a					
	b Less direct expenses b					
	c Net income or (loss) from fundraising events . . . ▶					
	9a Gross income from gaming activities See Part IV, line 19 a					
	b Less direct expenses b					
c Net income or (loss) from gaming activities . . . ▶						
10a Gross sales of inventory, less returns and allowances . . . a						
b Less cost of goods sold . . . b						
c Net income or (loss) from sales of inventory . . . ▶						
Miscellaneous Revenue Business Code						
11a INCOME FROM SUBSIDIARY	531390	3,820,189	3,820,189			
b MISCELLANEOUS	900099	1,385			1,385	
c						
d All other revenue						
e Total. Add lines 11a-11d ▶		3,821,574				
12 Total revenue. See Instructions ▶		35,632,441	32,709,250	999,029	1,914,162	

Part IX Statement of Functional Expenses

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

Check if Schedule O contains a response or note to any line in this Part IX ☐**Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	71,843			
2 Grants and other assistance to domestic individuals. See Part IV, line 22.				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	3,341,935			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
7 Other salaries and wages.	10,046,566			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	1,786,637			
9 Other employee benefits.	1,042,471			
10 Payroll taxes.	945,382			
11 Fees for services (non-employees):				
a Management.				
b Legal.	445,164			
c Accounting.	176,023			
d Lobbying.				
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.	162,644			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	1,289,667			
12 Advertising and promotion.	2,210,600			
13 Office expenses.	1,816,303			
14 Information technology.	62,261			
15 Royalties.	1,245,531			
16 Occupancy.	259,905			
17 Travel.	2,509,389			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.	882,865			
20 Interest.				
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	300,548			
23 Insurance.	370,559			
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 ZIPFORMS FEE	957,683			
b MEETING ROOM	449,852			
c BANK AND ADP FEES	437,201			
d DUES AND SUBSCRIPTIONS	234,835			
e All other expenses	1,333,725			
25 Total functional expenses. Add lines 1 through 24e.	32,379,589			
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 SheetCheck 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		4,773,570	1	2,872,198
	2	Savings and temporary cash investments		100,000	2	100,000
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		85,217	4	208,261
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L.			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		269,667	9	543,617
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a	11,086,196		
	b	Less: accumulated depreciation	10b	10,254,065		
				1,033,421	10c	832,131
	11	Investments—publicly traded securities		49,203,534	11	53,574,478
	12	Investments—other securities. See Part IV, line 11			12	
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets		3,972	14	2,434
15	Other assets. See Part IV, line 11		13,348,135	15	15,849,559	
16	Total assets. Add lines 1 through 15 (must equal line 34)		68,817,516	16	73,982,678	
Liabilities	17	Accounts payable and accrued expenses		3,897,035	17	4,225,923
	18	Grants payable			18	
	19	Deferred revenue		6,436,815	19	7,865,663
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D.			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D.		835,453	25	49,687
	26	Total liabilities. Add lines 17 through 25		11,169,303	26	12,141,273
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets		55,830,214	27	60,269,534
	28	Temporarily restricted net assets		1,817,999	28	1,571,871
	29	Permanently restricted net assets			29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		57,648,213	33	61,841,405
34	Total liabilities and net assets/fund balances		68,817,516	34	73,982,678	

Part XI Reconciliation of Net AssetsCheck 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	35,632,441
2	Total expenses (must equal Part IX, column (A), line 25)	2	32,379,589
3	Revenue less expenses Subtract line 2 from line 1	3	3,252,852
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	57,648,213
5	Net unrealized gains (losses) on investments	5	940,340
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	61,841,405

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☐

	Yes	No
1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
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 <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
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	Yes	
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?		No
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		

Additional Data

Software ID:

Software Version:

EIN: 95-0594790

Name: CALIFORNIA ASSOCIATION OF REALTORS

Form 990 (2016)

Form 990, Part III, Line 4a:

The purpose of the CALIFORNIA ASSOCIATION OF REALTORS is to serve its membership in developing and promoting programs and services that will enhance the members' freedom and ability to conduct their individual businesses successfully with integrity and competency, and through collective action, to promote real property ownership and the preservation of real property rights The CALIFORNIA ASSOCIATION OF REALTORS is a statewide trade association dedicated to the advancement of professionalism in real estate The Association develops and promotes programs and services that will enhance the members' freedom and ability to conduct their individual businesses successfully with integrity and competency (See Sch O)And, through collective action, promotes the preservation of real property rights

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

(A)

(B)

(C)

(D)

(E)

(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Mario Acevedo Director	2 00	X						0	0	0
Sandi Adelson Director	2 00	X						0	0	0
Edward Afsharian Director	2 00	X						0	0	0
MARIA AGUINIGA Director	2 00	X						0	0	0
Kurt Allan Director	2 00	X						0	0	0
Nancie Allen Director	2 00	X						0	0	0
Steven D Allen Director	2 00	X						0	0	0
Glenda Allison Director	2 00	X						0	0	0
Hal Alpert Director	2 00	X						0	0	0
Jonna Aluisi Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Frank Alvarez Director	2 00	X						0	0	0
Dianna Alwerth Director	2 00	X						0	0	0
Timothy Ambrose Director	2 00	X						0	0	0
Anthony Andaya Director	2 00	X						0	0	0
Chris Anderson Director	2 00	X						4,150	0	0
Clark Anderson Director	2 00	X						0	0	0
Ed Anderson Director	2 00	X						0	0	0
Jeannie Anderson Director	2 00	X						0	0	0
Roberta Annett Director	2 00	X						0	0	0
Joe Annunziato III Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Sheri Anthes Director	2 00	X						0	0	0
Jim Antt Director	2 00	X						0	0	0
Ricardo Archila Somoza Director	2 00	X						0	0	0
Bob Archuleta Director	2 00	X						0	0	0
Evelyn Arnold Director	2 00	X						1,000	0	0
Ryan Asao Director	2 00	X						0	0	0
John Asdourian Director	2 00	X						0	0	0
Lanetta Ashmore Director	2 00	X						0	0	0
Greg Astle Director	2 00	X						0	0	0
Greg Astorian Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors												
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations	
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former					
Darnella Aulani Director	2 00	X							0	0	0	
Mark Avedian Director	2 00	X							0	0	0	
Jennifer Avellan Director	2 00	X							0	0	0	
Jay Avirom Director	2 00	X							0	0	0	
Colleen Badagliacco Director	2 00	X							5,650	0	0	
Dennis Badagliacco Director	2 00	X							5,275	0	0	
Edward Bailey Director	2 00	X							0	0	0	
Robert Bailey Director	2 00	X							9,775	0	0	
James Baiseri Director	2 00	X							0	0	0	
Michael Baldasarra Director	2 00	X							0	0	0	

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

(A)

(B)

(C)

(D)

(E)

(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Rob Baldwin Director	2 00	X						0	0	0
Marnie Balog Director	2 00	X						0	0	0
Patrick Barber Director	2 00	X						0	0	0
Alan Barbic Director	2 00	X						0	0	0
Melanie Barker Director	2 00	X						5,275	0	0
Jackie Barndollar Landry Director	2 00	X						0	0	0
Rick Barnes Director	2 00	X						0	0	0
Jeff Barnett Director	2 00	X						5,275	0	0
John Barrentine Director	2 00	X						0	0	0
Edward Barrios Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Josue Barrios Director	2 00	X						1,000	0	0
Sharon Barron Director	2 00	X						0	0	0
Erin Barry Director	2 00	X						0	0	0
Dwayne Bartels Director	2 00	X						0	0	0
Daniel Bathurst Director	2 00	X						0	0	0
Sandi Bauman Director	2 00	X						0	0	0
Katherine Beacock Director	2 00	X						0	0	0
Addora Beall Director	2 00	X						0	0	0
Jeff Bell Director	2 00	X						0	0	0
Anna Bellomo Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Andy Bencosme Director	2 00	X						0	0	0
Julie Bencosme Director	2 00	X						0	0	0
Paul Benec Director	2 00	X						0	0	0
Barry Bennett Director	2 00	X						0	0	0
Glenn Bennett Director	2 00	X						0	0	0
Sam Benson Director	2 00	X						0	0	0
Thomas Berge Director	2 00	X						0	0	0
Tom Berge Jr Director	2 00	X						3,950	0	0
Eric Berggren Director	2 00	X						0	0	0
Diana Bernardi Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors												
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations	
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former					
Yin Bihr Director	2 00	X							0	0	0	
Kevin Birmingham Director	2 00	X							0	0	0	
Bob Bishop Director	2 00	X							0	0	0	
Larry Black Director	2 00	X							2,625	0	0	
Ira Bland Director	2 00	X							0	0	0	
Cindy Blankenburg Director	2 00	X							0	0	0	
Michael Blower Director	2 00	X							0	0	0	
Michelle Blue-Benedict Director	2 00	X							0	0	0	
Roy Blume Director	2 00	X							0	0	0	
Vazrik Bonyadi Director	2 00	X							0	0	0	

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Amber Booth Director	2 00	X						0	0	0
Matthew Borland Director	2 00	X						0	0	0
Craig Borner Director	2 00	X						0	0	0
Sharon Bowler Director	2 00	X						0	0	0
Becky Bowles Director	2 00	X						0	0	0
Mark Skip Braatz Director	2 00	X						0	0	0
Candace Bradfield Director	2 00	X						0	0	0
Jennie Bradley Director	2 00	X						0	0	0
Toby Bradley Director	2 00	X						4,500	0	0
Scott Brady Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Robin Bramson- Veil Director	2 00	X						0	0	0
Jennifer Branchini Director	2 00	X						5,275	0	0
Ronna Brand Director	2 00	X						0	0	0
Janet Brekke Director	2 00	X						0	0	0
Charles Brickell Director	2 00	X						0	0	0
Larry Briggs Director	2 00	X						0	0	0
Debora Bright-Laney Director	2 00	X						0	0	0
James Britto Director	2 00	X						0	0	0
Cyrina Brogoitti Director	2 00	X						0	0	0
Emilie Broughton Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Ann Michele Brown Director	2 00	X						0	0	0
Barry Brown Director	2 00	X						0	0	0
Bill Brown Director	2 00	X						0	0	0
Kevin Brown Director	2 00	X						9,775	0	0
Ron Brownell Director	2 00	X						0	0	0
Brian Brubaker Director	2 00	X						0	0	0
Alec Bruce Director	2 00	X						0	0	0
Raylene Brundage Director	2 00	X						0	0	0
Mark Bruno Director	2 00	X						0	0	0
SHANE BUDDEN Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Gregory Bulanti Director	2 00	X						0	0	0
Richard Bulger Director	2 00	X						0	0	0
Diana Bull Director	2 00	X						5,638	0	0
Warren Bullock Director	2 00	X						0	0	0
Kathryn Burdett Director	2 00	X						0	0	0
Kevin Burke Director	2 00	X						0	0	0
Jack Burns Director	2 00	X						0	0	0
Mark Burns Director	2 00	X						0	0	0
Diane Busch Director	2 00	X						0	0	0
Steve Bussman Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Virginia Butler Director	2 00	X						0	0	0
Dennis Byron Director	2 00	X						0	0	0
David Cabot Director	2 00	X						5,275	0	0
Ellen Camacho Director	2 00	X						0	0	0
Mary Jane Cambria Director	2 00	X						5,275	0	0
Jeff Campbell Director	2 00	X						0	0	0
Kym Campbell Director	2 00	X						0	0	0
Vicky Campbell Director	2 00	X						0	0	0
Staci Caplan Director	2 00	X						0	0	0
Matt Capritto Director	2 00	X						0	0	0

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

(A)

(B)

(C)

(D)

(E)

(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Cynthia Carley Director	2 00	X						5,275	0	0
Greg Carlsted Director	2 00	X						0	0	0
Phyllis Carmichael Director	2 00	X						0	0	0
Thomas Carnahan Director	2 00	X						0	0	0
Vicki Carpenter Director	2 00	X						0	0	0
Nelson Carrillo Director	2 00	X						0	0	0
Linda Carroll Director	2 00	X						0	0	0
Michael Carunchio Director	2 00	X						0	0	0
Otto Catrina Director	2 00	X						5,275	0	0
Brett Caviness Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Lorraine Clark Director	2 00	X						0	0	0
Matt Clements Director	2 00	X						0	0	0
Barbara Clemons Director	2 00	X						0	0	0
Linda Clinton Director	2 00	X						0	0	0
Kevin Cole Director	2 00	X						0	0	0
Shane Collins Director	2 00	X						0	0	0
Athena Collup Director	2 00	X						0	0	0
Paula Colombo Director	2 00	X						0	0	0
Victoria Copeland Director	2 00	X						0	0	0
Nikki Coppa Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Wayne Cory Director	2 00	X						0	0	0
Karen Cosentino Director	2 00	X						0	0	0
Paula Cosenza Director	2 00	X						1,000	0	0
Rick Cosenza Director	2 00	X						0	0	0
Gina Covello Director	2 00	X						0	0	0
Douglas Covill Director	2 00	X						0	0	0
Judy Covington Director	2 00	X						5,275	0	0
Matthew Cowie Director	2 00	X						0	0	0
Sherry Cowie Director	2 00	X						0	0	0
Sally Crain Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
John Cribb Director	2 00	X						0	0	0
Lisa Crosby-Torres Director	2 00	X						0	0	0
Jacqueline Crowley Director	2 00	X						0	0	0
Sheila Cunha Director	2 00	X						0	0	0
Marilyn Cunningham Director	2 00	X						0	0	0
William Curry Director	2 00	X						0	0	0
Christy Curtis Director	2 00	X						0	0	0
Joe Cusumano Director	2 00	X						0	0	0
Catherine da Gama Director	2 00	X						0	0	0
Crystal DaCosta Director	2 00	X						1,000	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			
Carolyn D'Agosta Director	2 00	X						2,625	0	0
Mike D'Ambrosio Director	2 00	X						0	0	0
Linda Daraskavich Director	2 00	X						0	0	0
Sandy Darling Director	2 00	X						0	0	0
Kenneth Davis Director	2 00	X						0	0	0
Terri Davis Director	2 00	X						0	0	0
Winnie Davis Director	2 00	X						5,275	0	0
Manny De Silva Jr Director	2 00	X						0	0	0
West De Young Director	2 00	X						0	0	0
Michael DeLeon Director	2 00	X						0	0	0

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

(A) Name and Title	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			
Howard Dellsite Director	2 00	X						0	0	0
Steve Delmartini Director	2 00	X						0	0	0
Paul Demboski Director	2 00	X						0	0	0
Julie Dempsey Director	2 00	X						0	0	0
Moses Dennis Director	2 00	X						0	0	0
Phillip Deutscher Director	2 00	X						0	0	0
Kimberly Di Benedetto Director	2 00	X						0	0	0
Cindy Diaz-Telly Director	2 00	X						0	0	0
Robin Dickson Director	2 00	X						5,275	0	0
Tammy Dillashaw Director	2 00	X						0	0	0

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(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			
Yvonne Dowland Director	2 00	X						0	0	0
Gloria Doze Director	2 00	X						0	0	0
Renier Dresser Director	2 00	X						0	0	0
Kevin Dreyer Director	2 00	X						0	0	0
Thomas Dreyer Director	2 00	X						0	0	0
Steven Drust Director	2 00	X						0	0	0
Barbara DuDeck Director	2 00	X						0	0	0
Robin DuFault Director	2 00	X						0	0	0
Mary Jane Dukellis Director	2 00	X						0	0	0
Suzi Dunkel-Soto Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Lisa Dunn Director	2 00	X						5,275	0	0
Meghan Durbin Director	2 00	X						0	0	0
Robert Dutcher Director	2 00	X						0	0	0
Paula Eagle Director	2 00	X						0	0	0
Mark Edwards Director	2 00	X						0	0	0
Kim Eichorn Director	2 00	X						0	0	0
Lyle Elliott Director	2 00	X						0	0	0
Judy Ellis Director	2 00	X						0	0	0
Joyce Endo Director	2 00	X						0	0	0
Bruce Engles Director	2 00	X						0	0	0

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

(A) Name and Title	Average hours per week (list any hours for related organizations below dotted line)	(B) 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			
Ray Fernandez Director	2 00	X						0	0	0
Ray Fernandez-Silva Director	2 00	X						0	0	0
Beverly Fitzgerald Director	2 00	X						0	0	0
Gerri-Lynn Fives Director	2 00	X						0	0	0
Tammy Flicker Director	2 00	X						0	0	0
Danielle Fontes Director	2 00	X						0	0	0
Melrose Forde Director	2 00	X						0	0	0
Lisa Fore Director	2 00	X						0	0	0
Anne Foreman Director	2 00	X						0	0	0
Wendy Formica Director	2 00	X						5,275	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			
Christine Fortney Director	2 00	X						0	0	0
Mike Fracisco Director	2 00	X						0	0	0
Steven Fraioli Director	2 00	X						0	0	0
Daniel Fredericks Director	2 00	X						0	0	0
Pat Fredericks Director	2 00	X						0	0	0
James Free Director	2 00	X						0	0	0
David Freeman Director	2 00	X						0	0	0
Lorrie French Director	2 00	X						0	0	0
Katherine Frey Director	2 00	X						0	0	0
Ed Fuller Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										(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
(A) Name and Title	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)										
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former					
Matt Fuller Director	2 00	X							0	0	0	
Mary Funk Director	2 00	X							0	0	0	
Jill Furtado Director	2 00	X							1,000	0	0	
Wendy Furth Director	2 00	X							0	0	0	
Karla Gaetano Director	2 00	X							0	0	0	
Diane Gallagher Director	2 00	X							0	0	0	
Greg Galli Director	2 00	X							0	0	0	
Anthony Gamber Director	2 00	X							0	0	0	
Eva Garcia Director	2 00	X							0	0	0	
Frank Garcia Director	2 00	X							0	0	0	

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(A) Name and Title	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			
Minerva Garcia Director	2 00	X						0	0	0
Jeanne Garde Director	2 00	X						0	0	0
Margaret Garemore Director	2 00	X						0	0	0
Renee Garner Director	2 00	X						0	0	0
John Garone Director	2 00	X						0	0	0
Ralph Garrow Director	2 00	X						0	0	0
Rick Gaviati Director	2 00	X						0	0	0
Richard Gaylord Director	2 00	X						2,000	0	0
Donald Gebhard Director	2 00	X						0	0	0
Suzan Getchell-Wallace Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Blanche Gomez Director	2 00	X						0	0	0
Caleb Gonzalez Director	2 00	X						0	0	0
Yesenia Gonzalez Director	2 00	X						0	0	0
Jennifer Goorchenko Director	2 00	X						0	0	0
Craig Gorman Director	2 00	X						0	0	0
Diana Gorsiski Director	2 00	X						0	0	0
Ellen Grace Director	2 00	X						0	0	0
Tonja Graff Director	2 00	X						0	0	0
Kate Graham Director	2 00	X						0	0	0
Stacey Grande Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Theresa Grant Director	2 00	X						0	0	0
Annette Graw Director	2 00	X						0	0	0
Robin Greenberg Director	2 00	X						5,275	0	0
Ron Greenwood Director	2 00	X						0	0	0
Luis Guevara Director	2 00	X						0	0	0
Jesse Gutierrez Director	2 00	X						0	0	0
Michael Gutierrez Director	2 00	X						0	0	0
Greg Haas Director	2 00	X						0	0	0
Tammy Haas Director	2 00	X						0	0	0
Rose Hadaway Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Debbie Hake Director	2 00	X						0	0	0
Jim Hamilton Director	2 00	X						9,775	0	0
Sally Han Director	2 00	X						0	0	0
Roger Hance Director	2 00	X						0	0	0
Rachael Hand Director	2 00	X						0	0	0
Tina Hand Director	2 00	X						0	0	0
Stephen Hanleigh Director	2 00	X						0	0	0
Mike Hanley Director	2 00	X						1,000	0	0
Anne Hansen Director	2 00	X						0	0	0
Vernon Hansen Director	2 00	X						0	0	0

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(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			
Arleen Hardenstein Director	2 00	X						0	0	0
Mary Harman Director	2 00	X						0	0	0
LESA HARRIS Director	2 00	X						0	0	0
Bob Hartman Director	2 00	X						0	0	0
David Harts Director	2 00	X						0	0	0
Ryan Hass Director	2 00	X						0	0	0
Dru Hawkins Director	2 00	X						0	0	0
Kevin Hawkins Director	2 00	X						0	0	0
Tim Hayden Director	2 00	X						0	0	0
Ruth Hayles Director	2 00	X						0	0	0

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(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			
Todd Hays Director	2 00	X						0	0	0
Sarah Heck Director	2 00	X						0	0	0
Nancy Hecker Director	2 00	X						0	0	0
Lynn Heintz Director	2 00	X						5,275	0	0
Glenn Hellyer Director	2 00	X						5,275	0	0
Steven Hennecke Director	2 00	X						0	0	0
Marion Henon Director	2 00	X						0	0	0
Katheryn Henry Director	2 00	X						0	0	0
Kristy Henry Director	2 00	X						0	0	0
Len Herman Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Ed Herold Director	2 00	X						0	0	0
Edward Heron Director	2 00	X						0	0	0
Daniel Hershkowitz Director	2 00	X						0	0	0
Patricia Hicks Director	2 00	X						0	0	0
Julie Hile Director	2 00	X						0	0	0
Tom Hiller Director	2 00	X						0	0	0
SKIP HINMAN Director	2 00	X						0	0	0
Melinda Hoff Director	2 00	X						0	0	0
Roger Holtsclaw Director	2 00	X						0	0	0
Luis Hong Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Judy Horn Director	2 00	X						0	0	0
Phillip Houston Director	2 00	X						0	0	0
Rosanne Howard Director	2 00	X						0	0	0
Jan Hudson Director	2 00	X						1,000	0	0
John Hughes Director	2 00	X						0	0	0
Matt Hughes Director	2 00	X						0	0	0
Tia Hunnicutt Director	2 00	X						0	0	0
David Hunt Director	2 00	X						0	0	0
Leannah Hunt Director	2 00	X						5,275	0	0
Michele Hunt Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Nancy Hunt Director	2 00	X						0	0	0
Robert Hunt Director	2 00	X						0	0	0
Elizabeth Hurst Director	2 00	X						0	0	0
James Hutson Director	2 00	X						0	0	0
Joan Irish Director	2 00	X						0	0	0
James Irving Director	2 00	X						0	0	0
Chris Isaacson Director	2 00	X						5,275	0	0
Dorothy Jackson Director	2 00	X						0	0	0
Jeffrey Jackson Director	2 00	X						0	0	0
Susan Jamieson Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
William Jansen Director	2 00	X						0	0	0
Marie Jebavy Director	2 00	X						5,275	0	0
Jeremy Jennings Director	2 00	X						0	0	0
Robert Jennings Director	2 00	X						0	0	0
Don Jessup Director	2 00	X						0	0	0
Stefan Jezycki Director	2 00	X						0	0	0
Midge Jimerson Director	2 00	X						0	0	0
Valentina Jimov-Red Director	2 00	X						0	0	0
Brandon Joaquin Director	2 00	X						0	0	0
Paula Johnsen Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Michael Johnson Director	2 00	X						0	0	0
Kevin Jones Director	2 00	X						0	0	0
Phil Jones Director	2 00	X						5,275	0	0
Rachel Jones Director	2 00	X						0	0	0
Rick Jones Director	2 00	X						1,000	0	0
Jeffrey Kahn Director	2 00	X						0	0	0
Sandy Kaplan Director	2 00	X						0	0	0
Yoko Kasai Director	2 00	X						0	0	0
Connie Kautz Director	2 00	X						0	0	0
Erika Kauzlarich-Bird Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Denise Kees Director	2 00	X						0	0	0
Jim Keith Director	2 00	X						0	0	0
Cheri Kelley Director	2 00	X						0	0	0
Mike Kelly Director	2 00	X						0	0	0
Spyro Kemble Director	2 00	X						0	0	0
Steve Kendall Director	2 00	X						0	0	0
Aaron Kerper Director	2 00	X						0	0	0
David Kerr Director	2 00	X						0	0	0
Robert Kevane Director	2 00	X						0	0	0
Bakhsish Khalsa Director	2 00	X						0	0	0

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

(A)

(B)

(C)

(D)

(E)

(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Pauline Knight Director	2 00	X						0	0	0
David Knoeb Director	2 00	X						0	0	0
Courtney Korb Director	2 00	X						0	0	0
Debbie Kosum Director	2 00	X						0	0	0
Joyce Kristensson Director	2 00	X						0	0	0
Debbie Krogman Director	2 00	X						0	0	0
Robert Kronovet Director	2 00	X						0	0	0
Robert Kulick Director	2 00	X						9,775	0	0
Christine Kutzkey Director	2 00	X						8,875	0	0
Kevin Kwan Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Jimmy La Peter Director	2 00	X						5,275	0	0
Chuck Lamb Director	2 00	X						4,500	0	0
Blaine Lambertson Director	2 00	X						0	0	0
Brent Lee Director	2 00	X						0	0	0
John Lee Director	2 00	X						0	0	0
Karl Lee Director	2 00	X						5,275	0	0
Linda Lee Director	2 00	X						0	0	0
Jeremy Lehman Director	2 00	X						5,275	0	0
Aaron Leider Director	2 00	X						0	0	0
Robert Leighton Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Derek Leistra Director	2 00	X						0	0	0
Gene Lentz Director	2 00	X						0	0	0
Kari Leon Director	2 00	X						0	0	0
Joyce Leonard Director	2 00	X						0	0	0
Linda Lesser Director	2 00	X						0	0	0
Tangie Leverett Director	2 00	X						0	0	0
JoAnn Levine Director	2 00	X						0	0	0
Paco Licea Director	2 00	X						0	0	0
Lee Leland Lieberg Director	2 00	X						0	0	0
Patrick Lieuw Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										(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
(A) Name and Title	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)										
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former					
Emily Link Director	2 00	X							0	0	0	
Rana Linka Director	2 00	X							0	0	0	
Chuck Linn Director	2 00	X							0	0	0	
James Liptak Director	2 00	X							9,775	0	0	
Christopher Little Director	2 00	X							0	0	0	
Brenda Lockhart Director	2 00	X							0	0	0	
Louis Lollo Director	2 00	X							0	0	0	
Harrison Long Director	2 00	X							0	0	0	
Mari Lopez Director	2 00	X							0	0	0	
Ted Loring Director	2 00	X							0	0	0	

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

(A)

(B)

(C)

(D)

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(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Carol Luckenbach Director	2 00	X						0	0	0
Gary Ludwig Director	2 00	X						0	0	0
Morgan Lukina Director	2 00	X						0	0	0
Barbara Lymberis Director	2 00	X						0	0	0
Nick Lymberis Director	2 00	X						0	0	0
Carole Lynch Director	2 00	X						5,275	0	0
David Lyng Director	2 00	X						0	0	0
Jeannie MacDonald Director	2 00	X						0	0	0
Kristin Machado Director	2 00	X						0	0	0
Aldina Maciel Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Debi Mackey Director	2 00	X						0	0	0
Gordon Maddock Director	2 00	X						0	0	0
Edwin Maeda Director	2 00	X						0	0	0
Len Malena Director	2 00	X						0	0	0
Vincent Malta Director	2 00	X						4,500	0	0
Sharon Mancillas Director	2 00	X						0	0	0
STEVE MANDOLFO Director	2 00	X						0	0	0
Carolynn Manna Director	2 00	X						0	0	0
Diane Manns Director	2 00	X						5,275	0	0
Alexander Manos Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Leslie Manzone Director	2 00	X						0	0	0
Michele Manzone Director	2 00	X						0	0	0
Mark Marquez Director	2 00	X						0	0	0
Susan Marshall Director	2 00	X						0	0	0
Helen Marston Director	2 00	X						0	0	0
Jared Martin Director	2 00	X						0	0	0
Lance Martin Director	2 00	X						0	0	0
Elmer Martinez Director	2 00	X						0	0	0
Jose Martinez Director	2 00	X						0	0	0
Paula Martinez Director	2 00	X						0	0	0

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(A) Name and Title	Average hours per week (list any hours for related organizations below dotted line)	(B) 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			
Deborah Mason Director	2 00	X						0	0	0
Dennis Mason Director	2 00	X						1,000	0	0
Mary Aileen Matheis Director	2 00	X						0	0	0
PHILLIP MAY Director	2 00	X						0	0	0
Peppy Mayer Director	2 00	X						0	0	0
Walter Mc Donald Director	2 00	X						6,500	0	0
Alice McCain Director	2 00	X						1,000	0	0
Barbara McClelland Director	2 00	X						0	0	0
Kevin McDonald Director	2 00	X						0	0	0
Cheryl McFall Director	2 00	X						5,275	0	0

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(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			
Christine McGowan Director	2 00	X						5,275	0	0
Terriann McGowan Director	2 00	X						0	0	0
David McIntire Director	2 00	X						0	0	0
Geoff McIntosh Director	2 00	X						0	0	0
Anita McKee Director	2 00	X						0	0	0
Sharon McKee Director	2 00	X						0	0	0
Anne McKereghan Director	2 00	X						0	0	0
Casey McLoed Director	2 00	X						0	0	0
Ruth McNevin Director	2 00	X						0	0	0
Pam McWaid Director	2 00	X						0	0	0

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

(A) Name and Title	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			
Stephen Meade Director	2 00	X						0	0	0
George Mees Director	2 00	X						0	0	0
Kathy Mehringer Director	2 00	X						0	0	0
Lisa Mejri Director	2 00	X						0	0	0
Todd Mendoza Director	2 00	X						0	0	0
Jolaine Merrill Director	2 00	X						0	0	0
Eric Meyers Director	2 00	X						0	0	0
BRUCE MIDDLETON Director	2 00	X						0	0	0
JOYCE MIDDLETON Director	2 00	X						0	0	0
Carolyn Miller Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										(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
(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)										
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former					
Sandra Miller Director	2 00	X							0	0	0	
Amanda Mills Director	2 00	X							0	0	0	
Ron Mintz Director	2 00	X							0	0	0	
Karen Misraje Director	2 00	X							0	0	0	
Sachiko Mita Borman Director	2 00	X							0	0	0	
Mary Mitchell Director	2 00	X							0	0	0	
Erika Mlachak Director	2 00	X							0	0	0	
Errol Mooney Director	2 00	X							0	0	0	
Lazaro Morales Director	2 00	X							0	0	0	
Robert Morel Director	2 00	X							0	0	0	

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Karen Nelson Director	2 00	X						0	0	0
Kenneth Neufeld Director	2 00	X						1,000	0	0
Lisa Neugebauer Director	2 00	X						0	0	0
Tammy Newland-Shishido Director	2 00	X						5,275	0	0
Debbie Newton Director	2 00	X						0	0	0
Scott Newton Director	2 00	X						0	0	0
Tung Nguyen Director	2 00	X						0	0	0
James Nichols Director	2 00	X						0	0	0
Thomas Nickl Director	2 00	X						0	0	0
Mary Nissen Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Candie Noel Director	2 00	X						0	0	0
Rob Norquist Director	2 00	X						0	0	0
Chike Nweke Director	2 00	X						0	0	0
Curtis OBrien Director	2 00	X						0	0	0
ERNESTO OCHOA Director	2 00	X						0	0	0
Dennis O'Connor Director	2 00	X						0	0	0
Donna O'Donnell Director	2 00	X						0	0	0
Matthew Ogden Director	2 00	X						0	0	0
Val Ogletree Director	2 00	X						0	0	0
Allen Okamoto Director	2 00	X						5,275	0	0

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

(A)

(B)

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(D)

(E)

(F)

Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Eileen Oldroyd Director	2 00	X						0	0	0
Ruben Olguin Director	2 00	X						0	0	0
Linda Olin Director	2 00	X						0	0	0
Robert Olivieri Director	2 00	X						0	0	0
Carol Olney Director	2 00	X						0	0	0
Debbie Olson Director	2 00	X						0	0	0
Theresa Olson Director	2 00	X						0	0	0
Patricia O'Neill Director	2 00	X						5,275	0	0
William Osgood Director	2 00	X						0	0	0
R Chris Osteen Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Frank Ott Director	2 00	X						0	0	0
Kim Ott Director	2 00	X						0	0	0
Richard Otterstrom Director	2 00	X						0	0	0
Becky Otwell Director	2 00	X						0	0	0
Mike Oyoque Director	2 00	X						0	0	0
Heather Ozur Director	2 00	X						5,275	0	0
Joseph Pacilio Director	2 00	X						0	0	0
Robert Pahlke Director	2 00	X						5,275	0	0
Eugene Pak Director	2 00	X						0	0	0
Barbara J Palmer Director	2 00	X						1,000	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
David Parry Director	2 00	X						0	0	0
Lauren Parry Director	2 00	X						0	0	0
Ronald Pascual Director	2 00	X						0	0	0
Gregory Pawlik Director	2 00	X						5,275	0	0
Tonya Peddicord Director	2 00	X						0	0	0
Pamela Pedego Director	2 00	X						0	0	0
Beth Pearce Director	2 00	X						7,375	0	0
Melanie Pennino Director	2 00	X						0	0	0
Michael Perciful Director	2 00	X						0	0	0
Maridel Perlas Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Michael Plummer Director	2 00	X						0	0	0
Sue Podany Director	2 00	X						0	0	0
William Podley Director	2 00	X						0	0	0
Jim Pojda Director	2 00	X						0	0	0
Era Polly Director	2 00	X						0	0	0
Geoffrey Poulos Director	2 00	X						2,650	0	0
Jean Powers Director	2 00	X						0	0	0
Sylvia Prata Director	2 00	X						0	0	0
Joseph Prian Director	2 00	X						0	0	0
Patrick Prince Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Marion Proffitt Director	2 00	X						5,275	0	0
John Prouty Director	2 00	X						0	0	0
Ruben Quintero Director	2 00	X						2,650	0	0
Patricia Radanovich-Sousa Director	2 00	X						0	0	0
Jeanne Radsick Director	2 00	X						5,275	0	0
Craig Ragg Director	2 00	X						5,275	0	0
Gaye Rainey Director	2 00	X						5,275	0	0
Sylvia Ramos Director	2 00	X						0	0	0
Dianne Rath Director	2 00	X						0	0	0
Eugene Ray Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Don Reader Director	2 00	X						0	0	0
Tina Rector Director	2 00	X						0	0	0
Bill Redmond Director	2 00	X						0	0	0
Irene Reinsdorf Director	2 00	X						0	0	0
Joel Reznick Director	2 00	X						0	0	0
Clifford Rhea Director	2 00	X						0	0	0
Sarah Ribnick Director	2 00	X						0	0	0
Steven Rice Director	2 00	X						0	0	0
Murphy Richardson Director	2 00	X						0	0	0
Michael Riley Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Heidi Rizzo Director	2 00	X						0	0	0
Doreen Roberts Director	2 00	X						5,275	0	0
J Michael Roberts Director	2 00	X						0	0	0
Ronald Romanowich Director	2 00	X						0	0	0
Cheryl Romig Director	2 00	X						0	0	0
Dennis Rosas Director	2 00	X						2,650	0	0
Steve Rosco Director	2 00	X						0	0	0
Richard Rosenthal Director	2 00	X						0	0	0
Deniece Ross-Francom Director	2 00	X						0	0	0
MIKE ROSSITER Director	2 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Jeanne Rowden Dansby Director	2 00	X						0	0	0
Adam Ruiz Director	2 00	X						5,275	0	0
Mark Anthony Ruiz Director	2 00	X						0	0	0
Mireya Ruiz Director	2 00	X						0	0	0
Joyce Ruschhaupt Director	2 00	X						0	0	0
Boots Rusk Director	2 00	X						0	0	0
Leigh Rutledge Director	2 00	X						5,275	0	0
Georgia Ryan Director	2 00	X						0	0	0
Terry Ryan Director	2 00	X						0	0	0
Fred Sabine Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Ericka Saenz Director	2 00	X						0	0	0
Doug Sager Director	2 00	X						0	0	0
Alexander Salazar Director	2 00	X						0	0	0
Dana Sales Director	2 00	X						0	0	0
Jamie Saltman Director	2 00	X						0	0	0
Carl San Miguel Director	2 00	X						1,000	0	0
Karen Sanchez Director	2 00	X						0	0	0
Derek Sandgren Director	2 00	X						0	0	0
Leo Saunders Director	2 00	X						1,500	0	0
Richard Sax Director	2 00	X						0	0	0

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

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Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Norma Scantlin Director	2 00	X						0	0	0
Phillip Schaefer Director	2 00	X						0	0	0
Cathlyne Scharetg Director	2 00	X						0	0	0
Adrienne Schuele Director	2 00	X						0	0	0
John Schulte Director	2 00	X						0	0	0
Lisa Schulz Director	2 00	X						0	0	0
Don Scordino Director	2 00	X						5,275	0	0
Ken Scott Director	2 00	X						0	0	0
Debi Seitz Director	2 00	X						0	0	0
Mina Semenza Director	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Shari Setser Director	2 00	X						0	0	0
Shahe Seuylemezian Director	2 00	X						0	0	0
John Seymour Director	2 00	X						0	0	0
Holly Shackleford Director	2 00	X						0	0	0
JP Shamshoian Director	2 00	X						0	0	0
Karah Shaw Director	2 00	X						0	0	0
Patrick Shea Director	2 00	X						0	0	0
Cory Shepard Director	2 00	X						5,275	0	0
Doug Shepherd Director	2 00	X						0	0	0
LARISSA SHERMAN Director	2 00	X						0	0	0

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

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Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Ryan Sherman Director	2 00	X						0	0	0
Clare Short Jr Director	2 00	X						0	0	0
Michael Sibilia Director	2 00	X						0	0	0
Charlene Siemon Director	2 00	X						0	0	0
Clay Sigg Director	2 00	X						1,000	0	0
Daniel Signani Director	2 00	X						0	0	0
Wendy Silver-Hale Director	2 00	X						0	0	0
Stan Silverstein Director	2 00	X						0	0	0
Sherry PH Sim Director	2 00	X						0	0	0
Margi Simpkins Director	2 00	X						0	0	0

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

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Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Charlene Singley Director	2 00	X						0	0	0
YVETTE SLOAN Director	2 00	X						0	0	0
Rodney Smeester Director	2 00	X						0	0	0
Ed Smith Director	2 00	X						0	0	0
Rick Smith Director	2 00	X						0	0	0
Stan Smith Director	2 00	X						0	0	0
Valerie Smith Director	2 00	X						0	0	0
Richard Snyder Director	2 00	X						4,000	0	0
Nicholas Solis Director	2 00	X						0	0	0
Michelle Solorio Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Steve Sorensen Director	2 00	X						0	0	0
Lupe Soto Director	2 00	X						0	0	0
Theresa Souers Director	2 00	X						0	0	0
Mike Southwick Director	2 00	X						0	0	0
Sherni Souza Director	2 00	X						0	0	0
Ashley Sperle Director	2 00	X						0	0	0
Larry Spiteri Director	2 00	X						0	0	0
Jeff Sposito Director	2 00	X						0	0	0
Derek Sprague Director	2 00	X						0	0	0
Darcy Staberg Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Jennie Stabile Director	2 00	X						0	0	0
Jeremy Stanfield Director	2 00	X						0	0	0
Reyne Stapelmann Director	2 00	X						0	0	0
Nancy Starczyk Director	2 00	X						0	0	0
Rebecca Starr-Harris Director	2 00	X						0	0	0
Seb Sterpa Director	2 00	X						0	0	0
Michael Stoffel Director	2 00	X						1,000	0	0
Crystal Stoner Director	2 00	X						0	0	0
Steven Streich Director	2 00	X						0	0	0
Erin Stumpf Director	2 00	X						0	0	0

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

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Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Tamara Suminski Director	2 00	X						4,475	0	0
Amy Sung Director	2 00	X						0	0	0
Gayle Sutton Director	2 00	X						0	0	0
Kellie Swayne Director	2 00	X						0	0	0
Paula Swayne Director	2 00	X						0	0	0
Lehel Szucs Director	2 00	X						0	0	0
Karen Tabbah Director	2 00	X						0	0	0
Kenneth Tablang Director	2 00	X						0	0	0
Betty Taisch Director	2 00	X						5,275	0	0
Shelley Tappin Director	2 00	X						0	0	0

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

(A) Name and Title	Average hours per week (list any hours for related organizations below dotted line)	(B) 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			
Rita Tayenaka Director	2 00	X						5,275	0	0
Jerel Taylor Director	2 00	X						0	0	0
Jim Taylor Director	2 00	X						0	0	0
Josephine Taylor Director	2 00	X						2,625	0	0
Judy Taylor Director	2 00	X						0	0	0
Michael Teer Director	2 00	X						0	0	0
Sharon Telles Director	2 00	X						0	0	0
Michael Tessaro Director	2 00	X						0	0	0
Fiona Theseira Director	2 00	X						0	0	0
Gary Thomas Director	2 00	X						7,125	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			
Marie Thomas Director	2 00	X						0	0	0
James Thor Director	2 00	X						0	0	0
Ann Throckmorton Director	2 00	X						7,483	0	0
Jean Tietgen Director	2 00	X						0	0	0
Susan Tilling Director	2 00	X						0	0	0
Harry Timuryan Director	2 00	X						0	0	0
Cecily Tippery Director	2 00	X						0	0	0
Scott Tobias Director	2 00	X						0	0	0
Zachary Todaro Director	2 00	X						0	0	0
Mark Todd Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Thomas Tognoli Director	2 00	X						0	0	0
Kesha Toler Director	2 00	X						0	0	0
David Tonna Director	2 00	X						0	0	0
John Torres Director	2 00	X						1,000	0	0
Peter Torres Director	2 00	X						0	0	0
Tim Townley Director	2 00	X						0	0	0
Randall Traw Director	2 00	X						0	0	0
Daniel Tresieras Director	2 00	X						0	0	0
Karen Trolan Director	2 00	X						0	0	0
Karen Troop Director	2 00	X						0	0	0

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

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Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Nancy Troxell Director	2 00	X						0	0	0
Ann Trussell Director	2 00	X						0	0	0
Kim Tucker Director	2 00	X						5,275	0	0
Rick Turley Director	2 00	X						0	0	0
Stephen Udoff Director	2 00	X						0	0	0
Rick Ungerecht Director	2 00	X						0	0	0
Carrie Uva Director	2 00	X						0	0	0
Verzhine Uzunyan Director	2 00	X						0	0	0
Mike Vachani Director	2 00	X						0	0	0
Doug Van Pelt Director	2 00	X						0	0	0

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

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Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Cherlyn Vandervort Director	2 00	X						0	0	0
Irma Vargas Director	2 00	X						0	0	0
Susan Vaterlaus Director	2 00	X						0	0	0
Giuseppe Veneziano Director	2 00	X						0	0	0
Michael Verdone Director	2 00	X						5,275	0	0
Michael Vincent Director	2 00	X						0	0	0
Erlinda Vindler Director	2 00	X						0	0	0
Rick Violet Director	2 00	X						0	0	0
Quincy Virgilio Director	2 00	X						0	0	0
Diane Viviani Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Sheran Voigt Director	2 00	X						0	0	0
Cecil Volsch Director	2 00	X						0	0	0
Judy Von Arb Director	2 00	X						0	0	0
Myron Von Raesfeld Director	2 00	X						0	0	0
Anthony Vulin Director	2 00	X						0	0	0
Jill Wade Director	2 00	X						0	0	0
Alan Wagner Director	2 00	X						0	0	0
Brett Waite Director	2 00	X						0	0	0
Temmy Walker Director	2 00	X						0	0	0
Clark E Wallace Director	2 00	X						1,500	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			
Rick Wallace Director	2 00	X						0	0	0
David Walsh Director	2 00	X						5,275	0	0
Sue Walsh Director	2 00	X						5,275	0	0
Carol Ann Walton Director	2 00	X						0	0	0
BJ Ward Director	2 00	X						0	0	0
Gary Washburn Director	2 00	X						0	0	0
Jeannette Way Director	2 00	X						1,000	0	0
Mark Wayman Director	2 00	X						0	0	0
James Webb Director	2 00	X						0	0	0
Johnny Wells Director	2 00	X						0	0	0

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

(A) Name and Title	Average hours per week (list any hours for related organizations below dotted line)	(B) 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			
Denise Welsh Director	2 00	X						0	0	0
Scott White Director	2 00	X						0	0	0
Steve White Director	2 00	X						0	0	0
Serena Whyte Director	2 00	X						0	0	0
Erik Wilde Director	2 00	X						0	0	0
Farrah Wilder Director	2 00	X						0	0	0
Kevin Williamson Director	2 00	X						0	0	0
Adam Wilson Director	2 00	X						0	0	0
John Wilson Director	2 00	X						0	0	0
Melvin Wilson Director	2 00	X						5,275	0	0

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

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Name and Title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)						Reportable compensation from the organization (W- 2/1099-MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Theresa Wilson Director	2 00	X						0	0	0
Walter Wilson Director	2 00	X						0	0	0
Pam Winterbauer Director	2 00	X						0	0	0
John Winther Director	2 00	X						5,275	0	0
Heide Wolf-Reid Director	2 00	X						0	0	0
John Wong Director	2 00	X						5,275	0	0
Kelvin Wong Director	2 00	X						0	0	0
Jeffery Woo Director	2 00	X						0	0	0
Diana Wood Director	2 00	X						0	0	0
Linda Wood Director	2 00	X						0	0	0

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

(A) Name and Title	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			
Erin Woodward Director	2 00	X						0	0	0
Wayne Woodyard Director	2 00	X						0	0	0
Cyndi Workman Director	2 00	X						0	0	0
Gene Wunderlich Director	2 00	X						0	0	0
Therese Wunderlich Director	2 00	X						5,275	0	0
Mary Kay Yamamoto Director	2 00	X						0	0	0
Carol Yeater Director	2 00	X						0	0	0
Suzanne Yost Director	2 00	X						5,275	0	0
Cari Young Director	2 00	X						0	0	0
John Young Director	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former				
Lidia Yun Director	2 00	X						0	0	0	
Rosalie Zabilla Director	2 00	X						0	0	0	
Marianne Zanone Rush Director	2 00	X						0	0	0	
Judy Zeigler Director	2 00	X						5,275	0	0	
Pat Ziggy Zicarelli Director	2 00	X						0	0	0	
Barry Zwahlen Director	2 00	X						0	0	0	
JOEL S SINGER Chief Executive Officer	65 00			X				899,358	0	55,811	
IQBAL BHOLAT Chief Financial Officer	40 00			X				160,911	0	49,281	
JOSHUA SHARFMAN Chief Technology & Innovation Officer	40 00				X			413,624	0	58,451	
ALEXANDER CREEL Senior Vice President	40 00				X			436,346	0	52,024	

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)
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
JUNE BARLOW Vice President & General Counsel	40 00				X			391,163	0
GOV HUTCHINSON Assistant General Counsel	40 00				X			216,805	0
LESLIE YOUNG Senior Vice President	40 00					X		325,603	0
RICHARD SCHUMACHER Senior Vice President	40 00					X		293,982	0
MAYANNA FRAMZONE Senior Vice President	40 00					X		272,592	0
STANLEY WEIG Vice President	40 00					X		225,051	0
LOTTIE ELAM Local Association Services Director	40 00					X		177,852	0

SCHEDULE C (Form 990 or 990-EZ)	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. ▶ Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.	OMB No 1545-0047 2016 Open to Public Inspection
Department of the Treasury Internal Revenue Service		

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 CALIFORNIA ASSOCIATION OF REALTORS	Employer identification number 95-0594790
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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	
2	Political expenditures	▶ \$
3	Volunteer hours	

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?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?	<input type="checkbox"/> Yes <input type="checkbox"/> No
b	If "Yes," describe in Part IV	

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

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	▶ \$
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	▶ \$
3	Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b	▶ \$
4	Did the filing organization file Form 1120-POL for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> 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-
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) 2013	(b) 2014	(c) 2015	(d) 2016	(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?	1	No
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	No
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	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	33,464,400
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	1,659,182
b	Carryover from last year	2b	
c	Total	2c	1,659,182
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	14,389,692
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	-12,730,510

Part IV Supplemental Information

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

Return Reference	Explanation
Part I-A, Line 1	CALIFORNIA ASSOCIATION OF REALTORS MAINTAINS A FULL TIME GOVERNMENTAL AFFAIRS PRESENCE IN SACRAMENTO MONITORING LEGISLATION INCLUDING AND AFFECTING THE REAL ESTATE INDUSTRY AND PROPERTY OWNERSHIP INCLUDING REAL ESTATE BROKER AND SALESPERSON LICENSING AND REGULATION, CONDOMINIUM AND SHARED OWNERSHIP HOUSING, GOVERNMENT-SPONSORED HOUSING, CONSUMER PROTECTION, LAND USE AND ENVIRONMENTAL LAW, LANDLORD/TENANT, AND REAL ESTATE FINANCE AND TAXATION AND OTHER REAL ESTATE RELATED ISSUES. IN ADDITION TO THE STATE LEGISLATURE, CALIFORNIA ASSOCIATION OF REALTORS ALSO WORKS WITH A VARIETY OF ADMINISTRATIVE AND REGULATORY BODIES AND AGENCIES TO INCLUDE THE BUSINESS TRANSPORTATION AND HOUSING AGENCY, THE DEPARTMENT OF REAL ESTATE, THE DEPARTMENT OF CORPORATIONS, THE DEPARTMENT OF INSURANCE, ETC

efile GRAPHIC print - DO NOT PROCESS		As Filed Data -		DLN: 93493318129537	
<div>SCHEDULE D (Form 990)</div> <div>Department of the Treasury Internal Revenue Service</div>		<div>Supplemental Financial Statements</div> <div>► 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.</div> <div>Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.</div>			<div>OMB No 1545-0047</div> <div>2016</div> <div>Open to Public Inspection</div>
Name of the organization CALIFORNIA ASSOCIATION OF REALTORS				Employer identification number 95-0594790	
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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>					
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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>					
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) <div><input type="checkbox"/> Preservation of land for public use (e g , recreation or education) <input type="checkbox"/> Preservation of an historically important land area <input type="checkbox"/> Protection of natural habitat <input type="checkbox"/> Preservation of a certified historic structure <input type="checkbox"/> Preservation of open space</div>					
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 8/17/06, 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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>					
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)? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>					
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				► \$	
For Paperwork Reduction Act Notice, see the Instructions for Form 990.					
			Cat No 52283D Schedule D (Form 990) 2016		

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

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

(ii) related organizations

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

4

Describe in Part XIII the intended uses of the organization's endowment funds

Part VI

Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		500,000		500,000
b Buildings		6,246,797	6,187,014	59,783
c Leasehold improvements		232,952	73,029	159,923
d Equipment		4,106,447	3,994,022	112,425
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				832,131

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) INVESTMENT IN SUBSIDIARY (REBS, INC.)	14,464,531
(2) INCOME TAXES RECEIVABLE	27,655
(3) DUE FROM RELATED PARTIES	1,357,373
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15) ▶	15,849,559

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	
DUE TO RELATED ENTITIES	49,687
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25) ▶	49,687

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	
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Part XIII	Supplemental Information <i>(continued)</i>
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Return Reference	Explanation
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Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization
CALIFORNIA ASSOCIATION OF REALTORS

Employer identification number
95-0594790

Part I

General Information on Grants and Assistance

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

Part II

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
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2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 3

3 Enter total number of other organizations listed in the line 1 table 2

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 non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
Part I, Line 2	C A R MONITORS THE USE OF GRANT FUNDS BY MONITORING ALL SCHEDULED ACTIVITIES AND RECEIVING WRITTEN REPORTS DESCRIBING THE USE OF THE FUNDS

Additional Data

Software ID:
Software Version:
EIN: 95-0594790
Name: CALIFORNIA ASSOCIATION OF REALTORS

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
Variety Boys & Girls Club 2530 Cincinnati St Los Angeles, CA 90033	95-1919219	C Corp	10,000				school supplies
Salvation Army 1200 E Washington Blvd Whittier, CA 90606	94-1156347	501C (3)	10,000				scholarship gala

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 Express BOX 0001 Los Angeles, CA 90096	13-3133497	C Corp	6,592				school supplies for Boys and Girls Club
West Virginia Realtors Relief Fund 2110 Kanawha Blvd East Charleston, WV 25311	32-0237590	501C (3)	10,000				west virginia flooding

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
Lousiana Realtors Relief Fund 821 Main Street Baton Rouge, LA 70802	20-3385877	501C (3)	10,000				louisiana floodong

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.

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

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization CALIFORNIA ASSOCIATION OF REALTORS	Employer identification number 95-0594790
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Part I

Questions Regarding Compensation

	Yes	No
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. <div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Discretionary spending account</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div>		
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	Yes	
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?	Yes	
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. <div><div><input type="checkbox"/> Compensation committee</div><div><input type="checkbox"/> Independent compensation consultant</div><div><input type="checkbox"/> Form 990 of other organizations</div><div><input type="checkbox"/> Written employment contract</div><div><input type="checkbox"/> Compensation survey or study</div><div><input type="checkbox"/> Approval by the board or compensation committee</div></div>		
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: a Receive a severance payment or change-of-control payment?		No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	Yes	
c Participate in, or receive payment from, an equity-based compensation arrangement?		No
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
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: a The organization?		
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III		
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: a The organization?		
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III		
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		
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
See Additional Data Table							

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
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Additional Data

Software ID:
Software Version:
EIN: 95-0594790
Name: CALIFORNIA ASSOCIATION OF REALTORS

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				
1JOEL S SINGER Chief Executive Officer	(i)	524,520	286,716	88,122	34,042	21,769	955,169	0
	(ii)	0	0	0	0	- 0	- 0	0
1IQBAL BHOLAT Chief Financial Officer	(i)	144,907	7,904	8,100	25,704	23,577	210,192	0
	(ii)	0	0	0	0	- 0	- 0	0
2JOSHUA SHARFMAN Chief Technology & Innovation Office	(i)	327,504	62,925	23,195	34,042	24,409	472,075	0
	(ii)	0	0	0	0	- 0	- 0	0
3ALEXANDER CREEL Senior Vice President	(i)	330,012	75,601	30,733	34,042	17,982	488,370	0
	(ii)	0	0	0	0	- 0	- 0	0
4JUNE BARLOW Vice President & General Counsel	(i)	300,012	71,001	20,150	38,822	12,041	442,026	0
	(ii)	0	0	0	0	- 0	- 0	0
5GOV HUTCHINSON Assistant General Counsel	(i)	188,561	28,244	0	32,690	9,892	259,387	0
	(ii)	0	0	0	0	- 0	- 0	0
6LESLIE YOUNG Senior Vice President	(i)	236,004	76,520	13,079	39,750	10,388	375,741	0
	(ii)	0	0	0	0	- 0	- 0	0
7RICHARD SCHUMACHER Senior Vice President	(i)	221,508	68,006	4,468	39,750	18,657	352,389	0
	(ii)	0	0	0	0	- 0	- 0	0
8MAYANNA FRAMZONE Senior Vice President	(i)	211,188	59,783	1,621	39,750	23,176	335,518	0
	(ii)	0	0	0	0	- 0	- 0	0
9STANLEY WEIG Vice President	(i)	189,416	26,259	9,376	33,639	1,834	260,524	0
	(ii)	0	0	0	0	- 0	- 0	0
10LOTTIE ELAM Local Association Services Director	(i)	154,620	16,823	6,409	26,931	10,179	214,962	0
	(ii)	0	0	0	0	- 0	- 0	0

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization
CALIFORNIA ASSOCIATION OF REALTORS

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.

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

OMB No 1545-0047

2016

**Open to Public
Inspection**

Employer identification number

95-0594790

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 2	Line 2 explanation - THE CALIFORNIA ASSOCIATION OF REALTORS HAS 836 MEMBERS ON ITS BOARD OF DIRECTORS ALTHOUGH NO AFFIRMATIVE EFFORT HAS BEEN MADE TO DETAIL ALL OF THE RELATIONSHIPS, THERE ARE SOME FAMILY RELATIONSHIPS AND SOME DIRECTORS FROM THE SAME REAL ESTATE FIRM AS SOME REAL ESTATE FIRMS HAVE MORE THAN 1,000 AGENTS MANY OF THE DIRECTORS MAY BE AFFILIATED WITH THE SAME REAL ESTATE FIRM AND NOT KNOW THAT OTHERS FROM THE SAME FIRM ARE DIRECTORS NO OFFICER, DIRECTOR, TRUSTEE OR KEY EMPLOYEE HAS REPORTED ANY BUSINESS OR FAMILY RELATIONSHIP WITH ANY OTHER OFFICER, DIRECTOR, TRUSTEE OR KEY EMPLOYEE

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 6	<p>Line 6 explanation - CLASSES OF MEMBERS THE MEMBERS OF THE ASSOCIATION CONSIST OF NINE CLASSES: MEMBER BOARDS, REALTOR MEMBERS, REALTOR ASSOCIATE MEMBERS, STUDENT MEMBERS, AFFILIATE MEMBERS, ALLIED INDUSTRY MEMBERS, INSTITUTE AFFILIATE MEMBERS, HONORARY MEMBERS FOR LIFE, AND HONORARY MEMBERS. MEMBER BOARDS MEMBER BOARDS ARE THOSE ORGANIZATIONS INCLUDING THOSE KNOWN IN THE INDUSTRY AS A REALTY BOARD, ASSOCIATION OF REALTORS OR BOARD OF REALTORS, ALL OF WHOSE REALTOR AND REALTOR ASSOCIATE MEMBERS ARE EITHER (1) LICENSEES OF THE DEPARTMENT OF REAL ESTATE OF THE STATE OF CALIFORNIA, OR ANY SUCCESSOR THEREOF, (THE "DRE") OR APPRAISERS CERTIFIED OR LICENSED BY THE CALIFORNIA OFFICE OF REAL ESTATE APPRAISERS (OREA). REALTOR MEMBERS -REAL ESTATE BROKERS AND REAL ESTATE SALESMEN LICENSED BY THE DRE WHO ARE CLASSIFIED BY MEMBER BOARDS AS REALTOR MEMBERS OF SUCH MEMBER BOARDS OR WHO ARE OUTSIDE THE JURISDICTION OF ANY MEMBER BOARD. SALESPERSONS MUST BE ASSOCIATED AS INDEPENDENT CONTRACTORS WITH OR ENGAGED AS EMPLOYEES BY A BROKER REALTOR MEMBER - APPRAISERS CERTIFIED OR LICENSED BY THE OREA WHO ARE CLASSIFIED BY MEMBER BOARDS AS REALTOR MEMBERS OF SUCH MEMBER BOARDS OR WHO ARE OUTSIDE THE JURISDICTION OF ANY MEMBER BOARD. REALTOR ASSOCIATE MEMBERS -REAL ESTATE SALESMEN OR BROKERS LICENSED BY THE DRE WHO ARE REALTOR ASSOCIATE MEMBERS OF MEMBER BOARDS AND WHO ARE ASSOCIATED AS INDEPENDENT CONTRACTORS WITH, OR ARE ENGAGED AS EMPLOYEES BY, REALTOR MEMBERS OF MEMBER BOARDS - APPRAISERS CERTIFIED OR LICENSED BY THE OREA WHO ARE CLASSIFIED BY MEMBER BOARDS AS REALTOR-ASSOCIATE MEMBERS OF SUCH MEMBER BOARDS. STUDENT MEMBERS INDIVIDUALS ENROLLING IN OR EXPRESSING AN INTEREST IN STUDYING REAL ESTATE WHO ARE CLASSIFIED BY MEMBER BOARDS AS STUDENT MEMBERS OF SUCH MEMBER BOARDS OR THOSE WHO ARE QUALIFIED BUT NOT ELIGIBLE AT A LOCAL MEMBER BOARD INDIVIDUALS ARE NOT ELIGIBLE FOR STUDENT MEMBERSHIP IF THEY ARE QUALIFIED TO BE A REALTOR OR REALTOR-ASSOCIATE MEMBER. AFFILIATE MEMBERS PERSONS, CORPORATIONS OR PARTNERSHIPS INCLUDING PROPERTY OWNERS AND OTHERS WHO ARE NOT ACTIVELY ENGAGED IN THE REAL ESTATE BUSINESS AS A BROKER OR SALESMAN OR CERTIFIED OR LICENSED APPRAISER IN THE STATE OF CALIFORNIA, WHO SUPPORT THE OBJECTS AND PURPOSES OF THE STATE ASSOCIATION. ALLIED INDUSTRY MEMBERS PERSONS, CORPORATIONS OR PARTNERSHIPS INCLUDING PROPERTY OWNERS AND OTHERS WHO ARE NOT ACTIVELY ENGAGED IN THE REAL ESTATE BUSINESS AS A BROKER OR SALESMAN OR CERTIFIED OR LICENSED APPRAISER IN THE STATE OF CALIFORNIA, WHO SUPPORT THE OBJECTS AND PURPOSES OF THE STATE ASSOCIATION. INSTITUTE AFFILIATE MEMBERS INSTITUTE AFFILIATE MEMBERS THAT ARE WHO HOLD A PROFESSIONAL DESIGNATION AWARDED BY A QUALIFIED INSTITUTE, SOCIETY OR COUNCIL AFFILIATED WITH THE NATIONAL ASSOCIATION OF REALTORS THAT ADDRESSES A SPECIALTY AREA OTHER THAN RESIDENTIAL BROKERAGE OR INDIVIDUALS WHO OTHERWISE HOLD A CLASS OR MEMBERSHIP IN SUCH INSTITUTE, SOCIETY OR COUNCIL THAT CONFERS THE RIGHT TO VOTE OR HOLD OFFICE.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 6	E HONORARY MEMBERSHIPS REALTOR AND REALTOR- ASSOCIATE MEMBERS OF THE STATE ASSOCIATION W HO HAVE FAITHFULLY SERVED THE ASSOCIATION FOR A PERIOD OF TWENTY FIVE (25) YEARS, OR MORE, AND WHO HAVE ATTAINED THE AGE OF SEVENTY FIVE (75) YEARS AND HAVE BEEN ELECTED AN HONORAR Y MEMBER FOR LIFE

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 7a	Line 7a explanation - DELEGATES SELECTED BY MEMBERS BOARDS ALSO SERVE AS DIRECTORS THIS IS THE BULK OF THE DIRECTORS A SMALL NUMBER OF DIRECTORS SERVE BY VIRTUE OF OTHER POSITIONS SUCH AS OFFICERS AND COMMITTEE CHAIRS, AMONG OTHERS, AS PER THE BYLAWS THE DELEGATES EXERCISE AUTHORITY OF THE MEMBERS OF THE CALIFORNIA ASSOCIATION OF REALTORS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 7b	Line 7b explanation - DECISIONS BY THE BOARD OF DIRECTORS ARE SUBJECT TO APPROVAL BY THE MEMBERS THROUGH THE DELEGATE BODY WHEN SUCH DECISIONS ARE REQUIRED BY CALIFORNIA LAW TO BE APPROVED BY THE MEMBERS THE ELECTED OFFICERS OF THE ASSOCIATION HAVE AUTHORITY TO ACT FOR THE ASSOCIATION BETWEEN MEETINGS IN ADDITION, THE LEGAL ACTION FUND HAS LIMITED AUTHORITY OF THE BOARD FOR LIMITED SPECIAL PURPOSES

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 11b	FORM 990 IS PREPARED BY AN INDEPENDENT CPA AND REVIEWED AND APPROVED BY MANAGEMENT THE ELECTED OFFICERS HAVE AUTHORITY TO ACT ON BEHALF OF THE CALIFORNIA ASSOCIATION OF REALTORS BETWEEN MEETINGS OF THE 836-MEMBER BOARD OF DIRECTORS AND WERE PROVIDED WITH A COPY OF THIS FORM 990 BEFORE IT WAS FILED

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 12c	ALL EMPLOYEES ARE SUBJECT TO AN ONGOING CONFLICT OF INTERESTS POLICY AS ARE ALL OFFICERS AND DIRECTORS THE CONFLICTS POLICY IS DISTRIBUTED TO ALL DIRECTORS VIA AN ONLINE SURVEY THAT ALL ARE REQUIRED TO COMPLETE DUE TO THE SIZE OF THE 836-MEMBER BOARD, THE DIRECTORS ARE ROUTINELY REMINDED ABOUT THE CONFLICTS POLICY AND THE NEED TO DISCLOSE EACH TIME THEY APPROACH A MICROPHONE AND TO RECUSE THEMSELVES IF VOTING ON AN ISSUE INVOLVING A CONFLICT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 15	THE ORGANIZATION ANNUALLY CONDUCTS A STUDY OF ITS EXECUTIVE POSITIONS USING MARKET-BASED COMPENSATION SURVEY SOURCES IN ORDER TO VALIDATE THAT ITS PAY AND BENEFITS REMAIN AT COMPETITIVE LEVELS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section C, line 18	FORM 990 IS AVAILABLE DIRECTLY FROM THE ORGANIZATION, OR CAN ALSO BE FOUND ON THE INTERNET AT GUIDESTAR.ORG

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section C, line 19	GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICIES, AND FINANCIAL STATEMENTS ARE AVAILABLE TO EXECUTIVE STAFF AND THE BOARD OF DIRECTORS UPON REQUEST FROM THE GENERAL PUBLIC, THE ORGANIZATION WILL PROVIDE ACCESS TO THESE DOCUMENTS AS REQUIRED BY LAW

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As Filed Data -

DLN: 93493318129537

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

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

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization
CALIFORNIA ASSOCIATION OF REALTORS

Employer identification number
95-0594790

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

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) CALIFORNIA ASSOCIATION OF REALTORS HOUSING AFFORDABILITY FUND 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 91-2157935	PUBLIC CHARITY MAKING HOUSING AFFORDABILITY GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
(2) CALIFORNIA ASSOCIATION OF REALTORS EDUCATION FOUNDATION 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 20-2696963	PUBLIC CHARITY MAKING EDUCATION GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
(3) CALIFORNIA ASSOCIATION OF REALTORS SCHOLARSHIP FOUNDATION 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 23-7230340	PUBLIC CHARITY AWARDING SCHOLARSHIPS	CA	501(C)(3)	LINE 7	N/A		No
(4) CALIFORNIA ASSOCIATION OF REALTORS ISSUES MOBILIZATION POLITICAL ACTION COM 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-4167538	POLITICAL ACTION COMMITTEE	CA	501(C)(6)		N/A		No
(5) CALIFORNIA REAL ESTATE POLITICAL ACTION COMMITTEEFEDERAL - C A R 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-6485939	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
(6) CALIFORNIA REAL ESTATE POLITICAL ACTION COMMITTEE - C A R 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-4472410	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
(7) CALIFORNIA REAL ESTATE INDEPENDENT EXPENDITURE COMMITTEE - C A R 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-4464088	POLITICAL ACTION COMMITTEE	CA	527		N/A		No

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	
(1) RE FORMSNET LLC 18025 15 MILE ROAD CLINTON TOWNSHIP, MI 48035 95-4768690	E-FORMS	MI	CA ASSOC OF REALTORS	UNRELATED				No			No	64 540 %

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
(1) REAL ESTATE BUSINESS SERVICES INC 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-3779066	REALTOR PRODUCTS	CA	CALIFORNIA ASSOCIATION OF REALTORS	C	5,948,731	15,500,245	100 000 %		No
(2) REAL ESTATE BUSINESS TECHNOLOGIES INC 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-4642567	REALTOR SOFTWARE	CA	CALIFORNIA ASSOCIATION OF REALTORS	C	11,974	817,243	100 000 %		No
(3) CAR HOLDING COMPANY INC 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 26-2666727	MLS LISTING FOR CAR MEMBERS	CA	N/A	C					No
(4) CAR co CALIFORNIA ASSOC OF REALTORS 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020	NAME PROTECTION	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		No
(5) CALIFORNIA REAL ESTATE ASSOCIATION INC 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020	NAME PROTECTION	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		No
(6) FINOM INC 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-2463419	NAME PROTECTION	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		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

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

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

Yes

No

1a Yes

1b No

1c No

1d Yes

1e Yes

1f No

1g No

1h No

1i No

1j No

1k Yes

1l Yes

1m Yes

1n Yes

1o Yes

1p Yes

1q Yes

1r No

1s No

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

Schedule R (Form 990) 2016

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.

[illegible]

Part VII **Supplemental Information**

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

Return Reference	Explanation
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Additional Data

Software ID:
Software Version:
EIN: 95-0594790
Name: CALIFORNIA ASSOCIATION OF REALTORS

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(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) 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 91-2157935	PUBLIC CHARITY MAKING HOUSING AFFORDABILITY GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
(1) 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 20-2696963	PUBLIC CHARITY MAKING EDUCATION GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
(2) 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 23-7230340	PUBLIC CHARITY AWARDING SCHOLARSHIPS	CA	501(C)(3)	LINE 7	N/A		No
(3) 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-4167538	POLITICAL ACTION COMMITTEE	CA	501(C)(6)		N/A		No
(4) 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-6485939	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
(5) 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-4472410	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
(6) 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-4464088	POLITICAL ACTION COMMITTEE	CA	527		N/A		No

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)	RE FORMSNET LLC	D	109,883	CONTRACT
(1)	RE FORMSNET LLC	L	500,000	CONTRACT
(2)	RE FORMSNET LLC	M	1,392,077	CONTRACT
(3)	REAL ESTATE BUSINESS SERVICES INC	A	530,331	CONTRACT
(4)	REAL ESTATE BUSINESS SERVICES INC	D	613,488	CONTRACT
(5)	REAL ESTATE BUSINESS SERVICES INC	L	1,139,425	CONTRACT
(6)	REAL ESTATE BUSINESS SERVICES INC	M	622,519	CONTRACT
(7)	REAL ESTATE BUSINESS SERVICES INC	Q	642,153	CONTRACT
(8)	REAL ESTATE BUSINESS TECHNOLOGIES INC	A	348,800	CONTRACT
(9)	CAR HOLDING COMPANY INC	D	634,002	CONTRACT