Form **990** 

**Return of Organization Exempt From Income Tax** 

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

2018

Department of the Treasury Internal Revenue Service Do not enter social security numbers on this form as it may be made public
 Go to www irs gov/Form990 for instructions and the latest information.

Open to Rublic

	A	For th	ne 2018 calend	lar year, or tax year beginning , 2018, and ending		1
	В	Check	ıf applicable	C	Employer iden	tification number
		□ Ac	ddress change	HORIZONS ATLANTA, INC.	37-1747	624
		H	ame change		Telephone num	
		<b>├</b> ─┤	itial return	ATLANTA, GA 30332	(678) (	95-5108
		$\vdash$	nal return/terminated	<u> </u>	(0/0)	75 5100
		<del>} </del>	nended return		Gross receipts	\$ 2 002 502
		$\vdash$			roup return for subc	
		LJ AF	oplication pending			[ ] 'CJ [ ] [ ] 'NO
	_	Tau	augus at atatus	SAME AS C ABOVE    X  501(c)(3)   501(c) ( )   (Insert no )   4947(a)(1) or   (5275)	ibordinates include tlach a list (see in	istructions)
	<del>!</del>		exempt status			
	<u>J</u>				emption number	
	K		of organization	X   Corporation   Trust   Association   Other ►   L Year of formation 2013	M State of	legal domicile GA
	<sub>l</sub> Pa	rtll	Summar	<u> </u>		
		1		be the organization's mission or most significant activities. HORIZONS ATLANTA		
	g			E, SIX-WEEK SUMMER ACADEMIC AND ENRICHMENT PROGRAM TH		
	īan			RFORMING STUDENTS FROM UNDER-SERVED COMMUNITIES OVER	THE COOK	SE OF THEIR
	ler.	_	ACADEMIC			
	ġ.		Check this bo	x In the organization discontinued its operations or disposed of more than 25% ting members of the governing body (Part VI, line 1a)	1 3	
	& (			dependent voting members of the governing body (Part VI, line 1b)	4	21
	ies			of individuals employed in calendar year 2018 (Part V, line 2a)	5	4
	Activities & Governance			of volunteers (estimate if necessary)	6	200
	Act			d business revenue from Part VIII, column (C), line 12	7a	0.
	- 1	b	Net unrelated	business taxable income from Form 990-T, line 38	7b	2,190.
				Pric	or Year	Current Year
		8	Contributions	and grants (Part VIII, line 1h)  RECEIVED  1,	938,714.	2,930,912.
	Revenue	9	Program serv	ice revenue (Part VIII, line 2g)		
	ķ	10	Investment in	come (Part VIII, column (A), lines 3, and 7d), and and	123.	2,887.
	<u> </u>	11	Other revenue	e (Part VIII, column (A), lines 5, 6d, 8er 9c, 100 Jan 1 View 19 1		
					938,837.	2,933,799.
		13	Grants and si	milar amounts paid (Part IX, column (A), lines (C) EN, UT		
<b>(</b> )		14	Benefits paid	to or for members (Part IX, column (A), line 4)		
SCANNED	ړ	15	Salaries, othe	r compensation, employee benefits (Part IX, column (A), lines 5-10)	271,111.	353,729.
$\supseteq$	Expenses	16 a	Professional f	undraising fees (Part IX, column (A), line 11e)		
₹;	per	b	Total fundrais	ing expenses (Part IX, column (D), line 25) ► 173,118.		
Fi	ŭ				537,916.	1,974,142.
Ü			•		809,027.	2,327,871.
0				<u></u>	129,810.	605, 928.
$\mathcal{C}$	<u>⊁ 8</u>	-,,,	TREVEITAE 1633		of Current Year	End of Year
1	ts o	20	Total assets (		654,036.	1,211,682.
نت	Bala		•		134,691.	86,409.
C)	ig E					<del></del>
2019	24				519,345.	1,125,273.
			Signatur	A		<del></del>
	Under comp	penaltie lete De	es of perjury, I decla claration of prepa	re that I have examined his return, including accompanying schedules and statements, and to the best of my knowledge of their than diffice, is based on all information of which preparer has any knowledge	and belief, it is true	e, correct, and
				18/18/0	12211a	
	c:		Signatur	e of officer Date	102/1	
	Sig Her	n O		Alexander Wan, Executive Director	•	
	пеі	Е	Type or	print name and title	· · · · · · · · · · · · · · · · · · ·	<del></del>
					book   T	PTIN
			1	$((1))$ $\lambda_1 (1-2)$ $\lambda_2 (2)$	heckif	
	Pai				elf-employed	P00687026
	۲re	pare		FULTON & KOZAK, CPA	<b></b>	1.402022
	use	Onl	y Firm's addres		rm s EIN ► 20	
_				110141011/ 011 00200 2311	hone no 770	-961-4200
	May	the IF	RS discuss this	return with the preparer shown above? (see instructions)		X Yes No

BAA For Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2018)

TEEA0101L 08/20/18

Forn	n 990 (2018) HORIZONS ATLANTA, INC.		37-17	47624	Page 2
Pai	rt III Statement of Program Service Acco	•			
	Check if Schedule O contains a response or r	ote to any line in this Part III			
Į	Briefly describe the organization's mission				
	HORIZONS ATLANTA IS A TUITION-FR				
	ENRICHMENT PROGRAM THAT SUPPORTS	~		ERVED	
	COMMUNITIES OVER THE COURSE OF T	HEIR ACADEMIC CAREE	<u>K5.</u>		
	Did the organization undertake any significant progra	m services during the year whi	ich were not listed on the prior		
_	Form 990 or 990-EZ?		,	Yes	X No
	If "Yes," describe these new services on Schedule O				
3	Did the organization cease conducting, or make sign	ficant changes in how it condu	cts, any program services?	Yes	X No
	If "Yes," describe these changes on Schedule O			لبا	
4	Describe the organization's program service accomplished Section 501(c)(3) and 501(c)(4) organizations are regard revenue, if any, for each program service reported.	uired to report the amount of g	largest program services, as mea grants and allocations to others, t	sured by ex he total exp	penses enses,
4 a	(Code ) (Expenses \$ 2,046,19	5. including grants of \$	) (Revenue \$	5	)
	WE HAVE A SINGLE PROGRAM, OUR SI	GNATURE SUMMER ENRI	CHMENT PROGRAM, WHICH	H TAKES	PLACE
	AT MULTIPLE PROGRAM SITES ACROSS				
	SUPPORT READING AND MATH LEARNING			(3) OFFE	ER
	PROJECT-BASED LEARNING CURRICULU	M AND SUPPLEMENTARY	FIELD TRIPS.		
					- <b></b>
4 b	(Code) (Expenses \$	including grants of \$	) (Revenue \$	<u>-</u>	)
				. <b></b>	
				· <b></b>	
4 c	(Code ) (Expenses \$	including grants of \$	) (Revenue \$		)
				. <b></b>	
	Other program services (Describe in Schedule O )				
	(Expenses \$ including gr		) (Revenue \$		)
BAA	Total program service expenses ► 2,04	16,195. TEEA0102L 08/03/18	·	Form	990 (2018)

	m 990 (2018) HORIZONS ATLANTA, INC. 37-174	7624	F	age :
Pa	Checklist of Required Schedules			
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes.' complete		Yes	No
•	Schedule A	1	X	
2	, , , , , , , , , , , , , , , , , , , ,	2	X	
3	<ul> <li>Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidate for public office? If 'Yes,' complete Schedule C, Part I</li> </ul>	es   3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II	4		Х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the rig to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedul Part I	iht e D, 6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If 'Yes,' complete Schedule D, Part II	7		Х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III	8		Х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodial for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV	n 9		Х
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If 'Yes,' complete Schedule D, Part V	10		Х
11	If the organization's answer to any of the following questions is 'Yes', then complete Schedule D, Parts VI, VIII, VIII, is or X as applicable	×,		
	a Did the organization report an amount for land, buildings, and equipment in Part X, line 10° If 'Yes,' complete Sched D, Part VI	ule 11 a	x	
	b Did the organization report an amount for investments — other securities in Part X, line 12 that is 5% or more of its to assets reported in Part X, line 16° If 'Yes,' complete Schedule D, Part VII	otal 11 b		Х
	c Did the organization report an amount for investments — program related in Part X, line 13 that is 5% or more of its tassets reported in Part X, line 16° If 'Yes,' complete Schedule D, Part VIII	otal 11 c		Х
	d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reporte in Part X, line 16? If 'Yes,' complete Schedule D, Part IX	11 d		Х
	e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X	11 e	<u> </u>	Х
	f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresse the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If 'Yes,' complete Schedule D, Part X	11 f	х	
	a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI and XII	12a	х	
	b Was the organization included in consolidated, independent audited financial statements for the tax year? If 'Yes,' are if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI and XII is optional	12 b		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E	13	<u> </u>	X
14	a Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
	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 valuet \$100,000 or more? If 'Yes,' complete Schedule F, Parts I and IV	ued 14b	}	х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for an foreign organization? If 'Yes,' complete Schedule F, Parts II and IV	y <b>15</b>		Х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance or for foreign individuals? If 'Yes,' complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If 'Yes,' complete Schedule G, Part I (see instructions)	17		Х
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III	19		Х
20a	Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H	20a		Х

20b

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b If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?

# Form 990 (2018) HORIZONS ATLANTA, INC. Partive Checklist of Required Schedules (continued)

			Yes	No				
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 27 If 'Yes,' complete Schedule I, Parts I and III	22		Х				
23	Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If 'Yes,' complete Schedule J	23		x				
24	a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No, 'go to line 25a	24a		Х				
	b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b						
	c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c						
	d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d						
25	a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I	25a		Х				
	<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' complete Schedule L, Part I	25b		Х				
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? If 'Yes,' complete Schedule L, Part II	26		Х				
27	7 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? If 'Yes,' complete Schedule L, Part III							
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? If 'Yes,' complete Schedule L, Part IV	28a		X				
	b A family member of a current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV	28b		Х				
	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? If 'Yes,' complete Schedule L, Part IV	28c	X					
29	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M							
30	contributions? If 'Yes,' complete Schedule M	30		Х				
31		31		Х				
	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II	32		Х				
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? If 'Yes,' complete Schedule R, Part I	33		Х				
34	Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Part II, III, or IV, and Part V, line 1	34		X				
35	a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X				
	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)? If 'Yes,' complete Schedule R, Part V, line 2	35b						
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2	36		Х				
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? If 'Yes,' complete Schedule R, Part VI							
38	Note. All Form 990 filers are required to complete Schedule O							
Rantava Statements Regarding Other IRS Filings and Tax Compliance								
Check if Schedule O contains a response or note to any line in this Part V								
1:	a Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable.		Yes	No				
	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable  1b  0							
(	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming							
3AA	(gambling) winnings to prize winners?  TEEA0104L 08/03/18	1 c	990 (2	20181				
			(	/				

Form 990 (2018) HORIZONS ATLANTA, INC.

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

				Yes	No
2	a 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	2 a	4	8.	3.5
	<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment	tax returns?	2 b	X	1
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see inst	ructions)	1 4 ~ 12	1.34	2.74
3	a Did the organization have unrelated business gross income of \$1,000 or more during the year	7	3 a	X	
	<b>b</b> If 'Yes,' has it filed a Form 990-T for this year? <i>If 'No' to line 3b, provide an explanation in Schedule O</i>		3 b	X	
4	a At any time during the calendar year, did the organization have an interest in, or a signature financial account in a foreign country (such as a bank account, securities account, or other fir	or other authority over, a nancial account)?	4 a		Х
	<b>b</b> If 'Yes,' enter the name of the foreign country		2.	G,	, A
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Fin	ancial Accounts (FBAR)		11 (4)	. 27/2 C
5	$oldsymbol{a}$ Was the organization a party to a prohibited tax shelter transaction at any time during the tax	year <sup>9</sup>	5 a		X
	f b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelte	r transaction?	5 b		X
	c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?		5 c		
6	a Does the organization have annual gross receipts that are normally greater than \$100,000, ar solicit any contributions that were not tax deductible as charitable contributions?	d did the organization	6 a		Х
	b If 'Yes,' did the organization include with every solicitation an express statement that such co not tax deductible?	ntributions or gifts were	6 ь		
7	Organizations that may receive deductible contributions under section 170(c).		6,7	, . ,	3,35
	a Did the organization receive a payment in excess of \$75 made partly as a contribution and pa	rtly for goods and	3:5	* · · · ·	لنيا
	services provided to the payor?	, ,	7 a		X
	b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?		7 b		
	c Did the organization sell, exchange, or otherwise dispose of tangible personal property for wh Form 8282?	ich it was required to file	7 c		Х
,	d If 'Yes,' indicate the number of Forms 8282 filed during the year	7 d	\$ 1.470	341.4	
	e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal b		7 e		X
1	f Did the organization, during the year, pay premiums, directly or indirectly, on a personal bene	fit contract?	7 f		X
	g If the organization received a contribution of qualified intellectual property, did the organization as required?		7 g		
	n If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the Form 1098-C?	organization file a	7 h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maint	ained by the sponsoring	<u> </u>	<u> </u>	. x 1
	organization have excess business holdings at any time during the year?	,p	8		
9	Sponsoring organizations maintaining donor advised funds.		· Kana	4 7 1	4.5
	a Did the sponsoring organization make any taxable distributions under section 4966?		9 a		
ı	Did the sponsoring organization make a distribution to a donor, donor advisor, or related pers	on?	9 b		
	Section 501(c)(7) organizations. Enter		18.5	, F , F 4.	7 "~>
	Initiation fees and capital contributions included on Part VIII, line 12	10 a			
ı	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10 b	一点素		, i°
11	Section 501(c)(12) organizations. Enter				المؤرجة الكان فر
ä	Gross income from members or shareholders	11 a	₩. 2 ·		
ł	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )	11 b		3.2	
12 a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of F	orm 1041?	12 a		
ŧ	If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year	12 b		2,	1,4
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		1.3%	15	3 %
ā	Is the organization licensed to issue qualified health plans in more than one state?		13 a		
	Note. See the instructions for additional information the organization must report on Schedule	0	C. 4.	F -1	1.4
t	Enter the amount of reserves the organization is required to maintain by the states in		22	2.5	1.77
	which the organization is licensed to issue qualified health plans	13 b	-		
	Enter the amount of reserves on hand	13 c		الله الله	X
	Did the organization receive any payments for indoor tanning services during the tax year?	shadala O	14 a	<del>                                     </del>	
	If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in So		14 b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in excess parachute payment(s) during the year?	remuneration or	15		Х
	If 'Yes,' see instructions and file Form 4720, Schedule N		b . 4		13
16	Is the organization an educational institution subject to the section 4968 excise tax on net investigation	stment income?	16		X
	If 'Yes,' complete Form 4720, Schedule O		J. S.		E-*-1
ΑΛ			Easter	990 /	2010

Form 990 (2018) HORIZONS ATLANTA, INC. 37-1747624 Page 6 Part VI Governance, Management, and Disclosure For each 'Yes' response to lines 2 through 7b below, and for a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. X Check if Schedule O contains a response or note to any line in this Part VI Section A. Governing Body and Management Yes No 1 a Enter the number of voting members of the governing body at the end of the tax year 1 a 21 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 b Enter the number of voting members included in line 1a, above, who are independent 1 h 21 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other X officer, director, trustee, or key employee? 2 Did the organization delegate control over management duties customarily performed by or under the direct supervision Х of officers, directors, or trustees, or key employees to a management company or other person? 3 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4 Х  $\overline{\mathsf{x}}$ Did the organization become aware during the year of a significant diversion of the organization's assets? 5 6 Did the organization have members or stockholders? 6 X 7 a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more Х 7 a members of the governing body? b Are any governance decisions of the organization reserved to (or subject to approval by) members, Х stockholders, or persons other than the governing body? 7 b Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following 8 a Х a The governing body? X b Each committee with authority to act on behalf of the governing body? 8 h 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 Х Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code Yes Nο 10 a Did the organization have local chapters, branches, or affiliates? 10 a b 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? 10 b X 11 a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11 a b Describe in Schedule O the process, if any, used by the organization to review this Form 990 SEE SCHEDULE O X 12 a Did the organization have a written conflict of interest policy? If 'No,' go to line 13 12 a b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12 b Х c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in SEE SCHEDULE O Х Schedule O how this was done 120 X 13 Did the organization have a written whistleblower policy? 13 X 14 Did the organization have a written document retention and destruction policy? 14 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? Х a The organization's CEO, Executive Director, or top management official SEE SCHEDULE O 15 a X **b** Other officers or key employees of the organization SEE SCHEDULE O 15 b If 'Yes' to line 15a or 15b, describe the process in Schedule O (see instructions) 16 a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16 a b 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? 16 b Section C. Disclosure 17 List the states with which a copy of this Form 990 is required to be filed GA Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply Another's website Upon request Other (explain in Schedule O) 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 SEE SCHEDULE O State the name, address, and telephone number of the person who possesses the organization's books and records > EXECUTIVE DIRECTOR 177 NORTH AVENUE NW 3RD FLOOR, SUITE 11 ATLANTA GA 30332 ALEX WAN,

C 000 (0010)	110DTC0110	3 mr 3 17m3	
Form 990 (2018)	HORIZONS	ATLANTA.	INC.

37-1747624

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

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

### Sèction A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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

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

Check this box if neither the organization		(C)								·
(A) Name and Title	(B) Average hours per	than	one both	(do no	ot chi unles	eck moss pers and a ee)	on	(D)  Reportable compensation from the organization	(E)  Reportable compensation from related organizations	(F) Estimated amount of other compensation
	week (list any hours for related organiza- tions below dotted line)	or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W 2/1099 MISC)	(W 2/1099-MISC)	from the organization and related organizations
(1) PAUL ALBERTO	2									
BOARD MEMBER		1 x						0.	0.	0.
(2) PAUL BARTON	2									
BOARD MEMBER	0	1 x						0.	0.	0.
(3) LEE CONNER	2							· · · · · · · · · · · · · · · · · · ·		,
BOARD MEMBER	0	X						0.	0.	0.
(4) DAVE FEDEWA	2								<u> </u>	
BOARD MEMBER		<u>X</u>						0.	0.	0.
(5) LISA AMAN	2					-				
BOARD MEMBER	0	Х						0.	0.	0.
(6) KEVIN GLASS	2									
BOARD MEMBER	0	X						0.	0.	0.
(7) ALEXIS HAMBRICK										
BOARD MEMBER	0	X						0.	0.	0.
(8) PATRICK CARROLL										
BOARD MEMBER	0	X						0.	0.	0.
(9) IRENE JOHNSON										
BOARD MEMBER	0	X				L		0.	0.	0.
(10) AL TRUJILLO	2			ı						
BOARD MEMBER	0	Х						0.	0.	0.
(11) MIKE ANDERSON	2									
BOARD MEMBER	0	Х						0.	0.	0.
(12) SARAH ANDERSON	2			1		1				
BOARD MEMBER	0	X						0.	0.	0.
(13) TIFFANY BURNS	2			$\neg$						
BOARD MEMBER	0	X						0.	0.	0.
(14) JEFF FENDLER	2			T						
BOARD MEMBER	7-0-1	Х	- 1					0.	0.	0.

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TEEA0107L 08/03/18

Form 990 (2018)

Part VII   Section A. Officers, Directors, Tr	ustees,	Key	<u>/ Er</u>	npl	loy	ees,	an	nd Highest Co	mpensated Em	ployee	S (con	ntinued
	(B)			((	C)							
(A) Name and title	Average hours per week	box	, unle	check ess po nd a	erson direct	e than is bot or/trus	lh an stee)		(E)  Reportable compensation from related organizations	E amo	(F) stimated unt of oth pensation	j iher
	(list any hours for related organiza tions below dotted line)	or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W 2/1099-MISC)	(W-2/1099-MISC)	f org an	pon the ganizatio id related anization	on d
(15) MARC FORDHAM BOARD MEMBER	-2-0	X				-		0.	0.			0.
(16) ARON LEVINE BOARD MEMBER	-2-0-	X						0.	0.			0.
(17) STACY SCOTT BOARD MEMBER	2	Х						0.	0.			0.
(18) VICTORIA SEALS BOARD MEMBER	2	Х						0.	0.			0.
(19) JOHN BROCK CHAIRMAN	4	Х		Х				0.	0.			0.
(20) DAVE STOCKERT TREASURER	2	Х		Х		_		0.	0.			0.
(21) LOUISE WELLS SECRETARY	2	X		Х	_			0.	0.			0.
(22) ALEX WAN EXECUTIVE DIR.	EXECUTIVE DIR. 0 X 103,333. 0.						3,8	<u>333.</u>				
(23) EMILY HAWKINS EXECUTIVE DIR.	$-\frac{40}{0}$			Х	_			64,167.	0.		2,0	083.
(24)												
(25)												
1 b Sub-total	<del></del>						<b>-</b>	167,500.	0.		5,9	916.
c Total from continuation sheets to Part VII, Sectio d Total (add lines 1b and 1c)							<b>&gt;</b>	0. 167,500.	0.			0. 916.
2 Total number of individuals (including but not limited from the organization ► 1	ted to tho	se lis	ted	abo	ve)	who	rece	eived more than \$	100,000 of reportab	le comp	ensat	ion
3 Did the organization list any former officer, direct	or, or trus	tee,	key	emp	oloye	ee, o	r hi	ghest compensate	ed employee		Yes	No
on line 1a <sup>3</sup> If 'Yes,' complete Schedule J for such  4 For any individual listed on line 1a, is the sum of	reportable	com							om	3		X
the organization and related organizations greate such individual  5 Did any person listed on line 1a receive or accrue		•			•	·			adınıdı al	4		Х
for services rendered to the organization? If 'Yes	,' complete	e Scl	hedu	ıle J	l for	such	pe	erson		5		Х
Section B. Independent Contractors  1 Complete this table for your five highest compens	ated inde	pend	ent	conf	tract	ors t	hat	received more that	an \$100,000 of			
compensation from the organization Report comp	pensation	for th	ne ca	alen	ldar	year	en	ding with or within (B)	the organization's		<u> </u>	
Name and business addr	ess							Description of	of services	Compe	nsatio	n
NONE ,		_										
	<del></del>							<del></del>			<del></del>	
Total number of independent contractors (includin \$100,000 of compensation from the organization	•	limite	ed to	o tho	ose I	listed	ab	ove) who received	d more than '			
PAA		EEAA	1001	00/0	200			·	<del></del>	Form	aan /	2010)

Fai		Check if Schedule O		onse or note to any	line in this Part VII	II		П
`	_	Check ii deficade o		inse of flote to any	(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	1 a	A Federated campaigns Membership dues Fundraising events Related organizations Government grants (contributions) All other contributions, gifts, gismilar amounts not included Noncash contributions include Total. Add lines 1a-1f	grants, and above 1 f	17,000. 2,913,912. 27,591.	2 020 012		-	
	<del>  '</del>	1 Total. Add lines 1a-11	<del></del>	Business Code	2,930,912.			
Program Service Revenue	ı	All other program service	ce revenue					
مّ	٩	Total. Add lines 2a-2f		<u> </u>			`	
	3 4 5	Investment income (incl other similar amounts) Income from investment Royalties	_	•	568.			568.
	6 a	Gross rents Less rental expenses Rental income or (loss)	(i) Real	(ii) Personal		,		
		Net rental income or (lo Gross amount from sales of assets other than inventory	(i) Securities 52, 102.	(ii) Other				
	,	Less cost or other basis and sales expenses : Gain or (loss)	49,783. 2,319.		2,319.			2,319.
Other Revenue	8 a	Gross income from fund (not including \$_ of contributions reported See Part IV, line 18 Less direct expenses	d on line 1c) a b		2,313.			2,313.
ਠ		Net income or (loss) from Gross income from game See Part IV, line 19	_			,		
	b	Less direct expenses	a b	<b></b>				, 
		Net income or (loss) from	m gamıng activit	es				
		Gross sales of inventory and allowances Less cost of goods sold	а					
	c	Net income or (loss) from		tory				
	11 a b		je	Business Code				
	d	All other revenue						
	е	Total. Add lines 11a-11d	1	<b>•</b>				
	12	Total revenue. See instr	uctions	<u> </u>	2,933,799.	0.	0.	2,887.

HORIZONS ATLANTA, INC 37-1747624 Part JX 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 (D) Do not include amounts reported on lines Total expenses Program service Management and Fundraising 6b, 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to domestic , 1577 organizations and domestic governments See Part IV, line 21 Grants and other assistance to domestic individuals See Part IV, line 22 Grants and other assistance to foreign 13507 organizations, foreign governments, and for-eign individuals. See Part IV, lines 15 and 16 14. A. S. Benefits paid to or for members **。14.60条件**,在175 1. 大学をはなる Compensation of current officers, directors, trustees, and key employees 173,416 86,734 42,933 43,749. Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 0 0 0 0. 7 Other salaries and wages 144,583. 74,986 14,712 54,885. Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) 3,708. Other employee benefits 11,<u>7</u>03 2,092 5,903 Payroll taxes 24,027 12,120 4.295 7,612. Fees for services (non-employees) a Management **b** Legal c Accounting 7,500 7.500 d Lobbying e Professional fundraising services See Part IV, line 17 f Investment management fees g Other (If line 11g amount exceeds 10% of line 25, column 30,101 12,440 17,661 (A) amount, list line 11g expenses on Schedule () Advertising and promotion 2,507. 2,507. Office expenses 20,464 1,302 13,356 5,806 13 Information technology 15 Royalties Occupancy 17 Travel Payments of travel or entertainment expenses for any federal, state, or local public officials 19 Conferences, conventions, and meetings 2,234 2,234 20 Interest 21 Payments to affiliates 74 22 Depreciation, depletion, and amortization 296 148 74. 23 4,916 381 4,295 240 Insurance Other expenses Itemize expenses not 20 covered above (List miscellaneous expenses STATE OF THE STATE in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O) a DIRECT SITE EXPENSES 827,742 827.742 34,581 34,581 b FUNDRAISING c <u>INDIRECT SITE EXPENSES</u> 31,482 31,482 d PROFESSIONAL DEVELOPMENT 9,557 5.397 4,160 2,762 467 2,295. e All other expenses 2,327,871 2,046,195 108,558 173,118. 25 Total functional expenses Add lines 1 through 24e 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 ►

SOP 98-2 (ASC 958-720)

If following

Part X **Balance Sheet** Check if Schedule O contains a response or note to any line in this Part X (A) (B) End of year Beginning of year Cash - non-interest-bearing 1 196,484 452,407. 2 Savings and temporary cash investments. 49,783 2 Pledges and grants receivable, net 3 406,031 3 753,223. Accounts receivable, net 4 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 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 Notes and loans receivable, net 7 8 Inventories for sale or use 9 Prepaid expenses and deferred charges 655 5,265 10 a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D 10 a 478 10b 10 c b Less accumulated depreciation 691 1.083 787 11 Investments - publicly traded securities 11 12 Investments - other securities See Part IV, line 11 13 Investments - program-related See Part IV, line 11 13 14 Intangible assets 15 15 Other assets See Part IV, line 11 Total assets. Add lines 1 through 15 (must equal line 34) 654,036 16 1,211,682 16 Accounts payable and accrued expenses 17 86,40917 134,691 18 18 Grants payable Deferred revenue 19 19 20 20 Tax-exempt bond liabilities 21 21 Escrow or custodial account liability Complete Part IV of Schedule D Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons 22 Complete Part II of Schedule L 23 23 Secured mortgages and notes payable to unrelated third parties 24 Unsecured notes and loans payable to unrelated third parties 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. 25 25 134,691 26 409 Total liabilities. Add lines 17 through 25 86. Organizations that follow SFAS 117 (ASC 958), check here X and complete Balances lines 27 through 29, and lines 33 and 34. Unrestricted net assets 159,345 27 460,227 27 28 Temporarily restricted net assets 360,000 665,046. 29 Fund / Permanently restricted net assets Organizations that do not follow SFA\$ 117 (ASC 958), check here and complete lines 30 through 34. þ Capital stock or trust principal, or current funds 30 S 31 31 Paid-in or capital surplus, or land, building, or equipment fund Retained earnings, endowment, accumulated income, or other funds 32 32

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33

34

Total net assets or fund balances

Total liabilities and net assets/fund balances

TEEA0111L 08/03/18

1,211,682. Form 990 (2018)

1,125,273

33

34

519,345.

654,036.

	<u> </u>	37-1747624	Page 12					
Pa	Reconciliation of Net Assets							
	Check if Schedule O contains a response or note to any line in this Part XI							
Į	Total revenue (must equal Part VIII, column (A), line 12).	1	2,933,799.					
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,327,871.					
3	Revenue less expenses Subtract line 2 from line 1	3	605,928.					
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	519,345.					
5	Net unrealized gains (losses) on investments	5						
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	1,125,273.					
Pai	tIXIII Financial Statements and Reporting							
	Check 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 Cash X Accrual Other  If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O							
2 a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a X					
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or revie separate basis, consolidated basis, or both  Separate basis  Both consolidated and separate basis	wed on a						
b	Were the organization's financial statements audited by an independent accountant?		2 b X					
	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  X Separate basis  Consolidated basis  Both consolidated and separate basis	arate						
C	If 'Yes' to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of review, or compilation of its financial statements and selection of an independent accountant?	of the audit,	2 c X					
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O							
	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Audit Act and OMB Circular A-133?		3a X					
b	If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the r or audits, explain why in Schedule O and describe any steps taken to undergo such audits	equired audit	3 b					
BAA	TEEA0112L 08/03/18		Form 990 (2018)					

#### SCHEDULE A (Form 990 or 990-EZ)

## **Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ.

Department of the Treasury Internal Revenue Service ► Go to www.irs.gov

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

OMB No 1545-0047

2018

Open to Public Inspection

Name	ame of the organization Employer identification number										
		ONS ATLANTA, INC.					37-174762				
Par	t I	Reason for Public Cha	rity Status (All org	janizations must co	mplete	this p	art.) See instruction	ons.			
The	orga	inization is not a private found	dation because it is (f	or lines 1 through 12, o	check or	ily one t	00x )	1			
1		A church, convention of chu	rches, or association (	of churches described in	n sectio	n 170(b)	(1)(A)(i).	S/-			
2	Г	A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ) )									
3	Г	A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).									
4	$\vdash$	A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii) Enter the hospital's									
	_	name, city, and state									
5		An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II)									
6	Γ	A federal, state, or local gov	ernment or governme	ental unit described in se	ection 1	70(b)(1)(	A)(v).				
7	X	•	y receives a substanti					eral public described			
8		A community trust described	in section 170(b)(1)(A	A)(vi). (Complete Part II	)						
9	Ē	An agricultural research orga				ed in cor	nunction with a land-or.	ant college			
•	_	or university or a non-land-g		, , , , , , ,	•			•			
	_	university									
10	An organization that normally receives (1) more than 33-1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33-1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See section 509(a)(2). (Complete Part III)										
11	Г	An organization organized ai	nd operated exclusive	ly to test for public safe	ty See	section	509(a)(4).				
12	An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g										
а		Type I. A supporting organization(s) the power to complete Part IV, Sections A	ation operated, superv regularly appoint or e	vised, or controlled by it	s suppo	rted org	anization(s), typically b	y giving the supported ganization You must			
b		Type II. A supporting organiz management of the supporting	ation supervised or co	ontrolled in connection of the same persons t	with its s hat cont	supporte rol or m	d organization(s), by h anage the supported o	aving control or rganization(s) You			
С		must complete Part IV, Secti  Type III functionally integrate	ed. A supporting orga	nization operated in cor	nection	with, ar	nd functionally integrate	d with, its supported			
d		organization(s) (see instruction from the second se	grated. A supporting	organization operated ii	n connec	ction with	h its supported organiz	ation(s) that is not			
		functionally integrated. The constructions.) You must comp	olete Part IV, Sections	A and D, and Part V.							
e		Check this box if the organization integrated, or Type III non-fu	nctionally integrated s	en determination from the supporting organization	ne IRS tI	nat it is a	a Type I, Type II, Type	III functionally			
		iter the number of supported of ovide the following information	•	organization(s)				L			
		me of supported organization			7	- 45	(v) Amount of monetary	(w) Amount of other			
,	I) IVa	me or supported organization	(11) EIN	(described on lines 1 10 above (see instructions))	organiza	tion listed governing ment?	support (see instructions)	(vi) Amount of other support (see instructions)			
					Yes	No					
						<del> </del>					
(A)											
(B)											
<del>(5)</del> _		·			<del>                                     </del>						
(C)											
(D)											
(E)											
Total					]						

Pa	rt II Support Schedule for	<b>Organization</b>	s Described in	Sections 170	)(b)(1)(A)(iv) a	nd 170(b)(1)	(A)(vi)
	(Complete only if you checked organization fails to qualify to	ed the box on line inder the tests list	5, 7, or 8 of Part led below, please	or if the organiz complete Part III	ation failed to qua )	alify under Part	III If the
Sec	tion A. Public Support				<del> </del>		
Cale begi	endar year (or fiscal year nning in) ►	(a) 2014	<b>(b)</b> 2015	(c) 2016	<b>(d)</b> 2017	<b>(e)</b> 2018	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any 'unusual grants')	645,715.	1,117,554.	1,299,797.	1,938,714.	2,930,912	2. 7,932,692.
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0.
3	The value of services or facilities furnished by a governmental unit to the organization without charge						0.
4	Total, Add lines 1 through 3	645,715.	1,117,554.	1,299,797.	1,938,714.	2,930,912	2. 7,932,692.
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)		,		-	,	1,135,352.
	Public support. Subtract line 5 from line 4	•	`			'	6,797,340.
Sec	tion B. Total Support				•	·	
	ndar year (or fiscal year nning in) ►	(a) 2014	<b>(b)</b> 2015	<b>(c)</b> 2016	(d) 2017	<b>(e)</b> 2018	(f) Total
7	Amounts from line 4	645,715.	1,117,554.	1,299,797.	1,938,714.	2,930,912	2. 7,932,692.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources			136.	123.	568	827.
9	Net income from unrelated business activities, whether or not the business is regularly carried on						0.
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						0.
11	Total support. Add lines 7 through 10	,	4				7,933,519.
12	Gross receipts from related activi	ties, etc (see ins	tructions).			1:	2 0.
13	First five years. If the Form 990 is organization, check this box and		tion's first, second	d, third, fourth, or	fifth tax year as a	section 501(c)	(3)
Sec	tion C. Computation of Pu	blic Support I	Percentage				
14	Public support percentage for 20	•	• •	11, column (f))		14	
15	Public support percentage from 2	017 Schedule A,	Part II, line 14			1!	5 0.00%
16a	33-1/3% support test—2018. If the and stop here. The organization of	e organization did qualifies as a publ	not check the bo licly supported org	x on line 13, and ganization	line 14 is 33-1/3%	or more, chec	k this box
b	33-1/3% support test—2017. If the and stop here. The organization				and line 15 is 33-	1/3% or more, o	
17a	10%-facts-and-circumstances tes or more, and if the organization rethe organization meets the 'facts-	neets the 'facts-ar	nd-circumstances	test, check this b	oox and stop here	. Explain in Par	t VI how
b	10%-facts-and-circumstances tes or more, and if the organization morganization meets the 'facts-and	neets the 'facts-ar	nd-circumstances'	test, check this b	oox and stop here	. Explain in Par	15 is 10% t VI how the ► □

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

19a 33-1/3% support tests—2018. If the organization did not check the box on line 14, and line 15 is more than 33-1/3%, and line 17 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization b 33-1/3%, support tests—2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33-1/3%, and line 18 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

Privaté foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

20

Part IV - Supporting Organizations

(Complete only if you checked a box in line 12 on Part I If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C If you checked 12c of Part I, complete Sections A, D, and E If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

#### Section A. All Supporting Organizations

	·		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If 'No,' describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.	1	79 4 10 <sup>12</sup>	12 型   (2 2 )
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If 'Yes,' explain in <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2)	2	2	- 1
3	a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If 'Yes,' answer (b) and (c) below	* <sub>7'</sub> 3a	<i>J</i> ,	114
	<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If 'Yes,' describe in <b>Part VI</b> when and how the organization made the determination	3b	10 ° 1	
	c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If 'Yes,' explain in Part VI what controls the organization put in place to ensure such use		2 a - 14	نسن
4	a Was any supported organization not organized in the United States ('foreign supported organization')? If 'Yes' and if you checked 12a or 12b in Part I, answer (b) and (c) below	4a		42 L
i	<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If 'Yes,' describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations	4b	* * *	20,5
	c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If 'Yes,' explain in <b>Part VI</b> what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes	4c	1 10 y	
5	a Did the organization add, substitute, or remove any supported organizations during the tax year? If 'Yes,' answer (b) and (c) below (if applicable) Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document)	5a	, , , , , , , , , , , , , , , , , , ,	
١	b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
(	c Substitutions only. Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If 'Yes,' provide detail in Part VI.	6	100	
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If 'Yes,' complete Part I of Schedule L (Form 990 or 990-EZ)	7	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7° If 'Yes,' complete Part I of Schedule L (Form 990 or 990-EZ)	8	1	<u> </u>
98	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If 'Yes,' provide detail in <b>Part VI</b>	9a	1	
ŧ	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If 'Yes,' provide detail in Part VI	9b		
C	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If 'Yes,' provide detail in Part VI	9c		
10 a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If 'Yes,' answer 10b below	10a		
Ł	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings )	10b		لئدا

Pa	rt.IV Supporting Organizations (continued)		
		Yes	No
•	Has the organization accepted a gift or contribution from any of the following persons?  a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the	14	
	governing body of a supported organization?	11a	╁
	b A family member of a person described in (a) above?	11b	┼
	c A 35% controlled entity of a person described in (a) or (b) above? If 'Yes' to a, b, or c, provide detail in Part VI.	11c	
Sec	ction B. Type I Supporting Organizations	<del></del>	
_		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If 'No,' describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year	1	
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If 'Yes,' explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization	2	4.
Sec	ction C. Type II Supporting Organizations		
		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If 'No,' describe in <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s)	1	
Sec	ction D. All Type III Supporting Organizations		
		Yes	No
_		-	
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax		1.75
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the		لتختا
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1	1. 73.4
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If 'No,' explain in <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s)	2	
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If 'Yes,' describe in <b>Part VI</b> the role the organization's supported organizations played in this regard	3	
Sec	tion E. Type III Functionally Integrated Supporting Organizations	<del></del>	<u> ———</u>
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instruct	ions).	
i	The organization satisfied the Activities Test. Complete line 2 below		
ı	The organization is the parent of each of its supported organizations. Complete line 3 below		
(	The organization supported a governmental entity Describe in Part VI how you supported a government entity (see in	structions)	
2	Activities Test Answer (a) and (b) below.	Yes	No
·	a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If 'Yes,' then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities	2a	
t	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If 'Yes,' explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement	2b	
3	Parent of Supported Organizations Answer (a) and (b) below.		; ;
	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>	3a	· · · · · ·
t	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If 'Yes,' describe in Part VI the role played by the organization in this regard	3b	

Pa	rt.va_   Type III Non-Functionally Integrated 509(ax3) Supporting Organia	zatior	<u>15</u>	
1	Check here if the organization satisfied the Integral Part Test as a qualifying trust instructions. All other Type III non-functionally integrated supporting organization	t on No	ov 20, 1970 (explain in P it complete Sections A th	art VI) <b>See</b> rough E
Sec	tion A — Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sec	tion B — Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)			
a	Average monthly value of securities	1a		
t	Average monthly cash balances	1b		
	Fair market value of other non-exempt-use assets	1c		
	Total (add lines 1a, 1b, and 1c)	1d		
e	Discount claimed for blockage or other factors (explain in detail in Part VI)	4		
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, ,see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sec	tion C — Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	<b>李祖宗</b> 《武汉》	
2	Enter 85% of line 1	2	<b>为最近的企业和企业内</b>	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	<b>新疆的图1</b> 000000000000000000000000000000000000	
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5	<b>医型性中心性性</b>	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7	Check here if the current year is the organization's first as a non-functionally integrated (see instructions)	grated		nization
			<del></del>	<del></del>

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Schedule A (Form 990 or 990-EZ) 2018

Sec	tion D - Distributions			Current Year					
<u></u>	Amounts paid to supported organizations to accomplish exempt pu	rposes							
2	Amounts paid to perform activity that directly furthers exempt purpoun excess of income from activity	oses of supported organi	zations,						
3	3 Administrative expenses paid to accomplish exempt purposes of supported organizations								
	4 Amounts paid to acquire exempt-use assets								
5									
-6	Other distributions (describe in Part VI) See instructions								
7	Total annual distributions. Add lines 1 through 6								
8	Distributions to attentive supported organizations to which the orga in Part VI) See instructions	nization is responsive (p	rovide details						
9	Distributable amount for 2018 from Section C, line 6								
10	Line 8 amount divided by line 9 amount	· · · · · · · · · · · · · · · · · · ·							
Sec	tion E — Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018					
1	Distributable amount for 2018 from Section C, line 6								
2	Underdistributions, if any, for years prior to 2018 (reasonable cause required — explain in Part VI) See instructions								
3	Excess distributions carryover, if any, to 2018								
- 7	From 2013								
t	P From 2014								
	From 2016								
	From 2017								
	f Total of lines 3a through e								
Ç	Applied to underdistributions of prior years								
	Applied to 2018 distributable amount								
	i Carryover from 2013 not applied (see instructions)								
	Remainder Subtract lines 3g, 3h, and 3i from 3f								
4	Distributions for 2018 from Section D, line 7 \$								
a	Applied to underdistributions of prior years								
	Applied to 2018 distributable amount								
	Remainder Subtract lines 4a and 4b from 4								
5	Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions								
6	Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions								
7	Excess distributions carryover to 2019. Add lines 3j and 4c								
8	Breakdown of line 7								
a	Excess from 2014		<u> </u>						
	Excess from 2015		,						
	Excess from 2016								
d	Excess from 2017								
	Excess from 2018	<del>                                     </del>		· · · · · · · · · · · · · · · · · · ·					

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Schedule A (Form 990 or 990-EZ) 2018

Part VI Supplemental Information. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

#### SCHEDULE D (Form '990)

Department of the Treasury Internal Revenue Service Name of the organization

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No 1545 0047 Open to Public Inspection

Employer identification number

1242604

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P۶	स्याह्म Organizations Maintaining Don	or Advised Funds or O	her Similar Fun		/4/624 ls.	
1,0	Complete if the organization ans	swered 'Yes' on Form 99	00, Part IV, line	o.		
_		(a) Donor advised	<del></del>		nd other acco	ounts
1	Total number at end of year			<del></del>		
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 don are the organization's property, subject to the	or advisors in writing that the organization's exclusive legal	assets held in donor control?	advised funds	Yes	No
6	Did the organization inform all grantees, donor for charitable purposes and not for the benefit impermissible private benefit?	rs, and donor advisors in writing of the donor or donor advisor	ng that grant funds co , or for any other pur	an be used only pose conferring	Yes	No
Ŗã	rt訓夢 Conservation Easements.		j	_		
	Complete if the organization ans			7		
1		• •				
	Preservation of land for public use (e.g., re	ecreation or education)	L	historically impo		ea
	Protection of natural habitat		Preservation of a	certified historic	structure	
	Preservation of open space					
2	Complete lines 2a through 2d if the organization last day of the tax year	on held a qualified conservation	n contribution in the	form of a conserv	ation easem	ent on the
				Held at t	he End of the	e Tax Year
	a Total number of conservation easements.			2 a		
	<b>b</b> Total acreage restricted by conservation easer	nents		2 b		
	c Number of conservation easements on a certif	ied historic structure included	ın (a)	2 c		
	<b>d</b> Number of conservation easements included in structure listed in the National Register	n (c) acquired after 7/25/06, a	nd not on a historic	2 d	<del></del>	<del></del>
3	Number of conservation easements modified, tax year ►	transferred, released, extingu	shed, or terminated	by the organization	on during the	
4	Number of states where property subject to co	nservation easement is locate	d ►			
5	Does the organization have a written policy regard enforcement of the conservation easemen		g, inspection, handlir	ng of violations,	Yes	No
6	Staff and volunteer hours devoted to monitoring		ations, and enforcing	conservation eas	sements duri	ng the year
7	Amount of expenses incurred in monitoring, in	specting, handling of violation	s, and enforcing con	servation easeme	nts during th	e year
8	_ · <del></del>	line 2(d) above satisfy the re	quirements of section	n 170(h)(4)(B)(ı)	Yes	No
9	In Part XIII, describe how the organization repinclude, if applicable, the text of the footnote to	orts conservation easements o the organization's financial s	in its revenue and ex statements that desci	pense statement, ibes the organiza	and balance tion's accour	sheet, and nting for
2ai	conservation easements [२६]    Organizations Maintaining Collect Complete if the organization ans	ions of Art, Historical Tr wered 'Yes' on Form 99	easures, or Other 30, Part IV, line 8	Similar Asset	s.	
1:	a If the organization elected, as permitted under art, historical treasures, or other similar assets in Part XIII, the text of the footnote to its finance	held for public exhibition, ed	ucation, or research	statement and ba in furtherance of p	lance sheet v	works of e, provide,
ļ	b If the organization elected, as permitted under historical treasures, or other similar assets hel following amounts relating to these items	SFAS 116 (ASC 958), to repo d for public exhibition, educat	ort in its revenue station, or research in fu	ement and baland rtherance of publ	ce sheet work ic service, pr	s of art, ovide the
	(i) Revenue included on Form 990, Part VIII,	line 1		•	\$	
	(ii) Assets included in Form 990, Part X			•	-\$	<del></del>
2	If the organization received or held works of ar amounts required to be reported under SFAS	t, historical treasures, or othe 116 (ASC 958) relating to thes	r sımılar assets for fi e items	nancial gain, prov	vide the follow	wing
i	a Revenue included on Form 990, Part VIII, line	1		•	\$	
1	Assets included in Form 990, Part X	•		•	- \$	

Schedule D (Form 990) 2018 HORIZ				37-17		Page 2
Partill! Organizations Maintain	ing Collections	of Art, Historic	cal Treasures, or O	ther Similar Assets	(continue	d)
3 Using the organization's acquisition items (check all that apply) a Public exhibition	n, accession, and				se of its coll	ection
b Scholarly research		e Other	or exchange programs			
c Preservation for future genera						
4 Provide a description of the organi Part XIII					se in	
5 During the year, did the organizati to be sold to raise funds rather that	on solicit or receive in to be maintained	e donations of art d as part of the oi	, historical treasures, organization's collection	or other similar assets	Yes	No
Rartiiva   Escrow and Custodial Ar	rangements. Co mount on Forr	mplete if the on 990, Part X	rganization answere , line 21.	ed 'Yes' on Form 99	0, Part IV,	
1 a is the organization an agent, truste on Form 990, Part X?		_		er assets not included	Yes	No
<b>b</b> If 'Yes,' explain the arrangement in	n Part XIII and con	nplete the followir	ng table	<del> </del>		
					Amount	
c Beginning balance				1c		
d Additions during the year				1 d		<del></del>
e Distributions during the year				1 e		
f Ending balance		5	<b>.</b>	[ 1f]	T-12	<del></del>
2 a Did the organization include an am				•	Yes	No
<b>b</b> If 'Yes,' explain the arrangement in	n Part XIII Check	nere if the explan	ation has been provide	d on Part XIII		
PartiV Endowment Funds. Con	aplata if the ar	annization and	wored 'Ves' on Fo	rm 990 Part IV Jun	o 10	
Traits Vas Endowment Funds. Con	(a) Current year	(b) Prior yea				years back
1 a Beginning of year balance	(a) correin year	(B) Thor yea	(c) 1 wo years but	(a) Thice years buch	(6) 1 00.	Jears Back
<b>b</b> Contributions						
c Net investment earnings, gains, and losses						
d Grants or scholarships  e Other expenditures for facilities	<del></del>					
and programs  f Administrative expenses						
g End of year balance	<del></del>	<del> </del>	<del></del>	<del></del>		
2 Provide the estimated percentage	of the current year	end balance (lin	e 1g. column (a)) held			
a Board designated or quasi-endowr	-	%	c rg, column (a), nela	43		
<b>b</b> Permanent endowment		°				
c Temporarily restricted endowment	<del></del>	%				
The percentages on lines 2a, 2b, a						
3 a Are there endowment funds not in	·		that are held and admi	nistered for the	Ye	es No
organization by (i) unrelated organizations					3a(i)	3 10
(i) unrelated organizations (ii) related organizations					3a(ii)	
<b>b</b> If 'Yes' on line 3a(ii), are the relate	d organizations lie	ted as required o	n Schedule R?		3b	
4 Describe in Part XIII the intended i	=				<u> </u>	
PartiVII Land, Buildings, and E	<del></del>	anon's endowine	nic idilus		<del></del>	
Complete if the organiz		l 'Yes' on Forr	n 990, Part IV, line	e 11a See Form 99	90, Part X,	line 10.
Description of property		st or other basis investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	( <b>d)</b> Boo	k value
1 a Land				AND REAL PROPERTY.	<u> </u>	
<b>b</b> Buildings					<del> </del>	
c Leasehold improvements	1			1	1	

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1 a Land			OVER SECTION	
<b>b</b> Buildings				
c Leasehold improvements				
<b>d</b> Equipment		1,478.	691.	787.
e Other				
otal. Add lines 1a through 1e (Column (d) r	nust equal Form 990, Part X, co.	lumn (B), line 10c )	<b>•</b>	787.

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Schedule D (Form 990) 2018

Rart VIII Investments – Other Securities.		N/A	200 D 1 V 1 10
Complete if the organization answered			
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-	-ot-year market value
(1) Financial derivatives	<del></del>	<del> </del>	
(2) Closely-held equity interests	<del> </del>	<b> </b>	
(3) Other	<del> </del>	<del> </del>	
( <u>A)</u> (B)	<del></del>	<del> </del>	<del></del>
(B) (C)		<del></del>	<del></del>
<u>(()</u>	<del></del>	<del> </del>	<del></del>
(D) (E)		<del> </del>	<del>-</del>
(F)	<del></del> _	<del> </del>	<del></del>
(G)	<del></del>	<del> </del>	<del></del>
(H)	_ <del></del>	<del> </del>	
(I)	<del></del>	<del> </del>	<del></del>
Total (Column (b) must equal Form 990, Part X, column (B) line 12)		THE SOLVEN THE TABLE	BUT THE A SHIPPING
Part VIII Investments - Program Related.		N/A	
Complete if the organization answered		), Part IV, line 11c. See Form 9	
(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end	d-of-year market value
(1)	_ <u></u>	1	·
(2)			· · · · · · · · · · · · · · · · · · ·
(3)			
(4)			
(5)		<u> </u>	
(6)			
(7)	<del></del>		
(8)		<u> </u>	
(9)		<b></b>	
(10)		小小玩,四个数字 经时间参加 品产的证据	A PARALLE STANKES THE A TANKE
Total (Column (b) must equal Form 990, Part X, column (B) line 13)  Part IX 2 Other Assets.	N/A		THE WOMEN
Complete if the organization answered 'Ye	es' on Form 990, P	art IV, line 11d See Form 990, F	art X, line 15.
	scription		(b) Book value
(1)			<del> </del>
(2)			
(3)			<del> </del>
(4) (5)			<del> </del>
(6)	<del></del>	<del></del>	<del></del>
7)		<del></del>	<del></del>
(8)			<del>                                     </del>
(9)			
(10)			
Total. (Column (b) must equal Form 990, Part X, column (B)	Ine 15)		<b>-</b>
Part X Other Liabilities.	200 0 111/ 1	111 O. Farm 200 Dart V line	05
Complete if the organization answered 'Yes' on Fi			25.
(a) Description of liability	(b) Book value		<b>通知的</b>
(1) Federal income taxes (2)	<del></del>		
(3)	<del></del>		
(4)	+		
(5)	+		<b>元</b> 的原则
(6)	<del></del>		<b>产是"表现"的</b>
(7)			
(8)			
(9)			
(10)		<b>《新聞》, "我们是一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个</b>	

(11)

Total (Column (b) must equal Form 990, Part X, column (B) line 25)

<sup>2.</sup> 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.

#### 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 2,949,505. 2 Amounts included on line 1 but not on Form 990, Part VIII, line 12 a Net unrealized gains (losses) on investments 2 a b Donated services and use of facilities 2 b 15,706 c Recoveries of prior year grants. 2 c d Other (Describe in Part XIII) 2 d e Add lines 2a through 2d 2 e 15,706. 3 Subtract line 2e from line 1 3 2,933,799. 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 b Other (Describe in Part XIII) 4 b c Add lines 4a and 4b 4 c 5 2,933,799. 5 Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) Part XIII 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 2,343,577. 2 Amounts included on line 1 but not on Form 990, Part IX, line 25 a Donated services and use of facilities 2 a 15,706 2 b **b** Prior year adjustments 2 c c Other losses d Other (Describe in Part XIII ) 2 d e Add lines 2a through 2d 2 e 15,706. 3 3 Subtract line 2e from line 1 2,327,871. 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 4 a 4 b b Other (Describe in Part XIII) 40 c Add lines 4a and 4b 5 2,327,871 5 Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)

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

#### PART X - FIN 48 FOOTNOTE

Part XIII Supplemental Information.

HORIZONS ATLANTA QUALIFIES AS A TAX-EXEMPT ORGANIZATION UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE AND, ACCORDINGLY, IS ONLY SUBJECT TO FEDERAL OR STATE INCOME TAXES ON SPECIFIC TYPES OF INCOME FROM ACTIVITIES THAT ARE UNRELATED TO ITS EXEMPT PURPOSE. HORIZONS ATLANTA HAD NO INCOME FROM UNRELATED ACTIVITIES AND HAS NO INCOME TAXES DUE AS OF DECEMBER 31, 2018 AND 2017.

HORIZONS ATLANTA'S APPLICATION OF ASC 740 REGARDING UNCERTAIN TAX POSITIONS HAD NO

BAA

Schedule D (Form 990) 2018

#### PART X - FIN 48 FOOTNOTE (CONTINUED)

EFFECT ON ITS FINANCIAL POSITION AS MANAGEMENT BELIEVES IT HAS NO MATERIAL UNRECOGNIZED INCOME TAX BENEFITS, INCLUDING ANY POTENTIAL RISK OF LOSS OF ITS NOT-FOR-PROFIT TAX STATUS. HORIZONS ATLANTA WOULD ACCOUNT FOR ANY POTENTIAL INTEREST OR PENALTIES RELATED TO POSSIBLE FUTURE LIABILITIES FOR UNRECOGNIZED INCOME TAX BENEFITS AS INCOME TAX EXPENSE. HORIZONS ATLANTA IS NO LONGER SUBJECT TO EXAMINATION BY FEDERAL, STATE OR LOCAL TAX AUTHORITIES FOR PERIODS BEFORE 2015.

#### SCHEDULE L (Form 990 or 990-EZ)

### **Transactions With Interested Persons**

► Complete if the organization answered 'Yes' on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

► Attach to Form 990 or Form 990-EZ.

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

OMB No 1545-0047 2018

Department of the Treasury

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Open To Public Inspection

verior service										٠٠.		1	
e organization		-			_			Employer	identifica	ation nu	mber		
Excess B	enefit Trans	actions (se	ction !	501(c)(	3), se	ction 501(	c)(4), and 50	01(c)(29)	orga	nızaf	tions	only	$\overline{)}$
Complete if	the organization	n answered 'Yo	es' on F	orm 990,	Part I	/, line 25a or	25b, or Form 9	990-EZ, Pa	rt V, lir	1e 40b	)		
(a) Name of disput	alifund parson	(b) Relat			lified persi	on and	(c) Des	cription of tran	saction			(d) Correcte	
(a) Name of disqu	anneo person	}	O	rganization		j	(0) 003	cription of trai	Saction			Yes	No
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ter the amount of	of tax incurred t	by the organiza	ation ma	anagers o	or disqu	ialified perso	ns during the y	ear under	►s				
	of tax. if anv. or	n line 2. above	reimbi	irsed by	the ora	anization			-				
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					art V In	e 38a or Form	990 Part IV lin	e 26° or if t	he				
organization	reported an an	nount on Form	990. Pa	art X. line	e 5. 6. d	or 22.	. 000, 1 411 11, 111	0 20, 01 11 1					
					,		(f) Balance de	ue (q) In	default?	(h) Ac	proved	ωw	ritten
•	with organization	loan	fro organ	im the nization?	priñ	cipal amount				by bo	ard or	agree	ment?
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Grants or	Assistance	Benefiting	Intere	sted P	erson	S.	<del></del>						
Complete if th	ne organization ai	nswered 'Yes' or	n Form 9	90, Part I	V, line 2	27.							
(a) Name of intere	sled person	(h) Relation	shin hetwe	en interest	ed .	(c) Amount (	of assistance	(d) Type of as	sistance	(e)	Purnose	of assi	stance
(a) Hame of where	sted person				cu	(e)/amount	3, 233,312,100	(4) 1) po o. s.	,0.5.000	"	. с.рсс.		.5.000
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	e organization ONS ATLANT Excess B Complete if  (a) Name of disquire er the amount of	e organization ONS ATLANTA, INC.  Excess Benefit Trans Complete if the organization  (a) Name of disqualified person  er the amount of tax incurred the tition 4958 er the amount of tax, if any, or Complete if the organization a organization reported an an of interested person  (b) Relationship with organization  (c) Relationship with organization	e organization ONS ATLANTA, INC.  Excess Benefit Transactions (see Complete if the organization answered 'Ye'  (a) Name of disqualified person  (b) Relation 4958  Let the amount of tax incurred by the organization 4958  Let the amount of tax, if any, on line 2, above  Complete if the organization answered 'Yes' of organization reported an amount on Form of interested person  (b) Relationship (c) Purpose of loan  Complete if the organization answered 'Yes' of the organization and the orga	e organization  ONS ATLANTA, INC.  Excess Benefit Transactions (section Complete if the organization answered 'Yes' on Form (a) Name of disqualified person  The extremal complete if the amount of tax incurred by the organization material of the amount of tax, if any, on line 2, above, reimbour organization reported an amount on Form 990, Particle of interested person  Of interested person  (b) Relationship with organization  (c) Purpose of loan  (d) Loans to and/or From Interested person  (d) Relationship between the organization answered 'Yes' on Form (a) Name of interested person  (b) Relationship between the organization answered 'Yes' on Form (b) Relationship between the organization person  (b) Relationship between the organization answered 'Yes' on Form (b) Relationship between the organization person  (c) Name of interested person  (d) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization person  (d) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship between the organization answered 'Yes' on Form (c) Relationship the organization answer	Excess Benefit Transactions (section 501(c)) Complete if the organization answered 'Yes' on Form 990.  (a) Name of disqualified person  (b) Relationship between disquation organization managers of the amount of tax, if any, on line 2, above, reimbursed by  Loans to and/or From Interested Persons.  Complete if the organization answered 'Yes' on Form 990-EZ, Pa organization reported an amount on Form 990, Part X, linit of interested person  (b) Relationship (c) Purpose of loan or from the organization?  To From  Grants or Assistance Benefiting Interested P Complete if the organization answered 'Yes' on Form 990, Part I	Complete if the organization answered 'Yes' on Form 990, Part IV  (a) Name of disqualified person  (b) Relationship between disqualified persor organization managers or disquation 4958  er the amount of tax, if any, on line 2, above, reimbursed by the org  Loans to and/or From Interested Persons.  Complete if the organization answered 'Yes' on Form 990-EZ, Part V, line organization reported an amount on Form 990, Part X, line 5, 6, of interested person  (b) Relationship with organization answered 'Yes' on Form 990-FZ, Part V, line organization reported an amount on Form 990, Part X, line 5, 6, of interested person  (b) Relationship between disqualities or from the organization with organization (c) Purpose of loan organization organization from the organization organization organization from the organization organization organization from the organization organiza	ONS ATLANTA, INC.  Excess Benefit Transactions (section 501(c)(3), section 501(Complete if the organization answered 'Yes' on Form 990, Part IV, line 25a or (a) Name of disqualified person  The amount of tax incurred by the organization managers or disqualified person and organization organization organization organization  Loans to and/or From Interested Persons.  Complete if the organization answered 'Yes' on Form 990-EZ, Part V, line 38a or Form organization reported an amount on Form 990, Part X, line 5, 6, or 22.  of interested person  (b) Relationship with organization (c) Purpose of from the organization?  To From  Promition From  To From  To From  To From  To From  ON Part IV, line 27.  (a) Name of interested person  (b) Relationship between interested persons.  (c) Amount of person and the organization or person and the organization or person and the organization organization organization organization between interested person organization person and the organization or	ONS ATLANTA, INC.    Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 50 Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 25a or 25b, or Form 990, Part IV, line 35a or Form 990, P	Employer 37-17  Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(2)  Complete if the organization answered Yes' on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25b, or Form 990-EZ, Part IV, line 25a or 25	er the amount of tax incurred by the organization managers or disqualified persons during the year under tion 4958 er the amount of tax, if any, on line 2, above, reimbursed by the organization reported an amount on Form 990, Part IV, line 38a or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.  I interested person (c) Relationship between managers or disqualified persons during the year under tion 4958 er the amount of tax, if any, on line 2, above, reimbursed by the organization Complete if the organization answered Yes' on Form 990-EZ, Part V, line 38a or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990 Part X, line 5, 6, or 22.  If interested person (d) Relationship (e) Purpose of (from 196) organization?  To From (horse) principal amount (f) Balance due (g) in delaut?  Yes No.  Grants or Assistance Benefiting Interested Persons.  Complete if the organization answered Yes' on Form 990, Part IV, line 27.  (a) Name of interested person (b) Relationship between interested person (c) Amount of assistance (d) Type of assistance person and the organization (c) Amount of assistance (d) Type of assistance person and the organization (c) Amount of assistance (d) Type of assistance person and the organization (c) Amount of assistance (d) Type of assistance person and the organization (e) Amount of assistance (d) Type of assistance person and the organization (e) Amount of assistance (d) Type of assistance person and the organization (e) Amount of assistance (d) Type of assistance person and the organization (e) Amount of assistance (d) Type of assistance person and the organization (e) Amount of assistance (e) Type of assistance person and the organization (e) Amount of assistance (e) Type of assistance person and the organization (e) Amount of assistance (e) Type of assistance person (e) Amount of assistance (e) Type of assistance person (e) Type of assistance (e) Type of assistance person (e) Type of assistance (e) Type of	Employer identification in January 1 (2) Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(2) organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40th (a) Name of disqualified person  (b) Relationship between disqualified person and organization organization organization (c) Description of transaction  (c) Description of transaction  (d) Name of disqualified person  (e) Description of transaction  (e) Description of transaction  (f) Description of transaction  (g) Indecipation  (g) Indecipat	er the amount of tax incurred by the organization managers or disqualified persons during the year under the amount of tax incurred by the organization managers or disqualified persons during the year under the amount of tax, if any, on line 2, above, reimbursed by the organization or spanization reported an amount on Form 990, Part X, line 38 or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.    Loans to and/or From Interested Persons. Complete if the organization answered 'Yes' on Form 990, Part X, line 5, 6, or 22.    Interested person   (a) Relationship between form 990, Part IV, line 38 or Form 990, Part IV, line 26; or if the organization answered 'Yes' on Form 990, Part X, line 5, 6, or 22.    Interested person   (a) Relationship   (b) Purpose of   (a) Loans to a form 990, Part IV, line 26; or if the organization or profit organization   (b) Relationship   (c) Purpose of   (a) Loans to a form 990, Part IV, line 26; or if the organization   (c) Purpose of   (d) Loans to a form 990, Part IV, line 27; or if the organization answered 'Yes' or Form 990, Part IV, line 27; or if the organization answered the profit of the profit or interested person   (d) Relationship between retrieved person   (d) Relationship between retrieved person   (d) Amount of assistance   (d) Type of assistance   (d) Purpose of   (d) Name of interested person   (d) Relationship between retrieved person   (e) Amount of assistance   (d) Type of assistance   (d) Purpose of organization answered 'Yes' on Form 990, Part IV, line 27.	Excess Benefit Transactions (section 501 (c) (3), section 501 (c) (4), and 501 (c) (29) organizations only Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b  (a) Name of disqualified person  (b) Relationship between disqualified person and organization of transaction  (c) Description of transaction  (d) Corresponding to the organization of transaction organization of transaction organization of transaction organization organization of transaction organization organiza

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule L (Form 990 or 990-EZ) 2018

Part IV | Business Transactions Involving Interested Persons.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sha organia rever	zation's
	1	•		Yes	No
(1) HORIZONS ATLANTA BOARD	BOARD MEMBERS	1,050,778.	REIMBURSED EXPENSES		X
(2)					
(3)					
(4)				_	
(5)					
(6)					
(7)					
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Part V Supplemental Information.

(10)

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

#### SUPPLEMENTAL INFORMATION

WE HAVE REPRESENTATIVES FROM EACH HOST INSTITUTION (PROGRAM SITE) ON OUR BOARD OF DIRECTORS. PAYMENTS TO HOST INSTITUTIONS WERE FOR THE PURPOSE OF REIMBURSING EXPENSES REQUIRED FOR THE OPERATION OF THE HORIZONS ATLANTA PROGRAMS AT THOSE HOST INSTITUTIONS, IN ACCORDANCE WITH ADVANCED WRITTEN AGREEMENTS AND PRE-APPROVED BUDGETS.

#### **SCHEDULE M** (Form.990)

## **Noncash Contributions**

OMB No 1545 0047

Employer identification number

2018

Department of the Treasury Internal Revenue Service Name of the organization

► Complete if the organizations answered 'Yes' on Form 990, Part IV, lines 29 or 30.

► Attach to Form 990.

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

Open to Public Inspection

	RIZONS ATLANTA, INC.	· 		37-	174762	4		
Pai	t I Types of Property						_	
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	Meth noncash	(contrib	letermır	ning mounts
1	Art — Works of art							
2	Art - Historical treasures							
3	Art — Fractional interests							
4	Books and publications		• • • • • • • • • • • • • • • • • • • •					
5	Clothing and household goods				[			
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property							
9	Securities - Publicly traded							
10	Securities - Closely held stock							
11	Securities - Partnership, LLC, or trust interests							
12	Securities - Miscellaneous							
13	Qualified conservation contribution — Historic structures		-					
14	Qualified conservation contribution - Other							
15	Real estate - Residential							
16	Real estate - Commercial							
17	Real estate - Other							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies.							
21	Taxidermy							
22	Historical artifacts							
23	Scientific specimens							
24	Archeological artifacts							
25	Other► (EVENT HOSTING EXPENS )	Х	1	27,591.	FMV			
26	Other ()							
27	Other► (							
28	Other► (							
29	Number of Forms 8283 received by the organization organization completed Form 8283, Part IV, Dones			ons for which the	29			
							Yes	No
30.2	During the year, did the organization receive by co	intribution an	v property reported in	Part L lines 1 through 2	28. that	1.7	•	1
Jua	it must hold for at least three years from the date	of the initial of	contribution, and which	isn't required to be use	ed			
	for exempt purposes for the entire holding period?					30 a		X
b	If 'Yes,' describe the arrangement in Part II							
31	Does the organization have a gift acceptance police	y that require	es the review of any no	onstandard contribution:	s?	31		X
32a	Does the organization hire or use third parties or renoncash contributions?	elated organı	zations to solicit, proce	ess, or sell		32 a		Х
b	If 'Yes,' describe in Part II							
	If the organization didn't report an amount in colum describe in Part II	nn (c) for a ty	pe of property for whi	ch column (a) is checke	ed,		٠.	
~ ~	For Denominal Reduction Act Notice, see the Inst		000	<del></del>	Cahad		Form 00	2010

Part II. Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

#### SCHEDULE O (Form 990 or 990-EZ)

### Supplemental Information to Form 990 or 990-EZ

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

► Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

Open to Public

Department of the Treasury Internal Revenue Service Name of the organization

HORIZONS ATLANTA, INC

Employer identification number

37-1747624

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

THE BOARD OF DIRECTORS APPROVED THE 2018 AUDITED FINANCIAL STATEMENTS AT ITS JUNE 10 MEETING AND FURTHER AUTHORIZED THE PREPARATION AND FILING OF THE 990 BASED ON THOSE FINANCIAL RESULTS ON THE CONDITION THAT IT IS REVIEWED AND APPROVED BY EACH OF THE FOLLOWING: EXECUTIVE DIRECTOR, BOARD CHAIR, BOARD TREASURER (ALSO FINANCE COMMITTEE CHAIR). THE 990 WILL BE DISTRIBUTED TO THE BOARD VIA EMAIL ONCE THAT CONDITION IS MET AND BEFORE FILING.

FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF CONFLICTS

BOARD AGREEMENTS ARE SIGNED ANNUALLY AT WHICH TIME DIRECTORS SELF-CERTIFY THEY ARE

IN COMPLIANCE. IF THERE IS A POSSIBLE CONFLICT, DIRECTORS PROVIDE APPROPRIATE

DISCLOSURE STATEMENTS TO BE REVIEWED AND APPROVED BY SENIOR STAFF AND THE EXECUTIVE

COMMITTEE OF THE BOARD OF DIRECTORS PRIOR TO HORIZONS ATLANTA ENTERING INTO A

CONTRACTUAL RELATIONSHIP WITH THE CONFLICTED VENDOR.

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT
THE EXECUTIVE AND COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS CONDUCTS AN
ANNUAL PERFORMANCE EVALUATION OF THE EXECUTIVE DIRECTOR; AND ADJUSTMENTS TO THE
COMPENSATION PACKAGE ARE EVALUATED AT THAT TIME BASED ON A COMPENSATION RESEARCH AND
EVALUATION PROCESS.

FORM 990, PART VI, LINE 15B - COMPENSATION REVIEW & APPROVAL PROCESS - OFFICERS & KEY EMPLOYEES

THE EXECUTIVE DIRECTOR CONDUCTS ANNUAL PERFORMANCE EVALUATIONS FOR REGIONAL STAFF

MEMBERS, INCLUDING A REVIEW OF THE COMPENSATION PACKAGE. EMPLOYEE SALARIES ARE THEN

APPROVED AS PART OF THE ANNUAL BUDGET ADOPTION BY THE BOARD OF DIRECTORS.

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

THE ORGANIZATION'S ACCOUNTANT PROVIDES A COPY OF FORM 990 SPECIFICALLY FOR PUBLIC

INSPECTION. THIS COPY IS AVAILABLE ON THE ORGANIZATION'S WEBSITE AND UPON REQUEST.