

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public
Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047
2017
Open to Public Inspection

A For the 2017 calendar year, or tax year beginning 07-01-2017, and ending 06-30-2018

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

C Name of organization
FULL EMPLOYMENT COUNCIL INC

Doing business as

Number and street (or P O box if mail is not delivered to street address) Room/suite
1740 PASEO BLVD

City or town, state or province, country, and ZIP or foreign postal code
KANSAS CITY, MO 64108

D Employer identification number
43-1377197

E Telephone number
(816) 471-2330

G Gross receipts \$ 12,834,966

F Name and address of principal officer
CLYDE MCQUEEN
1740 PASEO BLVD
KANSAS CITY, MO 64108

H(a) Is this a group return for subordinates? Yes No

H(b) Are all subordinates included? Yes No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

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

J Website: ▶ WWW FECKC ORG

K Form of organization Corporation Trust Association Other ▶

L Year of formation 1984

M State of legal domicile MO

Part I Summary

1 Briefly describe the organization's mission or most significant activities
TO OBTAIN PUBLIC AND PRIVATE SECTOR EMPLOYMENT FOR THE UNEMPLOYED OR UNDEREMPLOYED RESIDENTS OF THE GREATER KANSAS CITY AREA

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

3 Number of voting members of the governing body (Part VI, line 1a)	8
4 Number of independent voting members of the governing body (Part VI, line 1b)	7
5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	693
6 Total number of volunteers (estimate if necessary)	8
7a Total unrelated business revenue from Part VIII, column (C), line 12	0
7b Net unrelated business taxable income from Form 990-T, line 34	0

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	14,676,227	12,834,888
9 Program service revenue (Part VIII, line 2g)	0	0
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	22	78
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	0
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	14,676,249	12,834,966

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	2,657,528	2,660,021
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	8,130,267	5,391,413
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	3,827,273	4,869,038
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	14,615,068	12,920,472
19 Revenue less expenses Subtract line 18 from line 12	61,181	-85,506

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	3,045,278	3,176,355
21 Total liabilities (Part X, line 26)	2,284,196	2,500,779
22 Net assets or fund balances Subtract line 21 from line 20	761,082	675,576

Part II Signature Block

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

Sign Here

Signature of officer: _____ Date: 2019-05-14

CLYDE MCQUEEN PRESIDENT/CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name KIMBERLY A RYAN	Preparer's signature KIMBERLY A RYAN	Date	Check <input type="checkbox"/> if self-employed	PTIN P00829977
Firm's name ▶ RUBINBROWN LLP			Firm's EIN ▶ 43-0765316	
Firm's address ▶ 1200 MAIN STREET SUITE 1000 KANSAS CITY, MO 64105			Phone no (816) 472-1122	

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

THE FULL EMPLOYMENT COUNCIL IS A BUSINESS-LED, PRIVATE, NONPROFIT CORPORATION WHOSE MISSION IS TO OBTAIN PUBLIC AND PRIVATE SECTOR EMPLOYMENT FOR THE UNEMPLOYED AND UNDEREMPLOYED RESIDENTS OF THE GREATER KANSAS CITY AREA

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

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

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

If "Yes," describe these changes on Schedule O

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

4a (Code) (Expenses \$ 11,962,908 including grants of \$ 2,660,021) (Revenue \$)
See Additional Data

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

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

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

4e Total program service expenses ▶ 11,962,908

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		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 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	Yes	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	Yes	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		No
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		No
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		No
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		No
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with columns for question ID, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited tax shelter transactions, deductible contributions, and 501(c)(7), (12), and (29) organizations.

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

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (8), 1b (7), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17, 18, 19, 20.

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . .	1a					
	b Membership dues . . .	1b					
	c Fundraising events . . .	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	12,767,188				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	67,700				
	g Noncash contributions included in lines 1a-1f \$ _____						
	h Total. Add lines 1a-1f		12,834,888				
Program Service Revenue	2a _____	Business Code					
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f							
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		78			78	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real	(ii) Personal				
		b Less rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss)					
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
		b Less direct expenses	b				
		c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses		b					
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	a						
	b Less cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
11a _____							
b _____							
c _____							
d All other revenue							
e Total. Add lines 11a-11d							
12 Total revenue. See Instructions			12,834,966	0	0	78	

Part IX Statement of Functional Expenses

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

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

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.				
2 Grants and other assistance to domestic individuals. See Part IV, line 22.	2,660,021	2,660,021		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	820,978	510,379	310,599	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
7 Other salaries and wages.	3,324,976	3,101,004	223,972	
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	222,907	217,173	5,734	
9 Other employee benefits.	694,639	632,562	62,077	
10 Payroll taxes.	327,913	298,111	29,802	
11 Fees for services (non-employees)				
a Management.	87,703	32,106	55,597	
b Legal.	53,324	19,520	33,804	
c Accounting.	30,277	11,084	19,193	
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 (A) amount, list line 11g expenses on Schedule O).	61,440	22,491	38,949	
12 Advertising and promotion.	114,977	74,536	40,441	
13 Office expenses.	314,126	271,784	42,342	
14 Information technology.	282,606	263,669	18,937	
15 Royalties.				
16 Occupancy.	731,954	711,441	20,513	
17 Travel.	160,213	154,660	5,553	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.	11,968	9,603	2,365	
20 Interest.	240	240		
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	121,108	120,088	1,020	
23 Insurance.	93,251	71,466	21,785	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PARTICIPANT WAGES & PAY	1,460,462	1,460,436	26	
b CONTRACT PAYMENTS	754,909	754,909		
c MAINTENANCE & REPAIRS	201,644	192,867	8,777	
d SECURITY SERVICES	183,901	181,130	2,771	
e All other expenses	204,935	191,628	13,307	
25 Total functional expenses. Add lines 1 through 24e.	12,920,472	11,962,908	957,564	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	633,306	1	686,388
	2 Savings and temporary cash investments	0	2	0
	3 Pledges and grants receivable, net	1,076,258	3	1,238,222
	4 Accounts receivable, net	11,753	4	2,167
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	153,348	9	94,986
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	5,339,026		
	b Less accumulated depreciation	4,452,065		
		971,686	10c	886,961
	11 Investments—publicly traded securities		11	
	12 Investments—other securities See Part IV, line 11		12	
	13 Investments—program-related See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets See Part IV, line 11	198,927	15	267,631	
16 Total assets. Add lines 1 through 15 (must equal line 34)	3,045,278	16	3,176,355	
Liabilities	17 Accounts payable and accrued expenses	1,972,770	17	2,264,827
	18 Grants payable	311,426	18	235,952
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	2,284,196	26	2,500,779
Net Assets or Fund Balances	27 Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. Unrestricted net assets	761,082	27	675,576
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	30 Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	761,082	33	675,576
	34 Total liabilities and net assets/fund balances	3,045,278	34	3,176,355

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	12,834,966
2	Total expenses (must equal Part IX, column (A), line 25)	2	12,920,472
3	Revenue less expenses Subtract line 2 from line 1	3	-85,506
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	761,082
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	675,576

Part XII Financial Statements and Reporting

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

		Yes	No
<p>1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O</p>			
<p>2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2a		No
<p>b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2b	Yes	
<p>c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O</p>	2c	Yes	
<p>3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?</p>	3a	Yes	
<p>b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits</p>	3b	Yes	

Additional Data

Software ID:

Software Version:

EIN: 43-1377197

Name: FULL EMPLOYMENT COUNCIL INC

Form 990 (2017)

Form 990, Part III, Line 4a:

SEE SCHEDULE O

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.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization
FULL EMPLOYMENT COUNCIL INC

Employer identification number

43-1377197

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ))
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 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 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II)
- 8 A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or 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 An organization organized and operated exclusively to test for public safety 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
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv), 170(b)(1)(A)(vi), and 170(b)(1)(A)(ix)

(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

	Calendar year (or fiscal year beginning in) ▶	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant")	13,233,278	12,863,673	14,664,440	14,676,227	12,834,888	68,272,506
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3	13,233,278	12,863,673	14,664,440	14,676,227	12,834,888	68,272,506
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)						
6	Public support. Subtract line 5 from line 4						68,272,506

Section B. Total Support

	Calendar year (or fiscal year beginning in) ▶	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
7	Amounts from line 4	13,233,278	12,863,673	14,664,440	14,676,227	12,834,888	68,272,506
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	16	19	19	22	78	154
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)	385,998	214,651	223			600,872
11	Total support. Add lines 7 through 10						68,873,532

12 Gross receipts from related activities, etc (see instructions) **12**

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14	Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f))	14	99.130 %
15	Public support percentage for 2016 Schedule A, Part II, line 14	15	98.880 %

16a **33 1/3% support test—2017.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

b **33 1/3% support test—2016.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

17a **10%-facts-and-circumstances test—2017.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶

b **10%-facts-and-circumstances test—2016.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶

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 ▶

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►		(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►		(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ►

Section C. Computation of Public Support Percentage

15	Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2016 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from 2016 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2017. 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—2016. 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 ►

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

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of 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 Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
	1		
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 Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
	3a		
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 Part VI when and how the organization made the determination.		
	3b		
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.		
	3c		
4a	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		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
	4b		
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 Part VI 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		
5a	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		
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		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (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		
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		
9a	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 Part VI .		
	9a		
b	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		
10a	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 line 10b below.		
	10a		
b	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		

Part IV Supporting Organizations (continued)

		Yes	No
11	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 governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI</i>		

Section B. Type I Supporting Organizations

		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? <i>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.</i>		
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? <i>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.</i>		

Section 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)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section 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 year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
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? <i>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.</i>		
b	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? <i>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.</i>		
3	Parent of Supported Organizations Answer (a) and (b) below.		
a	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>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section 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	
Section 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)	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI)		
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	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
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 organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2017 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1 Distributable amount for 2017 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2017 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2017			
a			
b From 2013.			
c From 2014.			
d From 2015.			
e From 2016.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2017 distributable amount			
i Carryover from 2012 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2017 from Section D, line 7			
a Applied to underdistributions of prior years			
b Applied to 2017 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2017, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2017 Subtract lines 3h and 4b from line 1 If the amount is greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2018. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2013.			
b Excess from 2014.			
c Excess from 2015.			
d Excess from 2016.			
e Excess from 2017.			

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)

Facts And Circumstances Test

990 Schedule A, Supplemental Information

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME	OTHER INCOME - 2013 AMOUNT \$ 385,998 2014 AMOUNT \$ 214,651 2015 AMOUNT \$ 223 2016 AMOUNT \$ 0 2017 AMOUNT \$ 0

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements
▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047
2017
Open to Public Inspection

Name of the organization
FULL EMPLOYMENT COUNCIL INC

Employer identification number
43-1377197

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

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

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

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

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

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

	Held at the End of the Year	
a Total number of conservation easements	2a	
b Total acreage restricted by conservation easements	2b	
c Number of conservation easements on a certified historic structure included in (a)	2c	
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part IV Escrow and Custodial Arrangements.

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

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

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		880,255	238,178	642,077
c Leasehold improvements		722,477	633,361	89,116
d Equipment		3,736,294	3,580,526	155,768
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				886,961

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

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

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

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

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

(a) Description	(b) Book value
(1) OTHER ASSETS	267,631
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15.)	267,631

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

(a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25.)	

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	12,834,966
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	12,834,966
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	12,834,966

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

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

1	Total expenses and losses per audited financial statements		1	12,920,472
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	12,920,472
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	12,920,472

Part XIII Supplemental Information

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

Return Reference	Explanation	
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Part XIII **Supplemental Information (continued)**

Return Reference	Explanation
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**Schedule I
(Form 990)**

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

OMB No 1545-0047

2017

**Open to Public
Inspection**

Department of the
Treasury
Internal Revenue Service

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

Name of the organization
FULL EMPLOYMENT COUNCIL INC

Employer identification number
43-1377197

Part I General Information on Grants and Assistance

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

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

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

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22
Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) TUITION ASSISTANCE	883	2,660,021			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
PART I, LINE 2	NO GRANT ASSISTANCE TO ORGANIZATIONS THE PROGRAM PROVIDES FINANCIAL ASSISTANCE TO INDIVIDUALS FOR TRAINING AND SUPPORT RELATED TO EMPLOYMENT PARTICIPANTS WHO MET THE ELIGIBILITY CRITERIA ARE SELECTED AND ENROLLED TO A PROGRAM FOR ASSISTANCE AFTER A REVIEW OF THE ADMISSION THE ELIGIBILITY CRITERIA ARE SET BASED ON US DEPARTMENT OF LABOR AND THE STATE OF MISSOURI DIVISION OF WORKFORCE DEVELOPMENT'S GUIDELINE AN ADMISSION COMMITTEE REVIEWS AND APPROVES APPLICANTS FOR ASSISTANCE THE DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION ADMINISTERS THE BILLING AND PAYMENT PROCESS TO THE DIFFERENT COLLEGES WHO PARTICIPATE IN THE PROGRAM THE ORGANIZATION RETAINS AN INDEPENDENT ACCOUNTING (CPA) FIRM TO MONITOR THIS PROGRAM QUARTERLY

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**
▶ **Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.**

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
FULL EMPLOYMENT COUNCIL INC

Employer identification number
43-1377197

Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
<input type="checkbox"/> First-class or charter travel		
<input type="checkbox"/> Travel for companions		
<input type="checkbox"/> Tax indemnification and gross-up payments		
<input type="checkbox"/> Discretionary spending account		
<input type="checkbox"/> Housing allowance or residence for personal use		
<input type="checkbox"/> Payments for business use of personal residence		
<input checked="" type="checkbox"/> Health or social club dues or initiation fees		
<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b Yes	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	2 Yes	
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III		
<input checked="" type="checkbox"/> Compensation committee		
<input checked="" type="checkbox"/> Independent compensation consultant		
<input type="checkbox"/> Form 990 of other organizations		
<input checked="" type="checkbox"/> Written employment contract		
<input checked="" type="checkbox"/> Compensation survey or study		
<input checked="" type="checkbox"/> Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization		
a Receive a severance payment or change-of-control payment?	4a	No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	No
c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	4c	No
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of		
a The organization?	5a	No
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III	5b	No
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of		
a The organization?	6a	No
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III	6b	No
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7	No
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	No
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

Part III Supplemental Information

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

Return Reference	Explanation
PART I, LINE 1A	PROVIDED FOR ALL EMPLOYEES AND TREATED AS TAXABLE COMPENSATION

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.

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

OMB No 1545-0047

2017**Open to Public Inspection**Department of the Treasury
Internal Revenue ServiceName of the organization
FULL EMPLOYMENT COUNCIL INC

Employer identification number

43-1377197

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	AN INDEPENDENT ACCOUNTING FIRM PREPARES AND REVIEWS THE 990 THE 990 IS THEN REVIEWED BY THE ORGANIZATION'S OFFICERS ANY QUESTIONS AND CONCERNS THE ORGANIZATION'S OFFICERS HAVE ARE ADDRESSED, AND ANY CORRECTIONS OR CLARIFICATIONS THAT NEED TO BE MADE ARE MADE THE FINAL FORM 990 WITH ALL REQUIRED SCHEDULES IS THEN PROVIDED TO THE FEC BOARD PRIOR TO FILING THE 990

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	CONFLICT OF INTEREST STATEMENTS ARE COMPLETED AND SIGNED BY ALL BOARD OF DIRECTORS MEMBERS, OFFICERS, AND KEY EMPLOYEES ANNUALLY AND IMMEDIATELY BY ANY REPLACEMENT DIRECTOR, OFFICER, AND KEY EMPLOYEE UPON TAKING THE POSITION THROUGHOUT THE YEAR IN THE CONFLICT OF INTERST POLICY, THERE ARE SECTIONS THAT ADDRESS FIDUCIARY RESPONSIBILITIES/DISCLOSURE, DEFINING OF CONFLICT OF INTEREST AND RESTRAINT ON VOTING THE BOARD CHAIR REMINDS DIRECTORS OF THE NEED TO DECLARE ANY CONFLICTS OF INTEREST THROUGHOUT THE YEAR DIRECTORS WITH A CONFLICT OF INTEREST ANNOUNCE BEFORE A VOTE IS TAKEN THAT THEY ARE ABSTAINING FROM THE VOTE AND STATE THE REASON FOR THE CONFLICT

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	<p>THE PRESIDENT/CEO AND THE SENIOR OFFICERS HAVE A SALARY AND COMPENSATION PACKAGE SET BY THE BOARD'S COMPENSATION COMMITTEE IN ACCORDANCE WITH THE BOARD'S BY-LAWS THE COMMITTEE USES AN INDEPENDENT CONTRACTOR TO CONDUCT AN EXTENSIVE COMPENSATION REVIEW OF SIMILAR SIZE ORGANIZATIONS ACROSS THE UNITED STATES IN ADDITION, THE CONTRACTOR STUDIES WHAT SALARIES AND COMPENSATION PACKAGES ARE FOR LOCAL AND REGIONAL ORGANIZATIONS WITH SIMILAR SIZE OF STAFFING, BUDGET AND REGIONAL SCOPE ONCE THE CONTRACTOR HAS COMPLETED A THOROUGH ANALYSIS, THEY PRESENT THEIR ANALYSIS TO THE COMPENSATION COMMITTEE THE COMPENSATION COMMITTEE APPROVES THE SALARY AND COMPENSATION PACKAGES FOR THE CEO AND SENIOR OFFICERS, AND THE COMMITTEE MAINTAINS SUBSTANTIATION OF THE DECISION THIS HAS SERVED AS THE BASE LINE FOR SETTING THE PRESIDENT/CEO'S AND SENIOR OFFICERS' COMPENSATION THE COMPENSATION COMMITTEE DETERMINES IF ANY YEARLY INCENTIVE PAYMENT WILL BE PAID TO PRESIDENT/CEO AND SENIOR OFFICERS, BASED ON FEC'S MEETING CORPORATE GOALS THIS HAS BEEN THE COMPENSATION PHILOSOPHY OF THE ORGANIZATION THE STUDY IS UPDATED PERIODICALLY BY AN INDEPENDENT CONSULTANT</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION'S GOVERNING DOCUMENT, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4A</p>	<p>THE FULL EMPLOYMENT COUNCIL IS THE FISCAL AGENT AND ADMINISTRATIVE ENTITY FOR TWO WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) MISSOURI WORKFORCE DEVELOPMENT BOARDS (WDB), THE KANSAS CITY AND VICINITY (KCV) WDB AND EASTERN JACKSON COUNTY (EJAC) WDB THE TWO REGIONS COMPRISE 5-COUNTIES, CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES, AND COVER OVER 2,400 SQUARE MILES AND A POPULATION OF 1,135,499 AND INCLUDE 3 COMPREHENSIVE CAREER SERVICES CENTERS, 2 YOUTH FACILITIES, 3 AFFILIATE AND 5 BRANCH OFFICES OF THE MISSOURI/AMERICAN JOB CENTERS THE FEC MISSOURI JOB CENTER EMPLOYMENT AND TRAINING PROGRAMS IN PROGRAM YEAR JULY 1, 2017 - JUNE 30, 2018 (PY 2017) RECORDED 28,578 UNIQUE CUSTOMERS SERVED IN THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) PROGRAMS THAT WAS SIGNED INTO LAW JULY 2014 IN THE WIOA ADULT ECONOMICALLY DISADVANTAGED PROGRAMS, WHICH PROVIDE JOB PLACEMENT ASSISTANCE, VOCATIONAL TRAINING, AND TRANSPORTATION ASSISTANCE TO ECONOMICALLY DISADVANTAGED ADULTS, FERRETTED 16,301 ECONOMICALLY DISADVANTAGED ADULTS, ENROLLED 552 IN TRAINING, AND PLACED IN EMPLOYMENT 11,578 OF THE 16,301 COUNTED IN THE ENTERED EMPLOYMENT PERFORMANCE MEASURE AT AN AVERAGE WAGE OF \$12.49 TOTAL EARNINGS GENERATED BY ADULTS ENTERING EMPLOYMENT OVER 6 MONTHS WAS \$87,642,674 IN THE DISLOCATED WORKER (DW) PROGRAM, THE NUMBER OF CUSTOMERS SERVED IN THE COMBINED KCV AND EJAC REGION'S WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) DISLOCATED WORKER PROGRAM WAS 1,333 IN PY 2017 OF THESE WORKERS LAID-OFF FROM THEIR JOBS WHO RECEIVED ASSISTANCE THROUGH THE WIOA DISLOCATED WORKER (DW) PROGRAMS, 148 RECEIVED TRAINING, 1,011 COUNTED IN THE ENTERED EMPLOYMENT PERFORMANCE MEASURE WENT TO WORK AT AN AVERAGE WAGE OF \$16.85 TOTAL EARNINGS GENERATED BY DISLOCATED WORKERS ENTERING EMPLOYMENT OVER 6 MONTHS WAS \$11,312,313 SPECIAL PROJECTS AND PROGRAMS FOR ADULTS IN ADDITION TO PROGRAMS FUNDED BY THE NORMAL WIOA FORMULA GRANTS, THE KCV AND EJAC WDB THROUGH THE FEC GENERATED THROUGH SPECIAL PROGRAM INITIATIVES AN ADDITIONAL \$8.7 MILLION DOLLARS TO THE REGION FOR TRAINING AND EMPLOYMENT SERVICES FEC WAS ABLE TO GENERATE SPECIAL FUNDING IN PY 2017-2018 FOR POPULATIONS OF WORKERS WITH SPECIAL NEEDS, SUCH AS THE LONG-TERM UNEMPLOYED, LAID-OFF, DISLOCATED WORKERS, VETERANS, TANF RECIPIENTS, INDIVIDUALS WITH DISABILITIES, UNBANKED, INDIVIDUALS WITH TRANSPORTATION CHALLENGES, BI-LINGUAL POPULATIONS AND EX-OFFENDERS THESE INCLUDE RESEARCH-REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT SERVICES MUST BE PROVIDED TO UI CLAIMANTS RECEIVING EMERGENCY UNEMPLOYMENT COMPENSATION (EUC) REQUIRED JOB SERVICES (RJS), SERVICES THAT AFFORD UI CLAIMANTS THE OPPORTUNITY TO ACQUIRE SKILLS TO COMPETE FOR HIGH-WAGE JOBS IN EMERGING INDUSTRY SECTORS THE MISSOURI RESEARCH PROGRAM FUNDED BY U.S. DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION AND THE MISSOURI DIVISION OF WORKFORCE DEVELOPMENT IMPLEMENTS A NEW VISION OF REEMPLOYING UI CLAIMANTS THROUGH AN INTEGRATED WORKFORCE SYSTEM UNDER THIS</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A	<p>PROGRAM, UI CLAIMANT RECEIVED ENHANCED SERVICES WHICH ALLOWS THEM TO BE BETTER JOB CANDIDATES AND TO RETURN TO WORK IN A SHORTER LENGTH OF TIME TRADE ADJUSTMENT ASSISTANCE ACT PROGRAM - IS INTENDED TO HELP INDIVIDUALS WHOSE JOBS HAVE BEEN AFFECTED BY INTERNATIONAL TRADE AND HELPS THEM TO RETURN TO SUITABLE EMPLOYMENT PROVIDES TRAINING ASSISTANCE, JOB SEARCH ALLOWANCE, AND RELOCATION ALLOWANCE AND OTHER SUPPORT SERVICES VETERANS PROGRAM - MISSOURI CAREER CENTER DVOP AND LVER ARE FULLY INTEGRATED INTO THE CAREER CENTERS AND ARE PART OF THE BUSINESS SERVICES TEAMS DVOP/LVER STAFF ASSISTS VETERANS WITH SIGNIFICANT BARRIERS TO EMPLOYMENT AS DEFINED BY U S DEPARTMENT OF LABOR TO GAIN EMPLOYMENT THROUGH INTENSIFIED DIRECT SERVICES SUCH AS CASE MANAGEMENT AND EMPLOYER JOB DEVELOPMENTS WITHIN THEIR SEPARATE ROLES THE FULL ARRAY OF EMPLOYMENT, TRAINING, AND PLACEMENT SERVICES ARE AVAILABLE UNDER PRIORITY OF SERVICE, THIS INCLUDES CONNECTION TO EDUCATION AND TRAINING PROGRAMS, BENEFITS AND SERVICES, CONNECTION TO SUPPLEMENTAL SERVICES, ONE-ON-ONE ASSESSMENTS, RESUME REVIEWS, FOLLOW-UP AS APPROPRIATE, MATCHING TO EMPLOYER BASE AND MATCHING TO SPECIFIC EMPLOYERS COMMITTED TO HIRING VETERANS, SUCH AS EMPLOYERS PARTICIPATING IN THE "SHOW ME HEROES" INITIATIVE SHOW-ME HEROES - THE SHOW-ME HEROES PROGRAM FUNDED BY THE MISSOURI DIVISION OF WORKFORCE DEVELOPMENT HELPS MISSOURI'S VETERANS AND MEMBERS OF THE NATIONAL GUARD AND RESERVE RECONNECT WITH MEANINGFUL CAREERS, AND SHOWCASES MISSOURI EMPLOYERS WHO HAVE PLEDGED TO DO SO FUNDING GENERATED OF \$30,000</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A	<p>PERSONS WITH DISABILITIES AND LIMITED ENGLISH- SPEAKING POPULATION (LEP) DISABILITY NAVIG ATOR PROGRAM - ANOTHER INITIATIVE IS THE DISABILITY NAVIGATOR PROGRAM (DNP) THE DNP IS CO -LOCATED WITHIN THE AMERICAN JOB CENTERS TO PROVIDE SERVICES TO INDIVIDUALS WITH DISABILIT IES THE DNP ENSURES THAT ALL ONE-STOP SERVICES ARE AVAILABLE TO INDIVIDUALS WITH DISABILI TIES THE PRIMARY OBJECTIVE OF THE DNP IS TO INCREASE EMPLOYMENT AND SELF-SUFFICIENCY FOR PERSONS WITH DISABILITIES BY LINKING THEM TO EMPLOYERS AND FACILITATING ACCESS TO PROGRAMS AND SERVICES THAT WILL ENABLE THEIR ENTRY OR RE-ENTRY INTO THE WORKFORCE TWO DNP PERSONN EL SERVE CAREER CENTERS LOCATED IN KANSAS CITY & VICINITY AND EASTERN JACKSON COUNTY, ASSI STING CUSTOMERS AND STAFF AT THE 1740 PASEO CAREER CENTER, THE NORTHLAND CAREER CENTERS, A ND INDEPENDENCE CAREER CENTER DNP FACILITATES TRAININGS AND PROVIDES DISABILITY-RELATED R ESOURCES AND INFORMATION TO ENSURE THAT JOB SEEKERS WITH DISABILITIES ARE SERVED EFFECTIVE LY DNP PERSONNEL ALSO PROVIDE OUTREACH TO PEOPLE WITH DISABILITIES BY DISSEMINATING INFOR MATION ON WORKFORCE SERVICES AVAILABLE THROUGH THE AMERICAN JOB CENTERS FEC DISABILITY NA VIGATOR PROGRAM (DNP) INITIATIVE ASSISTED 311 CUSTOMERS AND HANDLED 638 STAFF REQUESTS FOR ASSISTANCE BI-LINGUAL OUTREACH - FEC INSTITUTED A PROGRAM TO PROVIDE IMMEDIATE ASSISTANC E TO SPANISH-SPEAKING CUSTOMERS TWO SPANISH-SPEAKING, BI-LINGUAL STAFF COORDINATORS HAVE BEEN HIRED TO SERVE THE SPANISH-SPEAKING YOUTH AND ADULT POPULATIONS AND HELP ADDRESS BARR IERS TO EMPLOYMENT AND CAREER ADVANCEMENT FOR LATINO WORKERS IN ADDITION TO THIS SERVICE FOR LIMITED ENGLISH-SPEAKING POPULATIONS (LEP), THE AMERICAN JOB CENTERS UTILIZES LANGUAGE LINK, A MULTILINGUAL COMMUNICATION SERVICE, WHICH IS AN INTERPRETATIVE SERVICE THAT HAS T HE CAPACITY TO INTERPRET OVER 150 DIFFERENT LANGUAGES TEMPORARY ASSISTANCE FOR NEEDY FAMI LIES (TANF) AND PUBLIC ASSISTANCE TANF MISSOURI WORK ASSISTANCE (MWA) PROGRAM - ANOTHER M AJOR INITIATIVE IS THE TANF (TEMPORARY ASSISTANCE FOR NEEDY FAMILIES) MWA PROGRAM, A PARTN ERSHIP WITH THE LOCAL INVESTMENT COMMISSION (LINC) TO PROVIDE EMPLOYMENT AND TRAINING SERV ICES TO INDIVIDUALS WHO RECEIVE TEMPORARY ASSISTANCE FROM THE STATE OF MISSOURI WITH THE G OAL OF HELPING THE CLIENT IN OVERCOMING BARRIERS TO BECOME SELF-SUFFICIENT AND NO LONGER D EPENDENT UPON PUBLIC ASSISTANCE THIS IS A REFERRAL BASED PROGRAM TANF RECIPIENTS ARE REF ERRED FROM THE LOCAL INVESTMENT COMMISSION (LINC) TO FEC TO PROVIDE EMPLOYMENT AND TRAININ G SERVICES TO THOSE CLIENTS DEEMED WORK READY MWA HELPS PARTICIPANTS GAIN WORK EXPERIENCE , WORKPLACE SKILLS, AND INVOLVEMENT IN OTHER WORK ACTIVITIES, INCLUDING CLASSROOM TRAININ G, ON-THE-JOB TRAINING (OJT), RESUME ASSISTANCE, JOB ASSESSMENT AND PLACEMENT, AND CAREER COUNSELING FINANCIAL AID IS AVAILABLE FOR TRAINING CLASSES AT LOCAL TECHNICAL AND VOCATIO NAL SCHOOLS, COMMUNITY COLLEGES, AND FOUR-YEAR COLLEGES, AND TRAINING ON THE JOB THIS PRO GRAM ENROLLED 90 IN CLASSROOM</p>

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FORM 990, PART III, LINE 4A	TRAINING, 64 WERE EMPLOYED 42 FULL TIME AND 22 PART TIME, AND EARNED AN AVERAGE WAGE OF \$1 2 76 FUNDING GENERATED OF \$1,422,289 SKILLUP (EMPLOYMENT AND TRAINING PROGRAM) MISSOURI FOOD STAMP PROGRAM - ANOTHER MAJOR INITIATIVE IS THE SKILLUP PROGRAM WHICH OFFERS FOOD STA MP RECIPIENTS IN MISSOURI THE OPPORTUNITY TO GAIN SKILLS, TRAINING AND WORK EXPERIENCE SK ILLUP IS OFFERED AT NO COST TO THE PARTICIPANT AND HELPS PROMOTE EMPLOYABILITY AND SELF-SU FFICIENCY EX-OFFENDERS LINKING TO EMPLOYMENT ACTIVITIES PRE-RELEASE (LEAP) SPECIALIZED A MERICAN JOB CENTERS (AJCS) KEEP MOVING CAREER DEVELOPMENT PROJECT, THIS FEC JCDC AJC PROJE CT PROVIDES AMERICAN JOB CENTER (AJC) COMPREHENSIVE WORKFORCE DEVELOPMENT SERVICES TO INMA TES IN THE CITY-COUNTY CORRECTIONAL FACILITY PRIOR TO THEIR RELEASE AND LINKS THEM TO A CO NTINUUM OF EMPLOYMENT, AND TRAINING SERVICES POST-RELEASE THROUGH FEC'S LOCAL AJC OFFICES THIS INITIATIVE WAS FUNDED IN THE FIRST TWO YEARS WITH FUNDS FROM THE US DEPARTMENT OF LA BOR FEC IN PARTNERSHIP WITH THE JACKSON COUNTY GOVERNMENT AND THE JACKSON COUNTY DEPARTME NT OF CORRECTIONS DEVELOPED AND OPERATED, A JAIL BASED SPECIALIZED AJC ON-SITE FACILITY IN SIDE THE JACKSON COUNTY DETENTION CENTER, THE FIRST OF ITS KIND IN KANSAS CITY AND JACKSON COUNTY, MISSOURI

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FORM 990, PART III, LINE 4A	<p>OTHER SPECIAL CLIENT FOCUSED PROGRAMS PROSPERITY CENTER FOR FINANCIAL OPPORTUNITY (CFO) - THE PROSPERITY CENTER FOR FINANCIAL OPPORTUNITY (CFO) IS LOCATED ON THE ROCKHURST UNIVERSITY CAMPUS, THE PROSPERITY CENTER PROVIDES SERVICES FOCUSED ON EMPLOYMENT PLACEMENT, CAREER IMPROVEMENT, FINANCIAL EDUCATION AND COACHING, AND PUBLIC BENEFITS ACCESS, SO INDIVIDUALS AND FAMILIES CAN OBTAIN LONG-TERM FINANCIAL HEALTH PARTNERS INCLUDE FULL EMPLOYMENT COUNCIL, CATHOLIC CHARITIES OF KANSAS CITY-ST JOSEPH, UNITED WAY OF GREATER KANSAS CITY, LOCAL INITIATIVES SUPPORT CORPORATION (LISC), AND A HOST OF OTHER COMMUNITY STAKEHOLDERS FUNDING GENERATED OF \$55,000 KANSAS CITY, MISSOURI FIRST SOURCE PROGRAM - IN PARTNERSHIP WITH THE CITY OF KANSAS CITY, MISSOURI, THE PROGRAM FACILITATES EMPLOYMENT OF INDIVIDUALS INTO THE FIELD OF CONSTRUCTION BY WORKING WITH CONTRACTORS AND UNIONS THE GOAL OF THE PROGRAM IS TO PROVIDE A POOL OF QUALIFIED JOB CANDIDATES THROUGH A NON-EXCLUSIVE REFERRAL SYSTEM CITY OF KANSAS CITY, MISSOURI JOBS FOR NEIGHBORHOODS PROGRAM - THE FULL EMPLOYMENT COUNCIL, INC PARTNERED WITH THE CITY OF KANSAS CITY, WHO FUNDED THE PROJECT, TO CLEAN UP DEBRIS IN NEIGHBORHOODS AND PROVIDE EMPLOYMENT OPPORTUNITIES TO KANSAS CITY RESIDENTS THROUGH THIS EFFORT FEC HAS RECRUITED, TRAINED, AND PROVIDED INTERNSHIPS AND EMPLOYMENT FOR LOCAL RESIDENTS, WHO CONDUCTED CITY-WIDE CLEAN-UP OF DEBRIS AND TRASH IN ALLEYWAYS, RIGHTS OFWAYS, AND CITY OWNED PROPERTIES HUNDREDS OF CITY-OWNED PROPERTIES AND LOTS HAVE BEEN CLEARED OF DEBRIS GARBAGE AND BRUSH HAVE BEEN COLLECTED AND REMOVED FROM THESE CITY PROPERTIES FEC EXECUTED THIS PROJECT UNDER THE GUIDANCE OF CITY LABOR AGREEMENTS WORKING COOPERATIVELY WITH THE KANSAS CITY, MISSOURI HUMAN RELATIONS DEPARTMENT IN ADDITION TO THE REMOVAL OF TREES, TIRES AND DEBRIS, JOBS FOR NEIGHBORHOODS WORKERS ALSO MOWED AND TRIMMED GRASS, WEEDS, SHRUBS AND TREES AS REQUIRED THROUGH THIS PROGRAM, MORE THAN 217.5 TONS OF DEBRIS APPROX 342 PROPERTIES WAS COLLECTED IN 2018 AND CLIENTS HAVE BEEN PLACED IN EMPLOYMENT WITH WAGES RANGING FROM \$11 PER HOUR TO \$38 PER HOUR KC JOBS FOR NEIGHBORHOODS PROGRAM SERVED 49, ENROLLED IN TRAINING 30, PLACED 15, AVERAGE WAGE \$15.62 FUNDING GENERATED OF \$300,000 TRANSPORTATION - KANSAS CITY AREA TRANSPORTATION AUTHORITY PROGRAM (KCATA) - FEC HAS WORKED WITH KCATA FOR MORE THAN 27 YEARS TO PROVIDE TRANSPORTATION RESOURCES TO JOB SEEKERS IN THE KANSAS CITY AREA, TO AREAS NOT SERVICED BY THE TRANSPORTATION SYSTEM THE PROGRAM PROVIDES DOOR-TO-DOOR TAXI AND VAN SERVICES, TO AND FROM WORK, WHERE EXISTING TRANSPORTATION SYSTEMS DO NOT OPERATE THIS PROGRAM PROVIDED 205 MONTHLY PASSES AND 40 ONE-RIDE BUS TICKETS, 2,533 EMPLOYMENT TRANSPORTATION RIDER TRIPS FOR 70 EMPLOYMENT TRANSPORTATION RIDERS FUNDING GENERATED OF \$160,000 MODOT - THE FULL EMPLOYMENT COUNCIL, INC WILL SUPPORT THE MISSOURI DEPARTMENT OF TRANSPORTATION BY RECRUITING 15 GREATER KANSAS CITY RESIDENTS TO GO IN TRAINING IN PREPARATION FOR</p>

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<p>FORM 990, PART III, LINE 4A</p>	<p>CAREERS IN HEAVY HIGHWAY CONSTRUCTION FUNDING GENERATED OF \$54,738 WOMEN IN APPRENTICESHIP AND NONTRADITIONAL OCCUPATIONS (WANTO) PROGRAM UPDATE - THE WOMEN IN APPRENTICESHIP AND NONTRADITIONAL OCCUPATIONS (WANTO) PROGRAM ASSISTS WOMEN WITH ENTERING NON-TRADITIONAL OCCUPATIONS FOR FEMALES IN THE AREAS OF INFORMATION TECHNOLOGY, ADVANCED MANUFACTURING, BUSINESS AND FINANCIAL SERVICES, CONSTRUCTION AND WAREHOUSE AND LOGISTICS THIS PURPOSE OF THE GRANT IS TO PROVIDE TECHNICAL ASSISTANCE IN PROVIDING CUSTOMIZED PRE-APPRENTICESHIP INDUSTRY-INFORMED TRAINING PROGRAMS THAT CONSIST OF CLASSROOM TRAINING, JOB SHADOWING, AND ON-THE-JOB TRAINING THE TERM OF THE CONTRACT YEAR IS FROM OCTOBER 1, 2017 TO SEPTEMBER 30, 2018 THE GOAL IS TO SERVE 50 WOMEN THE TOTAL NUMBER OF PARTICIPANTS IN THE PROGRAM PROVIDED OUTREACH IS 238, 51 WOMEN PARTICIPANTS HAVE ENROLLED IN PRE-APPRENTICESHIP TRAINING ACTIVITIES, WITH 22 COMPLETING, AND 7 ENROLLED IN APPRENTICESHIP TRAINING WITH AVERAGE WAGE OF \$17.23 FUNDING GENERATED OF \$500,000 CHOICE NEIGHBORHOOD - THE CHOICE NEIGHBORHOODS PROGRAM IS A COLLABORATIVE EFFORT BETWEEN THE HOUSING AUTHORITY OF KANSAS CITY, U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND THE CITY OF KANSAS CITY, AND THE KANSAS CITY AREA UNITED WAY THROUGH THIS PARTNERSHIP, THE KANSAS CITY AND VICINITY WORKFORCE DEVELOPMENT BOARD PROVIDES CAREER SERVICES, SOFT SKILLS TRAINING, EMPLOYMENT TRAINING, PAID INTERNSHIPS AND JOB SEARCH AND PLACEMENT SERVICES THE PARTNERSHIP SUPPORTS NEIGHBORHOOD IMPROVEMENTS AND SUPPORTIVE SERVICES FOR PUBLIC HOUSING AND OTHER NEIGHBORHOOD RESIDENTS TO IMPLEMENT THE PASEO GATEWAY TRANSFORMATION PLAN FOR THIS INITIATIVE, FEC HIRED THE NEW CAREER NAVIGATOR FOR THE CHOICE PROJECT IN FEBRUARY 2017 WHO WAS CO-LOCATED AT THE CHOUTEAU COURT TO PROVIDE SERVICES TO JOB READY CUSTOMERS FOR FIVE MONTHS AS TENANTS OFFICIALLY MOVED OUT OF THE DEVELOPMENT FOR THE PERIOD FEBRUARY 2017-JUNE 2017, 65 CUSTOMERS WERE REFERRED BY HOUSING AUTHORITY CASE MANAGERS, INITIAL INTERVIEWS COMPLETED TO DETERMINE JOB READINESS OF 56, A TOTAL OF 19 PARTICIPANTS IN THIS INITIATIVE WERE PLACED IN POSITIONS THAT EARNED WAGES RANGING FROM A LOW OF \$8.50 UP TO A HIGH OF \$17.00 AN HOUR THE OVERALL AVERAGE WAGE GENERATED WAS \$10.45 FOR THE PERIOD BEGINNING IN JANUARY 2018, OUT OF THE 81 REFERRALS RECEIVED, 47 ATTENDED HIRING EVENTS AND 37 PARTICIPANTS BEGAN WORKING FULL-TIME, 32-40 HOURS PER WEEK, WITH SALARY RANGES FROM \$8.50 - \$18.00 PER HOUR TO \$17.00 - \$20.00 PER HOUR A TOTAL OF 19 PARTICIPANTS IN THIS INITIATIVE WERE PLACED IN POSITIONS AS INDICATED BELOW IN THE ATTACHED TABLES, AND EARNED WAGES RANGING A LOW OF \$8.50 UP TO A HIGH OF \$20.00 AN HOUR AND AN OVERALL AVERAGE WAGE GENERATED WAS \$11.20 LEVERAGED SERVICES WERE PROVIDED TO RESIDENTS IN THE CHOICE NEIGHBORHOODS ALL PARTICIPANTS SERVED IN ANY CAREER CENTER FROM THE PASEO GATEWAY NEIGHBORHOODS, WHICH INCLUDED ZIP CODES 64106, 64127, AND 64124 LEVERAGED CLIENT PLACEMENT, A TOTAL OF</p>

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FORM 990, PART III, LINE 4A	F 53 PARTICIPANTS IN THIS INITIATIVE WERE PLACED IN POSITIONS AND EARNED WAGES RANGING FROM A LOW OF \$7.25 UP TO A HIGH OF \$42.00 AN HOUR AND AN OVERALL AVERAGE WAGE GENERATED WAS \$13.23 THE TOTAL LEVERAGED DOLLARS FOR 2017 CHOICE NEIGHBORHOODS FOR 88 CLIENTS WAS \$467,039.13 THE TOTAL LEVERAGED DOLLARS FOR 2018 CHOICE NEIGHBORHOODS FOR 48 CLIENTS WAS \$30,005.71 FUNDING GENERATED OF \$68,000

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FORM 990, PART III, LINE 4A	WORKFORCE DEVELOPMENT INITIATIVE THROUGH INNOVATIVE INFRASTRUCTURE AND SPECIAL DEMONSTRATION PROJECTS TARGET HIGH-GROWTH INDUSTRIES SECTOR INITIATIVES - FEC HAS BEEN SUCCESSFUL IN GENERATING ADDITIONAL RESOURCES FOR THE REGION'S UNEMPLOYED THROUGH SUCCESSFUL APPLICATIONS TO THE FEDERAL GOVERNMENT AND OTHER FUNDING SOURCES TO TARGET HIGH-GROWTH HEALTHCARE, INFORMATION TECHNOLOGY, BIOSCIENCES, FINANCIAL AND PROFESSIONAL SERVICES, TRANSPORTATION AND LOGISTICS, AND ADVANCED MANUFACTURING AND CONSTRUCTION INDUSTRY SECTORS FEC WAS ABLE TO GENERATE FUNDING FOR UNEMPLOYED AND DISLOCATED WORKERS THROUGH A NUMBER OF SPECIAL FUNDING PROGRAMS IN PY 2017-18 TARGET HIGH-GROWTH INDUSTRIES SECTOR - FEC DEVELOPED STRATEGIES FOR AND ALLOCATED RESOURCES BY GENERATING FUNDING FOR UNEMPLOYED AND DISLOCATED WORKERS THROUGH A NUMBER OF SPECIAL FUNDING PROGRAMS TO PROVIDE SPECIAL FOCUS TO TARGET HIGH-GROWTH INDUSTRIES ADVANCED MANUFACTURING HEALTH SCIENCES & SERVICES BIOSCIENCES INFORMATION TECHNOLOGY BUSINESS AND PROFESSIONAL SERVICES TRANSPORTATION & LOGISTICS FINANCIAL SERVICES CONSTRUCTION

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FORM 990, PART III, LINE 4A	<p>HEALTHCARE SECTOR FOCUSED PROGRAMS MISSOURI HEALTHCARE INDUSTRY TRAINING AND EDUCATION (HITE) - THIS GRANT WAS BASED ON SUCCESSFUL PERFORMANCE WITH A 5 YEAR, \$5 MILLION GRANT FUNDED BY THE U S DEPARTMENT OF HEALTH & HUMAN SERVICES THE PURPOSE OF THE HEALTH PROFESSION OPPORTUNITY GRANTS (HPOG) GRANT WAS TO ASSIST UNEMPLOYED, ECONOMICALLY-DISADVANTAGED INDIVIDUALS IN SUCCESSFULLY ENTERING OR ADVANCING IN THE HEALTHCARE FIELD, IN OCCUPATIONS THAT PAY WELL AND ARE EXPECTED TO EITHER EXPERIENCE LABOR SHORTAGES OR BE IN HIGH DEMAND THIS PROGRAM INCLUDED AN EVIDENCED BASED METHODOLOGICALLY RIGOROUS RANDOM ASSIGNMENT STUDY DESIGN RESEARCH EVALUATION CONDUCTED BY ABT ASSOCIATES AND THE URBAN INSTITUTE FEC SUCCESSFULLY PARTNERED IN 2015 WITH THE STATE OF MISSOURI'S DEPARTMENT OF SOCIAL SERVICES, MISSOURI HEALTHCARE INDUSTRY TRAINING AND EDUCATION (HITE) LOCATED IN JEFFERSON CITY, MO TO BE AWARDED A SECOND FIVE YEAR (SEPTEMBER 30, 2015 - SEPTEMBER 29, 2020) \$14 MILLION HPOG GRANT THE HPOG GRANT, ADMINISTERED BY THE ADMINISTRATION FOR CHILDREN AND FAMILIES, U S DEPARTMENT OF HEALTH & HUMAN SERVICES, WAS CREATED TO PROVIDE EDUCATION AND TRAINING TO TANF RECIPIENTS AND OTHER LOW-INCOME INDIVIDUALS FOR OCCUPATIONS IN THE HEALTH CARE FIELD THAT PAY WELL AND ARE EXPECTED TO EITHER EXPERIENCE LABOR SHORTAGES OR BE IN HIGH DEMAND COLLABORATING PARTNERS FROM KANSAS CITY, ST LOUIS, AND CENTRAL MISSOURI REGIONS WILL EXPAND AND REPLICATE MODEL COMPONENTS OF THE FULL EMPLOYMENT COUNCIL OF KANSAS CITY (FEC) 21ST CENTURY HEALTHCARE WORKS PROGRAM THE PROJECT'S PARTNERS INCLUDE FEC, ST LOUIS AGENCY ON TRAINING AND EMPLOYMENT (SLATE), AND CENTRAL REGION WORKFORCE INVESTMENT BOARDS (CWIB) THE TARGET POPULATION ARE TANF RECIPIENTS, OTHER LOW-INCOME INDIVIDUALS, AFRICAN AMERICANS, LATINOS, AND OTHER MINORITY POPULATIONS HPOG PARTICIPANTS ARE GIVEN THE OPPORTUNITY TO OBTAIN HIGHER EDUCATION, TRAINING AND SUPPORT SERVICES NEEDED TO SECURE POSITIONS THAT HAVE OPPORTUNITY FOR ADVANCEMENT AND SUSTAINABILITY, ULTIMATELY LEADING THESE INDIVIDUALS ON A PATHWAY TO FINANCIAL SELF-SUFFICIENCY THE TOTAL NUMBER ENROLLED IN HITE WAS 158, THE NUMBER ENROLLED IN HEALTHCARE OCCUPATIONAL TRAINING 140, THE NUMBER COMPLETE HEALTHCARE OCCUPATIONAL TRAINING WAS 144, THE NUMBER THAT OBTAIN EMPLOYMENT IN A HEALTHCARE WAS 141 AT AN AVERAGE WAGE AT PLACEMENT OF \$19.25, FUNDING GENERATED OF \$5,184,185 ADVANCED MANUFACTURING AND INFORMATION TECHNOLOGY SECTOR FOCUSED PROGRAMS TECHHIRE - THE GREATER KANSAS CITY TECHNOLOGY CAREER COLLABORATION (GKCTCC) PROGRAM WILL SERVE YOUTH AND YOUNG ADULTS, 17-29, WITH BARRIERS TO TRAINING AND EMPLOYMENT OPPORTUNITIES, WHO LACK THE EDUCATIONAL ATTAINMENT, WORK EXPERIENCES AND/OR SKILL LEVEL NECESSARY TO SECURE FULL-TIME EMPLOYMENT IN MIDDLE OR HIGH-SKILL JOBS WORKING WITH INDUSTRY INTERMEDIARIES FROM THE TARGET INDUSTRIES FOR THIS PROJECT IN INFORMATION TECHNOLOGY, HEALTHCARE, ADVANCED MANUFACTURING AND FINANCIAL SERVICES, GKCTCC PROGRAM WILL IDENTIFY C</p>

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<p>FORM 990, PART III, LINE 4A</p>	<p>COMPETENCY/SKILLS ESSENTIAL TO EACH INDUSTRY AND WORK WITH THE TRAINING PROVIDERS TO CUSTOMIZE CURRICULUM AND TRAINING PROGRAMS THE FULL EMPLOYMENT COUNCIL (FEC), OPERATOR OF TWO A JC WORKFORCE REGIONS AND FISCAL AGENT FOR THE KANSAS CITY & VICINITY, THE EASTERN JACKSON COUNTY WORKFORCE DEVELOPMENT BOARDS, WILL PARTNER WITH INDUSTRY INTERMEDIARIES SUCH AS THE MISSOURI/KANSAS HOSPITAL ASSOCIATION (MHA) AND EDUCATION AND TRAINING PROVIDERS, SUCH AS UNIVERSITY OF CENTRAL MISSOURI AND METROPOLITAN COMMUNITY COLLEGE TO PROVIDE TRAINING FOR ENTRY INTO H-1B CAREERS FOR 2,000 YOUTH AND YOUNG ADULTS BETWEEN THE AGES OF 17 AND 29 YEARS OF AGE, WHO ARE OUT-OF-SECONDARY SCHOOL, AND HAVE BARRIERS TO TRAINING AND EMPLOYMENT IN THE CITIES OF KANSAS CITY, MISSOURI AND INDEPENDENCE, MISSOURI, AND CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES IN MISSOURI, AN AREA COVERING 3,000 SQUARE MILES FIVE HUNDRED OF THESE YOUNG PEOPLE SERVED WILL BE UNEMPLOYED, DISLOCATED, UNDEREMPLOYED, AND INCUMBENT WORKERS, IN LOWER-SKILL, LOWER-WAGE, AND FRONT-LINE JOBS IN NEED OF UP-SKILLING THESE YOUNG ADULTS WILL HAVE THE BENEFIT OF A TRAINING MODEL THAT INTEGRATES CREDENTIALLED OCCUPATIONAL SKILLS CLASSROOM TRAINING, INTERNSHIPS, WORK EXPERIENCES AND ON-THE-JOB TRAINING OPPORTUNITIES ALONG WITH SPECIALIZED JOB PLACEMENT STRATEGIES INCLUDING CAREER-ORAMA'S, JOB FAIRS AND HIRING EVENTS THE EMPLOYERS THAT HAVE SIGNED PARTNERSHIP AGREEMENTS WITH FEC HAVE AGREED TO BE WORKPLACE LABORATORIES, AGREEING TO WORK WITH THE PUBLIC WORKFORCE SYSTEM TO REALIZE MORE ACCELERATED, EFFICIENT, AND IMPROVED WORKFORCE DEVELOPMENT APPROACHES THAT WILL IMPACT NEW HIRES AS WELL AS LOW PAID AND UNSKILLED FRONTLINE WORKERS PRESENTLY IN THEIR EMPLOY 2,000 YOUTH AND YOUNG ADULTS WILL BE SERVED BETWEEN THE AGES OF 17 AND 29 YEARS OF AGE, WHO ARE OUT-OF-SECONDARY SCHOOL, AND HAVE BARRIERS TO TRAINING AND EMPLOYMENT IN CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES IN MISSOURI, 1,800 PARTICIPANTS WILL BE ENROLLED IN EDUCATION/TRAINING ACTIVITIES, 1,500 PARTICIPANTS WILL COMPLETE EDUCATION/TRAINING ACTIVITIES AND RECEIVE A DEGREE OR OTHER CREDENTIAL, 900 UNEMPLOYED PARTICIPANTS WILL OBTAIN EMPLOYMENT, AT AN AVERAGE WAGE OF \$14.50 THE TOTAL NUMBER SERVED WAS 1,016, THE NUMBER ENROLLED IN OCCUPATIONAL TRAINING 410, THE NUMBER COMPLETE OCCUPATIONAL TRAINING WAS 382, THE NUMBER THAT OBTAIN EMPLOYMENT WAS 254 AT AN AVERAGE WAGE AT PLACEMENT OF \$16.00 FUNDING GENERATED OF \$4,250,000 AMERICA'S PROMISE GRANT - FEC WAS AWARDED A 4 YEAR \$1.2 MILLION GRANT AWARD AS A MEMBER OF THE COMPETE MIDWEST AMERICA'S PROMISE ALLIANCE, TO PROVIDE CASE MANAGEMENT, COMPUTERIZED CAREER ASSESSMENTS, CAREER DEVELOPMENT, JOB TRAINING, JOB PLACEMENT AND SUPPORTIVE SERVICES TO 300 PARTICIPANTS PURSUING H-1B OCCUPATIONS IN SECTORS SUCH AS ADVANCED MANUFACTURING, HEALTHCARE, INFORMATION TECHNOLOGY, WAREHOUSE/LOGISTICS, AND BUSINESS/FINANCIAL SERVICES IN PARTNERSHIP WITH OTHER MAJOR WORKFORCE DEVELOPMENT ENTITIES EMPLOY MILWAUKEE, ST. LOUIS AG</p>

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FORM 990, PART III, LINE 4A	ENCY OF TRAINING AND EMPLOYMENT, CITY OF MINNEAPOLIS TRAINING AND EMPLOYMENT, DETROIT EMPL OYMENT SOLUTIONS CORPORATION, THE NORTHWEST INDIANA WORKFORCE INVESTMENT BOARD, SOUTHWEST OHIO REGION WORKFORCE INVESTMENT BOARD, WISCONSIN REGIONAL TRAINING PARTNERSHIP/BUILDING I NDUSTRY GROUP, SKILLED TRADES EMPLOYMENT PROGRAM (BIG STEP), COUNCIL FOR ADULT AND EXPERIE NTIAL LEARNING, AND IT TRAINING ORGANIZATION PER SCHOLAS OVERALL, \$6 MILLION DOLLARS WAS AWARDED TO THE ENTIRE CONSORTIUM, WITH MORE THAN \$1 5 MILLION DOLLARS IN LEVERAGED FUNDING DEDICATED TO SUPPORT THIS MAJOR NATIONAL STRATEGIC EFFORT THE TOTAL NUMBER SERVED WAS 51 8, THE NUMBER ENROLLED IN OCCUPATIONAL TRAINING 142, THE NUMBER COMPLETE OCCUPATIONAL TRAI NING WAS 116, THE NUMBER THAT OBTAIN EMPLOYMENT WAS 26 AT AN AVERAGE WAGE AT PLACEMENT OF \$18 00 FUNDING GENERATED OF \$1,080,000

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FORM 990, PART III, LINE 4A	<p>YOUTH PROGRAMS - GOALS FEC'S WIOA YOUTH PROGRAMS PROVIDED JOB AND CAREER TRAINING ASSISTANCE THROUGH WORK EXPERIENCE OR CLASSROOM OCCUPATIONAL TRAINING ASSISTANCE TO 262 YOUTH IN KANSAS CITY AND VICINITY (KCV) AND EASTERN JACKSON COUNTY (EJAC) YOUTH WHO COMPLETED THE PROGRAM WERE PLACED IN EMPLOYMENT, ENROLLED IN POST-SECONDARY TRAINING (SUCH AS AREA COMMUNITY COLLEGES, 4-YEAR COLLEGES, APPRENTICESHIP AND VOCATIONAL TRAINING PROGRAMS) AND/OR THE MILITARY OF THOSE YOUTH IN THE PROGRAM, 130 ATTAINED DEGREE/CREDENTIAL, 80 PLACEMENTS WERE MADE AND 79 WERE EMPLOYED AT AN AVERAGE WAGE OF \$11.75 SPECIAL PROGRAMS FOR YOUTH IN ADDITION TO PROGRAMS FUNDED BY THE WIOA FORMULA GRANTS, FEC GENERATED THROUGH SPECIAL PROGRAM INITIATIVES AN ADDITIONAL \$6.9 MILLION DOLLARS TO THE REGION FOR TRAINING AND EMPLOYMENT SERVICES SUMMER JOBS LEAGUE - IS A PROGRAM, SPONSORED BY GOVERNOR'S FUNDING THROUGH THE STATE OF MISSOURI DIVISION OF WORKFORCE DEVELOPMENT AND THE MISSOURI FAMILY SUPPORT DIVISION, WHICH WAS CREATED FOR MISSOURI'S EMERGING WORKFORCE, AGES 16 TO 24, DISCONNECTED YOUTH, ECONOMICALLY DISADVANTAGED IN-SCHOOL YOUTH, THOSE MOST AT RISK OF DROPPING OUT, YOUTH IN AND AGING OUT OF FOSTER CARE, YOUTH OFFENDERS AND THOSE AT RISK OF COURT INVOLVEMENT, HOMELESS, RUNAWAY YOUTH, CHILDREN OF INCARCERATED PARENTS, MIGRANT YOUTH, NATIVE AMERICAN YOUTH, YOUTH WITH DISABILITIES AND OUT-OF-SCHOOL YOUTH TO PROVIDE THEM WITH THE OPPORTUNITY TO GAIN VALUABLE WORK EXPERIENCE TO PREPARE FOR TOMORROW'S CAREERS THE FEC KCV AND EJAC WDBS PROGRAMS COMBINED PAID WORK EXPERIENCE WITH AN EDUCATIONAL COMPONENT, SERVED 341 FUNDING GENERATED OF \$897,964 COMBAT 2017 - PREVENTION THE COMBAT PROGRAM, FUNDED BY THE JACKSON COUNTY ANTI-DRUG SALES TAX, TARGETS JUVENILES IN TREATMENT AND REHABILITATION, AND THOSE AT-RISK, EX-OFFENDERS AGES 18-24 WHO ARE UNEMPLOYED, REENTERING THE POPULATION, ON PROBATION, AND/OR HAVE LONG-TERM UNEMPLOYMENT PROSPECTS WHOSE PRIMARY OFFENSES ARE DRUG-RELATED THE PROGRAM WILL PROVIDE EDUCATIONAL AND EMPLOYMENT TRAINING ACTIVITIES THROUGH DUAL ENROLLMENT IN THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) PROGRAM THE PROGRAM PROVIDE TRAINING AND EMPLOYMENT OPPORTUNITIES TO THIS POPULATION THROUGH RECRUITMENT, JOB SKILLS AND EMPLOYMENT ASSESSMENT, TRAINING THROUGH CAREER CLINICS, BASIC COMPUTER OPERATION AND ONLINE JOB SEARCHES, AND ULTIMATELY, FULL-TIME EMPLOYMENT THESE ACTIVITIES FOCUS ON INDIVIDUAL CAREER GOALS TO OBTAIN LONG-TERM EMPLOYMENT THE PROGRAM ALLOWS INDIVIDUALS TO CONNECT TO SERVICES AND ACTIVITIES THAT LEAD TO SHORT-TERM EDUCATIONAL ACTIVITIES RESULTING IN LONG-TERM EMPLOYMENT OPPORTUNITIES FUNDING GENERATED OF \$40,000 THE HICKMAN MILLS CAREER PATHWAYS PROJECT AT RUSKIN HIGH SCHOOL - THROUGH THE PARTNERSHIP OF THE FULL EMPLOYMENT COUNCIL, INC (FEC), THE HICKMAN MILLS SCHOOL DISTRICT, ALTCAP, AND NORTHPOINT DEVELOPMENT CORPORATION, FEC OFFER WORK-SKILLS TRAINING COURSES AFTER SCHOOL TO ELIGIBLE STUDENTS AT RUSKIN HIGH SCHOOL THESE C</p>

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FORM 990, PART III, LINE 4A	COURSES PROVIDES INDUSTRY-RECOGNIZED CREDENTIALS FOR IN-DEMAND JOBS IN THE GREATER KANSAS CITY AREA TRAINING IS ON-SITE, AFTER SCHOOL ELIMINATING TRANSPORTATION ISSUES AND REDUCES ABSENTEEISM THE FIRST COURSE OFFERED THROUGH THIS NEW PARTNERSHIP IS THE WAREHOUSE JUMPSTART CERTIFICATE INCLUDES OSHA 10 TRAINING, FORKLIFT SAFETY TRAINING, AND FORKLIFT OPERATION TRAINING ALONG WITH OTHER CAREER READINESS TRAINING FROM THE UNIVERSITY OF CENTRAL MISSOURI CERTIFICATE THIS INVESTMENT WILL PAY FOR TUITION AND INTERNSHIPS FOR 20 ELIGIBLE RUSKIN HIGH SCHOOL STUDENTS OVER A TWO YEAR PERIOD FUNDING GENERATED OF \$100,000