

1606

Form 990

Return of Organization Exempt From Income Tax

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

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

2015

Department of the Treasury Internal Revenue Service

A For the 2015 calendar year, or tax year beginning 7/01, 2015, and ending 6/30, 2016

B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending. C EMPA THE CENTER FOR EMPLOYMENT AND TRANSITION INC 1600 W MAIN ST WASHINGTON, MO 63090. D Employer identification number 46-1553841. E Telephone number (636) 239-2744. G Gross receipts \$ 4,410,505.

F Name and address of principal officer: SAME AS C ABOVE. H(a) Is this a group return for subordinates? Yes. H(b) Are all subordinates included? Yes. H(c) Group exemption number 5990.

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

J Website: EMPACGROUPINC.COM. K Form of organization: Corporation. L Year of formation. M State of legal domicile: MO.

Summary

1 Briefly describe the organization's mission or most significant activities. TO PROVIDE EMPLOYMENT OPPORTUNITIES FOR PHYSICALLY AND MENTALLY HANDICAPPED INDIVIDUALS. 2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body (Part VI, line 1a) 16. 4 Number of independent voting members of the governing body (Part VI, line 1b) 16. 5 Total number of individuals employed in calendar year 2015 (Part V, line 2a) 415. 6 Total number of volunteers (estimate if necessary) 0. 7a Total unrelated business revenue from Part VIII, column (C), line 12 0. 7b Net unrelated business taxable income from Form 990-E, line 31 0.

8 Contributions and grants (Part VIII, line 1h) 1,569,196. 9 Program service revenue (Part VIII, line 2g) 3,072,883. 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 2,222. 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, and 10c) 27,688. 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 4,671,989. 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0. 14 Benefits paid to or for members (Part IX, column (A), line 4) 0. 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 3,033,717. 16a Professional fundraising fees (Part IX, column (A), line 11a) 0. 16b Total fundraising expenses (Part IX, column (D), line 25) 0. 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 1,371,744. 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) 4,405,461. 19 Revenue less expenses. Subtract line 18 from line 12 266,528.

20 Total assets (Part X, line 16) 3,518,250. 21 Total liabilities (Part X, line 26) 224,502. 22 Net assets or fund balances. Subtract line 21 from line 20 3,293,748.

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 ERIC GIEBLER, CEO. Date.

Paid Preparer Use Only: Preparer's name KEVIN J. TOCHTROP, Preparer's signature KEVIN J. TOCHTROP, Date, Check self-employed, PTIN P00544252, Firm's name TOCHTROP & ASSOCIATES P.C., Firm's address 2 WAINWRIGHT ST STE 200 WASHINGTON, MO 63090-4501, Firm's EIN 43-1677501, Phone no. (636) 239-6400.

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

BAA For Paperwork Reduction Act Notice, see the separate instructions. TEEA0113L 10/12/15 Form 990 (2015)

SCANNED MAY 10 2017

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RECEIVED BY IRS - EEFAX 04/20/2017 12:18PM (GMT-04:00)

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

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

OMB No. 1545-0047

**2015**

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](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

Name of the organization **THE CENTER FOR EMPLOYMENT AND  
TRANSITION INC**

Employer identification number  
**46-1553841**

**FORM 990 PAGE 1, HEADINGS**

HEADING. ITEM H(A) AND ITEM H(B) - THE FORM 990 HAS BEEN FILED AS A GROUP RETURN WITH THE CENTER FOR EMPLOYMENT AND TRANSITION 46-1553841, INC. BEING THE CENTRAL ORGANIZATION AND SHELTERED WORKSHOPS, INC. 43-0897118 AND SHELTERED INDUSTRIES OF THE MERAMEC VALLEY, INC. 43-1467499 BEING THE SUBORDINATE ORGANIZATIONS.

**FORM 990 - ADDITIONAL DBAS**

EMPAC GROUP INC

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

THE BOARD OF DIRECTORS REVIEW THE FORM 990 AT THEIR MONTHLY MEETING PRIOR TO FILING.

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

THE BOARD OF DIRECTORS REVIEW ALL ACTIVITIES OF THE ORGANIZATION MONTHLY. ANY ACTIVITIES THAT COULD BE DEEMED AS A CONFLICT IS QUESTIONED AND CORRECTED AS NEEDED.

**FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT**

THE BOARD OF DIRECTORS WILL REVIEW AND ADJUST THE COMPENSATION OF THE CHIEF EXECUTIVE OFFICER AND CHIEF OPERATIONS OFFICER YEARLY USING HISTORICAL AND COMPARABLE DATA.

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

THE GOVERNING DOCUMENTS, POLICIES, AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.

**FORM 990, PART XI, LINE 9  
OTHER CHANGES IN NET ASSETS OR FUND BALANCES**

CHANGE IN TEMPORARILY RESTRICTED NET ASSETS.....	\$	3,820.
PRIOR PERIOD ADJUSTMENT-PREPAID REAL ESTATE TAXES.....		1,144.
PRIOR PERIOD ADJUSTMENTS-PREPAID HEALTH INSURANCE.....		22,590.
<b>TOTAL</b>	<b>\$</b>	<b>27,554.</b>