| Form | 95 | <i>1</i> 0 | Return of Organization Exempt From In | com | е Тах | | 2016 |
|--|-------------|-----------------|--|----------------------|-----------------------------|-------------|---------------------------|
| | | | Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (e | xcept | private foundation | ns) | 2016 |
| Depart | ment of t | he Treasury | ► Do not enter social security numbers on this form as it may | be mad | le public. / } | \supset | Open to Public |
| | | e Service | ► Information about Form 990 and its instructions is at www | .irs.gov | //form990. D | <u>~</u> | Inspection |
| A For the 2016 calendar year, or tax year beginning , 2016, and ending , 20 | | | | | | | |
| | heck if a | | C Name of organization Sound Employment Services | | - | 1 | mployer identification no |
| $\overline{}$ | ddress cl | | Doing business as | Ι. | | 1 | -1376917 |
| $\overline{}$ | lame cha | Ť | Number and street (or P O box if mail is not delivered to street address) | 1 | Room/suite | | elephone number |
| \equiv | ntial retur | n/terminated | 709 NE Northlake Way City or town, state or province, country, and ZIP or foreign postal code | | | 1 (2) | 06) 634-3459 252, 820 |
| ឆ | mended | | Seattle, WA 98105-6429 | | | G G | ross receipts\$ |
| | | n pending | F Name and address of principal officer PATTY POWELL | | H(a) Is this a group return | | |
| | | F • | Same as C above | | H(b) Are all subordina | | - - |
| | ax-exem | pt status 🔀 | 501(c)(3) | | If "No," attac | halist (| see instructions) |
| J W | /ebsite. | ► N/A | | | H(c) Group exempte | on numb | er 🕨 |
| | | | Corporation ☐ Trust ☐ Association ☐ Other ▶ L Year of formation | on 19 8 | M State of le | gal dom | icile WA |
| Par | | Summar | | | | | |
| | 1 | Briefly descr | be the organization's mission or most significant activities TO ESTABLISH | AND | OPERATE A SU | JPPOI | RTED |
| ě | 1 | EMPLOYME | NT PROGRAM FOR INDIVIDUALS WITH DISABILITIES WHO AR | E 18 | YEARS OF AGE | OR | OLDER |
| 2013 Activities & Governance | | | | | - | | |
| er. | | 01 1 11 1 | | 250/ / | | | |
| Š | | | ox ► if the organization discontinued its operations or disposed of more than 2 | 25% of 1 | 1 | . 1 | _ |
| æ | | | oting members of the governing body (Part VI, line 1a) | | 3 | | 5 |
| ies | | | dependent voting members of the governing body (Part VI, line 1b) | | 4 | | 5 |
| CO1. | | | r of individuals employed in calendar year 2016 (Part V, line 2a) | | 5 | | 11 |
| - | | | r of volunteers (estimate if necessary) | | | - | 11 |
| - | | | d business taxable income from Form 990-T, line 34 | | | | <u>0</u> |
| , — | " | IVEL UIII EIALE | 3 Dusiness taxable income north offit 990-1, line 34 | `` | Prior Year | | Current Year |
| UE C | 8 | Contributions | and grants (Part VIII, line 1h) | ۱ ⊢ | | 21 | 252,820 |
| _ અ | 9 | Program ser | vice revenue (Part VIII, line 2g) | $\mathcal{I} \vdash$ | 285,9 | - | 0 |
| ב <u>ו</u> | 10 | Investment in | acome (Part VIII, column (A), lines 3, 4, and 7d) | 웘 ㅡ | 200,5 | - | 0 |
| Revenue | 11 | Other revenu | vice revenue (Part VIII, line 2g) sicome (Part VIII, column (A), lines 3, 4, and 7d) RECEVED Received (Part VIII, column (A), lines 3, 4, and 7d) Received (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | -/O | | | 0 |
| 3 | 12 | Total revenue | e - add lines 8 through 11 (must equal Part VIII, column (A), line 12 4 | 7萬一 | 285,9 | 35 | 252,820 |
| 3 | 13 | Grants and s | e (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | \ | , | | 0 |
| め | 14 | Benefits paid | to or for members (Part IX, column (A), line 4) | | | | 0 |
| s | 15 | Salaries, oth | imilar amounts paid (Part IX, column (A), lines 1-3 to or for members (Part IX, column (A), line 4) . er compensation, employee benefits (Part IX, column (A), lines 1-3 to or for members (Part IX, column (A), line 1-1) . fundraising fees (Part IX, column (D), line 1-1) . sing expenses (Part IX, column (D), line 2-5) | 🗀 | 196,0 | 84 | 189,103 |
| | 16a | Professional | fundraising fees (Part IX, column (A), line 11e) | [| | | 0 |
| Expense | b | Total fundrai | sing expenses (Part IX, column (D), line 25) ▶0 | | | | |
| ũ | 17 | Other expens | ses (Part IX, column (A), lines 11a-11d, 11f-24e) | | 70,0 | 13 | 69,562 |
| | 18 | Total expens | es Add lines 13-17 (must equal Part IX, column (A), line 25) | · • | 266,0 | 97 | 258,665 |
| | 19 | Revenue les | s expenses Subtract line 18 from line 12 | | 19,8 | 38 | (5,845) |
| s or | 1 | | | | ginning of Current Yea | - | End of Year |
| Net Assets or Fund Balances | 1 | | (Part X, line 16) | | 125,0 | - | 113,697 |
| P A P | | | s (Part X, line 26) | | 9,4 | | 3,930 |
| | | | r fund balances Subtract line 21 from line 20 | • • | 115,6 | 12 | 109,767 |
| [Par | | | re Block lare that I have examined this return, including accompanying schedules and statements, and to the best | of my know | wledge and helief it is | | |
| true, c | correct, a | nd complete Dec | laration of preparer (other than officer) is based on all information of which preparer has any knowledge | | wiedge and belief, it is | | |
| | T | (áu) | ry Jo Webster | | | 0/9/ | 2019 9:43 AM |
| Sigr | 1 | | ÷92864858D4F7 | _ | | ate | <u> </u> |
| Here | | | y Jo Webster, Executive Director | | | | |
| | - | | ornit name and title | _ | | | |
| | 1 | Print/Type pre | parer's name Preparer's signature 1070 /201 | <u> </u> | Sheck | PTIN | _ |
| Paid | i | | Preparer's name Preparer's signality Noduhr-Rahmaan, CPA Sharef Abduly - Rahmaan | 9 1 | 1:14 PDT self-employed | | 1911167 |
| | barer | Firm's name | ► 501 Commons 30C93D2E98E6422 | - | Firm's EIN • 94-30 | | |
| • | Only | | 1200 12th Ave S, Suite 1101, Seattle, WA 98144 | | | | |
| Use Only Firm's address ► 1200 12th Ave S, Suite 1101, Seattle, WA 98144 Phone no 206-682-6704 | | | | | | | UT |
| Mav t | he IRS | discuss this | retum with the preparer shown above? (see instructions) | _ | | | . Yes No |
| | | • | on Act Notice, see the separate instructions. | | | <u>.</u> | Form 990 (2016) |
| EEA | • | | • | | | 49 | (25.5) |
| | | | | | | J | |

| Forn | m 990 (2016) Sound Employment Services | 91-137691 | 7 Page 2 |
|-----------|--|-------------|---------------------|
| | art 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 | | |
| | TO ESTABLISH AND OPERATE A SUPPORTED EMPLOYMENT PROGRAM FOR INDIVIDUALS WITH | DISABILITI | ES WHO |
| | ARE 18 YEARS OF AGE OR OLDER | - | |
| | | | |
| | | | |
| 2 | Did the organization undertake any significant program services during the year which were not listed on the | | |
| _ | prior Form 990 or 990-EZ? | | X 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 | | |
| 3 | services? | □ Ves | No. |
| | If "Yes," describe these changes on Schedule O | 103 | <u> </u> |
| 4 | Describe the organization's program service accomplishments for each of its three largest program services, as measure | d by | |
| 4 | expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to of | | |
| | the total expenses, and revenue, if any, for each program service reported | ners, | |
| | the total expenses, and revenue, if any, for each program service reported | | |
| | /Out- | <u> </u> | |
| 4a | (Code) (Expenses \$186,347 including grants of \$) (Revenue | | , |
| | PROVIDED TRAINING AND EMPLOYMENT SERVICES TO 28 PERSONS WHO ARE DEVELOPMENTA | LLY DISABLE | D AND |
| | ARE 18 YEARS OF AGE OR OLDER. | | |
| | | | |
| | | | |
| | | ` | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| 4b | (Code) (Expenses \$ including grants of \$) (Revenue | \$ |) |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| 4c | (Code) (Expenses \$ including grants of \$) (Revenue | \$ |) |
| | | • | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | - | |
| | | | |
| | | | |
| | | | |
| | | | - |
| <u></u> | Other program convices (Describe in Schodule O.) | | |
| 4d | , T | , | |
| | (Expenses \$ including grants of \$) (Revenue \$ | | |
| <u>4e</u> | Total program service expenses ► 186, 347 | | m 000 (0010) |
| EEA | | F01 | m 990 (2016) |

Page 3

| | | | Yes | No |
|------|--|-----|-------|-----|
| 1 | Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," | | İ | |
| | complete Schedule A | 1 | Χ | |
| 2 | Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? | 2 | Χ | |
| 3 | Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to | | | |
| | candidates for public office? If "Yes," complete Schedule C, Part I | 3 | | X |
| 4 | Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) | | | |
| | election in effect during the tax year? If "Yes," complete Schedule C, Part II | 4 | | X |
| 5 | Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, | | | |
| | assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, | | | |
| | Part III | 5 | | Х |
| 6 | Did the organization maintain any donor advised funds or any similar funds or accounts for which donors | | | |
| | have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If | | | ., |
| _ | "Yes," complete Schedule D, Part I | 6 | | X |
| 7 | Did the organization receive or hold a conservation easement, including easements to preserve open space, | _ | | ., |
| • | the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II | 7 | | Х |
| 8 | Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," | | | v |
| • | complete Schedule D, Part III | 8 | | Х |
| 9 | Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a | | | |
| | custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or | _ | | X |
| 10 | debt negotiation services? If "Yes," complete Schedule D, Part IV | 9 | | |
| 10 | Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V | 10 | Х | |
| 11 | If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, | 10 | | |
| •• | VII, VIII, IX, or X as applicable | | | |
| а | Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," | | | ļ |
| _ | complete Schedule D, Part VI | 11a | Х | |
| b | Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more | 111 | | |
| | of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII | 11b | | Х |
| С | 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? If "Yes," complete Schedule D, Part VIII | 11c | | Х |
| d | Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets | | | |
| | reported in Part X, line 16? If "Yes," complete Schedule D, Part IX | 11d | | Χ |
| е | Did the organization report an amount for other liabilities in Part X, line 25° If "Yes," complete Schedule D, Part X | 11e | | X |
| 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)? If "Yes," complete Schedule D, Part X | 11f | | Χ |
| 12a | Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete | | | |
| | Schedule D, Parts XI and XII | 12a | | Χ |
| þ | Was the organization included in consolidated, independent audited financial statements for the tax year? If | | | |
| | "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional | 12b | | X |
| 13 | Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E | 13 | | Χ |
| 14a | Did the organization maintain an office, employees, or agents outside of the United States? | 14a | | Χ |
| 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 | | | 3.7 |
| 4.5 | foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV | 14b | | X |
| 15 | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or | | | v |
| 16 | for any foreign organization? If "Yes," complete Schedule F, Parts II and IV | 15 | | X |
| 16 | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other | 16 | | Х |
| 17 | assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV | 16 | | ^ |
| 17 | Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on | 17 | | Х |
| 18 | Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions) | '' | | |
| 10 | Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II | 18 | ļ | Х |
| 19 | Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? | '3 | | |
| | If "Yes," complete Schedule G, Part III | 19 | | Х |
| EE A | | | 990 / | |

Form 990 (2016)

Sound Employment Services

91-1376917

Page 4

| Form | 990 (2016) Sound Employment Services 91-13 | <u>76917 </u> | | Page 4 |
|------|--|---------------|--|--------------|
| Pai | Checklist of Required Schedules (continued) | | | |
| | | | Yes | No |
| 20a | Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H | 20 | а | X |
| b | If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? | 201 | ь | |
| 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? If "Yes," complete Schedule I, Parts I and II | 21 | . | X |
| 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? If "Yes," complete Schedule I, Parts I and III | 22 | , | X |
| 23 | Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the | · · | <u>- </u> | + |
| 23 | organization's current and former officers, directors, trustees, key employees, and highest compensated | | | |
| | | 25 | , | V |
| | employees? If "Yes," complete Schedule J | 23 | <u> </u> | X |
| 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? If "Yes," answer lines 24b | | | ١., |
| | through 24d and complete Schedule K If "No," go to line 25a | 24 | | X |
| b | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | 241 | b | |
| С | Did the organization maintain an escrow account other than a refunding escrow at any time during the year | | | |
| | to defease any tax-exempt bonds? | 24 | c | |
| d | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? | 24 | d | |
| 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? If "Yes," complete Schedule L, Part I | 25 | a | X |
| b | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior | | | |
| | year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? | | | |
| | If "Yes," complete Schedule L, Part I | 251 | ь | Х |
| 26 | Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any | | | |
| | current or former officers, directors, trustees, key employees, highest compensated employees, or | | | |
| | disqualified persons? If "Yes," complete Schedule L, Part II | 26 | . | X |
| 27 | | 20 | <u>'</u> | 1 |
| 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 | 0- | . | v |
| | entity or family member of any of these persons? If "Yes," complete Schedule L, Part III | 27 | | X |
| 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) | | | |
| а | A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV | 28 | а | X |
| b | A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete | | | |
| | Schedule L, Part IV | 281 | b | X |
| C | An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) | | | |
| | was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV | 280 | c | X |
| 29 | Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M | 29 |) | X |
| 30 | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified | | | |
| | conservation contributions? If "Yes," complete Schedule M | 30 |) | X |
| 31 | Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, | | | |
| | Part I | 31 | | X |
| 32 | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," | | | |
| - | complete Schedule N, Part II | 32 | | X |
| 33 | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations | | | |
| 00 | sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I | 33 | | X |
| 24 | Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, | | ' | ^ <u>`</u> |
| 34 | | 1 24 | | ٠, |
| | or IV, and Part V, line 1 | | + | X |
| 35a | Did the organization have a controlled entity within the meaning of section 512(b)(13)? | 35 | 7 | <u> </u> |
| b | If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a | | | |
| | controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 | 351 | 0 | |
| 36 | Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable | | | 1. |
| | related organization? If "Yes," complete Schedule R, Part V, line 2 | 36 | <u> </u> | X |
| 37 | Did the organization conduct more than 5% of its activities through an entity that is not a related organization | | | |
| | and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, | | | |
| | Part VI | 37 | <u></u> | X |
| 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 | 38 | X | |
| EEA | | For | m 990 | (2016) |
| | | | | , |

Form 990 (2016) Sound Employment Services 91-1376917 Page 5 Part V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V Yes No Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable Did the organization comply with backup withholding rules for reportable payments to vendors and 10 Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax 2a Statements, filed for the calendar year ending with or within the year covered by this return. If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) Did the organization have unrelated business gross income of \$1,000 or more during the year? 3a Χ 3a If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O 3b At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a 5a Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? If "Yes" to line 5a or 5b, did the organization file Form 8886-T? С 5c Does the organization have annual gross receipts that are normally greater than \$100,000, and did the 6a Х organization solicit any contributions that were not tax deductible as charitable contributions? If "Yes," did the organization include with every solicitation an express statement that such contributions or 7 Organizations that may receive deductible contributions under section 170(c). Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods 7a and services provided to the payor? If "Yes," did the organization notify the donor of the value of the goods or services provided? Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was d е Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f f If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? .7g., q If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h h 8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? Sponsoring organizations maintaining donor advised funds. 9 Did the sponsoring organization make any taxable distributions under section 4966? 9a Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? b 10 Section 501(c)(7) organizations. Enter Initiation fees and capital contributions included on Part VIII, line 12 а Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 11 Section 501(c)(12) organizations. Enter а Gross income from other sources (Do not net amounts due or paid to other sources b Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a b 13 Section 501(c)(29) qualified nonprofit health insurance issuers. Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans

14a

Enter the amount of reserves on hand

Did the organization receive any payments for indoor tanning services during the tax year?

If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . .

| Pa | rt VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a | a "No" | | -3 |
|------------|--|---------------------------|--------------------------------------|--|
| | response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instruction | s | | |
| | Check if Schedule O contains a response or note to any line in this Part VI | | | <u>. X</u> |
| Sec | tion A. Governing Body and Management | | | |
| | | | Yes | No |
| 1a | Enter the number of voting members of the governing body at the end of the tax year | 12 | λ 30° | |
| | If there are material differences in voting rights among members of the governing body, or | | | 1 1 |
| | if the governing body delegated broad authority to an executive committee or similar | 5.5 | .,, | |
| _ | committee, explain in Schedule O | 1 1 1 2 | | |
| b | Enter the number of voting members included in line 1a, above, who are independent | 2 گست | المناه المستحدث | |
| 2 | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with | | | v |
| • | any other officer, director, trustee, or key employee? | 2 | | <u>X</u> |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? | 3 | | V |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | 4 | | X |
| 5 | Did the organization become aware during the year of a significant diversion of the organization's assets? | 5 | | X |
| 6 | Did the organization become aware during the year of a significant diversion of the organizations assets. | 6 | | X |
| 7a | Did the organization have members, stockholders, or other persons who had the power to elect or appoint | • | | |
| . • | one or more members of the governing body? | 7a | | Χ |
| ь | Are any governance decisions of the organization reserved to (or subject to approval by) members, | | | |
| - | stockholders, or persons other than the governing body? | 7b | | Х |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during | . 73. | · , | 77 |
| | the year by the following | | S. A. | |
| а | The governing body? | 8a | X | |
| b | Each committee with authority to act on behalf of the governing body? | 8b | | X |
| 9 | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at | | Ì | |
| | the organization's mailing address? If "Yes," provide the names and addresses in Schedule O | 9 | | X |
| <u>Sec</u> | tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) | | | |
| | | | Yes | No |
| 10a | Did the organization have local chapters, branches, or affiliates? | 10a | | X |
| b | If "Yes," did the organization have written policies and procedures governing the activities of such chapters, | | | |
| | affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? | 10b | | |
| 11a | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | 11a | Carry . | X |
| b | Describe in Schedule O the process, if any, used by the organization to review this Form 990 | 三人 | | |
| 12a | Did the organization have a written conflict of interest policy? If "No," go to line 13 | | X X | |
| b | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," | 120 | ^ | |
| С | describe in Schedule O how this was done | 12c | $_{X}$ | |
| 13 | Did the organization have a written whistleblower policy? | 13 | $\stackrel{\wedge}{\longrightarrow}$ | X |
| 14 | Did the organization have a written document retention and destruction policy? | 14 | | X |
| 15 | Did the process for determining compensation of the following persons include a review and approval by | - " x-@ | 3 - 1 | |
| | independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | F 3 | | |
| а | The organization's CEO, Executive Director, or top management official | 15a | Х | |
| b | Other officers or key employees of the organization | 15b | | X |
| | If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions) | , 1, 2, 3 , 1, 1, 2, 1 | | |
| 16a | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement | | أختنه | |
| | with a taxable entity during the year? | 16a | į | X |
| b | If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its | - 1 1 N | ; ;;; | - 1 4 5 - 1 4 |
| | participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the | 1 | استست | 1,3 |
| | organization's exempt status with respect to such arrangements? | 16b | | |
| | tion C. Disclosure | | | |
| 17 | List the states with which a copy of this Form 990 is required to be filed | _ | | |
| 18 | Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) | | | |
| | available for public inspection. Indicate how you made these available. Check all that apply | | | |
| | Own website DAnother's website Upon request Other (explain in Schedule O) | | | |
| 19 | Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and | | | |
| 20 | financial statements available to the public during the tax year | | | |
| 20 | State the name, address, and telephone number of the person who possesses the organization's books and records | | | |
| | MARY JO WEBSTER (206)634-3459, 709 NE Northlake Way, Seattle, WA 98105-6429 | | | |

FFA

| OocuSign Envelope ID | E4BB6BA6-23B2-460B-B0EE-6AE50A29B393 |
|----------------------|--------------------------------------|
| | |

91-1376917 Form 990 (2016) Sound Employment Services Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Part VII **Independent Contractors**

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

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

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

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

| Check this box if neither the organization nor any related | d organizatio | n comp | ens | ated | any | curre | nt of | flicer, director, or tr | ustee | |
|--|--|--------|-----------------|----------------------------------|-----------------|------------------------------------|-------|--|--|--|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | box, | unles er and | Pos eck m ss per d a du | son i rector | han one s both ar r/trustee) | +orme | (D) Reportable compensation from the organization (W-2/1099-MISC) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| (1) BILL LECROY | 2.00 | ., | | | | | | | | |
| DIRECTOR (2) DARCY DINWIDDIE | 2.00 | X | | | | | | 0 | | 0 |
| DIRECTOR (3) KAREN_KOMOTO TREASURER | 2.00 | Х | | X | | | | | | 0 |
| (4) JAN SHELDON SECRETARY | 2.00 | X | | X | | | | o d | | 0 |
| (5) PATTY POWELL PRESIDENT | 2.00 | Х | | X | | | | | | 0 |
| (6) CAROLE HOLLEMAN EXECUTIVE DIRECTOR (LEFT IN 2016) | 40.00 | | | Х | | | | 38,016 | | 3,600 |
| (7) MARY JO WEBSTER EXECUTIVE DIRECTOR (BEGAN IN 2016) | 40.00 | | | Х | | | | 43,344 | | 7,104 |
| (8) | | | | | | | | | | |
| (9) | | | | | | | | | | |
| (10) | | | | | | ï | | | | |
| (11) | | | | | | | | | | |
| (12) | | | | | | | | | | |
| (13) | | | | | | | | | | |
| (14) | | | | | | | | | | |

Form 990 (2016)

Form 990 (2016) Sound Employment Services 91-1376917 Page 8 Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued) Position (A) (B) (D) (E) (F) (do not check more than one Name and title Average Reportable Reportable Estimated box, unless person is both an hours per compensation compensation from amount of officer and a director/trustee) related week (list any other from Individual trustee hours for lighest compensate the organizations compensation organization (W-2/1099-MISC) from the related (W-2/1099-MISC) organization organizations and related below dotted line) organizations <u>(15)</u> (18) (19) (21) (22) (23) (24)______ (25) Total from continuation sheets to Part VII, Section A 0 10,704 81,360 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization Yes No 3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated 3 Χ For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person **Section B. Independent Contractors** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax (A) (B) (C) Description of services Compensation Name and business address Total number of independent contractors (including but not limited to those listed above) who

received more than \$100,000 of compensation from the organization

Form 990 (2016) Sound Employment Services

| ુમaતા <u>ક</u> ્ર | V,HH;} | Check if Schedule O contains a response or no | ote to any line in th | ııs Part VIII | | | |
|---|--------------|--|-----------------------|-------------------------|--|--|--|
| | | | | (A) | (B) Related or exempt function revenue | (C) Unrelated business revenue | . (D) Revenue excluded from tax under sections 512-514 |
| s, Grants Amounts | 1a b c | Federated campaigns 1a. Membership dues 1b Fundraising events | | | | Tayan da | |
| ns, Gifts, Similar A | d e | Related organizations | 252,794 | | | | |
| Contributions, Giffs and Other Similar | f | All other contributions, gifts, grants, and similar amounts not included above Noncash contributions included in lines 1a-1f \$ | 26 | | | | |
| | h | | | 252,820 | | | |
| evenue | 2a b | | Business Code | A tree fig. 11 g. 12 g. | Salada (1-1-1-1-) ran in halfatha (1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1- | <u>*************************************</u> | |
| Program Service Revenue | c d | | | , | | , | |
| Program | ľ | All other program service revenue | | | | | |
| | | Investment income (including dividends, interest, and other similar amounts) Income from investment of tax-exempt bond proce | ▶ eeds ▶ | | | , | , |
| | 5 6a | Royalties | (II) Personal | | | | |
| | b | | | | | | |
| | 7a | Gross amount from sales of assets other than inventory | (II) Other | | | | |
| | | Less cost or other basis and sales expenses | , | | | | |
| evenue | | Net gain or (loss) | ▶ | | | | |
| Other Reven | | of contributions reported on line 1c) See Part IV, line 18 | | | | | |
| | 9a | Gross income from gaming activities. See Part IV, line 19 | , | | | | |
| | С | Net income or (loss) from gaming activities Gross sales of inventory, less | | | | | |
| | | returns and allowances | | | | | |
| | 11a b | Miscellaneous Revenue | Business Code | | THE PARTY OF THE P | | |
| | е | All other revenue | | | | | |
| | 12 | Total revenue. See instructions | | 252,820 | l d | q | ٠ (|

Page 10

Part X: 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 (B) Do not include amounts reported on lines 6b, 7b, Management and Total expenses Program service 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals See Part IV. line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16 4 Benefits paid to or for members 5 Compensation of current officers, directors, 81,360 48,816 32,544 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 73,995 68,398 5,597 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) 1,850 1,450 400 9 16,883 12,601 4,282 10 15,015 11,371 3,644 11 Fees for services (non-employees) а Legal............. 8,945 8,945 C Professional fundraising services See Part IV, line 17 . е f Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) . . 12 Advertising and promotion 13 401 401 14 Information technology 3,578 1,789 1,789 15 7,341 7,341 16 17 18 Payments of travel or entertainment expenses for any federal, state, or local public officials · Conferences, conventions, and meetings 19 20 21 Payments to affiliates 22 Depreciation, depletion, and amortization 1,205 1,205 23 5,452 643 4,809 24 Other expenses. Itemize expenses not covered mi grann 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 PROGRAM EXPENSES 17,515 17,515 MILEAGE 23,764 23,764 1,351 c DUES, FEES 1,351 d MISC. 10 10 All other expenses 25 l'otal functional expenses. Add lines 1 through 24e 258,665 186,347 72,318 0 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 > U if following SOP 98-2 (ASC 958-720)

Sound Employment Services

91-1376917

Page 11

Part X **Balance Sheet** Check if Schedule O contains a response or note to any line in this Part X (A) (B) Beginning of year End of year 94,925 1 85,533 2 1,271 1,171 3 4 23,497 20,446 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees 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 7 Assets Prepaid expenses and deferred charges 3,131 2,519 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D | 10a | 15,839 Less accumulated depreciation 10b 2,520 10c b 12,775 3.064 11 ' 11 12 12 13 13 14 14 15 15 300 352 16 Total assets. Add lines 1 through 15 (must equal line 34) 125,032 16 113,697 17 9,420 17 3,930 18 18 19 19 20 20 21 21 Escrow or custodial account liability Complete Part IV of Schedule D 22 Loans and other payables to current and former officers, directors, iabilities trustees, key employees, highest compensated employees, and 22 disqualified persons Complete Part II of Schedule L , 23 Secured mortgages and notes payable to unrelated third parties 23 24 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 26 26 9,420 3,930 Organizations that follow SFAS 117 (ASC 958), check here \blacktriangleright 🔯 and complete lines 27 through 29, and lines 33 and 34. Net Assets or Fund Balances 27 115,612 27 109,767 28 28 29 complete lines 30 through 34. 30 30 31 31 Paid-in or capital surplus, or land, building, or equipment fund 32 32 Retained earnings, endowment, accumulated income, or other funds 33 33 109,767 115,612 34 125,032 34 113,697

| | | 1-137691 | 7 | P | age 12 |
|-----|--|----------|------|-------|------------|
| Pa | rt XI Reconciliation of Net Assets | | | | |
| | Check if Schedule O contains a response or note to any line in this Part XI | | | | <u>. 🗆</u> |
| 1 | Total revenue (must equal Part VIII, column (A), line 12) | 1 | : | 252, | 820 |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | | 258, | 665 |
| 3 | Revenue less expenses Subtract line 2 from line 1 | 3 | | (5, | 845) |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) | 4 | | 115, | 612 |
| 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 | : | 109, | 767 |
| Pa | rt XII Financial Statements and Reporting | | | | |
| | Check if Schedule O contains a response or note to any line in this Part XII | | | | . 🗆 _ |
| | | | | Yes | No |
| 1 | Accounting method used to prepare the Form 990 🔲 Cash 🔯 Accrual 🔲 Other- | | | | , [|
| | If the organization changed its method of accounting from a prior year or checked "Other," explain in | | | | |
| | Schedule O | | | | |
| 2a | Were the organization's financial statements compiled or reviewed by an independent accountant? | | 2a | | X |
| | If "Yes," check a box below to indicate whether the financial statements for the year were compiled or | | | | .] |
| | reviewed on a separate basis, consolidated basis, or both | | | | |
| | ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis | | | | |
| b | Were the organization's financial statements audited by an independent accountant? | | 2b | | X |
| | If "Yes," check a box below to indicate whether the financial statements for the year were audited on a | | Γ, | | |
| | separate basis, consolidated basis, or both | | | | |
| | Separate basis Consolidated basis Both consolidated and separate basis | | ŀ | | |
| С | 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? | | 2c | | |
| | If the organization changed either its oversight process or selection process during the tax year, explain in | | | | 1 |
| | Schedule O | | | | |
| 3a | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in | | | | |
| | the Single Audit Act and OMB Circular A-133? | | 3a | | X |
| b | If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the | | | | |
| | and the state of t | <u> </u> | 3b | | |
| EEA | | | Form | 990 (| 2016) |

SCHEDULE A

Internal Revenue Service

Public Charity Status and Public Support

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

OMB No 1545-0047 2016

(Form 990 or 990-EZ) Department of the Treasury

▶ Attach to Form 990 or Form 990-EZ.

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

Open to Public Inspection

Name of the organization Employer identification number 91-1376917 Sound Employment Services Reason for Public Charity Status (All organizations must complete this part) See instructions. Part I 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). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the 4 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) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 6 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public 7 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) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 11 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 Provide the following information about the supported organization(s) (i) Name of supported organization (iii) Type of organization (iv) is the organization (v) Amount of monetary (vi) Amount of (II) EIN (described on lines 1-10 listed in your governing support (see other support (see above (see instructions)) document? instructions) instructions) Yes No (A) (B) (C) (D) (E) Total

| Sched | iule A (Form 990 of 990-EZ) 2016 50ut | ig embroλment | . Services | | | 31-13/031 | i aye |
|-------|--|---|-------------------|---|---------------------|-------------------|-----------|
| Pa | Support Schedule for Or | ganizations D | escribed in Se | ctions 170(b) | (1)(A)(iv) and | 170(b)(1)(A)(vi) |) |
| | (Complete only if you ched | ked the box on | line 5, 7, or'8 | of Part I or if th | e organization | failed to qualify | under |
| | Part III. If the organization | fails to qualify t | under the tests | listed below, p | lease complete | Part III.) | |
| Sec | tion A. Public Support | | | | • | | |
| Cale | ndar year (or fiscal year beginning in) 🕨 | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (f) Total |
| 1 | Gifts, grants, contributions, and | | , | | | | |
| - | membership fees received (Do not | | | | | | |
| | include any "unusual grants") | 263,558 | 266,604 | 259,801 | 285,935 | 252,820 | 1,328,71 |
| 2 | Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | ļ | |
| 3 | The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 4 | Total. Add lines 1 through 3 | 263,558 | 266,604 | 259,801 | 285,935 | 252,820 | 1,328,718 |
| 5 | The portion of total contributions by | | | | Principal Control | | - |
| | each person (other than a | | | | di di di di | | |
| | 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 | 11、11、11、11、11、11、11、11、11、11、11、11、11、 | | | 多公司被查案 (174) | | 1,328,718 |
| Sec | tion B. Total Support | | | | | | |
| Caler | ndar year (or fiscal year beginning in) 🕨 | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (f) Total |
| 7 | Amounts from line 4 | 263,558 | 266,604 | 259,801 | -285,935 | 252,820 | 1,328,718 |
| 8 | Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources | 1 | 2 | . 2 | | | ! |
| 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.) | | | | ` | , , | ı |
| 11 | Total support. Add lines 7 through 10 . | C- F- CANADA | DEN MES | | 1日/教練的15 | | 1,328,723 |
| 12 | Gross receipts from related activities, etc. (| see instructions) | | · · <u>· · · · · · · · · · · · · · · · · </u> | <u>.</u> | 12 | * - |
| 13 | First five years. If the Form 990 is for the organization, check this box and stop here | 9 <u></u> | | rth, or fifth tax year | r as a section 501(| c)(3) | ▶ 🗍 |
| | tion C. Computation of Public Su | | | | | | |
| 14 | Public support percentage for 2016 (line 6, | | | | | | 00.00 % |
| 15 | Public support percentage from 2015 Scheo | | | | | | 00.00 % |
| 16a | 33 1/3% support test - 2016. If the organi | | | | | | 63 |
| | box and stop here. The organization quali | | | | | | ▶ 🗵 |
| b | 33 1/3% support test - 2015. If the organi | | | | | | |
| | this box and stop here. The organization of | • | | | | | ▶ ⊔ |
| 17a | 10%-facts-and-circumstances test - 201 | - | | | | | |
| | 10% or more, and if the organization meets | | | | | | |
| | Part VI how the organization meets the "fac | | - | • | | | |
| | organization | | | | | | .,▶ ∐ |
| b | 10%-facts-and-circumstances test - 201 | _ | | | | iine | |
| | 15 is 10% or more, and if the organization | | | | | , | |
| | Explain in Part VI how the organization med | | | - | | - | · |
| | supported organization | | | | | | – 🗀 |

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

18

Page 3

Schedule A (Form 990 or 990-EZ) 2016

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.)

| Se | ction A. Public Support | _ | | | | | |
|------|--|----------------------|---------------------|-----------------------|---------------------|--|----------------|
| Cal | endar year (or fiscal year beginning in) ▶ | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (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 . | | | , | <u>.</u> | | |
| | | , | , | | - | | - , |
| 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 | | | | | | , |
| С | Add lines 7a and 7b | | | | | | |
| 8 | Public support. (Subtract line 7c from line 6) | | | | | 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | |
| Sec | ction B. Total Support | <u> </u> | | | | , | |
| Cale | endar year (or fiscal year beginning in) | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (f) Total |
| 9 | Amounts from line 6 | | | | | | |
| I0a | 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 | | | _ | | | |
| С | 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 o organization, check this box and stop here | | | | | | <u>• []</u> |
| Sec | ction C. Computation of Public Su | pport Percent | tage | | | | |
| 15 | Public support percentage for 2016 (line 8, co | olumn (f) divided by | | | | 15 | % |
| 16 | Public support percentage from 2015 Schedu | | | <u> </u> | <u> </u> | 16 | % |
| | ction D. Computation of Investmen | | | | | 1 | |
| 17 | Investment income percentage for 2016 (line | | | | | | % |
| 18 | Investment income percentage from 2015 S | | - | | | | % |
| | 33 1/3% support tests - 2016. If the organization is not more than 33 1/3%, check this box | and stop here. T | he organization qu | alifies as a publicly | supported organi | zation | ▶ 🗆 |
| b | 33 1/3% support tests - 2015. If the organization 18 is not more than 33 1/3%, check this | box and stop her | e. The organization | n qualifies as a pul | blicly supported or | ganization | _ |
| 20 | Private foundation. If the organization did r | | line 14 10s or 10 | The abady this bay | and coo instruction | | □ |

Part IV.

Supporting Organizations

(Complete only if you checked a box in 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

- 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.
- 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).
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), $\S(5)$, 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.
- 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.
- **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.
- **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.
- 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.
- 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)
- , **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?
 - c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 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.
- 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).
- 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).
- **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**
- **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**.
- 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**
- 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)? It "Yés," answer 10b below.
 - **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)

| | | Vaa | Na |
|---|--|---|---|
| | No403c es | Yes | No |
| | | | * |
| | | | -1 |
| | l . | <u>`</u> | |
| | 1 | , | |
| | 1,30-35 | | 3 |
| | | ŝż. | |
| | | -B | B.S. INV. |
| | <u>Z</u> | V | 1 9 6 6 |
| | | Witte | 1,524,794 |
| | 3a | | |
| | Erily CRET | graft in | , / 3 |
| | | | , fl- |
| | ************************************** | rij) | |
| | 3b | | |
| | | Ma | 2,2,3,3,3 |
| | | 12.0 | haireannis |
| | _3c | | |
| | | 验剂 | |
| | _ | اسڈنٹٹٹنڈنڈ | المقطاتساند |
| | 4a | , A) 1 | |
| | 1865.55 J | -3/19,5 | - 3.53 |
| | |) - - | |
| | | <u> </u> | |
| | 4b | | ļ.,, |
| | | , | . · · · · · · · · · · · · · · · · · · · |
| | | | 1.5 |
| | | | 1 170 19 |
| | THE | 2013 | |
| | 4c | | |
| | XX | 1973 40 1 1 1 12. 3 1 1 1 13. 3 1 1 | * 374 |
| | | 延進与力 | 1 9 |
| | | B | * 1 |
| | | z. ź | 1 |
| | | | , , , , , , , , , , , , , , , , , , , |
| | ــــــــــــــــــــــــــــــــــــــ | Titerit' | اختصم |
| | 5a | | |
| | | | |
| | 5b | A.Mera. KAN | |
| | | | |
| | 5c | | |
| | rii) | | |
| | | | 1, 7, 7 |
| | - 1 5 | | |
| | | 1424 | |
| | 6 | | |
| | 577.78 | 28827 | J: 351 |
| | | | |
| | | | PAPE. |
| į | 7 | | |
| | | | |
| | | | |
| | 8 | | |
| | 20 Very 10 Per 1 | | |
| | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | | g , 3 |
| | Self Trails | Pitter Tex | |
| | 9a | | |
| | No. | ¥. | 4.00.24 |
| | | <u>ئۆلكىنىسىد</u> | |
| | 9b | A B | 37, 11 |
| | BKY! | rlse' | ************************************** |
| | 9с | | |
| | V-91. 400 [3 | ~ · · · · | <u>,", 11</u> |
| | 35 mg 2 | | |
| | 7.55 | * | * 'ts. ' |
| | 10a | | |
| | . Ju | 施 华工147 | <u>₹80 %</u> |
| | | MF/A | |
| | 10b | | , |
| _ | | | |

91-1376917 Schedule A (Form 990 or 990-EZ) 2016 Sound Employment Services Page 5 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? 11a 11b 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? If "Yes" to a, b, or c, provide detail in Part VI. 11c Section B. Type I Supporting Organizations Yes No Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported 1 organizations and what conditions or restrictions, if any, applied to such powers during the tax year 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, 2 supervised, or controlled the supporting organization 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)? 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). 1 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 1 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? If "No," explain in Part VI how 2 the organization maintained a close and continuous working relationship with the supported organization(s). 3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's 3 supported organizations played in this regard. 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 Jest during the year (see instructions) a The organization satisfied the Activities Test Complete line 2 below **b** The organization is the parent of each of its supported organizations. *Complete line 3 below.* c The organization supported a governmental entity. Describe in Part VI how you supported a government cntity (see instructions). 2 Activities Test. Answer (a) and (b) below. Yes a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities 2a 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? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these 2b activities but for the organization's involvement. 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? Provide details in Part VI. За

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard

| Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (se |
|--|
| nstructions). |

Distributable Amount. Subtract line 5 from line 4, unless subject to

emergency temporary reduction (see instructions)

d Excess from 2015e Excess from 2016

EEA

hedule A (Form 990 or 990-EZ) 2016 Sound Employment Service:

| | Sound Employment Services | | =ation's (continued) | 76317 , rage 1 |
|--------------|--|--|--|--|
| | Type III Non-Functionally Integrated 509(a)(3) | Supporting Organi | zations (continued) | Current Year |
| 1 | Amounts paid to supported organizations to accomplish exem | ant nurnaces | | Current Year |
| 2 | | | | |
| _ | organizations, in excess of income from activity | purposes or supported | • | |
| 3 | Administrative expenses paid to accomplish exempt purposes | of supported organizat | inns · | <u> </u> |
| 4 | Amounts paid to acquire exempt-use assets | 10113 | | |
| 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 respons | sive | |
| | (provide details in Part VI). See instructions. | | | |
| 9 | Distributable amount for 2016 from Section C, line 6 | | | |
| 10 | Line 8 amount divided by Line 9 amount | | , | |
| | | (i) | (ii) | (iii) |
| S | Section E - Distribution Allocations (see instructions) | Excess Distributions | Underdistributions | Distributable |
| | · | LACC33 DISTINUTIONS | Pre-2016 | Amount for 2016 |
| 1 | Distributable amount for 2016 from Section C, line 6 | to temporary of selection wastern to the or wholever the stand | | 4 |
| -2 | Underdistributions, if any, for years prior to 2016 | | | |
| | (reasonable cause required - explain in Part VI). See | | • | |
| 1. | instructions | The Continue of the Continue o | has abre notices (201 5) and a summary of the continuous Control | Sulfaire at No. |
| <u>, 3</u> , | Exeess distributions carryover, if any, to 2016 | Committee of the control of the cont | ACAMPARAYAN MAMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAM | |
| _ a | Thousand the state of the state | The state of the s | - also silve to be seen and to be seen as a seen a | The state of the s |
| b | | | ALL STREET OF STREET | |
| | From 2013 | CHARLES OF THE PROPERTY. | The Committee of the Co | |
| | From 2014 | | 4-1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- | EST TO THE PERSON OF THE PERSO |
| | From 2015 | The Control of the Co | TO THE STATE OF THE STATE OF THE | SEASON TAN TAN SEASON SEASON |
| | Total of lines 3a through e | 4.1000 | Carrier Control | |
| | Applied to underdistributions of prior years Applied to 2016 distributable amount | | | |
| | Carryover from 2011 not applied (see instructions) | | | |
| ÷ | Remainder Subtract lines 3g, 3h, and 3i from 3f | <u> </u> | | ECOLOR CONTRACTOR |
| <u></u> | Distributions for 2016 from | | | |
| • | Section D, line 7: | | | |
| а | Applied to underdistributions of prior years | | THE RESIDENT PROPERTY OF THE PARTY AND ADDRESS OF | |
| | Applied to 2016 distributable amount | | | 000 EU 0 20 17 CENT C 000 000 000 000 00 00 17 1/4/10 |
| | Remainder. Subtract lines 4a and 4b from 4. | - 100 K 9 117 1 12 DECEMBER 10 F 1 10 | E STANCE OF THE STANCE OF | |
| 5 | Remaining underdistributions for years prior to 2016, if | | | |
| | any Subtract lines 3g and 4a from line 2 For result | | | |
| | greater than zero, explain in Part VI. See instructions. | | | |
| 6 | Remaining underdistributions for 2016 Subtract lines 3h | GERTLY LYNNINGS | | , |
| | and 4b from line 1. For result greater than zero, explain in | | | • |
| | Part VI. See instructions | 网络自己是这种多数是 | | |
| 7 | Excess distributions carryover to 2017. Add lines 3j | | | |
| | and 4c | | 是和政政政策是不可以政政 | American States |
| 8 | Breakdown of line 7. | 建 | KYTHEETY 1002 2000 | THE PROPERTY OF THE PROPERTY O |
| a | To the character of the contract of the character of the | himming you minimum and management of the sales | วางที่ผู้กฎีปากสากับรามารู้ รัฐกับกับการเกาะการแกกสมเด็กเกิด | inith 4 \ 1 although minimilian in the community of the c |
| | Excess from 2013 | | | MART TO TAKE TO THE TOTAL TO THE TAKE T |
| C | Excess from 2014 | | AND AND THE PROPERTY OF THE PARTY OF THE PAR | |

| Schedule A (For | n 990 or 990-EZ) 2016 Page & |
|-----------------|--|
| 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.) |
| | |
| | |
| | |
| | |
| | • |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| EEA | Schedule A (Form 990 or 990-EZ) 2016 |

SCHEDULE D (Form 990)

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.

Department of the Treasury ▶ Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990. Internal Revenue Service

OMB No 1545-0047

2016

Opento Rublic Inspection

| Employment Services 91-1376917 Total number at end of year. 90 Door tenseed vives 90 Door tenseed vives 90 Door tenseed vives 90 Door tenseed vives 90 Door tenseed vives 90 Door tense | Name | of the organization | Employer identification number |
|--|--------------|---|--------------------------------|
| Total number at end of year. Total number at end of year Department of the programment | Soi | | |
| Total number at end of year | IP.ā | rtill Organizations Maintaining Donor Advised Funds or Other Similar Funds or Account | s. |
| 1 Total number at end of year 2 Aggregate value of contributions to (during year) 3 Aggregate value of contributions to (during year) 4 Aggregate value at end of year 5 Did the organization informal all conors and donor advisors in writing that the assets held in donor advised funds are the organizations property, subject to the organizations's exclusive legal control? 6 Did the organization informal 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 imperimisation practice benefit? 7 Porservation Classements. 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) 1 Preservation of land for public use (e.g., recreation or education) 2 Preservation of inatural habitis 3 Preservation of inatural habitis 3 Preservation of inatural habitis 4 Preservation of inatural habitis 5 Preservation of inatural habitis 5 Preservation of inatural habitis 6 Preservation of inatural habitis 6 Very an experiment of conservation assements 7 Post of the state of the state of the organization held a qualified conservation contribution in the form of a conservation assement on the last day of the tax year 8 Total number of conservation assements on a certified historic structure included in (e.g. acquired after 61/1705, and not on a hearing structure lated in the Natural Register 8 Number of conservation assements modified, transferred, released, extinguished, or terminated by the organization during the tax year P 9 Number of conservation assements modified, transferred, released, extinguished, or terminated by the organization during the tax year P 9 Number of conservation assements modified, transferred, released, extinguished, or terminated by the organization during the year P 9 Number of conservation assements modified, transferred, released, extinguished, or te | | Complete if the organization answered "Yes" on Form 990, Part IV, line 6. | |
| 2 Aggregate value of contributions to (dung year) 4 Aggregate value at end of year 5 Dot the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization sproperly, subject to the organization sproperly, subject to the organization strate the organization sproperly, subject to the organization strate organization sproperly, subject to 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, or for any other purpose ordering impermisable provate benefit? Particul Conservation Easements | | (a) Donor advised funds | (b) Funds and other accounts |
| 3 Aggregate value of grants from (dumg year) 4 Aggregate value of grants from (dumg year) 5 Did the organization inform all donors and donor advisors in withing that the assets held in donor advised funds are the organizations properly, subject to the organizations is 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? Part | 1 | Total number at end of year | |
| 3 Aggregate value of grants from (dumg year) 4 Aggregate value of grants from (dumg year) 5 Did the organization inform all donors and donor advisors in withing that the assets held in donor advised funds are the organizations properly, subject to the organizations is 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? Part | 2 | Aggregate value of contributions to (during year) . | |
| 4. Aggregate value at end of year Del the organization inform all dorsors and donor advisors in writing that the assets held in donor advised funds are the organization's properly, subject to the organization's exclusive legal control? Del the organization inform all grantees, chores, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor of donors, or for any other purpose conferring impermisable provate benefit? Partitull Conservation Easements Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation beasements held by the organization (check all that apply) Preservation of a fact for public use (e.g., recreation or education) Preservation of a historically important land area Preservation of a conservation acasements Preservation of open space Complete lines 2a through 2d if the organization held a quelified conservation contribution in the form of a conservation easements on the last day of the tax year Total number of conservation easements on a certified historic structure included in (a) Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of states where property subject to conservation easements included in (c) acquired after 8/17/06, and not on a winther protection of the conservation easements included in (c) acquired after 8/17/06, and not on a winther protection of the conservation easements included in (c) acquired after 8/17/06, and not on a winther protection of the conservation easements included in (c) acquired after 8/17/06, and not on a winther organization easements included in (c) acquired after 8/17/06, and not on a winther protection of the conservation easements i | 3 | | |
| 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advisors in writing that the assets held in donor advisors in writing that grant funds can be used unust as met he 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 advisors in writing that grant funds can be used conference in the propose ocortering impermissable provides benefit? Preservation Easements. | 4 | | |
| tunds are the organizations property, subject to the organizations' exclusive legal control? | 5 | | |
| to be draganzation inform all grarateses, donors, and donor advisors in writing that grarif 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? Preservation Easements. | | · · · · · · · · · · · · · · · · · · · | |
| Conferring impermissible private benefit? Yes No Normal Protection Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7. | 6 | | - - |
| Conservation Easements. | | only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose | |
| Conservation Easements. | | conferring impermissible private benefit? | |
| 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 a historically important land area Preservation of open space Preservation open space | IPa | Ttill Conservation Easements. | |
| 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 a historically important land area Preservation of open space Preservation open space | | Complete if the organization answered "Yes" on Form 990, Part IV, line 7. | |
| Protection of natural habitat | 1 | · · · · · · · · · · · · · · · · · · · | |
| Preservation of open space 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 Total number of conservation easements Number of conservation easements on a certified historic structure included in (a) Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements medided, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easements to located Number of states where property subject to conservation easements is located Number of states where property subject to conservation easements to located Number of states where property subject to conservation easements in located Number of states where property subject to conservation easements to located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easements to located Number of states where property subject to conservation easements included in endorment of the conservation easements included on force property devices and the property devices | | Preservation of land for public use (e.g., recreation or education) | mportant land area |
| 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 a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements on a certified historic structure included in (b) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where properties during it located is located in located ea | | Protection of natural habitat Preservation of a certified hist | oric structure |
| easement on the last day of the tax year a Total number of conservation easements b Total accepage restricted by conservation easements c Number of conservation easements in cluded in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year * \$ Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(6)(i) and section 170(h)(4)(8)(ii)? In Part XIII, describe how the organization reports conservation easements in its revenue and expenses 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 Complete if the organization answered "Yes" on Form 990, Part IV, line 8 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 hat describes these interes. If the organization receited as permitted under SFAS 116 (ASC 958), to | | Preservation of open space | |
| easement on the last day of the tax year a Total number of conservation easements b Total accepage restricted by conservation easements c Number of conservation easements in cluded in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year * \$ Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(6)(i) and section 170(h)(4)(8)(ii)? In Part XIII, describe how the organization reports conservation easements in its revenue and expenses 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 Complete if the organization answered "Yes" on Form 990, Part IV, line 8 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 hat describes these interes. If the organization receited as permitted under SFAS 116 (ASC 958), to | 2 | Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation | ervation |
| b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year | | | |
| c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register 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? 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)(t)) and section 170(h)(4)(B)(ti)? 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 PartIIII Organization 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), nor 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, hist | а | <u>, </u> | |
| c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register 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? 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)(t)) and section 170(h)(4)(B)(ti)? 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 PartIIII Organization 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), nor 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, hist | b | Total acreage restricted by conservation easements | 2b |
| Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ Number of states where property subject to conservation easement is located ▶ Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Number of states where property subject to conservation easement is located ▶ Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcing conservation easements during the year ▶ Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ S 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)? 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 | С | | 2c |
| Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ Number of states where property subject to conservation easement is located ▶ | d | Number of conservation easements included in (c) acquired after 8/17/06, and not on a | |
| Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ Number of states where property subject to conservation easement is located ▶ | | , , , | 2d |
| tax year Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? | 3 | • | ation during the |
| Number of states where property subject to conservation easement is located ▶ Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ No estaff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ 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 PartIIII Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8 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. 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 X III, line 1 If the org | | • | J |
| Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year | 4 | Number of states where property subject to conservation easement is located | |
| violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Manual of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses interest the footing the setting to the footing to the footing of setting to the setting the footing of setting to footing the setting to the setting to these items Samount of expenses in the footing and setting to these items Samount of expenses in the footing conservation easements in its revenue and expenses statement and | 5 | | |
| Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Sample of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Sample of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Sample of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Sample of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handlings of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handlings of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handlings of violations, and enforcing conservation easements during the year Yes No 1 In Part XIII, describe how the organization research in further 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 X (ii) Assets included in Form 990, Part X (ii) Assets included in Form 990, Part X (ii) Assets included in Form 990, Part X (iii) Assets included in Form 990, Part X (iii) Assets included on Form 990, Part X (iii) Assets included on For | | | |
| Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Samount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements of section 170(h)(4)(B)(ii) and section 170(h)(4)(B)(iii)? | 6 | | |
| 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)? 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 PartIIII Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8 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. 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 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 Revenue included on Form 990, Part VIII, line 1 Revenue included on Form 990, Part VIII, line 1 | | | |
| 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)? 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 PartIIII Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8 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. 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 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 Revenue included on Form 990, Part VIII, line 1 Revenue included on Form 990, Part VIII, line 1 | 7 | Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation ease | ments during the year |
| and section 170(h)(4)(B)(ii)? | | | • |
| 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 IIII Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8 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. 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 If the organization received on Form 990, Part VIII, line 1 Second of 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 | 8 | Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B) | (1) |
| 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 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. 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 If the organization received on Form 990, Part X Section Sect | | and section 170(h)(4)(B)(II)? | |
| 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 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. 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 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 Complete in the organization treasures in the provided in Form 990, Part VIII, line 1 Complete in the organization treasures in the organization treasures in the provided in Form 990, Part VIII, line 1 Complete in the organization treasures in the o | 9 | In Part XIII, describe how the organization reports conservation easements in its revenue and expense stateme | nt, and |
| Partilil Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8 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. 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 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 Revenue included on Form 990, Part VIII, line 1 Revenue included on Form 990, Part VIII, line 1 | | balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that de- | escribes the |
| 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 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 | | | |
| 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. 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 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 Revenue included on Form 990, Part VIII, line 1 Figure 1 Revenue included on Form 990, Part VIII, line 1 | IP ai | tillil Organizations Maintaining Collections of Art, Historical Treasures, or Othe | er Similar Assets. |
| 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 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 | | Complete if the organization answered "Yes" on Form 990, Part IV, line 8 | |
| 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 | 1a | If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and | balance sheet |
| 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 | | works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furth | nerance of |
| 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 | | public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items. | |
| 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 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 | If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and bala | ance sheet |
| (ii) Revenue included on Form 990, Part VIII, line 1 | | works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furth | nerance of |
| (ii) Assets included in Form 990, Part X | | public service, provide the following amounts relating to these items | |
| 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 | | (i) Revenue included on Form 990, Part VIII, line 1 | ▶ \$ |
| 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 | | (ii) Assets included in Form 990, Part X | > \$ |
| 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 | 2 | | |
| a Revenue included on Form 990, Part VIII, line 1 | | · · · · · · · · · · · · · · · · · · · | |
| | а | | ▶ \$ |
| | | | |

| | dule D (Form 990) 2016 Sound Employme | | | | 91-1376 | |
|-----------|---|-------------------------|-------------------------|-------------------------|----------------------|---------------------|
| Pa | rt III Organizations Maintaining (| Collections of A | rt, Historical Tr | easures, or Oth | ner Similar Asse | ts (continued) |
| 3 | Using the organization's acquisition, accession, | and other records, ch | eck any of the follow | ving that are a signifi | cant use of its | |
| | collection items (check all that apply) | | | | | |
| а | Public exhibition | d 🗌 Loar | n or exchange progr | ams | | |
| b | Scholarly research | e 🗌 Othe | er | | | |
| c | Preservation for future generations | | | - | | |
| 4 | Provide a description of the organization's colle | ctions and explain hor | w they further the or | ganization's exempt | purpose in Part | |
| | XIII | | | | | |
| 5 | During the year, did the organization solicit or re | eceive donations of art | t, historical treasures | s, or other similar | | |
| | assets to be sold to raise funds rather than to b | e maintained as part o | of the organization's | collection? | | . 🗌 Yes 🔲 No |
| Pa | rt IV Escrow and Custodial Arran | gements. | | | | |
| | Complete if the organization ar | nswered "Yes" on | Form 990, Par | t IV, line 9, or re | ported an amour | it on Form |
| | 990, Part X, line 21. | | | | | |
| 1a | Is the organization an agent, trustee, custodian of | or other intermediary f | or contributions or o | ther assets not | | |
| | included on Form 990, Part X? | | | | | . Yes No |
| b | If "Yes," explain the arrangement in Part XIII an | d complete the followi | ng table | | | |
| | | | | | Amo | ount |
| c | Beginning balance | | | 1 | С | |
| d | Additions during the year | | | 1 | d | |
| е | Distributions during the year | | | 1 | е | |
| f | Ending balance | | | 1 | f | |
| 2a | Did the organization include an amount on Form | 990, Part X, line 21, | for escrow or custoo | lial account liability? | | Yes No |
| b | If "Yes," explain the arrangement in Part XIII C | heck here if the explai | nation has been prov | vided on Part XIII | | |
| Pa | rt V Endowment Funds. | ·· | - | | | |
| | Complete if the organization ar | nswered "Yes" on | Form 990, Par | t 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 | 1,171 | 1,171 | 1,169 | 1,167 | 1,166 |
| b | Contributions | , | • | | • | 1 |
| С | Net investment earnings, gains, and | | | | | |
| | losses | ! | | 2 | 2 | 1 |
| d | Grants or scholarships | | | | | |
| e | Other expenditures for facilities and | | | - | | |
| | programs | | | | | |
| f | Administrative expenses | | | | | |
| q | End of year balance | | 1,171 | 1,171 | 1,169 | 1,167 |
| 2 | Provide the estimated percentage of the current | | | | | |
| а | Board designated or quasi-endowment | • | 9, (-,, | | | |
| b | Permanent endowment ▶ % | | | | | |
| c | Temporarily restricted endowment ▶ | % | | | | |
| - | The percentages in lines 2a, 2b, and 2c should e | egual 100% | | | | |
| За | Are there endowment funds not in the possessi | | that are held and ad | dministered for the | | |
| - | organization by | | | | | Yes No |
| | | | | | | 3a(i) X |
| | • | | | | | 3a(ii) X |
| b | If "Yes" on 3a(II), are the related organizations I | | | | | 3b |
| 4 | Describe in Part XIII the intended uses of the or | | | | | |
| Pa | rt VI Land, Buildings, and Equipm | | OTTE FORTION | | | |
| - 4 | Complete if the organization ar | | Form 990 Part | IV. line 11a Se | e Form 990 Par | t X. line 10 |
| | Description of property | (a) Cost or other | | | Accumulated | (d) Book value |
| | occomption of property | (a) Cost of other | 1 ' ' | , , | depreciation | (a) Dook value |
| | Land | , | · | <u> </u> | | |
| b | Buildings | | | | | |
| C | Leasehold improvements | | +- | | | |
| d | | | 5,839 | | 12 775 | 2.064 |
| - | Equipment | · · · | 3,033 | | 12,775 | 3,064 |
| e Tota | Other | · · · | Cookima (B) trac 41 | 20.) | | |
| rota | Add lines 1a through 1e (Column (d) must eq | juai Form 990, Part X | , column (B), line 10 | <i>)c)</i> | | 3,064 |

Page 3

Sound Employment Services Schedule D (Form 990) 2016 |PartiVIII | Investments - Other Securities

| | (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-h | eld 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) | • | |
| PartiVIII | Investments - Program Related | 1. | |
| | Complete if the organization answ | wered "Yes" on Form 990, Pa | art 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) | | | l . |
| | | | |
| (7) | | | |
| (7) (8) (9) | must equal Form 990, Part X, col (B) line 13) | • | |
| (7) (8) (9) | Other Assets. | | art IV, line 11d. See Form 990, Part X, line 15. |
| (7) (8) (9) Total (Column (b) | Other Assets. | | art IV, line 11d. See Form 990, Part X, line 15. |
| (7) (8) (9) Total (Column (b) | Other Assets. | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) Part IX (1) Payro | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | |
| (7) (8) (9) Total (Column (b) Part IX (1) Payro (2) Rent (3) (4) (5) | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) Part IX (1) Payro (2) Rent (3) (4) | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) Part IX4 (1) Payro (2) Rent (3) (4) (5) (6) | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa | (b) Book value |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) | Other Assets. Complete if the organization answers | wered "Yes" on Form 990, Pa (a) Description | (b) Book value |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit | wered "Yes" on Form 990, Pa (a) Description | (b) Book value 52 300 |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column | Other Assets. Complete if the organization ansull Error Receivable Deposit on (b) must equal Form 990, Part X, col (B) Other Liabilities. | wered "Yes" on Form 990, Pa (a) Description | (b) Book value |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit on (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. | wered "Yes" on Form 990, Pa (a) Description | (b) Book value 52 300 |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column PartiX 1. | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 52 300 |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column PartiX 1. (1) Federal (1) | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. (a) Description of liability | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 52 300 |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column PartiX 1. | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. (a) Description of liability | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 53 300 300 352 |
| (7) (8) (9) Total (Column (b) PartiXi (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column PartiXi 1. (1) Federal (2) | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. (a) Description of liability | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 53 300 300 352 |
| (7) (8) (9) Total (Column (b) Part IX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column Part X 1. (1) Federal (2) (3) | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. (a) Description of liability | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 53 300 300 352 |
| (7) (8) (9) Total (Column (b) Part IX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Colum Part Xi 1. (1) Federal (2) (3) (4) | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. (a) Description of liability | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 5: 300 |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Colum PartiX 1. (1) Federal (2) (3) (4) (5) | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. (a) Description of liability | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 5: 300 |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column PartiX 1. (1) Federal (2) (3) (4) (5) (6) | Other Assets. Complete if the organization answers. 11 Error Receivable Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answers. (a) Description of liability | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 53 300 300 352 |
| (7) (8) (9) Total (Column (b) PartilX (1) Payro (2) Rent (3) (4) (5) (6) (7) (8) (9) Total. (Column PartilX 1. (1) Federal (2) (3) (4) (5) (6) (7) | Other Assets. Complete if the organization answer the organization answer the Deposit In (b) must equal Form 990, Part X, col (B) Other Liabilities. Complete if the organization answer the line 25. (a) Description of liability Income taxes | wered "Yes" on Form 990, Pa (a) Description line 15) | (b) Book value 53 300 300 352 |

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

| Sched | ule D (Form 990) 2016 Sound Employment Services | 91-1376917 | Page 4 |
|---------------|---|--|---------------|
| Pa | rt XI Reconciliation of Revenue per Audited Financial Statements With Revenue p | er Return. | |
| | Complete if the organization answered "Yes" on Form 990, Part IV, line 12a. | | <u></u> |
| 1 | Total revenue, gains, and other support per audited financial statements | . 1 | |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12 | 10 St 10 | |
| а | Net unrealized gains (losses) on investments | The second secon | |
| b | Donated services and use of facilities | | |
| С | Recoveries of prior year grants | | |
| d | Other (Describe in Part XIII) | 17.6 | |
| е | Add lines 2a through 2d | . 2e | |
| 3 | Subtract line 2e from line 1 | . 3 | |
| 4 | Amounts included on Form 990, Part VIII, line 12, but not on line 1 | 74 75 | |
| а | Investment expenses not included on Form 990, Part VIII, line 7b | 1 3 3 | |
| b | Other (Describe in Part XIII) | | |
| С | Add lines 4a and 4b | . 4c | |
| 5 | Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) | . 5 | |
| Pa | rt XII Reconciliation of Expenses per Audited Financial Statements With Expense | | |
| <u></u> | Complete if the organization answered "Yes" on Form 990, Part IV, line 12a. | • | |
| 1 | Total expenses and losses per audited financial statements | . 1 | |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25 | 9.1 | |
| а | Donated services and use of facilities | ,, | |
| ь | Prior year adjustments | 一 ,约 | |
| c | Other losses | | |
| d | Other (Describe in Part XIII) | | |
| e | Add lines 2a through 2d | . 2e | |
| 3 | Subtract line 2e from line 1 | . 3 | |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1 | 1000 | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | |
| b | Other (Describe in Part XIII) | | |
| c | Add lines 4a and 4b | . 4c | |
| 5 | Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) | | |
| $\overline{}$ | rt XIII Supplemental Information. | , , | |
| | ide 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 | |
| | art XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information | | |
| | | | |
| | | | |
| | - • | | |
| | | | |
| | | | |
| | · | | |
| | | | |
| | | | |
| | | _ | |
| | · | | |
| | | | |
| | · · | | |
| | | | |
| | | | |
| | | | _ |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| _ | | | |
| | | | |
| | | Schodula D. /S | orm 990) 2016 |
| EEA | | Actientie D (L | J JJU, 2010 |

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.

OMB No 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

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

Open to Public Inspection Employer identification number

| Sound Employment Services 91-13/691/ |
|--|
| 01. Committee meeting documentation (Part VI, line 8b) |
| ALL DECISIONS ARE MADE BY THE BOARD OF DIRECTORS, AND THERE IS NO COMMITTEE. |
| |
| 02. Form 990 governing body review (Part VI, line 11) |
| BOARD MEMBERS REVIEW MONTHLY AND YID FINANCIAL STATEMENTS AT EACH MONTHLY MEETING. |
| INDEPENDENT CPA'S REVIEW YEARLY FINANCIAL INFORMATION AND COMPARE IT TO THE 990. |
| |
| 03. Conflict of interest policy compliance (Part VI, line 12c) |
| THE BYLAWS MANDATE THAT ALL DIRECTORS SIGN A CONFLICT OF INTEREST STATEMENT EACH YEAR. |
| |
| 04. CEO, executive director, top management comp (Part VI, line 15a) |
| THE ED SALARY IS REVIEWED AND DETERMINED THROUGH AN ANNUAL JOB PERFORMANCE REVIEW |
| CONDUCTED BY THE BOARD OF DIRECTORS |
| |
| 05. Governing documents, etc, available to public (Part VI, line 19) |
| GOVERNING DOCUMENTS ARE AVAILABLE UPON REQUEST. |
| |
| |
| · ———————————————————————————————————— |
| |
| |
| |
| |
| |
| |