Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A). Check if Schedule O contains a response or note to any line in this Part IX (A) Total expenses (B) Program service (C) Management and (D) Do not include amounts reported on lines 6b, 7b, Fundraising 8b. 9b. and 10b of Part VIII. general expenses expenses expenses Grants and other assistance to governments and organizations in the United States. See Part IV, line 21 . 2 Grants and other assistance to individuals in the United States. See Part IV, line 22 3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16 4 Benefits paid to or for members Compensation of current officers, directors, 5 446,426. 401,783. 44,643 trustees, and key employees 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 2,158,398 1,942,558 215,840 7 Other salaries and wages Pension plan accruais and contributions (include section R 68,693 76,326 7,633 401(k) and 403(b) employer contributions) 453,383. 408,045 45,338 9 Other employee benefits 267.741. 240,967 26,774. 10 Pavroll taxes 11 Fees for services (non-employees): a Management 40,729 45,254. 4,525. 4,958. 49,582. 44,624. c Accounting d Lobbying e Professional fundraising services. See Part IV, line 17, f Investment management fees g Other, (if line 11g amount exceeds 10% of line 25, column 105,360 94,824 10,536. (A) amount, list line 11g expenses on Schedule O.). 12 Advertising and promotion 191,592 21,288 212,880. Office expenses 13 301,180. 33,464. 334,644. Information technology 14 15 Rovalties. 699,809 629,828 69,981 16 8,164. 907. 9,071. 17 Payments of travel or entertainment expenses 18 for any federal, state, or local public officials 3,871,292. 3,484,163 387.129 Conferences, conventions, and meetings 19 20 Interest 21 223,002 200,702 22,300 22 Depreciation, depletion, and amortization 59,708. 66,342. 6,634. 24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) 380,251 342,226. 38,025 ALITERATURE 463,758. *b***EQUIPMENT** 515,287 51,529 60,265 54,239 6,026 FELLOWSHIP ASSISTANCE 9,561 95,614 86,053 dPUBLIC RELATIONS 92,703. 83,430. 9,273. e All other expenses _ _ _ 10,163,630. 9,147,266. 1,016,364 Total functional expenses. Add lines 1 through 24e Joint costs. Complete this line only if the 26 organization reported in column (B) joint costs from a combined educational campaign and fundralsing solicitation. Check here 🐌 if following SOP 98-2 (ASC 958-720)

JSA 3E1052 1.000

Form 990 (2013)