Part IX Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A). Check if Schedule O contains a response or note to any line in this Part IX (C) Management and (A) Total expenses (B) Program service (D) Fundraising Do not include amounts reported on lines 6b. 7b. 8b. 9b. and 10b of Part VIII. general expenses expenses expenses 1 Grants and other assistance to domestic organizations 0 and domestic governments. See Part IV, line 21 2 Grants and other assistance to domestic 0 individuals. See Part IV, line 22 3 Grants and other assistance to foreign organizations, foreign governments, and foreign 0 individuals. See Part IV, lines 15 and 16 Ω 4 Benefits paid to or for members 5 Compensation of current officers, directors, 369,566. 332,609. 36,957 trustees, and key employees 6 Compensation not included above to disgualified persons (as defined under section 4958(f)(1)) and 0 persons described in section 4958(c)(3)(B) 2,381,191. 2,143,072. 238,119 7 Other salaries and wages 8 Pension plan accruals and contributions (include 105,230. 94,707. 10,523 section 401(k) and 403(b) employer contributions) 471,692. 52,410 524,102 9 Other employee benefits 26,265. 262,652. 236,387. Payroll taxes 10 11 Fees for services (nonemployees): 0 a Management 430,605. 387,545 43,060 **b** Legal 58,329 52,496. 5,833. c Accounting 0 d Lobbying 0 e Professional fundraising services. See Part IV, line 17 0 f Investment management fees g Other. (If line 11g amount exceeds 10% of line 25, column 26,867 24,180. 2,687 (A) amount, list line 11g expenses on Schedule O.) 0 12 Advertising and promotion 301,074. 270,967. 30,107. 13 Office expenses 320,085 288,077. 32,008. 14 Information technology 0 15 Royalties 791,533. 712,380. 79,153 Occupancy 16 109,716. 98,744. 10,972. 17 Travel Payments of travel or entertainment expenses 18 0 for any federal, state, or local public officials 329,663. 296,697. 32,966 19 Conferences, conventions, and meetings 0 Interest 20 0 21 Payments to affiliates 407,885. 367,097. 40,788 22 Depreciation, depletion, and amortization 83,602. 75,242. 8,360. Insurance 23 24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) ALITERATURE 578,378. 520,540. 57,838. **b**EQUIPMENT 552,863. 497,577. 55,286 66,678. cFELLOWSHIP ASSISTANCE 74,087. 7,409. dPUBLIC RELATIONS 34,808. 31,327. 3,481 280,286. 311,429. 31,143. e All other expenses 8,053,665 7,248,300. 805,365 25 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

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fundraising solicitation. Check here 🕒

following SOP 98-2 (ASC 958-720)

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