Return of Organization Exempt From			N: 93493166007	
	Income T	ax	OMB No 1545-0	047
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Co			201	5
foundations)				
Information about Form 990 and its instructions is at <u>ww</u>			Open to Pub Inspection	
015 calendar year, or tax year beginning 09-01-2015 , and ending 08-31-2010 C Name of organization	<u>•</u>	D Employer	· identification number	 r
RICHMOND EDUCATION ASSOCIATION ange OF RICHMOND INC		54-0839		
Doing business as		51 0000	203	
n	ŀ	E Telephone	number	
3615 SAUNDERS AVENUE	te			
	r	(804) 84	18-3100	
RICHMOND, VA 23227		G Gross rece	epts \$ 829,953	
F Name and address of principal officer	H(a) Is this	s a group ret	turn for	
438 LINDEN STREET		dinates?	☐ Ye	es 🗸
PETERSBURG, VA 238052546	H(b) Areal		tes Eyes E	- _{No}
t status 501(c)(3) ▼ 501(c) (5) ◄ (Insert no) 4947(a)(1) or 527				
▶				- /
nization 🔽 Corporation 🗌 Trust 📄 Association 📄 Other 🕨			M State of legal domic	ile VA
Quantum 201				
•				
OMOTE GENERAL WELFARE OF MEMBERSHIP IN JOB RELATED AREAS				
neck this box \blacktriangleright [if the organization discontinued its operations or disposed o	f more than 2	5% ofits ne	et assets	
Imber of voting members of the governing body (Part VI, line 1a)		. з	3 1	12
		. 4	1 1	11
tal number of individuals employed in calendar year 2015 (Part V , line 2a) $$.		5	5	1
				0
	 Prior		I	
Contributions and grants (Part VIII, line 1h)				5,827
Program service revenue (Part VIII, line 2g)		801,412	2 737	7,503
Investment income (Part VIII, column (A), lines 3, 4, and 7d)		1,778	8 1	1,147
		1,538	8 1	1,706
1 otal revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)		821,647	7 757	7,183
Grants and similar amounts paid (Part IX, column (A), lines 1–3) $\ .$.				
Benefits paid to or for members (Part IX, column (A), line 4) \ldots .				0
				0
Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)		167,879	9 170	
Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) Professional fundraising fees (Part IX, column (A), line 11e)		167,879	9 170	0
5-10)		167,879	9 170	0 0,189
5–10) Professional fundraising fees (Part IX, column (A), line 11e)		167,879		0 0,189
$\begin{array}{l} 5-10 \\ \mbox{Professional fundraising fees (Part IX, column (A), line 11e) } \\ \mbox{Total fundraising expenses (Part IX, column (D), line 25) } \\ \hline 0 \\ \mbox{Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) } \\ \mbox{Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) } \end{array}$		710,629	9 594 8 764	0 0,189 0 4,241 4,430
$\begin{array}{l} 5-10 \\ \text{Professional fundraising fees (Part IX, column (A), line 11e)} \\ \text{Total fundraising expenses (Part IX, column (D), line 25)} \\ \hline \\ \text{Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)} \\ \hline \\ \end{array}$		710,629 878,508 -56,861	9 594 8 764 1 -7	0 0,189 0 4,241
$\begin{array}{l} 5-10 \\ \mbox{Professional fundraising fees (Part IX, column (A), line 11e) } \\ \mbox{Total fundraising expenses (Part IX, column (D), line 25) } \\ \hline 0 \\ \mbox{Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) } \\ \mbox{Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) } \end{array}$		710,629	9 594 8 764 1 -7	0 0,189 0 4,241 4,430
<pre>5-10) Professional fundraising fees (Part IX, column (A), line 11e) Total fundraising expenses (Part IX, column (D), line 25) ▶0 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) Revenue less expenses Subtract line 18 from line 12 Total assets (Part X, line 16)</pre>	Beginning of	710,629 878,508 -56,861 Current Yea 81,164	9 594 8 764 1 -7 ar End of Year 4 60	0 0,189 0 4,241 4,430 7,247 0,823
5-10) Professional fundraising fees (Part IX, column (A), line 11e) Total fundraising expenses (Part IX, column (D), line 25) ▶ <u>0</u> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) Revenue less expenses Subtract line 18 from line 12	Beginning of	710,629 878,508 -56,861 Current Yea	9 594 8 764 1 -7 ar End of Year 4 60 3 24	0 0,189 0 4,241 4,430 7,247
	Doing Dusiness as ad Number and street (or P O box if mail is not delivered to street address) 3615 SAUNDERS AVENUE within Gity or town, state or province, country, and ZIP or foreign postal code RICHMOND, VA 23227 F Name and address of principal officer CHARLOTTE HAYER 438 LINDEN STREET PETERSBURG, VA 238052546 :status 501(c)(3) S01(c) (5) (insert no) 4947(a)(1) or 527 Inzation Ø Corporation Trust Association Other ▶ Summary fify describe the organization's mission or most significant activities DMOTE GENERAL WELFARE OF MEMBERSHIP IN JOB RELATED AREAS eck this box ▶ if the organization discontinued its operations or disposed cormber of independent voting members of the governing body (Part VI, line 1a) at number of individuals employed in calendar year 2015 (Part V, line 2a) tal number of voting grants (Part VIII, line 1h column (C), line 12 unrelated business revenue from Form 990-T, line 34 Contributions and grants (Part VIII, column (A), lines 3, 4, and 7d) Pro	Doing business as ad Number and street (or P 0 box if mail is not delivered to street address) 3615 SAUNDERS AVENUE City or town, state or province, country, and ZIP or foreign postal code RICHMOND, VA 23227 F Name and address of principal officer CHARLOTTE HAYER 438 LINDEN STREET PETERSBURG, VA 238052546 status 501(c)(3) ▼ 501(c) (5) ◀ (insert no) 4947(a)(1) or 527 H(a) Is this suborn nization ✓ Corporation Trust Association Other ► L Year of fon Summary L Year of fon Fifty describe the organization's mission or most significant activities DMOTE GENERAL WELFARE OF MEMBERSHIP IN JOB RELATED AREAS eck this box ► If the organization discontinued its operations or disposed of more than 2 mber of voting members of the governing body (Part VI, line 1a)	Doing business as E Telephone add Number and street (or P O box if mail is not delivered to street address) Room/suite E Telephone 3615 SAUNDERS AVENUE (804) 64 City or town, state or province, country, and ZIP or foreign postal code G Gross rece F Name and address of principal officer H(a) Is this a group re CHARLOTTE HAYER subordinates? A3B LINDEN STREET Bit Sol(c)(3) ▼ 501(c) (5) ◀ (insert no) 4947(a)(1) or 527 H(b) Are all subordinates? No nization ▼ Corporation Trust Association Other ► L Year of formation 1967 Summary Ufly describe the organization's mission or most significant activities DMOTE GENERAL WELFARE OF MEMBERSHIP IN JOB RELATED AREAS eck this box ► [] if the organization discontinued its operations or disposed of more than 25% of its nember of individuals employed in calendar year 2015 (Part V, line 1a)	Dung business as E Telephone number add tum Bit SAUNDERS AVENUE bxx if mail is not delivered to street address) Room/suite E Telephone number (804) 648-3100 Grass receipts \$ 829,953 E Telephone number (804) 648-3100 E Telephone number (804) 648-3100 Grass receipts \$ 829,953 Grass receipts \$ 829,953 F Name and address of principal officer H(a) Is this a group return for subordinates? Yes C HANDTE HAY ALOTTE HAY

For Paperwork Reduction Act Notice, see the separate instructions.

Form	n 990 (2015)				Page 2
Par	t IIII Statement	of Program Service A	ccomplishments		
	Check If Sche	dule O contains a response	or note to any line in this Part :	III	<u> </u>
1	Briefly describe the	organization's mission			
PRO	MOTE GENERAL WEL	FARE OF MEMBERSHIP IN	JOB RELATED AREAS		
2	Did the organization	undertake anv significant pr	ogram services during the year	r which were not listed on	
2	-				Yes √No
		ese new services on Schedu			
2				unducto any program	
3	-		significant changes in how it co	inducts, any program	Yes 🗸 No
		ese changes on Schedule O			
4		Ū			
•	expenses Section 5		nizations are required to repor	ree largest program services, as t the amount of grants and alloca	
4a	(Code) (Expenses \$	including grants of \$) (Revenue \$)
	See Additional Data				
4b	(Code) (Expenses \$	including grants of \$) (Revenue \$)
) (E			
4c	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4 d	Other program core	uces (Describe in Schedule (
ти	(Expenses \$	•	grants of \$) (Revenue \$)
			grands of p	/ (Revenue 4	,
4e	Total program servi	ce expenses 🕨			
					Form 990 (2015)

Form 990 (2	2015)
Part IV	Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 😒	2	Yes	
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		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		
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	Yes	
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		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 🧐	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 😒	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> 😒	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> 😒	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI 😒	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> 🕲	11b		No
	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> 😒	11c		No
	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> 🕉	11d		No
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> 😒	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 🛸	12a		No
b	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		No
13	Is the organization a school described in section 170(b)(1)(A)(II)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16		No
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		No
ь	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Form 990 (2015)

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23		No
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 through 24d and complete Schedule K If "No," go to line 25a	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
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?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year '	24d		
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, Pait I	25a		
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	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No
с	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28 c		No
29	Did the organization receive more than $25,000$ in non-cash contributions? If "Yes," complete Schedule M \therefore	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .	31		No
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		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		No
35a	Did the organization have a controlled entity within the meaning of section $512(b)(13)^{2}$	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		
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		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part IV Checklist of Required Schedules (continued)

Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 197 Note. All Form 990 filers are required to complete Schedule O •

Form	990 (2015)			Page 5
Pai	t 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
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 0			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered			
	by this return	2b	Yes	
D	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	20	105	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		No
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		
4 a	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 account)?	4a		No
b	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)			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? $$. $$.	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
с	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			
		5c		
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		No
D	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
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 and services provided to the payor?	7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided? \ldots . \ldots	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	70		
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			
e	Did the organization receive any funds, directly of indirectly, to pay premiums on a personal benefit contract?	7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? \cdot .	7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
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?	8		
Q a	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?	9b		
10	Section 501(c)(7) organizations. Enter			
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club 10b			
	facilities	, , , ,		
11	Section 501(c)(12) organizations. Enter			
	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the			
13	year 120 Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	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	13a		
b	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 13b			
с	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>	14b		

Form	990 (2015)			Page 6
Par	t VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b describe the circumstances, processes, or changes in Schedule O. See instructions.	, or 10)b belo	w,
	Check If Schedule O contains a response or note to any line in this Part VI			🔽
Se	ction 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			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent 1b			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
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		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization become and a stockholders?	6		No
	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	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders,		Yes	
8	or persons other than the governing body?			
-	year by the following The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the		105	
2	organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ction B. Policies (This Section B requests information about policies not required by the Internal F	Reveni	ie Cod	e.)
			Yes	No
	Did the organization have local chapters, branches, or affiliates?	10 a		No
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?	11 a		No
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a		No
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		
с	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c		
13	Did the organization have a written whistleblower policy?	13		No
14	Did the organization have a written document retention and destruction policy?	14		No
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a		No
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16 a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the			
	organization's exempt status with respect to such arrangements?	16b		
Se	ction C. Disclosure			
17	List the States with which a copy of this Form 990 is required to be filed \blacktriangleright			
10	Section 6104 requires an organization to make its Form 1022 (or 1024 if applicable), 000, and 000 T (501(c)			

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply

☐ Own website ☐ Another'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 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 ►CHARLES E WALTON CO PC 303 ASHCAKE ROAD STE H ASHLAND, VA 23005 (804) 798-3216

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

Section A. 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, or 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 organization compensated any current officer, director, or trustee

(A) Name and Title	(B) A verage hours per week (list any hours	more pers	than on is	one bot rect	not bo: h ai or/t	chec x, unle n offic rustee	ess er	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation
	for related organızatıons below dotted lıne)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	from the organization and related organizations
(1) CHARLOTTE HAYER PRESIDENT	40 00	×		x				55,576	0	28,364
(2) RAMON MOORE VP		×		x				0	0	0
(3) DOROTHY SMITH SEC / TREAS		×		x				0	0	0
(4) ANTONIO GUILFORD DIRECTOR		×						0	0	0
(5) HOLLY JACKSON-CONRAD		×						0	0	0
(6) KIEASHA KING DIRECTOR		×						0	0	0
(7) GLORIA GRAY DIRECTOR		×						0	0	0
(8) DEBRA VAUGHAN DIRECTOR		×						0	0	0
(9) VICTORIA CARLL DIRECTOR		×						0	0	0
(10) SUSAN DAMRON DIRECTOR		×						0	0	0
(11) KATHERINE MARTIN DIRECTOR		×						0	0	0
(12) LOLA V MCDOWELL DIRECTOR		×						0	0	0
(13) VASHTI MALLORY DIRECTOR		×						0	0	0
										Form 990 (2015)

	(A) Name and Title	(B) A verage hours per week (list any hours	more f	than o on is	one t both ector	oox, an d	heck unless officer stee)	5	(I Repor comper from organiza	rtable nsation i the tion (W-	(E) Reportable compensation from related organizations (W	-	(F) Estima amount o compens from 1	ated fother sation the
		for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	2/1099	-MISC)	2/1099-MISC)	0	rganızatı relatı organıza	ed
												_		
												-		
1b c d	Sub-Total Total from continuation she Total (add lines 1b and 1c)		ection /	Α.					5	5,576				28,364
2	Total number of individuals (\$100,000 of reportable com	including but not	limited	to the	ose l		d abov	e) wl	ho receive	d more tl	nan			
													Yes	No
3	Did the organization list any on line 1a? If "Yes," complete								-			3		No
4	For any individual listed on I organization and related orga individual											4		No
5	Did any person listed on line services rendered to the org										or individual for	5		No
Se	ection B. Independent (Contractors												
1	Complete this table for your compensation from the organ												tax year	_
	-	(A)									(B)		(C)

2 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 9	990	(201	5)

Part VIII Statement of Revenue

Part V		Statement of Revenue	v line in this Dart VIII			—
	1 .	Check if Schedule O contains a response or note to an	y line in this Part VIII (A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
र द	1 a	Federated campaigns 1a	_			
Contributions, Gifts, Grants and Other Similar Amounts	b	Membership dues 1b	_			
Amo Gr	c	Fundraising events 1c				
ifts. ar <i>L</i>	d	Related organizations 1d	_			
nii.G	e	Government grants (contributions) 1e	—			
ons	f	All other contributions, gifts, grants, and 1f 16,8	 27			
uti her	.	similar amounts not included above	-			
Ot III	g	Noncash contributions included in lines 1a-1f \$	_			
Cont and	h	Total. Add lines 1a-1f	▶ 16,827			
		Business Cod	e			
านอ	2a	MEMBERSHIP DUES- CURRENT YEAR 900	099 706,303	706,303		
Re <	b	MEMBERSHIP DUES- PRIOR YEARS 900	099 30,950	30,950		
Ce .	c	MEMBERSHIP DUES- RETIRED 900	099 250	250		
ž.	d					
E E	e					
Program Service Revenue	f	All other program service revenue				
<u>ک</u>	g	Total. Add lines 2a−2f	737,503			
	3	Investment income (including dividends, interest, and other similar amounts)	857			857
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
		(I) Real (II) Personal				
	6 a	Gross rents				
	Ь	Less rental expenses				
	c	Rental income				
	d	or (loss) Net rental income or (loss)				
		(I) Securities (II) O ther				
	7a	Gross amount from sales of 73,058 assets other than inventory	2			
	b	Less cost or other basis and 72,770	_			
		sales expenses				
	c d	Gain or (loss) 288 Net gain or (loss)	2 290			290
		Gross income from fundraising				
Other Revenue		events (not including \$				
)th.	Ь	Less direct expenses b				
		Net income or (loss) from fundraising events				
	9a	Gross income from gaming activities See Part IV , line 19 a				
	1	Less direct expenses b				
	C	Net income or (loss) from gaming activities				
	10a	Gross sales of inventory, less returns and allowances . a	_			
	1	Less cost of goods sold b				
	c	Net income or (loss) from sales of inventory				
	11a	Miscellaneous Revenue Business Cod		1,706		
	b	MISCELLANEOUS INCOME 900	1,700	1,750		
	C C					
	d	All other revenue				+
	e		1 706			
	12	Total revenue. See Instructions	1,706			
			757,183	739,209		1,147 Form 990 (2015)

Form 990 (2015)

	Check if Schedule O contains a response or note to any line in t	chis Part IX			
	t include amounts reported on lines 6b, , 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments See Part IV , line 21				
2	Grants and other assistance to domestic individuals See Part IV, line 22				
3	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, trustees, and key employees	62,334			
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$				
7	Other salaries and wages	57,639			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) \ldots				
9	Other employee benefits	45,305			
10	Payroll taxes	4.011			
11	Fees for services (non-employees)	4,911			
а	Management				
b					
c	Accounting	8,020			
d					
е	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12	Advertising and promotion				
13	Office expenses	26,611			
14	Information technology				
15	Royalties				
16	Occupancy	17,817			
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	429			
23 24	Insurance	475			
а	VEA/NEA DUES- CURRENT YEA	447,081			
b	VEA/NEA DUES- PRIOR YEARS	64,840			
с	NEA/VEA GRANTS	16,827			
d	UTILITIES	7,548			
е	All other expenses	4,593			
25	Total functional expenses. Add lines 1 through 24e	764,430	0	0	0
26	Joint costs.Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ►				Form 990 (2015)
				1	01111 990 (2015)

Form 990 (2015)

Par		Balance Sheet Check if Schedule O contains a response or note to any line in	thic f	Part ¥			_
		check in schedule of contains a response of note to any line in		αιιλ	(A)		(B)
	I				Beginning of year		End of year
	1	Cash-non-interest-bearing	•		75	1	75
	2	Savings and temporary cash investments			7,891	2	59,984
	3	Pledges and grants receivable, net	•			3	
	4	Accounts receivable, net				4	
	5	Loans and other receivables from current and former officers key employees, and highest compensated employees Comp Schedule L	5				
Assets	6	Loans and other receivables from other disqualified persons section 4958(f)(1)), persons described in section 4958(c)(employers and sponsoring organizations of section 501(c)(9 employees' beneficiary organizations (see instructions) Con Schedule L	3)(B), ∂) volu	and contributing Intary		6	
\$5	7	Notes and loans receivable, net				7	
4	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges		• • •		9	
	10a	Land, buildings, and equipment cost or other basis	• •			-	<u> </u>
	100	Complete Part VI of Schedule D	10a	25,686			
	b	Less accumulated depreciation	10 b	24,922	1,193	10 c	764
	11	Investments—publicly traded securities			72,005	11	
	12	Investments—other securities See Part IV, line 11				12	
	13	Investments—program-related See Part IV, line 11		13			
	14	Intangible assets				14	
	15	Other assets See Part IV , line 11				15	
	16	Total assets.Add lines 1 through 15 (must equal line 34) .	81,164	16	60,823		
	17	Accounts payable and accrued expenses			2,027	17	2,026
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability Complete Part IV of Se	chedu	leD		21	
iabilities	22	Loans and other payables to current and former officers, dire key employees, highest compensated employees, and disqu					
iq		persons Complete Part II of Schedule L				22	
Ľ.	23	Secured mortgages and notes payable to unrelated third par	ties			23	
	24	Unsecured notes and loans payable to unrelated third partie	s.		29,490	24	17,763
	25	O ther liabilities (including federal income tax, payables to re and other liabilities not included on lines 17-24) Complete Part X of Schedule D	elated	third parties,			
					5,586	25	4,220
	26	Total liabilities. Add lines 17 through 25			37,103	26	24,009
ses		Organizations that follow SFAS 117 (ASC 958), check here lines 27 through 29, and lines 33 and 34.		and complete			
Net Assets or Fund Balances	27	Unrestricted net assets				27	
8	28	Temporarly restricted net assets	• •			28	
ň	29	Permanently restricted net assets				29	
OLF		Organizations that do not follow SFAS 117 (ASC 958), check complete lines 30 through 34.	k here	Image: A stand			
ŝts	30	Capital stock or trust principal, or current funds			42,868	30	36,050
sse	31	Paid-in or capital surplus, or land, building or equipment fun			1,193	31	764
Ă	32	Retained earnings, endowment, accumulated income, or othe				32	
Net	33	Total net assets or fund balances			44,061	33	36,814
_	34	Total liabilities and net assets/fund balances			81,164	34	60,823
					· ·		form 990 (2015)

Par	t XI Reconcilliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1		-	757,183
2	Total expenses (must equal Part IX, column (A), line 25)	-			
-		2		7	764,430
3	Revenue less expenses Subtract line 2 from line 1	3			-7,247
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) .	3			-7,247
•		4			44,061
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities				
Ũ		6			
7	Investment expenses	7			
8	Prior period adjustments	/			
Ū		8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33,	9			
-10	column (B))	10			36,814
Par	t XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII		<u> </u>	<u> </u>	. <u> </u>
				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		No
	If Yes,' check a box below to indicate whether the financial statements for the year were compiled or rev	iewed o	n		
	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		No
	If Yes, ' check a box below to indicate whether the financial statements for the year were audited on a se	parate			
	basis, consolidated basis, or both				
	Separate basis Consolidated basis Both consolidated and separate basis				
C	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversi of the audit, review, or compilation of its financial statements and selection of an independent accountar		2 c		
	If the organization changed either its oversight process or selection process during the tax year, explain Schedule O	In			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in Single Audit Act and OMB Circular A-133?	the	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo th required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		Зb		

Form **990** (2015)

Additional Data

Software ID: Software Version: EIN: 54-0839289 Name: RICHMOND EDUCATION ASSOCIATION OF RICHMOND INC

Form 990, Part III, Line 4a

4a	(Code) (Expenses \$	including grants of \$) (Revenue \$)
			ES EMPLOYEE WORKPLACE GRIEVANCES THE SCHOOL BOARD SUPERINTENDENT,		

efil	efile GRAPHIC print - DO NOT PROCESS As Filed Data - DLN: 93493166007147						
SC			Political Campaign and	I Lobbying	Activitie	es	OMBNo 1545-0047
(Fo	For Organizations Exempt From Income Tax Under section 501(c) and section 527 PO-EZ) For Organizations Exempt From Income Tax Under section 501(c) and section 527 Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.						2015
Treas	rtment of the sury nal Revenue	►Inf	ormation about Schedule C (Form 99 <u>www.irs.gov</u>	•	ts instructi	ons is at	Open to Public Inspection
Servi							
• S	ection 501(c)(3) o	rganızatıons C	s" on Form 990, Part IV, Line 3, or complete Parts I-A and B Do not compl n 501(c)(3)) organizations Complete F	ete Part I-C			
	Section 527 organi				on Donot		
			s" on Form 990, Part IV, Line 4, or				
			nat have filed Form 5768 (election und nat have NOT filed Form 5768 (electior				
			s" on Form 990, Part IV, Line 5 (Pre				
line 3	35c (Proxy Tax) (see separate	e instructions), then		-		
	Section 501(c)(4), ne of the organiza		inizations Complete Part III				ification number
RIC	HMOND EDUCATION A					Employer ident	
			anniantian is successfunder.	costion FO1/c		54-0839289	excepted
Part	I-A Comple	te if the or	ganization is exempt under	section 501(c) or is a	section 527	organization.
1	Provide a descri	ption of the org	ganization's direct and indirect polition	cal campaign acti	vities in Pa	rt IV	
2	Political expendi	itures				►	\$
3	Volunteer hours						
Pari	I-B Comple	te if the or	ganization is exempt under	section 501(c)(3).		
1	Enter the amoun	t of any excise	e tax incurred by the organization und	der section 4955		•	\$
2			e tax incurred by organization manag		4955	►	\$
3	If the organization	on incurred a s	ection 4955 tax, did it file Form 472	0 for this year?			Yes No
4a	Was a correction	n made?					ΓYes ΓNo
b	If "Yes," describ	e in Part IV					
Pari	I-C Comple	te if the or	ganization is exempt under	section 501(c), except	t section 501	.(c)(3).
1	Enter the amoun	t directly expe	ended by the filing organization for se	ction 527 exemp	t function a	ctivities 🕨	\$
2	Enter the amoun exempt function		rganızatıon's funds contributed to ot	her organızatıons	for section	527 ►	\$
3	Total exempt fur	nction expendit	tures Add lines 1 and 2 Enter here a	and on Form 1120)-POL, line	17b 🕨	\$
4	Did the filing org	anızatıon file F	orm 1120-POL for this year?				🗌 Yes 🗌 No
5	organization mac amount of politic	de payments F al contributior	nd employer identification number (E For each organization listed, enter thi ns received that were promptly and d political action committee (PAC) If	e amount paid froi irectly delivered t	m the filing to a separat	organization's fu e political organ	inds Also enter the lization, such as a
	(a) Name	2	(b) Address	(c) EIN	filing or	unt paid from ganization's ione, enter -0-	(e) A mount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
2							
3							
4							
5							
6 For Pa	aperwork Reductio	n Act Notice, se	ee the instructions for Form 990 or 990	-EZ.	at No. 50084	S Schedule C /F	orm 990 or 990-EZ) 2015

Schedule	C	(Form	990	or 990.	- F 7)	2015	

Ρ		Complete if the organization under section 501(h)).	is exempt under section 501(c)(3)	and file	d Form 5768	(election
A	Check 🕨 🖡	If the filing organization belongs to expenses, and share of excess lobb	an affiliated group (and list in Part IV each affi bying expenditures)	liated grou	p member's nam	e,address,EIN
В	Check 🕨	if the filing organization checked b	ox A and "limited control" provisions apply			
			ying Expenditures eans amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
1a	lobbying)	ing expenditures to influence public o				
b	Total lobby	ing expenditures to influence a legisl	ative body (direct lobbying)			
c	Total lobby	ing expenditures (add lines 1a and 1	b)			
d	O ther exem	pt purpose expenditures				
е	Total exem	pt purpose expenditures (add lines 1	c and 1d)			
f	, ,		from the following table in both columns			
	If the amour	nt on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:			
	Not over \$500	0,000	20% of the amount on line 1e			
	Over \$500,00	0 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000			
	Over \$1,000,0	000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000			
	Over \$1,500,0	000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000			
	Over \$17,000	,000	\$1,000,000			
g		nontaxable amount (enter 25% of lu				
h	Subtract lın	e 1g from line 1a If zero or less, ent	er - 0 -			
i	Subtract lın	e 1f from line 1c If zero or less, ente	er - 0 -			
j		n amount other than zero on either li ection 4911 tax for this year?	ne 1h or line 1i, did the organization file Form 4		L. L	
			∏ Yes	∏ No		

4-Year Averaging Period Under section 501(h) (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

	Lobbying Expendit	ures During	4-Year Avera	ging Period		
	Calendar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) Total
2a	Lobbying nontaxable amount					
b	Lobbying ceiling amount (150% of line 2a, column(e))					
c	Total lobbying expenditures					
d	Grassroots nontaxable amount					
e	Grassroots ceiling amount (150% of line 2d, column (e))					
f	Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2015

Page **2**

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For e	ach "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying	(a)	ı	(b)	
activ			No	4	moun	t
		Yes				
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of					
а	Volunteers?					
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?					
с	Media advertisements?			1		
d	Mailings to members, legislators, or the public?					
е	Publications, or published or broadcast statements?					
f	Grants to other organizations for lobbying purposes?					
g	Direct contact with legislators, their staffs, government officials, or a legislative body?					
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?					
i	O ther activities?					
j	Total Add lines 1c through 1i					
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?					
b	If "Yes," enter the amount of any tax incurred under section 4912			1		
с	If "Yes," enter the amount of any tax incurred by organization managers under section 4912					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?					
Par	t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(6).	501(c)(5), (or se	ectio	ı
			_		Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?		ſ	1		No

1	Were substantially all (90% or more) dues received nondeductible by members?	1		No
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	Yes	
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		No

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
а	Current year	2 a	
b	Carryover from last year	2b	
с	Total	2 c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	
D -	st W Supplemental Information		

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, Part II-A (affiliated group list), Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1 Also, complete this part for any additional information

Return Reference

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Period of the second served Period Second S			Supplen	nental Financial Statements			
		·		, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 1			
Nume of the organization beneform Sector (International Sector (I	Treas	ury	Information about Schedule D (s.qov/f	orm 990 .	
Person of a conservation example is a finite organization answered "Yes" on Sorre 390, Part IV, line 6. (a) Don't advised Funds or (b) Funds and other accounts (b) Funds and other accounts (c) Don't advised funds (b) Funds and other accounts (c) Don't advised funds (c) Part IV, line 6. (c) Don't advised funds (c) Part IV, line 6. (c) Don't advised funds (c) Part IV, line 6. (c) Don't advised funds (c) Part IV, line 6. (c) Don't advised funds (c) Part IV, line 6. (c) Don't advised funds (c) Part IV, line 6. (c) Don't advised funds (c) Part IV, line 6. (c) Part IV, line 7. (c) Part IV, line	Na RIC	me of the organi HMOND EDUCATION			Empl	oyer ident	ification number
Complete if the organization answered "Yee" on Form 990, Part LV, line 6. 1 Total number at end of year 2 Aggregate value of centration on to (during year) 3 Aggregate value of grans from (during year) 4 Aggregate value of grans from (during year) 5 Do the organization spoerty, subject to the organization seclusive legal control? Yes No 6 Debt to organization inform all conors and door advisors in writing that grant tends can be used only for charatible purposes, controls, and doorn or doorn advisors, or for any other purpose contering impermissible private benefit? Yes No 7 Debt to organization inform all conors and door advisors in writing that grant tends can be used only for charatible purposes, controls, and doorn or doorn advisor, or for any other purpose content of the organization or advisors in writing that grant tends can be used only for charatible purposes and rolf for the organization in conter or doorn advisor or form advisor or				Advised Evends av Other Circilar E			
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yein] yein] Aggregate value of grants from (during year) Aggregate value at end of year Dut the organization inform all constra and door advisors in writing that the assets held in door advised funds are the organization inform all grantees, donors, and door advisors in writing that grant funds can be used only for chartable puppeds and not for the benefit of the door or door advisor, or for any other pupped conterning impermissible private benefit? Part 11 Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part LV, line 7. Purpose (s) of conservation easements held by the organization (check all that apply) Preservation of an link for public use (e.g., recreation or door advisor) of a critical histonic structure Preservation of an instoreally important land area Preservation of a critical histonic structure Preservation ad a critical histonic structure Number of conservation easements included in (c) acquired after 8/17/05, and not on a histonic structure list and histonic active list. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year indication 1700(h)(4) (f)(2) Number of steles when property subject to conservation easements in loader 170(h)(4) (f)(2) Number of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year is an odified. (h)(9) So as the organization histonic SFAS L116 (ASC 958), to report in its re	1	Total numbe	r at end of year	(a) Donor advised funds	(b)	Funds and	other accounts
Aggregate value at end of year Dut the organization inform all donors and shore advisors in writing that the assets held in donor advised funds are the organization procerty, subject to the organization's exclusive legal control? Yes No Dut the organization inform all grantes, donors, and donor advisors in writing that the assets held in donor advised funds are the organization and the benefit of the donor of donar advisors, or for any other purpose contering impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, Ine 7. Part II Conservation desements held by the organization (check all that apply) Preservation of and for public use (e.g., screation or environment of a certified historic structure or education) Preservation of and for public use (e.g., screation or environment of a certified historic structure or essements in the last use of the tax year Preservation of an intermation of one space Preservation of a certified historic structure included in (a) A momber of conservation easements included in (c) acquired after \$1/206, and not on a historic structure is a difficult the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the arganization during the tax year is and enforcing conservation easements included in (c) acquired after \$1/206, and not on a historic structure included in the last user of the conservation easements included in (c) acquired after \$1/206, and entoring inspection, handling of violations, and enforcing conservation easements include? Yes into \$2 ad in the organization have a written policy regarding the periodic montroning, inspection, handling of violations, and enforcing conservation easements in tolds? Yes into \$2 ad inspection \$2 ad in the organization accumption become state in the state state in the state state in the state state in the state state	2		alue of contributions to (during				
 5 Do the organization inform all dinors and const advisors in writing that the assets hald in donor advised funds are the organization's volues volues lead control? 9 Do the organization inform all granters, corres, and doner advisors in writing that grant funds can be used only for charidable purposes and not for the benefit of the donor of donor advisors in only other purposes. 9 Portal Conservation Easements, Complete if the organization (check all that apply) Preservation of land for public use (c g, recreation or education of a cartified historic structure. Preservation of land for public use (c g, recreation or education) Preservation of and for public use (c g, recreation or education) Preservation of land for public use (c g, recreation or education) Preservation of an historically important land area Preservation of land for public use (c g, recreation or education) Preservation of an historically important land area Preservation of land for public use (c g, recreation or education) Preservation of a centrified historic structure Preservation of a conservation easements Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements Total number of conservation easements Number of conservation easements is a cartified historic structure included in (a) Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year is a conservation easement is located b So boos the organization have a written policy regarding the paradise montoring, inspection, handling of violations, and enforcing conservation easements during the year A mount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year A fait and voluncer hours devoled to mo	3		alue of grants from (during year)				
India are the organization? property, subject to the organization? acclusive legal control? Yes No Od the organization informable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermises the purpose if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of and for public use (e.g., recreation or education) Protection of natural habitat Preservation of an of open space Preservation of an of open space 2 Complete lines 2 a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements Image: the tax year a Total number of conservation easements Image: the tax year Image: the tax year a Total acreage restricted by conservation easements Image: the tax year Image: the tax year 3 Number of conservation easements included in (a) Image: tax year / Image: tax year	4	Aggregate v	alue at end of year				
used only for charatable purposes and not for the benefit of the donor or donor adviser, or for any other purpose conforming intermissible purposes and not for the benefit of the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation Easements held by the organization (check all that apply) Preservation of and for public use (e.g., recreation or education) Protection of actural habitat Preservation of a certified historic structure Preservation of a certified historic structure included in (a) Aumber of conservation easements in a certified historic structure included in (a) Aumber of conservation easements in certified historic structure included in (a) Aumber of conservation easements multicided 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 tas year b 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 year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing listeremits during the year year year	5	-		-	nor advis	sed	☐Yes ☐No
	6	used only for cl	haritable purposes and not for the			purpose	Yes No
Preservation of land for public use (e.g., recreation or education) Protection of natural habitat Preservation of a certified historic structure Total acreage restricted by conservation easements Total acreage restricted by conservation easements Total acreage restricted by conservation easements 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 easement is located >	Pa			te if the organization answered "Yes" o	on Form	n 990, Pa	I
education Protection of natural habitat Protection of natural habitat Protection of natural habitat Protection of natural habitat Preservation of a certified histonic structure Preservation of a certified histonic structure Complete lines 2 at through 2 di if the organization held a qualified conservation contribution in the form of a conservation easements included in (a) Total arcmage restructed by conservation easements Number of conservation easements included in (c) acquired after 8/17/06, and not on a histonic structure instellate algositer Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of catates where property subject to conservation easements is located Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Staff and volunteer hours devoted to monitoring. Inspecting, handling of violations, and enforcing conservation easements at a balance sheet, and inclued, if applicable, the text of the foorote to the organization? No Total science, as permitted under SFAS 116 (ASC 958), to terport 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	1	Purpose(s) of c	onservation easements held by th	e organization (check all that apply)			
Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements in that day of the tax year Total acreage restricted by conservation easements Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year is independent of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year is independent of the conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year is independent of the conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year is independent of the conservation easements included in (a) Number of states where property subject to conservation easement is located is independent of the conservation easements in use independent of the conservation easements during the year is independent of the conservation easements in thicks? Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year is independent on trading of violations, and enforcing conservation easements during the year is is independent on trading in the organization flow is accounting the conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's flow (a), if picticable, the text of the footnote to the organization's flow conservation easements. Part III, describe how the riganization elected, as permitted under SFAS 116 (ASC 958), not 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 flow sympton and where SFAS 116		•	on of land for public use (e g , recre		in histor	ically impo	ortant land area
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a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements included in (c) acquired after 8/17/06, and not an 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 >	2		5	neld a qualified conservation contribution in t	the form		1
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 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 P				nte			
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register 2d 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year b		-					
 tax year >		Number of cons	servation easements included in (c				
 4 Number of states where property subject to conservation easement is located ▶	3			isferred, released, extinguished, or terminate	ed by the	e organizat	tion during the
 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 stat	es where property subject to conse	ervation easement is located >			
 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year / A mount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year *		Does the organ	ization have a written policy regar	ding the periodic monitoring, inspection, han			Yes No
 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year \$	6		teer hours devoted to monitoring, i	nspecting, handling of violations, and enforc	ing cons	ervation e	•
 \$		▶					
 (B)(i) and section 170(h)(4)(B)(II)? Yes No In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. Ia 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, 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 c) Revenue included on Form 990, Part VIII, line 1 \$	7			cting, handling of violations, and enforcing c	onserva	tion easer	nents during the year
 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8. 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, 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 \$	8	Does each con	servation easement reported on lir	ne 2(d) above satisfy the requirements of sec	ction 17	0(h)(4)	Yes No
 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. Ia 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, 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 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 \$	9	balance sheet,	and include, if applicable, the text	of the footnote to the organization's financia			ent, and
 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 \$	Par	t IIII Organi	izations Maintaining Collec	tions of Art, Historical Treasures,	or Oth	er Simil	ar Assets.
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b Assets included in Form 990, Part X ▶ \$		If the organizat	ion received or held works of art, h	istorical treasures, or other similar assets for	or financ		
	а	2		-		►\$	
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Reduction Act Notice,	see the Instructions for Form 990.	Cat No 52283

Sche	edule D (Form 990) 2015												Page 2
Par	t UIII Organizations Maintaining (continued)	Collections of Art	t, His	stori	cal	Trea	sures,	or O	ther Si	milar A	sse	ts	
3	Using the organization's acquisition, acce collection items (check all that apply)	ession, and other recor	ds,cl	heck	any	of the f	ollowing t	that a	re a sıgn	uficant us	e of	ıts	
а	Public exhibition		d	Г	Lo	an or e	xchange	progr	ams				
b	•		е			ther	<u>j</u>	1					
	Scholarly research			I	0	ther							
с	Preservation for future generations												
4	Provide a description of the organization? Part XIII	s collections and expla	un ho	w the	y fur	ther the	e organız	ation'	s exemp	t purpose	e in		
5	During the year, did the organization solic assets to be sold to raise funds rather the									∏ Ye	s	No)
Pai	TEAL Escrow and Custodial Arra Complete if the organization a Part X, line 21.		orm	990,	Par	tIV, I	ıne 9, o	r rep	orted a	n amour	nt or	n Forn	n 990,
1a	Is the organization an agent, trustee, cus included on Form 990, Part X?	todian or other interm	ediary	/ for c	ontr	ibution	s or othe	rasse	ets not	∏ Ye	s	∏ No	,
b	If "Yes," explain the arrangement in Pa	art VIII and complete t	he fo	llowin	u tal	blo				۸m	ount		
c	Beginning balance	art XIII and complete	ine io		iy tai	DIE	1	1 c			louin	•	
d	Additions during the year							1d					
е	Distributions during the year							1e					
f	Ending balance							1f					
2 a	Did the organization include an amount of	n Form 990, Part X, lın	e 21,	for e	scro	worcu	ı stodial a	ccoun	t liabilit		<u></u>	No	\
	5										3		
b	If "Yes," explain the arrangement in Part	XIII Check here if the	e expl	anatı	on ha	as beer	n provide	d in P	art XIII				
Ра	rt V Endowment Funds. Comple	te if the organizatio	n ans	swer	ed "	Yes" to	o Form	i					
		(a)Current year	(b)P	nor yea	ar	b (c)⊺	wo years l	back ((d) Three y	/ears back	(e)	Four ye	ars back
1a	Beginning of year balance												
b	Contributions												
с	Net investment earnings, gains, and losses												
d	Grants or scholarships												
e	O ther expenditures for facilities and programs												
f	Administrative expenses												
g	End of year balance												
2	Provide the estimated percentage of the	current year end balan	ce (lir	ne 1 g	, coli	umn (a))) held as	5					
а	Board designated or guasi-endowment			_									
b	Permanent endowment ►												
с	Temporarily restricted endowment The percentages on lines 2a, 2b, and 2c	should equal 100%											
3a	Are there endowment funds not in the posorganization by	session of the organiz	ation	that a	are h	ield and	d adminis	stered	for the			Yes	No
	(i) unrelated organizations		•	• •	•	• •	•				a(i)		
	(ii) related organizations										i(ii)		
ь 4	If "Yes" on 3a(II), are the related organize Describe in Part XIII the intended uses of						• •	• •	• •	· · L	3b		
-	rt VI Land, Buildings, and Equip	=											
	Complete if the organization a		<u>rm 9</u>										
	Description of property		(a			her basıs ment)	Cost or o	b) ither ba her)		Accumulate depreciation		(d) Bo	ok value
1 a	Land		.										
b	Buildings		. [
с	Leasehold Improvements												
d	Equipment							25,6	86	24,	,922		764
е	Other		.										

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) 🕨 . . .

764

art VII Investments—Other See Form 990, Part X, (a) Description of s. (including nam)Financial derivatives 2)Closely-held equity interests 3)Other	line 12. ecurity or category		(b)Book value	Yes' on Form 990, Part IV, line 111
(including nam) Financial derivatives Closely-held equity interests			(b)Book value	
inancial derivatives Closely-held equity interests				
I. (Column (b) must equal Form 990, Part	t X col (B) line 12)	•		
t VIIII Investments—Prog	ram Related.			
		/es' on Form 990		See Form 990, Part X, line 13.
(a) Description	ı of investment		(b) Book value	(c) Method of valuation Cost or end-of-year market valu
al. (Column (b) must equal Form 990, Part		▶		
al. (Column (b) must equal Form 990				
art X Other Liabilities. Col See Form 990, Part X,		ization answered	'Yes' on Form 990,	, Part IV, line 11e or 11f.
(a) Description of		(b) Book value		
eral income taxes		<u> </u>	_	
OSITS HELD		4,22	20	
			_	
			_	
			_	

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

Schedule D (Form 990) 2015

	t XI Reconciliation of Revenue per Audited Financial Statements With Revenue Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.	реги	eturn
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		
а	Net unrealized gains (losses) on investments 2a		
b	Donated services and use of facilities		
с	Recoveries of prior year grants		
d	Other (Describe in Part XIII)		
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		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIII)	1	
с	Add lines 4a and 4b	4 c	
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	
Par	XIII Reconciliation of Expenses per Audited Financial Statements With Expense Complete of the organization answered 'Yes' on Form 990, Part IV, line 12a.	s per	Return.
1			
-	Total expenses and losses per audited financial statements	1	
2		1	
_	Total expenses and losses per audited financial statements	1	
2	Total expenses and losses per audited financial statements	1	
2 a	Total expenses and losses per audited financial statements	1	
2 a b	Total expenses and losses per audited financial statements . </td <td>1</td> <td></td>	1	
2 a b c	Total expenses and losses per audited financial statements	1 2e	
2 a b c d	Total expenses and losses per audited financial statements		
2 a b c d e	Total expenses and losses per audited financial statements	 2e	
2 a b c d e 3	Total expenses and losses per audited financial statements	 2e	
2 a b c d e 3 4	Total expenses and losses per audited financial statements	 2e	
2 a b c d e 3 4 a	Total expenses and losses per audited financial statements	 2e	

Part XIII Supplemental Information

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

Return Reference





Part XIII Supplemental Information (continued)

Return Reference	Explanation
Return Reference	Explanation



		As Filed Data -	o Form 990 or 990-EZ	DLN: 93493166007147
(Form 990 or 990-EZ) Department of the Treasury	Complete to prov Form 990 or	ide information for res 990-EZ or to provide a ▶ Attach to Form 99 Schedule O (Form 990	sponses to specific questions on ny additional information. 10 or 990-EZ. or 990-EZ) and its instructions is at	2015 Open to Public Inspection
Internal Revenue Service		www.irs.gov/fo	5m990.	

Name of the organization	Employer identification number
RICHMOND EDUCATION ASSOCIATION	
OF RICHMOND INC	54-0839289

Return Reference	Explanation
FORM 990	FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS THE PRESIDENT'S SALARY IS DETERMINED BY RICHMOND PUBLIC SCHOOLS AND REIMBURSED BY REA - SEE BELOW FORM 990 - PART I X YEAR ENDING AUGUST 31, 2016 REIMBURSEMENT TO RICHMOND PUBLIC SCHOOLS FOR SALARY PAID TO CHARLOTTE HAYER, PRESIDENT TOTAL REPORTED ON LINE 5 62,334 ======= REIMBURSEMENT TO RICHM OND PUBLIC SCHOOLS FOR BENEFITS PAID ON BEHALF OF CHARLOTTE HAYER, PRESIDENT 29,292 BENEFI TS PAID ON BEHALF OF CLERICAL EMPLOYEES WHO ARE NOT OFFICERS OR KEY EMPLOYEES 16,013 AMOUNT REPORTED ON LINE 9 45,305 ======= THE AMOUNT REPORTED ON LINE 7 OF 57,639 WAS FOR CLERICAL EMPLOYEES WHO ARE NOT OFFICERS OR KEY EMPLOYEES BESIDES THE PRESIDENT, NO O FFICERS, DIRECTORS, OR KEY EMPLOYEES RECEIVED COMPENSATION OR BENEFITS

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 7A	MEMBERSHIP ELECTS BOARD OF DIRECTORS

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 7B	DECISIONS OF THE BOARD OF DIRECTORS ARE SUBJECT TO APPROVAL BY THE REPRESENTATIVE ASSEMBLY

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 11B	THE DIRECTOR REVIEWS THE 990 BEFORE IT IS FILED COPIES ARE PROVIDED TO BOARD MEMBERS UPON REQUEST

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 19	THE ORGANIZATION DOES NOT MAKE THE REFERENCED DOCUMENTS AVAILABLE TO THE PUBLIC