# Form **990**

**Return of Organization Exempt From Income Tax** 

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

Do not enter social security numbers on this form as it may be made public.

OMB No. 1545-0047 Open to Public Inspection

Department of the Treasury Internal Revenue Service

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

A F	or the	e 2020 calendar year, or tax year beginning	and	ending				
3 C	heck if pplicabl	C Name of organization			D Employer id	entifica	ation number	
	Addre	TIC COUNCIL AMERICAS INC.						
	Name				54-19	7439	4	
	Initial	Number and street (or P.O. box if mail is not delivered to	street address)	Room/suite	E Telephone nu			
	Final return	2021 T CODEED NO CUITOR 1			240-76		069	
	termir ated	City or town, state or province, country, and ZIP or for			G Gross receipts \$		300,000.	
	]Amen return	WASHINGTON, DC 20036			H(a) Is this a gro	oup ret	urn	
	Application	F Name and address of principal officer: NALLIN A	THANAS		for subordi	nates?	Yes X No	
	pendi	SAME AS C ABOVE			H(b) Are all subordi	nates incl	luded? Yes No	
		empt status: 501(c)(3)X 501(c)( 6 ) ◀ (ins		or 527	If "No," atta	ach a li	st. See instructions	
		te: MTTPS://WWW.TIC-COUNCIL.OR	G/		H(c) Group exe	annual residence consens		
		organization; X Corporation Trust Association	Other >	L Year	of formation: 199	99 M	State of legal domicile; NY	
Pa	rt I	Summary						
e	1	Briefly describe the organization's mission or most signification						
& Governance		INTERESTS BETWEEN TESTING, IN						
ern		Check this box if the organization discontinued		sed of more	than 25% of its n			
iov		Number of voting members of the governing body (Part VI,				3	4	
8		Number of independent voting members of the governing				4	4	
es		Total number of individuals employed in calendar year 202	0 (Part V, line 2a)			5	2	
Activities						6	7	
Act		Total unrelated business revenue from Part VIII, column (C				7a	0.	
	b	Net unrelated business taxable income from Form 990-T, F	Part I, line 11	*******		7b	0.	
		_ 1		-	Prior Year	0	Current Year	
ne					260 00	0.	0.	
Revenue					260,96		300,000.	
Rev		Investment income (Part VIII, column (A), lines 3, 4, and 7d				0.	0.	
_		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c			260 00	0.	0.	
		Total revenue add lines 8 through 11 (must equal Part VIII			260,96		300,000.	
		Grants and similar amounts paid (Part IX, column (A), lines				0.	0.	
		Benefits paid to or for members (Part IX, column (A), line 4)			222 07	0.	0.	
es		Salaries, other compensation, employee benefits (Part IX,			222,86	-	205,203.	
Expenses		Professional fundraising fees (Part IX, column (A), line 11e)				0.	0.	
Exp		Total fundraising expenses (Part IX, column (D), line 25)		0.				
		Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e			261,38		22,644.	
		Total expenses. Add lines 13-17 (must equal Part IX, colum			-42	227,847. 72,153.		
_ 0	19	Revenue less expenses. Subtract line 18 from line 12		D -				
STS O	20	Total assets (Part X, line 16)		ВЕ	ginning of Current 28,05	rear	End of Year 100, 209.	
4SS Bal		Total liabilities (Part X, line 16)			20,00	0.	0.	
Net	13	Net assets or fund balances. Subtract line 21 from line 20			28,05	-	100,209.	
Pa	rt II	Signature Block			20 7 0 0	, 0 0	200,200	
Inde	er nena	Ities of perjury, I declare that I have examined this return, including	a accompanying schedules	s and stateme	ents, and to the hest	of my k	nowledge and helief it is	
		t, and complete Declaration of preparer (other than officer) is base					anomougo and bonoi, it is	
,		19 11 Am		non properor		***************************************	ebauan 2021	
Sign	1	Signature of office			Date		ebruary 2021	
ler		KARIN ATHANAS, EXECUTIVE D	IRECTOR					
		Type or print name and title						
		Print/Type preparer's name Prepare	r's signature		Date Ch	eck	PTIN	
aid		FRANK H. SMITH	or's signature	0	2/26/21 sel	f-employed	P00639053	
гер	arer	Firm's name MARCUM LLP					1-1986323	
se	Only	Firm's address 1899 L STREET, NW, S	UITE 850					
		WASHINGTON, DC 20036			Phone no	.(20	2) 227-4000	
Лау	the If	RS discuss this return with the preparer shown above? See	instructions				X Yes No	
3200	1 12-2	LHA For Paperwork Reduction Act Notice, see t	he separate instructio	ns.			Form 990 (2020)	

## **Return of Organization Exempt From Income Tax**

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

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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Open to Public Inspection

ΑF	or the	e 2020 calendar year, or tax year beginning and	ending				
<b>B</b> c	Check if opplicable	C Name of organization		D Employer identifie	cation number		
	Addre	TIC COUNCIL AMERICAS INC.					
	Name chang	Doing business as		54-19743			
	Initial return Final return	Number and street (or P.O. box if mail is not delivered to street address) 2021 L STREET, NW, SUITE 101-268	Room/suite	E Telephone number 240-762-8069			
	termin ated			G Gross receipts \$	300,000.		
	Amen			H(a) Is this a group re			
	Applic			for subordinates			
	pendir	SAME AS C ABOVE		H(b) Are all subordinates in			
1 7	Гах-ех	empt status: 501(c)(3) X 501(c) ( 6 )  (insert no.) 4947(a)(1) €	or 527	<b>⊣ `</b> ′	list. See instructions		
		e: ► HTTPS://WWW.TIC-COUNCIL.ORG/		H(c) Group exemptio			
K F	orm of	organization: X Corporation Trust Association Other	L Year	of formation: 1999 N	1 State of legal domicile: NY		
	art I	Summary	,				
	1	Briefly describe the organization's mission or most significant activities: ${ t TO}$ ${ t P1}$	ROMOTE	COMMON BUS	INESS		
Governance		INTERESTS BETWEEN TESTING, INSPECTION & C					
rna	2	Check this box   if the organization discontinued its operations or dispos	sed of more	e than 25% of its net ass	sets.		
ove	3	Number of voting members of the governing body (Part VI, line 1a)		3	4		
	4	Number of independent voting members of the governing body (Part VI, line 1b)		4	4		
8	5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)		5	2		
Ϋ́Ę	6	Total number of volunteers (estimate if necessary)		6	7		
Activities &	7 a	Total unrelated business revenue from Part VIII, column (C), line 12		7a	0.		
_	b	Net unrelated business taxable income from Form 990-T, Part I, line 11		7b	0.		
Revenue				Prior Year	Current Year		
	8	Contributions and grants (Part VIII, line 1h)		0.	0.		
		Program service revenue (Part VIII, line 2g)		260,963.	300,000.		
		Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0.	0.		
_		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0.	0.		
		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		260,963.	300,000.		
		Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.		
		Benefits paid to or for members (Part IX, column (A), line 4)		0. 222,862.	205,203.		
es	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		222,002.	205,203.		
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.	0.		
Ä	17	Total fundraising expenses (Part IX, column (D), line 25)		38,526.	22,644.		
	17	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)		261,388.	227,847.		
		Revenue less expenses. Subtract line 18 from line 12		-425.	72,153.		
_ S	19	nevenue less expenses. Subtract line 10 front line 12		eginning of Current Year	End of Year		
ets c	20	Total assets (Part X, line 16)	, D.	28,056.	100,209.		
Assi	21	Total liabilities (Part X, line 26)		0.	0.		
Net Assets or Fund Balances	22	Net assets or fund balances. Subtract line 21 from line 20		28,056.	100,209.		
Pa	art II	Signature Block		·	•		
Und	er pena	lties of perjury, I declare that I have examined this return, including accompanying schedules	and statem	ents, and to the best of my	knowledge and belief, it is		
true,	, correc	t, and complete. Declaration of preparer (other than officer) is based on all information of wh	nich preparer	r has any knowledge.			
Sigi	n	Signature of officer		Date			
Her	е	KARIN ATHANAS, EXECUTIVE DIRECTOR					
		Type or print name and title		Doto to E	DTIN		
	_	Print/Type preparer's name Preparer's signature		Date Check	PTIN		
Paid		FRANK H. SMITH Frank H. Smith	(	02/26/21 "self-employ			
	narer	Firm's name MARCUM LLP		Firm's EIN	11-1986323		
use	Only	Firm's address 1899 L STREET, NW, SUITE 850 WASHINGTON, DC 20036		Phone no. (2	02) 227-4000		
N / a ·	, +b = !!	-		Priorie no. \ <b>4</b>			
oooo	, uie II	RS discuss this return with the preparer shown above? See instructions	ne.		X Yes No		

Pal	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:
	PROMOTE COMMON BUSINESS INTERESTS BETWEEN INSPECTION AGENCIES
	WORLDWIDE IN ORDER TO MAINTAIN AND ENHANCE THE QUALITY AND SERVICES
	PROVIDED INCLUDING INSPECTION CERTIFICATIONS.
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	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 services? Yes X No
	If "Yes," describe these changes on Schedule O.
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and
	revenue, if any, for each program service reported.
4a	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
	THE OBJECTIVES OF TIC COUNCIL AMERICAS INC. INCLUDE THE FOLLOWING:
	- TO OVERSEE DEPLOYMENT OF THE AGREED GLOBAL STRATEGY WITH FOCUS ON THE
	AMERICAS REGION;
	- TO ENSURE STRATEGIC RELATIONSHIPS AND ALLIANCES ARE NURTURED AND
	MAINTAINED WITH KEY STAKEHOLDERS;
	- TO MONITOR ISSUES LIKELY TO IMPACT THE TIC INDUSTRY IN THE AMERICAS
	REGION AND ACT SWIFTLY ON THEM;
	- TO AGREE AND ALLOCATE RESOURCES AS RELEVANT;
	- TO AGREE AND PRIORITISE ISSUES AND TOPICS TO BE ADDRESSED AS THEY
	ARISE
	IN 2020, TIC COUNCIL PUBLISHED A WHITE PAPER ON REMOTE INSPECTION,
4b	(Code:) (Expenses \$ including grants of \$)       (Revenue \$)
4c	(Code:) (Expenses \$ including grants of \$)       (Revenue \$)
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ including grants of \$ ) (Revenue \$ )
4e	Total program service expenses

# 

			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		X
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		X
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		
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	X	
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		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
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?			
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		X
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.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a		X
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? If "Yes," complete Schedule D, Part VII	11b		X
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		X
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		X
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Х
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		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		X
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		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
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		X
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		X
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? If "Yes," complete Schedule F, Parts III and IV	16		X
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? If "Yes," complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
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		X
<b>20</b> a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	, , , , , , , , , , , , , , , , , , , ,	20b		
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

032003 12-23-20

Part IX, column (A), line 21 pt "Yes," compilete Schedule I, Part I and III column (A), line 21 pt "Yes," compilete Schedule I, Part I and III column (A), line 21 pt "Yes," compilete Schedule I, Part I and III column (A), line 21 pt "Yes," compilete Schedule I, Part I and III column (A), line 21 pt "Yes," compilete Schedule III column (A) part IX, column (A), line 21 pt "Yes," compilete Schedule III column (A) part IX	Pa	t IV Checklist of Required Schedules (continued)	1371	<u> </u>	age 🕶
22 I but the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, columnia (A), line 27 of Yes, "complete Schedule I, Part I and III		(continued)		Vas	No
Part X, column (A), line 2º // "Yes," complete Schedule I, Part I and III 20 Did the organization assert "Yes" to Part VIII Science A, line 3. 4, or 5 abut compensation of the organization scurront and former officers, directors, fusitees, key employees, and highest compensated employees? If "Yes," complete Schedule I, "And was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule I/ "We'," or for line 25d subject on the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule I/ "We'," or for line 25d and a section 301(3) 301(4) 4d and a complete Schedule I/ "We'," or for line 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule I/ "We'," or for line a necrow account of the than a returning escrow at any time during the year to defease any tax-exempt bonds?  24d Did the organization marks an a non behalf off issuer for bonds outstanding at any time during the year?  24d Did the organization are as an "on behalf off issuer for bonds outstanding at any time during the year?  24d Did the organization aware that it engaged in an excess benefit transaction with a disqualified person in a price year, and that the transaction has not been reported on any er? If "Yes," complete Schedule I, Part II  25a Did the organization perot any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator of founder, substantial contributor, or 35% controlled entity or framily member of any of these persons? If "Yes," complete Schedule I, Part IV II	22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on		163	NO
23 Dit the organization answer "Yes" to Part VII, Section A, Iure 3. 4, or 5 about compensation of the organization is current and former offices, directors, fustees, key employees, and highest compensated employees? If "Yes," complete Schedule I. 24 a Dit 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 Decomber 31, 2002? If "Yes," answer lines 24th through 24d and complete Schedule K. If "No," yo to line 25a Schedule K. If "No," yo to line 25a Schedule K. If "No," yo to line 25a Did the organization minimal man escrow account other than a refunding scrow at any time during the year to defease any tax exempt bonds?  did Did the organization and a san 'no behalf of Issuer for bonds outstanding at any time during the year to defease any tax exempt bonds?  did Did the organization acts as in 'no behalf of Issuer for bonds outstanding stays time during the year?  did Did the organization acts as in 'no behalf of Issuer for bonds outstanding at any time during the year?  did Did the organization acts as in 'no behalf of Issuer for bonds outstanding at any time during the year?  24d 25a Section 501(5)(3), 501(4)(4), and 501(4)(29) organizations, library time during the year?  did Did the organization acts as an 'no behalf of Issuer for bonds outstanding at any time during the year?  did Did the organization according to the properties of the defease any tax exempts any time during the year?  did Did the organization according to the properties of the organization according to the properties of the defease transaction with a disqualified person in a price year, and that the transaction with a disqualified person in a price year, and that the transaction has not been reported on any of the organization specified person in a price year, and that the transaction has not been reported or any of the organization specified person in a price year, and that the transaction that is transaction with an of the organizat			22		х
and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule Is and day of 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.  24b Did the organization invest any proceeds of trax-exempt bonds beyond a temporary pariod exception?  25c Did the organization invest any proceeds of trax-exempt bonds beyond a temporary pariod exception?  26d Did the organization invest any proceeds of trax-exempt bonds beyond a temporary pariod exception?  26d Did the organization makes a make	23				
Schedule / Late 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.  b Did the organization inwest any proceeds of tax exempt bonds beyond a temporary period exception?  c Did the organization inwest any proceeds of tax exempt bonds beyond a temporary period exception?  c Did the organization inwest any proceeds of tax exempt bonds beyond a temporary period exception?  c Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception?  24d	20				
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 2.4b through 2.4d and complete Schedule K. If "No." go to him 25a.  24a X  24b Did the organization minist any processes of tax-exempt bonds beyond a temporary period exception?  24d Condition of the process of the sex exempt bonds beyond a temporary period exception?  24d Old the organization minist and an acrow account of the than a refunding seriow at any time during the year to defease any tax-exempt bonds?  24d Old the organization are as an "on behalf of" issuer for bonds outstanding at any time during the year to defease any tax-exempt bonds?  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?  25b 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 E27; if "Yes," complete Schedule L, Part I Zes Schedule L, Part II I Zes		·	23		x
size tiday 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 the 25s.  b Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception?  c Did the organization minest any proceeds of tax exempt bonds beyond a temporary period exception?  d Did the organization minest any proceeds of tax exempt bonds beyond a temporary period exception?  d Did the organization and a san "on behalf of" issuer for bonds outstanding at any time during the year?  24d  25a Section 50(16), 501(16)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 I, Part I  25a b Is the organization aware that it engaged in an excess benefit transaction into an other properties on any of the organization spot or 500 certification or 500 certification and that the transaction has not been reported on any of the organization spot or 500 certification or 500	24 a		20		
Schedule K. If "No.," po to line 25a bit Old the organization mixed any proceeds of tax-exempt bonds beyond a temporary period exception?  c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?  d Did the organization and as an "on behalf of" issuer for bonds outstanding at any time during the year to defease any tax-exempt bonds?  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 line in person time the year? If "Yes," complete Schedule L, Part I    25a bits the organization avave 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 organizations prior Forms 990 or 990 E27 (If "Yes," complete Schedule L, Part II    25b Did the organization report any amount on Part X, line 5 or 22, for receivables from or psyables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% or controlled entity for lamily member of any of these persons? If "Yes," complete Schedule L, Part II    26	<b>2</b> 40				
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?  c Did the organization maintain an escrow account other than a refunding scrow at any time during the year to defease any tax-exempt bonds?  24d 25d 25d Section 501(28), 501(24), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? "It "Yes," complete Schedule I., Part I 25a 15d		·	242		x
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax exempt bonds?  d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?  24d 22a Section 501(c)(3), 501(c)(4), and 501(c)(20) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? / 1"\circ.\( \text{complete Schedule L, Part I\)  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 with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization with a disqualified person in a prior year, and that the transaction report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? if "Yes," complete Schedule L, Part II \( \text{26} \)  25 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributions, for applicable dentity (including an employee thereof) or family member of any of these persons? if "Yes," complete Schedule L, Part IV instructions, for applicable fling thresholds, conditions, and exceptions;  a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV instructions? If "Yes," com	h	, •			
do Did the organization act as an 'on behalf of 'ssuer 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 I, Part I   25a			240		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?  25a Saction 501(28), 501(24), and 501(26) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I  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 is prof or 590 or 990-EZ? If "Yes," complete Schedule L, Part I  25b Did the organization peror any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III  27 Did the organization a party to a business transaction with one of the following parties (see Schedule L, Part III instructions, for applicable filing thresholds, conditions, and exceptions):  a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV 28b X  A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b X  27 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M. 29 X  28 Up the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M. Part II 29 X  29 Did the organization includate, terminate, or dissolve and cease operations? If "Yes," complete Schedule M. Part I 31 X  30 Did the organization includate, terminate, or dissolve and cease operations? If "Yes," complete Schedule M. Part I, IIII 31 X  31 Did the organization related to any tax-exempt or taxable entitity? If "Yes," complete Schedule R, Part I, IIII 33 X  32 Did the organization one of the	·		240		
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   25a    15 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-E27. If "Yes," complete Schedule L, Part I   25b    26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II   26 X   27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or ormolyee, thereof a grant selection committee member, or to a 35% controlled entity (including an employee thereof) 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 III   27 X   28 A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part II   28 X   2	А				
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-E27 if "Yes," complete Schedule I., Part I 25b Did the organization report any amount on Part X. line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule I., Part II 25c X 27D Id the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity founding an employee thereof) or family member of any of these persons? If "Yes," complete Schedule I., Part II 27X 28W 38 the organization a party to a business transaction with one of the following parties (see Schedule I., Part IV 28W 31 the organization aparty to a business transaction with one of the following parties (see Schedule I., Part IV 28W 32b A family member of any individual described in line 28a? If "Yes," complete Schedule I., Part IV 28b X 32b A family member of any individual described in line 28a? If "Yes," complete Schedule I., Part IV 28b X 32b Id the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule I., Part IV 32b X 32b Id the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule II, Part II 31 X 32b Id the organization sell, exchange, dispose of, or transfer more than 259 of its net assets? If "Yes," complete Network II 31 X 32b Id the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation or the party I Im 18b III IN I			244		
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 90 or 990-E27; if "Yes," complete Schedule L, Part I	204		252		
that the transaction has not been reported on any of the organization's prior Forms 990 or 990-E27      *Yes,* complete Schedule	h	, , ,	200		
Schedule L, Part I   25b					
Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If It'ses, "complete Schedule L, Part II			25h		
or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II   28	26	, , , , , , , , , , , , , , , , , , ,	230		
controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II  27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or foromer, gustantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions?  a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV  28 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV  28 A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV  29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M.  29 If the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M.  30 Did the organization included, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I  31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II  31 Did the organization one on thooks of an entity disregarded as separate from the organization under Regulations sections 301.7701.2 and 301.7701.3? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1  32 Did 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  33 Did the organization have a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2  35 Did the organization have a controlled entity within the me	20				
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):  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):  28 A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV 28a X  28 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b 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 more than \$25,000 in non-cash 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 isell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 31 X  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? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, IIne 1 34 X  34 Was the organization related to any tax-exempt or transfer more than 25% of its net assets? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, IIIne 1 34 X  35a Did the organization have a controlled entity within the meaning of section 512(h)(13)? If "Yes," complete Schedule R, Part V, IIIne 2 35 X  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable			26		x
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entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):  a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV 28a X  b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b X  c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV 28c X  29 X  30 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 30 X  31 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 on von 100% of an entity disregarded as separate from the organization under Regulations sections 301.77012 and 301.77013 If "Yes," complete Schedule R, Part II, III, or IV, and Part V, Iine 1 34 X  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, Iine 1 34 X  35 Did the organization have a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, Iine 2 35 X  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, Iine 2 36 Y  Note: All Form 990 filers are required to complete Schedule O on provide explanations in Schedule O for Part VI, lines 11 b and 19? Y  Note: All Form 990 filers are required to complete Schedule O on provide explanations in Schedule O for Part VI, lines 11 b and 19? Yes, Statements Regarding O ther IRS Filings and Tax Com	21				
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):  a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV.  28a X  b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV.  28b X  c A 35% controlled entity of one or more individuals and/or organizations described in line 28a? or 28b? If "Yes," complete Schedule L, Part IV.  28c X  29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M.  29 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 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II.  31 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part II.  32 Did the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, Iine 1  33 Did the organization have a controlled entity within the meaning of section 512(b)(13)?  34 Was the organization have a controlled entity within the meaning of section 512(b)(13)?  35 Did the organization onduct more than 5% of its activities through an entity that is not a related organization? If "Yes," complete Schedule R, Part V, Iine 2  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, Iine 2  37 Did the organization conduct more th			27		x
instructions, for applicable filling thresholds, conditions, and exceptions):  a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If  "Yes," "complete Schedule L, Part IV 28b X  b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b X  c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If  "Yes," "complete Schedule L, Part IV 28c 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 inquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 X  31 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  32 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-3? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 33 X  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 X  35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 35b X  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 X  b Id the organization conduct more than 5% of its activities through an entity that is not a related organization? If "Yes," complete Schedule R, Part V, line 2 35b X  37 Did the organization conduct more than 5% of its activities through an entity that is not a related org	28	, , ,	21		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV 28b X  c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV 28c X  29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 30 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 Did the organization will now a contributions? If "Yes," complete Schedule N, Part I 32 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701.2 and 301.7701.3? If "Yes," complete Schedule R, Part I, III, or IV, and Part V, Iine 1 33 A Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, Iine 1 35 Did the organization have a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, Iine 2 36 Section 501c(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," 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 and provide explanations in Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O for Part VI, lines 11b and 19? Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V Statements Regarding Other IRS Filings and Tax Compliance	20				
"Yes," complete Schedule L, Part IV  b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV  c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV  28c X  29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M  29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M  30 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I  31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I  31 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701.2 and 301.7701.3? If "Yes," complete Schedule R, Part I  33 Did the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, Iine 1  34 Was the organization have a controlled entity within the meaning of section 512(b)(13)?  35 Did the organization have a controlled entity within the meaning of section 512(b)(13)?  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, Iine 2  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule O and provide explanations in Schedule O for Part VI, lines 1 b and 19?  Note: All Form 990 filers are required to complete Schedule O for Part VI, lines 1 b and 19?  Note: All Form 990 filers are required to complete Schedule O for Part VI, lines 1 b and 19?  Note: All Form 990 filers are required to complete Schedule O for Part VI, lines 1 b and 19?  Note: All Form 990 filers are	•				
A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV  c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If  "Yes," complete Schedule L, Part IV  28c  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 ilquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I  31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete  Schedule N, Part II  31 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations  32 Schedule N, Part II  33 Did the organization rown 100% of an entity disregarded as separate from the organization under Regulations  34 Was the organization rown 100% of an entity disregarded as separate from the organization under Regulations  35 Did the organization have a controlled entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1  35 Did the organization have a controlled entity within the meaning of section 512(b)(13)?  35 Did the organization have a controlled entity within the meaning of section 512(b)(13)?  35 Did the organization base a controlled entity within the meaning of section 512(b)(13)?  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?  If "Yes," complete Schedule R, Part V, line 2  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part V II  37 If the organization conduct more than 5% of its activities through an enti	а		282		x
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If  "Yes," complete Schedule L, Part IV  28c X  29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M  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 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II  31 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I  32 A 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  33 Extinct the organization have a controlled entity within the meaning of section 512(b)(13)?  34 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  35 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?  36 If "Yes," complete Schedule R, Part V, line 2  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 A 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  Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in t	h				
"Yes," complete Schedule L, Part IV  28			200		- 21
Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M  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  Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I  32  Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I  33  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  35a  Did the organization have a controlled entity within the meaning of section 512(b)(13)?  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  36  Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2  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 V I. Inse 11 band 19?  Note: All Form 990 filers are required to complete Schedule O for Part VI, lines 11b and 19?  Note: All Form 990 filers are required to complete Schedule O for Part VI, lines 11b and 19?  Yes No  1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendo	·		280		x
Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M  Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I  Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II  Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1  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  Saba Did the organization have a controlled entity within the meaning of section 512(b)(13)?  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  Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2  To lid 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 V III and 19?  Note: All Form 990 filers are required to complete Schedule O on Part VI, lines 11b and 19?  Note: All Form 990 filers are required to complete Schedule O on Part VI, lines 11b and 19?  Yes No  Table the the number reported in Box 3 of Form 1096. Enter -0- if not applicable  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	20				+
contributions? If "Yes," complete Schedule M  Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I  Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II  Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I  Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, Iine 1  34 Was the organization have a controlled entity within the meaning of section 512(b)(13)?  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  35 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2  36 Section 501(c)(3) 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 V I  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 V I  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  The organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?  Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in this Part V  The organization complete Schedule O for Part VI in the part V  The organization			23		
Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 X  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  Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I 32 X  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 X  35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a X  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 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 35b 35b 35c 35b	30		30		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  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? If "Yes," complete Schedule R, Part II  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  35 Did the organization have a controlled entity within the meaning of section 512(b)(13)?  36 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  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2  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 and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI and 19?  Note: All Form 990 filers are required to complete Schedule O  38 X  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  10 Enter the number of Forms W-2G included in line 1a. Enter -0 if not applicable be the number of Forms W-2G included in line 1a. Enter -0 if not applicable be and reportable gaming	21	Did the organization liquidate terminate or dissolve and cease operations? If #Voc # complete School to N. Port I			+
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sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I   33	22		32		- 21
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 X  35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?  35a X  35a X  35b 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  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2  36 J  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 V I  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  Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in this Part V  10 Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in this Part V  10 Senter the number reported in Box 3 of Form 1096. Enter -0- if not applicable  10 b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  20 Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	33		22		x
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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  36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2  36 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 V	25.0				-
within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2  35b  Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?  If "Yes," complete Schedule R, Part V, line 2  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  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  Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in this Part V  1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			JJd		
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If "Yes," complete Schedule R, Part V, line 2  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  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  Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V  10 In Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	36		330		
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 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  Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in this Part V  The Inter the number reported in Box 3 of Form 1096. Enter -0- if not applicable  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable payments to vendors and reportable gaming	30		26		
and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI  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  Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in this Part V  The initial part V  Yes No  1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	37		30		
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  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  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	31	• • • • • • • • • • • • • • • • • • • •	27		x
Note: All Form 990 filers are required to complete Schedule O  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  1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	38		31		
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  1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	55	· · · · · · · · · · · · · · · · · · ·	30	x	
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  b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	Pa		30		
Ta Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b 0  c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming					
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable     1a     2       b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable     1b     0       c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming		Chock is Contidued to Contain out 100pondo of note to dry linto in this fact v		Voc	Na
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1.	Enter the number reported in Boy 3 of Form 1006. Enter 0, if not applicable	2	162	140
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming					
	D	Effect the flumber of Forms w 2d included if fine ra. Effect of infort applicable			
	U		10	х	

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TIC COUNCIL AMERICAS INC Page 5 Form 990 (2020) Part V Statements Regarding Other IRS Filings and Tax Compliance Yes No 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 Х b 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) X 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? За **b** If "Yes," has it filed a Form 990-T for this year? *If* "No" to line 3b, provide an explanation on Schedule O 3b 4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a Х financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a **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). Х **5a** Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? Х 5b c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit Х any contributions that were not tax deductible as charitable contributions? b 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 If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7с d If "Yes," indicate the number of Forms 8282 filed during the year 7d 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 If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h 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 9 Sponsoring organizations maintaining donor advised funds. 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: a 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 facilities 11 Section 501(c)(12) organizations. Enter: Gross income from members or shareholders 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 year 12b Section 501(c)(29) qualified nonprofit health insurance issuers. a Is the organization licensed to issue qualified health plans in more than one state? 13a 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 13b Enter the amount of reserves on hand Х Did the organization receive any payments for indoor tanning services during the tax year? 14a b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O 14b Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or Х excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N. Х Is the organization an educational institution subject to the section 4968 excise tax on net investment income?

Form **990** (2020)

If "Yes," complete Form 4720, Schedule O.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Sec	Check if Schedule O contains a response or note to any line in this Part VI tion A. Governing Body and Management						X
000	tion A. Governing body and Management					Yes	No
12	Enter the number of voting members of the governing body at the end of the tax year	1a		4		162	NO
14	If there are material differences in voting rights among members of the governing body, or if the governing	- iu		╗			
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.						
b	Enter the number of voting members included on line 1a, above, who are independent	1b		4			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship	_	anv other	╗			
_	officer, director, trustee, or key employee?				2		Х
3	Did the organization delegate control over management duties customarily performed by or under the			.			
Ū					3		Х
4	Did the organization make any significant changes to its governing documents since the prior Form 9				4		X
5	Did the organization become aware during the year of a significant diversion of the organization's ass			[	5		X
6	Did the organization have members or stockholders?			Г	6	Х	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or ap			.			
	more members of the governing body?				7a	Х	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, si			.			
	persons other than the governing body?				7b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year						
	The governing body?	•	•		8a	Х	
b	Each committee with authority to act on behalf of the governing body?				8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be rea			.			
	organization's mailing address? If "Yes." provide the names and addresses on Schedule O				9		X
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re						
	(The social 2 requests in simulation about periods not required by the internal re-		000.0.7			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 ch	apters	, 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 bod	y befor	e filing the form?		11a	X	
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	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise				12b	X	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? # "Y	Yes," d	escribe				
	in Schedule O how this was done			.	12c	X	
13	Did the organization have a written whistleblower policy?			.	13	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 approva	al by in	dependent				
	$persons, comparability\ data, and\ contemporaneous\ substantiation\ of\ the\ deliberation\ and\ decision?$						
	The organization's CEO, Executive Director, or top management official				15a	X	
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).						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arranger	ment w	ith a				
	taxable entity during the year?			.	16a		_X_
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate		=				
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organ						
<u>C</u>	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 NONE	1.5.5.	<b>-</b> /0 : : :	<b>/</b> 2,			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, at	nd 990	- I (Section 501(c)	(3)s	only)	availal	ble
	for public inspection. Indicate how you made these available. Check all that apply.						
40	X Own website Another's website Upon request Other (explain		,		<b>.</b>		
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, co	onflict o	or interest policy, a	and	tinanc	ial	
00	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 book KARIN ATHANAS $-240-762-8069$	oks and	a records				
		2003	6				
	ZOZI I DIKEBI, MW, DOTTE IUI-ZUU, WADHINGIUN, DC	- 0 0 3					

### 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, 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.

See instructions for the order in which to list the persons above.

(A)	(B)	organization compensate (C)						(D)	(E)	(F)
Name and title	Average	(-1-		Pos	itior			Reportable	Reportable	Estimated
	hours per	box	, unle	ss pei	rson i	than o	n an	compensation	compensation	amount of
	week	officer and a director/trus					tee)	from	from related	other
	(list any	ector						the	organizations	compensation
	hours for	or dir	9.0			ated		organization	(W-2/1099-MISC)	from the
	related	ustee	trust		e e	suedu		(W-2/1099-MISC)		organization and related
	organizations below	ual tr	tional		ploye	t com	_			organizations
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			Organizations
(1) KARIN ATHANAS	40.00	-	_		Ť	T 9	-			
EXECUTIVE DIRECTOR AS OF 05/2020				Х				106,313.	0.	3,721.
(2) ROBERTA TELLES	25.00									-
EXECUTIVE DIRECTOR UNTIL 04/2020				X				83,455.	0.	0.
(3) LISA BATE	0.10									
CHAIR AS OF 07/2020		X		X				0.	0.	0.
(4) ARTHUR KAY	0.10									
CHAIR UNTIL 07/2020		X		Х				0.	0.	0.
(5) JOAN STERLING	0.10	_								_
VICE CHAIR UNTIL 07/2020		X		Х				0.	0.	0.
(6) BERT ZOETBROOD	0.10									
VICE CHAIR AS OF 07/2020		X		Х				0.	0.	0.
(7) JAMES ARMSTRONG	0.10	_								_
TREASURER AS OF 07/2020		X		Х				0.	0.	0.
(8) ANN WEEKS	0.10									_
TREASURER UNTIL 07/2020		X		Х				0.	0.	0.
(9) HANANE TAIDI	0.10	ļ							•	
DIRECTOR		X						0.	0.	0.
		-								
		-								
		1								
		1								
		1								
		1								
		1								
		1								

rai	Section A. Officers, Directors, Trus	tees, Key Emp	oloy	ees,	anc	d Hi	ghes	st C	ompensated Employee	s (continued)				
	(A)	(B)			(0	C)			(D)	(E)			(F)	
	Name and title	Average	(-1-		Pos				Reportable	Reportable	,	Es	timate	ed
		hours per					than		compensation	compensation		an	nount	of
		week	offi	cer ar	nd a d	irecto	or/trus	tee)	from	from related	t		other	
		(list any	cto						the	organization	S	com	pensa	tion
		hours for	dire				8		organization	(W-2/1099-MIS	SC)	fr	om th	е
		related	ee or	stee			nsate		(W-2/1099-MISC)	•	•	org	anizat	ion
		organizations	trust	al tru		yee	ad mu					_	d relat	
		below	dual	ution	_	l d m	oyee	, <sub>le</sub>				orga	anizati	ons
		line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former						
			1											
-														
			-											
			-											
			-											
1b	Subtotal							<b></b>	189,768.		0.		3,7	21.
	Total from continuation sheets to Part VI								0.		0.		- ,	0.
									189,768.		0.		3,7	
	Total (add lines 1b and 1c)									000 ( )			J , / .	<u>~ _ •</u>
2	Total number of individuals (including but n	iot limited to th	ose	liste	ed ar	oove	e) wn	io re	eceived more than \$100,	000 of reportable	÷			1
	compensation from the organization													1
													Yes	No
3	Did the organization list any former officer	, director, trust	ee, k	кеу е	empl	oye	e, or	hig	hest compensated emp	loyee on				
	line 1a? If "Yes," complete Schedule J for s	uch individual										3		X
4	For any individual listed on line 1a, is the su	um of reportabl	e cc	mpe	ensa	tion	and	oth	ner compensation from t	ne organization				
	and related organizations greater than \$150	0.000? If "Yes	" co	mnl	ete S	Sche	edule	∍ . <i>I f</i>	for such individual			4		Х
5	Did any person listed on line 1a receive or													
·	• •	•				•			· ·	addi for services		5		Х
Sac	rendered to the organization? If "Yes." contion B. Independent Contractors	ipiete Scheaule	9 J T	or st	icn į	oers	son					J		21
	<u> </u>													
1	Complete this table for your five highest co										bensa	tion fro	om	
-	the organization. Report compensation for	the calendar ye	ear e	endir	ng w	ith o	or wi	thin		ear.				
	(A)								(B)		_	(0		
	Name and business	address	N	INC	3				Description of s	ervices		ompe	nsatio	n
2	Total number of independent contractors (i	ncluding but n	ot lir	nited	d to	thos	se lis	ted	above) who received mo	ore than				
	\$100,000 of compensation from the organi	zation 🕨				(	)							
													~~~	

	Part VIII	Statement of Revenue
--	-----------	----------------------

			Check if Schedule O co	ontair	ns a respo	nse (	or note to any lin	e in this Part VIII			
								(A)	(B)	(C)	(D)
								Total revenue	Related or exempt function revenue	Unrelated	Revenue excluded from tax under
									Turiction revenue	business revenue	sections 512 - 514
Sίδ	1	а	Federated campaigns		1a						
au au			Membership dues								
عَ ق			Fundraising events								
ifts ir A			Related organizations								
Contributions, Gifts, Grants and Other Similar Amounts			Government grants (contrib								
Sis			All other contributions, gifts, g								
her The			similar amounts not included a								
텵		q	Noncash contributions included in lii			8					
Sor		_	Total. Add lines 1a-1f								
							Business Code				
o l	2	а	PROGRAM REVENU	JΕ			900099	300,000.	300,000.		
Š		b						•	•		
Program Service Revenue		С									
E S		d									
Beg		е									
Pro			All other program service re	evenu	Je						
			Total. Add lines 2a-2f					300,000.			
	3		Investment income (includi					-			
			other similar amounts)								
	4		Income from investment of								
	5		Royalties								
					(i) Rea		(ii) Personal				
	6	а	Gross rents	6a							
				6b							
		С	Rental income or (loss)	6с							
		d	Net rental income or (loss)								
	7	а	Gross amount from sales of		(i) Securit		(ii) Other				
			assets other than inventory	7a							
		b	Less: cost or other basis								
e			and sales expenses	7b							
len/		С	Gain or (loss)	7с							
her Revenue			Net gain or (loss)								
ĕ	8		Gross income from fundraising								
₹			including \$		of						
			contributions reported on I	ine 1	c). See						
			Part IV, line 18			8a					
		b	Less: direct expenses			8b					
			Net income or (loss) from for			nt <u>s</u>	<b>&gt;</b>				
	9	а	Gross income from gaming	activ	vities. See						
			Part IV, line 19			9a					
		b	Less: direct expenses			9b					
		С	Net income or (loss) from g	amin	g activitie	s	<b>&gt;</b>				
	10	а	Gross sales of inventory, le	ss re	turns						
			and allowances			10a					
		b	Less: cost of goods sold			10b					
		С	Net income or (loss) from s	ales (	of invento	ry	<b></b>				
ဖ							Business Code				
Miscellaneous Revenue	11	а									
ane		b									
Sell Sev		С									
Mis		d	All other revenue								
		е	Total. Add lines 11a-11d					200 222	200 200		
	12		Total revenue. See instruction	1S				300,000.	300,000.	0.	0.

032009 12-23-20

# Form 990 (2020) TIC COUNCIL AMERICAS INC. Part IX Statement of Functional Expenses

Secti	ion 501(c)(3) and 501(c)(4) organizations must comple		_		
	Check if Schedule O contains a respons			(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	<b>(B)</b> Program service expenses	Management and general expenses	( <b>D)</b> 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,	193,488.			
6	trustees, and key employees	193,400.			
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				
8	Pension plan accruals and contributions (include				
Ŭ	section 401(k) and 403(b) employer contributions)				
9	Other employee benefits	613.			
10	Payroll taxes	11,102.			
11	Fees for services (nonemployees):	·			
а	Management				
b	Legal	1,555.			
С	Accounting	3,176.			
d	Lobbying				
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 Sch 0.)				
12	Advertising and promotion	0.500			
13	Office expenses	2,582.			
14	Information technology				
15	Royalties				
16	Occupancy	5,750.			
17	Travel	3,730.			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	81.			
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance	4,581.			
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 0.)  PAYROLL FEES	3,229.			
a b	MEMBERSHIP/SUBSCRIPTION	1,690.			
C		±,000.			
d					
e e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	227,847.			
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 if following SOP 98-2 (ASC 958-720)				

032010 12-23-20

Par	t X	Balance Sheet			
		Check if Schedule O contains a response or note to any line in this Part X			
			(A) Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing	28,056.	1	100,209
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	
	5	Loans and other receivables from any current or former officer, director,			
		trustee, key employee, creator or founder, substantial contributor, or 35%			
		controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined			
		under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
s,	7	Notes and loans receivable, net		7	
Assets	8	Inventories for sale or use		8	
₽	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment: cost or other			
		basis. Complete Part VI of Schedule D 10a			
	b	Less: accumulated depreciation 10b		10c	
	11	Investments - publicly traded securities		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 33)		16	100,209
	17	Accounts payable and accrued expenses		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
,	22	Loans and other payables to any current or former officer, director,			
Ĕ		trustee, key employee, creator or founder, substantial contributor, or 35%			
Liabilities		controlled entity or family member of any of these persons		22	
Ë	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		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			
		of Schedule D		25	
	26	Total liabilities. Add lines 17 through 25		26	0
		Organizations that follow FASB ASC 958, check here X			
es		and complete lines 27, 28, 32, and 33.			
ဋ	27	Net assets without donor restrictions	28,056.	27	100,209
3919	28	Net assets with donor restrictions		28	
<u>و</u> ا		Organizations that do not follow FASB ASC 958, check here			
בֿ ב		and complete lines 29 through 33.			
ة	29	Capital stock or trust principal, or current funds		29	
ets	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
ASS	31	Retained earnings, endowment, accumulated income, or other funds		31	
Net Assets or Fund Balances	32	Total net assets or fund balances		32	100,209
Z	33	Total liabilities and net assets/fund balances		33	100,209

Part	XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				🔲
1 7	Fotal revenue (must equal Part VIII, column (A), line 12)	1	3	00,	,000.
2	Fotal expenses (must equal Part IX, column (A), line 25)	2	2	27,	,847.
3 F	Revenue less expenses. Subtract line 2 from line 1	3		72,	,153.
4 1	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4		28,	,056.
5 1	Net unrealized gains (losses) on investments	5			
	Donated services and use of facilities	6			
	nvestment expenses	7			
	Prior period adjustments	8			
	Other changes in net assets or fund balances (explain on Schedule O)	9			0.
10 1	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,				
	column (B))	10	1	00,	,209.
Part	XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				
				Y	es No
1 /	Accounting method used to prepare the Form 990: X Cash Accrual Other				
ľ	f the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	Ο.			
2a \	Nere the organization's financial statements compiled or reviewed by an independent accountant?		2	а	X
ľ	f "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a			
5	separate basis, consolidated basis, or both:				
	Separate basis Consolidated basis Both consolidated and separate basis				
b \	Nere the organization's financial statements audited by an independent accountant?		2	<b>b</b>	X
ľ	f "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,			
C	consolidated basis, or both:				
	Separate basis Consolidated basis Both consolidated and separate basis				
c i	f "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,			
r	eview, or compilation of its financial statements and selection of an independent accountant?		2	c	
ľ	f the organization changed either its oversight process or selection process during the tax year, explain on Scho	edule O	).		
3a /	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sin	gle Aud	lit		
	Act and OMB Circular A-133?		3	а	X
	f "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ed aud	it		
C	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3	_	20

### SCHEDULE C

(Form 990 or 990-EZ)

## **Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under section 501(c) and section 527

Open to Public Inspection

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Complete if the organization is described below. ► Attach to Form 990 or Form 990-EZ. ► Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

•	Section 501(c)(4), (5), or (6) organizat	ions: Complete Part III.					
Nan	ne of organization			Empl	oyer identification number		
TIC COUNCIL AMERICAS INC.					54-1974394		
Pa	art I-A Complete if the org	anization is exempt und	ler section 501(c)	or is a section 527 or	ganization.		
2	Provide a description of the organiz Political campaign activity expendit Volunteer hours for political campai	ures		<b>&gt;</b> \$			
Pa	art I-B Complete if the org	anization is exempt und	ler section 501(c)(	3).			
1	Enter the amount of any excise tax						
2	Enter the amount of any excise tax	incurred by organization manage	ers under section 4955	<b>▶</b> \$			
	If the organization incurred a section						
48	a Was a correction made?				Yes No		
_	o If "Yes," describe in Part IV.			=0.1/	1/01		
		anization is exempt und		<u> </u>			
	Enter the amount directly expended						
2	Enter the amount of the filing organ		•				
_	exempt function activities						
3	·			•			
4	line 17b  Did the filing organization file <b>Form</b>						
5							
•	made payments. For each organization	• •	•	•	• •		
	contributions received that were pro	omptly and directly delivered to	a separate political org	anization, such as a separat	e segregated fund or a		
	political action committee (PAC). If	additional space is needed, pro	vide information in Part	IV.	_		
	<b>(a)</b> Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization.  If none, enter -0		

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2020

LHA

032041 12-02-20

Calendar year (or fiscal year beginning in)

(a) 2017

(b) 2018

(c) 2019

(d) 2020

(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))

Schedule C (Form 990 or 990-EZ) 2020

# Schedule C (Form 990 or 990-EZ) 2020 TIC COUNCIL AMERICAS INC. 54-19743 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 each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description  Yes			(k	•,	
		Yes	No	Amo	ount
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?				
	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				
С	Media advertisements?				
	Mailings to members, legislators, or the public?				
	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	Other activities?				
j	Total. Add lines 1c through 1i				
	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				
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?				
ar	III-A Complete if the organization is exempt under section 501(c)(4), section	501(c)(5),	, or sec	tion	
	501(c)(6).				
				Yes	N
	Were substantially all (90% or more) dues received nondeductible by members?			v	
				X	
	Did the organization make only in-house lobbying expenditures of \$2,000 or less?			X	
2 3		orior year? <b>501(c)(5)</b> ,	2 3 , or sec	X	3, is
2 'ar	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members	orior year? 501(c)(5), Io" OR (b	2 3 , or sec ) Part II	X	
2 ar	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B  Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political	orior year? 501(c)(5), Io" OR (b	2 3 , or sec ) Part II	X	
2 3 ari	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B  Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	orior year? 501(c)(5), Io" OR (b	or sec ) Part II	X	
2 3 art 1 2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B  Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year	orior year? 501(c)(5), Io" OR (b	y or sec y) Part II	X	
2 3 ari 1 2 a b	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "N answered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year	orior year? 501(c)(5), Io" OR (b	2 3 , or sec ) Part II	X	
a b c	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "N answered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year  Total	orior year? 501(c)(5), Io" OR (b	2 3 , or sec ) Part II	X	
2 3   ari 1 2   a   b   c	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "N answered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year  Total  Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	orior year? 501(c)(5), Io" OR (b	2 3 , or sec ) Part II	X	
2 3   ari 1 2   a   b   c	Did the organization make only in-house lobbying expenditures of \$2,000 or less?  Did the organization agree to carry over lobbying and political campaign activity expenditures from the part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year  Total  Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess	prior year? 501(c)(5), Io" OR (b	2 3 , or sec ) Part II	X	
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Schedule C (Form 990 or 990-EZ) 2020

### SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

### 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.

► Attach to Form 990 or 990-EZ. ▶ Go to www.irs.gov/Form990 for the latest information.

Open to Public Inspection

OMB No. 1545-0047

Name of the organization

TIC COUNCIL AMERICAS INC.

**Employer identification number** 54-1974394

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS: PRESENTED AT A CONFERENCE - ICPHSO 2020, AND HOSTED THREE VIRTUAL WEBINARS ON ANTI-COUNTERFEITING. FORM 990, PART VI, SECTION A, LINE 6: MEMBERS SHALL CONSIST OF ANY CORPORATION, FIRM, OR ANY OTHER LEGAL ENTITY (A) WHO IS A MEMBER WITH FULL VOTING RIGHTS OF TIC COUNCIL (TIC), IS IN GOOD STANDING, (C) WHO IS CURRENTLY MAINTAINING AN ACTIVE BUSINESS PRESENCE IN THE AMERICAS, (D) WHO IS A MEMBER OF AN TIC SECTOR COMMITTEE'S REGIONAL COMMITTEE ACTIVE IN THE AMERICAS, AND (E) WHO ELECTS TO PARTICIPATE IN THE CORPORATION. FORM 990, PART VI, SECTION A, LINE 7A: THE PROPERTY, AFFAIRS, ACTIVITIES, AND CONCERNS OF THE CORPORATION SHALL BE VESTED IN A BOARD OF DIRECTORS. THIS SHALL CONSIST OF: TWO PERSONS DESIGNATED BY EACH REGIONAL COMMITTEE OF THE TIC SECTOR COMMITTEE WHICH IS ACTIVE IN THE AMERICAS FROM AMONG THE REPRESENTATIVES OF THE MEMBERS WHO ARE MEMBERS OF THE CORPORATION ONE PERSON DESIGNATED BY THE TIC COUNCIL GLOBAL BOARD. THERE SHALL BE A MINIMUM OF THREE DIRECTORS. THE MEMBERS OF THE BOARD SHALL UPON SELECTION, IMMEDIATELY ENTER UPON THE

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

SUCCESSORS SHALL BE DULY ELECTED AND QUALIFIED.

Schedule O (Form 990 or 990-EZ) 2020

PERFORMANCE OF THEIR DUTIES AND SHALL CONTINUE IN OFFICE UNTIL THEIR

Name of the organization Employer identification number TIC COUNCIL AMERICAS INC. 54-1974394

FORM 990, PART VI, SECTION B, LINE 11B:

AFTER THE FORM 990 IS PREPARED BY AN ACCOUNTING FIRM, THE EXECUTIVE

DIRECTOR SUBMITS THE FORM TO ALL MEMBERS OF THE GOVERNING BODY VIA EMAIL

FOR REVIEW. IT IS REQUESTED THAT ANY QUESTIONS OR COMMENTS ARE RAISED BY A

STIPULATED DEADLINE.

FORM 990, PART VI, SECTION B, LINE 12C:

ALL MEMBERS OF THE TIC COUNCIL AMERICAS ARE MEMBERS WITH FULL VOTING RIGHTS
OF THE TIC COUNCIL, AND MUST THEREFORE COMPLY WITH TIC COUNCIL COMPETITION
COMPLIANCE POLICY. THE COMPLIANCE PRINCIPLES ADDRESS TECHNICAL AND BUSINESS
PROFESSIONAL CONDUCT AND ETHICS IN RELATION TO THE FOLLOWING AREAS:
INTEGRITY, CONFLICTS OF INTEREST, CONFIDENTIALITY, ANTI-BRIBERY, AND FAIR
MARKETING. IT IS A CONDITION OF TIC MEMBERSHIP THAT MEMBERS IMPLEMENT AND
ABODE BY THE COMPLIANCE CODE.

FORM 990, PART VI, SECTION B, LINE 15:

EXECUTIVE DIRECTOR (ED) COMPENSATION IS REVIEWED ON AN ANNUAL BASIS AND MAY
BE ADJUSTED AT THE DISCRETION OF THE TIC DIRECTOR GENERAL (DG), EXCEPT THAT
EXECUTIVE WILL RECEIVE, AT A MINIMUM, AN ADJUSTMENT TO MATCH ANY CHANGE IN
THE COST OF LIVING IN THE PRECEDING YEAR. THE ED IS ELIGIBLE TO RECEIVE AN
ANNUAL BONUS OF UP TO 20% OF ANNUAL BASE SALARY, FOR SERVICES RENDERED
DURING EACH CALENDAR YEAR OR PART THEREOF WHILE EMPLOYED. BOTH THE FACT OF
PAYMENT, AS WELL AS AMOUNT OF PAYMENT, WILL BE AT THE SOLE DISCRETION OF
THE ASSOCIATION. IN THE EXERCISE OF ITS DISCRETION, IN DETERMINING WHETHER
TO PAY A BONUS AND THE AMOUNT OF THE BONUS, THE TIC DG WILL TAKE INTO THE
ACCOUNT THE ACTIVITIES OF THE ED IN REACHING AND/OR EXCEEDING GOALS TO BE
ESTABLISHED BY THE TIC DG.

TIC COUNCIL AMERICAS INC.	54-1974394			
FORM 990, PART VI, SECTION C, LINE 19:				
GOVERNING DOCUMENTS OF THE TIC COUNCIL AMERICAS INC ARE AV	AILABLE ON THE			
ORGANIZATION'S WEBSITE.				