

Part III

Statement of Program Service Accomplishments

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

☐

1 Briefly describe the organization’s mission:

TO SUPPORT THE MEMBERS OF THE ALLIED PILOTS ASSOCIATION AS FOLLOWS: *TO OPERATE A NON-PROFIT EMPLOYEE-REPRESENTING ASSOCIATION, A LABOR UNION *TO PROTECT THE INDIVIDUAL AND COLLECTIVE RIGHTS OF THE MEMBERS OF THE APA AND TO PROMOTE THEIR PROFESSIONAL INTERESTS, INCLUDING TIMELY PROSECUTION OF INDIVIDUAL AND COLLECTIVE GRIEVANCES *TO ESTABLISH AND TO EXERCISE THE RIGHT OF COLLECTIVE BARGAINING FOR THE PURPOSE OF MAKING AND MAINTAINING EMPLOYMENT AGREEMENTS COVERING RATES OF PAY, RULES, AND WORKING CONDITIONS FOR THE MEMBERS OF THE APA AND TO SETTLE PROMPTLY DISPUTES AND GRIEVANCES WHICH MAY ARISE BETWEEN SUCH MEMBERS AND THEIR EMPLOYER. APA MAINTAINS THE RIGHT TO RESOLVE INSTITUTIONAL AND INDIVIDUAL GRIEVANCES IN ITS SOLE DISCRETION AS THE COLLECTIVE BARGAINING REPRESENTATIVE OF THE PILOTS. *TO DETERMINE AND NEGOTIATE AND TO CONTINUE TO IMPROVE THE RATES OF COMPENSATION, BENEFITS, PENSIONS, HOURS OF EMPLOYMENT AND WORKING CONDITIONS, AND TO MAINTAIN UNIFORM PRINCIPLES OF SENIORITY AND T

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ 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 \$)
protection of the individual and collective rights of the members of apa and promotion of their professional interest. collective bargaining and negotiation on behalf of the pilots of American airlines. including, but not limited to, agreements covering rates of pay, rules & working conditions.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)
Provision of mutual aid plans for the pilots of American airlines.

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)
sponsor and support of legislation and appropriate regulations affecting the pilots of American airlines and the industry which may be beneficial to the profession and/or industry and the dissemination of information to enhance the professional status of the membership.

4d Other program services (Describe in Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	No
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions.	2	No
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10	No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.	11a	Yes
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b	Yes
c 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	No
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	Yes
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Yes
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f	Yes
12a If "Yes," complete Schedule D, Part XI. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	Yes
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	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	No

Part IV

Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
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?	24c	
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	
26	Did the organization report any amount on Part X, line 5 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?	26	No
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 III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see the 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	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
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	Yes
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	33	No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes
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	Yes
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	
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes

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	1a	76
b	Enter the number of Forms W-2G included on 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 (gambling) winnings to prize winners?	1c	

Part V		Statements Regarding Other IRS Filings and Tax Compliance (continued)						
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		2a	89			
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b		Yes		
3a		Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a			No	
b		If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b				
4a		At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a			No	
b		If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).						
5a		Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a			No	
b		Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b			No	
c		If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c				
6a		Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		Yes		
b		If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		Yes		
7		Organizations that may receive deductible contributions under section 170(c).						
a		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				
b		If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b				
c		Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c				
d		If "Yes," indicate the number of Forms 8282 filed during the year		7d				
e		Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e				
f		Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f				
g		If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g				
h		If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h				
8		Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8				
9		Sponsoring organizations maintaining donor advised funds.						
a		Did the sponsoring organization make any taxable distributions under section 4966?		9a				
b		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				
b		Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b				
11		Section 501(c)(12) organizations. Enter:						
a		Gross income from members or shareholders		11a				
b		Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b				
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				
13		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.						
b		Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b				
c		Enter the amount of reserves on hand		13c				
14a		Did the organization receive any payments for indoor tanning services during the tax year?		14a			No	
b		If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b				
15		Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15				
16		If the organization is a trust, did it file Form 4720, Schedule N, to report the section 4968 excise tax on net investment income?		16				
17		Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
		If "Yes," complete Form 6069.						

Part VI

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

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

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year.	1a	29	
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent	1b	29	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	Yes	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe on 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	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13		No
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed

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

☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:

HANK COFIELD 14600 TRINITY BLVD STE 500 Fort Worth, TX 761552512 (817) 302-2272

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Institutional Trustee; Individual trustee or director	Officer	Key employee	Highest compensated employee	Former			
(1) Andrea Duff EXECUTIVE DIRECTOR	40.0 0.0			X			275,235	0	48,122
(2) Ray Duke DIRECTOR - SAFETY & TRAINING	40.0 0.0			X			262,033	0	56,240
(3) Gregg Overman DIRECTOR - COMMUNICATIONS	40.0 0.0			X			260,371	0	56,157
(4) Mark Myers DIRECTOR - PILOT NEG/CONTRACT	40.0 0.0			X			257,768	0	56,147
(5) Tricia Kennedy DIRECTOR-DISPUTES RESOLUTION	40.0 0.0			X			245,886	0	30,025
(6) Edward Sicher President	39.0 1.0	X	X				240,423	0	35,033
(7) Hank Cofield Director-Accounting	40.0 0.0			X			232,356	0	29,414
(8) Marcy Scott DIRECTOR - BENEFITS	40.0 0.0			X			193,799	0	45,075
(9) William Evans LOS ANGELES CHAIR	16.0 0.0	X	X				197,408	0	31,585
(10) Ed Miles PILOT ASSISTANCE MANAGER	40.0 0.0			X			171,264	0	51,752
(11) Wesley Meyer LABOR ATTORNEY	40.0 0.0			X			164,605	0	51,306
(12) Vicki Dillivan Director-Scheduling	40.0 0.0			X			161,947	0	51,198
(13) David Duncan PHOENIX CHAIR	16.0 0.0	X	X				183,144	0	29,303
(14) Padat Shrestha Enterprise Solution Architect	40.0 0.0			X			155,906	0	50,816
(15) Chris Torres Vice President	40.0 0.0		X				180,689	0	24,480
(16) Johnathan Sherrell DALLAS CHAIR	16.0 0.0	X	X				176,478	0	28,237
(17) Weldon Ratliff Manager Software Development	40.0 0.0			X			152,992	0	50,913

Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) Phil Larussa IT Manager	40.00.0				X			160,690	0	42,032
(19) Russ Thompson SR. APPLICATION DIRECTOR	40.00.0				X			162,973	0	25,785
(20) Jonathan Elifson SR. LABOR ATTORNEY	40.00.0				X			178,756	0	9,328
(21) Pat Clark Secretary/Treasurer	37.03.0			X				159,808	0	28,022
(22) Tim Doreen WASHINGTON DC VICE CHAIR	16.00.0	X		X				153,918	0	29,115
(23) Michelle Jackson Sr. PA Contract Compliance	40.00.0					X		129,492	0	49,592
(24) Kevin Wilkes PHILADELPHIA VICE CHAIR	16.00.0	X		X				153,703	0	24,592
(25) Neil Simmons Team Leader, Software	40.00.0					X		130,478	0	47,766
(26) Firas Baidhani Sr. Mobile Developer	40.00.0					X		130,780	0	47,211
(27) Tim Daudelin Former CHICAGO VICE CHAIR	16.00.0						X	151,129	0	23,805
(28) Paul Diorio PHILADELPHIA CHAIR	16.00.0	X		X				144,206	0	22,961
(29) Dawn Parry Labor Attorney Negotiations	40.00.0					X		131,225	0	35,202
(30) Doug Hancock CHARLOTTE CHAIR	16.00.0	X		X				140,663	0	22,506
(31) Joseph Collins WASHINGTON DC CHAIR	16.00.0	X		X				137,990	0	23,641
(32) Jose Lopez Former DIRECTOR - IT	40.00.0						X	161,211	0	0
(33) David Powell Former CHICAGO CHAIR	16.00.0						X	137,119	0	23,260
(34) Marsha Reekie Manager, Medical Advisors	40.00.0					X		133,722	0	24,452
(35) Brian Ellis PHOENIX VICE CHAIR	16.00.0	X		X				135,155	0	21,625
(36) Scott Kansas Director - IT	40.00.0				X			153,917	0	2,286
(37) Thomas Copeland Miami Chair	16.00.0	X		X				128,719	0	20,595
(38) Tim Dick Los Angeles Vice Chair	16.00.0	X		X				124,310	0	20,211
(39) Curtis Detzer Former BOSTON VICE CHAIR	16.00.0						X	118,400	0	21,033
(40) Gemma Meehan Boston Vice Chair	16.00.0	X		X				118,816	0	19,011
(41) Peter Gamble Former Boston Chair	16.00.0						X	104,455	0	16,713
(42) Eric Ferguson Former President	39.01.0						X	99,145	0	16,354
(43) Larry Cutler New York Chair	16.00.0	X		X				99,458	0	15,913
(44) Jason Gustin DALLAS VICE CHAIR	16.00.0	X		X				96,912	0	15,506
(45) Jim Scanlan New York Vice Chair	16.00.0	X		X				95,323	0	15,252
(46) John Karam Former LOS ANGELES CHAIR	16.00.0						X	90,422	0	14,468
(47) Scott Heckenberger Former NEW YORK VICE CHAIR	16.00.0						X	81,643	0	14,043
(48) Wesley Smith Chicago Chair	16.00.0	X		X				77,493	0	13,338
(49) Anne Witcher Miami Vice Chair	16.00.0	X		X				67,613	0	10,818
(50) Erick Dewinnie Charlotte Vice Chair	16.00.0	X		X				54,280	0	8,685
(51) Casey Granger Former CHARLOTTE CHAIR	16.00.0						X	52,604	0	9,456
(52) Shane Vaughn Former MIAMI VICE CHAIR	16.00.0						X	51,877	0	8,729
(53) Paul McFarland Boston Chair	16.00.0	X		X				35,521	0	4,538
(54) Mike Burr Former NEW YORK CHAIR	16.00.0						X	29,555	0	4,729
(55) Paul Meyers Chicago Vice Chair	16.00.0	X		X				17,872	0	2,859
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A . . .										
d Total (add lines 1b and 1c)							4,742,122	0	982,035	

2

Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 4 1

3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		Yes	No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>			
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>			

Section B. Independent Contractors		
1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.		
(A) Name and business address	(B) Description of services	(C) Compensation
American Airlines Inc, 4000 E Sky Harbor Services PHOENIX, AZ 85034	pilot/member	16,777,469
Seven Letter, 1140 Connecticut Ave NW Suite 800 WASHINGTON, DC 20036	MARKETING SERVICES	1,060,253
Symphony Risk, PO Box 465429 GARLAND, TX 75049	INSURANCE	779,990
APA Holding Co LPC, 2000 MCKINNEY AVENUE 1000 DALLAS, TX 75201	PROPERTY	936,006
NextStep Recruiting LLC, 4400 State Hwy 121 Ste 300-378 LEWISVILLE, TX 75056	IT SERVICES	699,462
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 5		

Part VIII

Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants, and Other		1a Federated campaigns		1a		
Amt Similar Amounts		b Membership dues		1b		
		c Fundraising events		1c		
		d Related organizations		1d		
		e Government grants (contributions)		1e		
		f All other contributions, gifts, grants, and similar amounts not included above		1f		
		g Noncash contributions included in lines 1a - 1f:\$		1g		
		h Total. Add lines 1a-1f		53,675,582		
Program Service Revenue	2a FPL RECOVERY	Business Code				
		900099	11,042,064	11,042,064		
	b EXPENSE RECOVERY INCOME	900099	212,461	212,461		
	c					
	d					
	e					
	f All other program service revenue.					
g Total. Add lines 2a-2f.		11,254,525				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		4,163,062		4,163,062	
	4 Income from investment of tax-exempt bond proceeds		0			
	5 Royalties		0			
		(i) Real	(ii) Personal			
	6a Gross rents	6a				
	b Less: rental expenses	6b				
	c Rental income or (loss)	6c	0	0		
	d Net rental income or (loss)		0			
		(i) Securities	(ii) Other			
	7a Gross amount from sales of assets other than inventory	7a	50,783,219			
	b Less: cost or other basis and sales expenses	7b	54,030,015			
	c Gain or (loss)	7c	-3,246,796			
	d Net gain or (loss)		-3,246,796			-3,246,796
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a	0			
	b Less: direct expenses	8b	0			
	c Net income or (loss) from fundraising events		0			
	9a Gross income from gaming activities. See Part IV, line 19	9a	0			
	b Less: direct expenses	9b	0			
	c Net income or (loss) from gaming activities		0			
	10a Gross sales of inventory, less returns and allowances	10a	0			
	b Less: cost of goods sold	10b	0			
	c Net income or (loss) from sales of inventory		0			
Other	11a OTHER INCOME		Business Code			
			900099	659,809		659,809
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		659,809			
12 Total revenue. See instructions		66,506,182	11,254,525		1,576,075	
OtherRevenueMiscAmt						

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	0			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	0			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	6,171,779			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7 Other salaries and wages	36,864,731			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	4,324,827			
9 Other employee benefits	2,113,827			
10 Payroll taxes	1,072,067			
11 Fees for services (non-employees):				
a Management	0			
b Legal	2,139,088			
c Accounting	53,499			
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	0			
f Investment management fees	309,109			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,765,448			
12 Advertising and promotion	0			
13 Office expenses	534,117			
14 Information technology	782,427			
15 Royalties	0			
16 Occupancy	2,671,572			
17 Travel	0			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	23,738			
20 Interest	0			
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	1,705,081			
23 Insurance	0			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a OTHER ADMIN SUPPORT	643,452			
b OUTSIDE SERVICES	726,741			
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	62,901,503			
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).				

Part X

Balance Sheet

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

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		4,452,366	1	2,804,488	
	2	Savings and temporary cash investments		0	2	0	
	3	Pledges and grants receivable, net		0	3	0	
	4	Accounts receivable, net		0	4	0	
	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		0	5	0	
	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)		0	6	0	
	7	Notes and loans receivable, net		26,980	7	26,980	
	8	Inventories for sale or use		0	8	0	
	9	Prepaid expenses and deferred charges		0	9	0	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	21,920,351			
	b	Less: accumulated depreciation	10b	16,243,514	4,985,573	10c	5,676,837
	11	Investments—publicly traded securities		76,649,105	11	82,540,352	
	12	Investments—other securities. See Part IV, line 11		6,115,379	12	6,081,380	
	13	Investments—program-related. See Part IV, line 11		0	13	0	
	14	Intangible assets		0	14	0	
	15	Other assets. See Part IV, line 11		5,502,048	15	5,457,360	
16	Total assets: Add lines 1 through 15 (must equal line 33)		97,731,451	16	102,587,397		
Liabilities	17	Accounts payable and accrued expenses		7,023,967	17	7,762,039	
	18	Grants payable		0	18	0	
	19	Deferred revenue		16,079,638	19	12,505,028	
	20	Tax-exempt bond liabilities		0	20	0	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		0	21	0	
	22	Loans and other 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		0	22	0	
	23	Secured mortgages and notes payable to unrelated third parties		0	23	0	
	24	Unsecured notes and loans payable to unrelated third parties		0	24	0	
	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		3,121,727	25	3,232,262	
	26	Total liabilities. Add lines 17 through 25		26,225,332	26	23,499,329	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		71,506,119	27	79,088,068	
	28	Net assets with donor restrictions		0	28	0	
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.						
	29	Capital stock or trust principal, or current funds			29		
	30	Paid-in or capital surplus, or land, building or equipment fund			30		
	31	Retained earnings, endowment, accumulated income, or other funds			31		
	32	Total net assets or fund balances		71,506,119	32	79,088,068	
	33	Total liabilities and net assets/fund balances		97,731,451	33	102,587,397	

Part XI

Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	66,506,182
2	Total expenses (must equal Part IX, column (A), line 25)	2	62,901,503
3	Revenue less expenses. Subtract line 2 from line 1	3	3,604,679
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	71,506,119
5	Net unrealized gains (losses) on investments	5	3,524,769
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	452,501
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	79,088,068

Part XII

Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Name of the organization Allied Pilots Association % Hank Coffield	Employer identification number 13-1982245
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Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No	

Part II Conservation Easements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1	Purpose(s) of conservation easements held by the organization (check all that apply). ☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area ☐ Protection of natural habitat ☐ Preservation of a certified historic structure ☐ Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
a	Total number of conservation easements	2a
b	Total acreage restricted by conservation easements	2b
c	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____	
4	Number of states where property subject to conservation easement is located ▶ _____	
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No	
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____	
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____	
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No	
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a	If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.	
b	If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____ (ii) Assets included in Form 990, Part X ▶ \$ _____	
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____ b Assets included in Form 990, Part X ▶ \$ _____	

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII and complete the following table:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . .

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

c

Term endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

4

Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		1,279,699	685,805	593,894
d Equipment		19,182,712	15,557,709	3,625,003
e Other		1,457,940		1,457,940
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				5,676,837

Schedule D (Form 990) 2021

Part VII Investments - Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b.See Form 990, Part X, line 12.		
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A) APA HOLDING CORPORATION	6,081,380	F
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	6,081,380	

Part VIII Investments - Program Related. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.		
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.	
(a) Description	(b) Book value
(1)ACCRUED INTEREST RECEIVABLE	246,960
(2)DUES RECEIVABLE	3,984,436
(3)FLIGHT PAY LOSS RECEIVABLE	568,754
(4)OTHER ASSETS	657,210
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	5,457,360

Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.	
1. (a) Description of liability	(b) Book value
(1) Federal income taxes	0
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	3,232,262

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

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	

Part XIII

Supplemental Information

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

Return Reference	Explanation
Sch D, Part X, Line 2	ASC 740 Footnote: the financial accounting standards board (FASB) accounting standards codification topic 740, income taxes (ASC 740), prescribes a recognition threshold and measurement requirements for financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. in addition, ASC 740 provides guidance on recognition, classification, accounting in interim periods and disclosure requirements for uncertain tax provisions. APA and its subsidiaries have no financial reporting requirements pursuant to ASC 740 in fiscal year 2023 and 2022.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Name of the organization
Allied Pilots Association
% Hank Cofield

Employer identification number
13-1982245

Part I

Questions Regarding Compensation

	Yes	No
1a		
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☒ Travel for companions ☐ Tax idemnification and gross-up payments ☒ Discretionary spending account ☒ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☒ Personal services (e.g., maid, chauffeur, chef)		
1b	Yes	
1b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		
2	Yes	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?		
3		
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☐ Compensation committee ☐ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☐ Compensation survey or study ☐ Approval by the board or compensation committee		
4		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
4a		No
4a Receive a severance payment or change-of-control payment?		
4b		No
4b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		
4c		No
4c Participate in, or receive payment from, an equity-based compensation arrangement?		
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
5a		
5a The organization?		
5b		
5b Any related organization?		
If "Yes," on line 5a or 5b, describe in Part III.		
6		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
6a		
6a The organization?		
6b		
6b Any related organization?		
If "Yes," on line 6a or 6b, describe in Part III.		
7		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.		
8		
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.		
9		
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

Part II

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1Eric Ferguson Former President	(i)	99,145			16,354		115,499	
	(ii)					-	-	
2Pat Clark Secretary/Treasurer	(i)	159,808			28,022		187,830	
	(ii)					-	-	
3Peter Gamble Former Boston Chair	(i)	104,455			16,713		121,168	
	(ii)					-	-	
4Curtis Detzer Former BOSTON VICE CHAIR	(i)	118,400			21,033		139,433	
	(ii)					-	-	
5Joseph Collins WASHINGTON DC CHAIR	(i)	137,990			23,641		161,631	
	(ii)					-	-	
6Tim Doreen WASHINGTON DC VICE CHAIR	(i)	153,918			29,115		183,033	
	(ii)					-	-	
7Johnathan Sherrell DALLAS CHAIR	(i)	176,478			28,237		204,715	
	(ii)					-	-	
8John Karam Former LOS ANGELES CHAIR	(i)	90,422			14,468		104,890	
	(ii)					-	-	
9William Evans LOS ANGELES CHAIR	(i)	197,408			31,585		228,993	
	(ii)					-	-	
10Mike Burr Former NEW YORK CHAIR	(i)	29,555			4,729		34,284	
	(ii)					-	-	
11Scott Heckenberger Former NEW YORK VICE CHAIR	(i)	81,643			14,043		95,686	
	(ii)					-	-	
12Edward Sicher President	(i)	240,423			35,033		275,456	
	(ii)					-	-	
13Shane Vaughn Former MIAMI VICE CHAIR	(i)	51,877			8,729		60,606	
	(ii)					-	-	
14David Powell Former CHICAGO CHAIR	(i)	137,119			23,260		160,379	
	(ii)					-	-	
15Tim Daudelin Former CHICAGO VICE CHAIR	(i)	151,129			23,805		174,934	
	(ii)					-	-	
16Casey Granger Former CHARLOTTE CHAIR	(i)	52,604			9,456		62,060	
	(ii)					-	-	
17Doug Hancock CHARLOTTE CHAIR	(i)	140,663			22,506		163,169	
	(ii)					-	-	
18Paul Diorio PHILADELPHIA CHAIR	(i)	144,206			22,961		167,167	
	(ii)					-	-	
19Kevin Wilkes PHILADELPHIA VICE CHAIR	(i)	153,703			24,592		178,295	
	(ii)					-	-	
20David Duncan PHOENIX CHAIR	(i)	183,144			29,303		212,447	
	(ii)					-	-	
21Brian Ellis PHOENIX VICE CHAIR	(i)	135,155			21,625		156,780	
	(ii)					-	-	
22Hank Cofield Director-Accounting	(i)	232,356			11,759	17,655	261,770	
	(ii)					-	-	
23Andrea Duff EXECUTIVE DIRECTOR	(i)	275,235			12,837	35,285	323,357	
	(ii)					-	-	
24Ray Duke DIRECTOR - SAFETY & TRAINING	(i)	262,033			13,254	42,986	318,273	
	(ii)					-	-	
25Jonathan Elifson SR. LABOR ATTORNEY	(i)	178,756			8,956	372	188,084	
	(ii)					-	-	
26Tricia Kennedy DIRECTOR-DISPUTES RESOLUTION	(i)	245,886			12,370	17,655	275,911	
	(ii)					-	-	
27Jose Lopez Former DIRECTOR - IT	(i)	161,211					161,211	
	(ii)					-	-	
28Ed Miles PILOT ASSISTANCE MANAGER	(i)	171,264			8,766	42,986	223,016	
	(ii)					-	-	
29Mark Myers DIRECTOR - PILOT NEG/CONTRACT	(i)	257,768			13,161	42,986	313,915	
	(ii)					-	-	
30Gregg Overman DIRECTOR - COMMUNICATIONS	(i)	260,371			13,171	42,986	316,528	
	(ii)					-	-	
31Marcy Scott DIRECTOR - BENEFITS	(i)	193,799			9,790	35,285	238,874	
	(ii)					-	-	
32Russ Thompson SR. APPLICATION DIRECTOR	(i)	162,973			8,196	17,589	188,758	
	(ii)					-	-	
33Vicki Dillivan Director-Scheduling	(i)	161,947			8,272	42,926	213,145	
	(ii)					-	-	
34Wesley Meyer LABOR ATTORNEY	(i)	164,605			8,380	42,926	215,911	
	(ii)					-	-	
35Firas Baidhani Sr. Mobile Developer	(i)	130,780			4,337	42,874	177,991	
	(ii)					-	-	
36Michelle Jackson Sr. PA Contract Compliance	(i)	129,492			6,666	42,926	179,084	
	(ii)					-	-	
37Dawn Parry Labor Attorney Negotiations	(i)	131,225				35,202	166,427	
	(ii)					-	-	
38Marsha Reekie Manager, Medical Advisors	(i)	133,722			6,797	17,655	158,174	
	(ii)					-	-	
39Neil Simmons Team Leader, Software	(i)	130,478			6,665	41,101	178,244	
	(ii)					-	-	
40Padat Shrestha Enterprise Solution Architect	(i)	155,906			7,830	42,986	206,722	
	(ii)					-	-	
41Weldon Ratliff Manager Software Development	(i)	152,992			7,927	42,986	203,905	
	(ii)					-	-	
42Phil Larussa IT Manager	(i)	160,690			6,747	35,285	202,722	
	(ii)					-	-	
43Scott Kansas Director - IT	(i)	153,917				2,286	156,203	
	(ii)					-	-	
44Chris Torres Vice President	(i)	180,689			24,480		205,169	
	(ii)					-	-	

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
Sch J, Part I, Line 1A	travel for companions is provided to officers, directors, and key employees on a limited basis. these individuals are provided one round-trip airfare per year for a companion. this item does not represent taxable compensation to these individuals. for 2023, two people received this benefit. with respect to domicile officers listed in part VII, such officers are provided with discretionary funds. However, all expenditures must be for business use. housing allowance or residence for personal use and personal services (cleaning services) were provided to one officer. the housing and cleaning services were provided because the individual is a national officer and must be on-site at APA's national headquarters. However, he is not a local resident. these items do not represent taxable compensation to this individual: Edward Sicher.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization Allied Pilots Association % Hank Cofield	Employer identification number 13-1982245
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Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).
Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958. _____

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ► \$

Part II Loans to and/or From Interested Persons.
Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No
Total ► \$												

Part III Grants or Assistance Benefiting Interested Persons.
Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) APA Holding Corporation	Subidiary	930,609	Rental Payments made		No

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions).

Return Reference	Explanation
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Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
Allied Pilots Association
% Hank Cofield

Employer identification number

13-1982245

Return Reference	Explanation
Form 990, Part VI, Section A, Question 2	The following officers and directors of the filing organization have a business relationship with one another by virtue of their positions as officers and directors of APA Holding Corporation: Edward Sicher, James Clark, and Pat Clark.
Form 990, Part VI, Section A, Questions 6 & 7A	Allied Pilots Association is a labor union representing, as its members, the pilots of American airlines. the members elect the organization's board of directors, which is made up of members of the organization. there are four classes of membership, including apprentice members, active members, inactive members, and honorary members. only active members are eligible to vote or hold office.
Form 990, Part VI, Section B, Question 11B	the organization engages a paid preparer experienced in the preparation of the form 990 to prepare the form. the director of finance and accounting will conduct a detailed review of the return as prepared by the preparer. an electronic copy of the final form 990 will be provided to all members of the board of directors on APA's internal website prior to filing the return.
Form 990, Part VI, Section B, Question 12C	Allied Pilots association's officers, board members, committee members and staff shall disclose conflicts of interest by submitting a "conflict of interest disclosure" form. disclosures are handled by the secretary-treasurer and maintained in a file. if a potential conflict of interest arises, subsequent to the submission of the original form, a revised form shall be submitted within five business days of becoming aware of the conflict.
Form 990, Part VI, Section B, Questions 15A & 15B	the compensation for all officers and key employees of allied pilots association (APA) is fixed by the president, subject to the approval of the board of directors. the organization hires an outside consultant to review the compensation of officers and key employees. the consultant matches APA's positions to salary surveys from multiple sources. each employee's position is placed within a pay grade. positions that undergo a significant change in duties are reevaluated for grade and placement within their grade. compensation adjustments are made by the president and approved by the board of directors.
Form 990, Part VI, Section C, Question 19	the organization's financial statement are available to the public as part of its filings with the department of labor, at the department of labor's website (www.dol.gov/olms). the organization does not make its governing documents or conflicts of interest policy available to the public. this information is available to members only, upon request.
Form 990, Part VII, Section A	compensation in addition to compensation reported by allied pilots association (APA) on Form w-2, APA also reimburses American airlines (AAL) for flight pay loss (FPL) compensation. pilots, other than APA officers, received compensation of \$12,215,487 for the year ended June 30, 2022 while on leave from AAL for APA business. Generally, AAL bills APA for such compensation. APA remitted FPL reimbursement payments to AAL less the recovery of \$6,826,221 for the year ended June 30, 2022 for the portion of services rendered by the pilots related to matters including safety, security and training programs that benefited AAL. the reimbursed compensation is reported on the form 941 employer's quarterly federal tax return of AAL and is reported to the recipients on their forms W-2 received from AAL. in addition to the lost flight pay, APA makes contributions to the American Airlines capital accumulation plan. a retirement plan which is administered by AAL consisting of the defined contribution of 16% of pay for employees of AAL corporation and participating subsidiaries. for periods of union leave on and after January 1, 2014, APA will make the company's contributions. APA's contributions to the plan totaled \$1,588,698 for the year ended June 30, 2023.
Form 990, Part XI, Line 9	other changes in net assets or fund balances Post Retirement Changes 449,906 Prior Year adjustments 2,595 ----- Total 452,501

Additional Data

[Return to Form](#)

Software ID:

Software Version:

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization
Allied Pilots Association
% Hank Cofield

Employer identification number
13-1982245

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)APA Holding Corporation 14600 Trinity Blvd Ste 500 Fort Worth, TX 76155 75-2785182	Holding Co	TX	501(c)(2)		APA	Yes	
(2)Allied Pilot Assoc Scholarship Fund 14600 Trinity Blvd Ste 500 Fort Worth, TX 76155 75-2759329	Sch Grants	TX	501(C)(3)	Line 7	APA	Yes	
(3)APA Political Action Committee 14600 Trinity Blvd Ste 500 Fort Worth, TX 76155 75-2779340	Political	TX	527		APA	Yes	
(4)APA Emergency Relief & Scholarship Fund 14600 Trinity Blvd Ste 500 Fort Worth, TX 76155 81-4427466	grantmaking	TX	501(C)(3)	PF	APA	Yes	
(5)APA Welfare Benefits Plan Master Trust 14600 Trinity Blvd Ste 500 Fort Worth, TX 76155 75-2589033	Mbr benefits	TX	501(C)(9)		APA	Yes	

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproporionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V

Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity

1a

No

b Gift, grant, or capital contribution to related organization(s)

1b

No

c Gift, grant, or capital contribution from related organization(s)

1c

No

d Loans or loan guarantees to or for related organization(s)

1d

No

e Loans or loan guarantees by related organization(s)

1e

No

f Dividends from related organization(s)

1f

g Sale of assets to related organization(s)

1g

No

h Purchase of assets from related organization(s)

1h

No

i Exchange of assets with related organization(s)

1i

No

j Lease of facilities, equipment, or other assets to related organization(s)

1j

No

k Lease of facilities, equipment, or other assets from related organization(s)

1k

Yes

l Performance of services or membership or fundraising solicitations for related organization(s)

1l

No

m Performance of services or membership or fundraising solicitations by related organization(s)

1m

No

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

1n

No

o Sharing of paid employees with related organization(s)

1o

No

p Reimbursement paid to related organization(s) for expenses

1p

No

q Reimbursement paid by related organization(s) for expenses

1q

No

r Other transfer of cash or property to related organization(s)

1r

No

s Other transfer of cash or property from related organization(s)

1s

No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)APA Holding Corporation	K	930,609	Cash

Schedule R (Form 990) 2021

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference	Explanation
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Schedule R (Form 990) 2021

Additional Data

[Return to Form](#)

Software ID:
Software Version: