

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:

THE ORGANIZATION'S PRIMARY EXEMPT PURPOSE IS TO PROMOTE THE INTERESTS OF THE AIRLINE PILOTING PROFESSION AND TO SAFEGUARD THE RIGHTS, INDIVIDUALLY AND COLLECTIVELY, OF ITS MEMBERS.

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 \$)
See Schedule O

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)
See Schedule O

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)
See Schedule O

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 Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5 Yes	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9 Yes	
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	No
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 Yes	
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 Yes	
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 Yes	

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 Yes	
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 If "Yes," complete Schedule L, Part I. 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 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 lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
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 If "Yes," complete Schedule M. 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 in 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 142	
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 (gambling) winnings to prize winners?	1c Yes	

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	339			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)				2b	Yes	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?				3a	Yes	
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i>				3b	Yes	
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	Yes	
b If "Yes," enter the name of the foreign country: <u>► C A, C J</u> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts						
5a Did 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		No
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).						
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?						
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?						
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? Note. See the instructions for additional information the organization must report on Schedule O.				13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans				13b		
c Enter the amount of reserves on hand				13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?						
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>				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?						
16 If the organization is subject to the section 4968 excise tax on net investment income? 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 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. 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.	192	
b	Enter the number of voting members included in line 1a, above, who are independent	183	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	Yes
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	No
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	No
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
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 in 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 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20	State the name, address, and telephone number of the person who possesses the organization's books and records: ELIZABETH ROBINSON 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 (703) 689-4170

Part VII

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

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) JOSEPH DEPETE PRESIDENT	60.0 5.0			X				1,323,637	0	55,291
(2) DAVID KRIEGER GENERAL MANAGER	40.0 5.0			X				628,501	0	71,166
(3) JONATHAN COHEN GENERAL COUNSEL/DIR, LEGAL	40.0 0.0				X			606,727	0	69,868
(4) BRUCE YORK SR. ADVISOR & CHIEF NEGOTIATOR	40.0 0.0				X			593,251	0	76,840
(5) ELIZABETH GINSBURG DIRECTOR, REPRESENTATION	40.0 0.0				X			547,161	0	72,714
(6) MARCUS MIGLIORE SR. MANAGING ATTORNEY	40.0 0.0				X			455,634	0	75,553
(7) HOWARD NAGY DIR, ENGINEERING & AIR SAFETY	40.0 0.0				X			444,568	0	75,487
(8) ELIZABETH ROBINSON DIRECTOR OF FINANCE/CFO	40.0 5.0			X				472,917	0	37,338
(9) KELLY COLLIE DIRECTOR, HUMAN RESOURCES	40.0 2.0				X			427,413	0	75,368
(10) ANDREW SHOSTACK ASST. DIRECTOR, REPRESENTATION	40.0 0.0				X			429,174	0	64,113
(11) ARTHUR LUBY ASST. DIRECTOR, REPRESENTATION	40.0 0.0				X			422,353	0	68,208
(12) MARIE SCHWARTZ DIR, STRATEGIC MBR DEV & RES	40.0 0.0				X			412,738	0	71,610
(13) DAVID WEAVER DIRECTOR, COMMUNICATIONS	40.0 0.0				X			404,818	0	75,210
(14) THOMAS CIANTRA MANAGING ATTORNEY	40.0 0.0				X			397,409	0	75,097
(15) RICHARD HARRELL DIR, INFORMATION TECH & SVCS	40.0 0.0				X			374,955	0	74,870
(16) ELIZABETH BAKER DIRECTOR, GOVERNMENT AFFAIRS	40.0 0.0				X			394,096	0	34,200
(17) KYLE JOHANNING DIR, ECONOMIC & FINANCIAL	40.0 0.0				X			343,391	0	49,140

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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) CATHERINE POWERS ASST. DIRECTOR, REPRESENTATION	40.0 5.0				X			349,570	0	40,049
(19) ANDREA GRIFFITH COMPTROLLER	40.0 0.0					X		316,075	0	71,166
(20) RANDY KENAGY MGR, ENGINEERING & OPERATIONS	40.0 0.0					X		308,469	0	71,166
(21) LEE VEID-NORSTERN MANAGER-IT DEVELPMT & SUPPORT	40.0 0.0					X		307,759	0	67,193
(22) JANE SCHAFT SR. LABOR REL CNSL/MEC COORD	40.0 0.0					X		321,267	0	48,337
(23) JOHN SCHLEDER SR. LABOR REL CNSL/MEC COORD	40.0 0.0					X		327,218	0	32,154
(24) STEVE HODGSON MGR., RETIRE. & INS. (RETIRED)	40.0 5.0				X			257,188	0	21,689
(25) LORI GARVER FORMER GENERAL MANAGER	0.0 0.0						X	248,671	0	0
(26) JOSEPH GENOVESE VP FINANCE/TREASURER	50.0 5.0			X				176,938	0	0
(27) ANA MCAHRON-SCHULZ FORMER DIR, ECON & FINANCIAL	2.35 0.0						X	171,457	0	3,417
(28) RUSSELL SKLENKA EXECUTIVE ADMINISTRATOR	40.0 0.0			X				155,375	0	0
(29) WILLIAM COUETTE VP ADMINISTRATION/SECRETARY	50.0 5.0			X				127,388	0	0
(30) ROBERT FOX FIRST VICE PRESIDENT	50.0 5.0			X				96,663	0	0
(31) JASON AMBROSI EXECUTIVE VICE PRESIDENT	10.0 0.0			X				36,977	0	0
(32) MIKE HAMILTON EXECUTIVE VICE PRESIDENT	10.0 0.0			X				31,083	0	0
(33) TIM PERRY EXECUTIVE VICE PRESIDENT	10.0 0.0			X				20,985	0	0
(34) JUSTIN HAWKINS EXECUTIVE VICE PRESIDENT	10.0 0.0			X				10,287	0	0
(35) ANDREW MASSEY EXECUTIVE VICE PRESIDENT	10.0 0.0			X				7,976	0	0
(36) JOE YOUNGERMAN EXECUTIVE VICE PRESIDENT	10.0 0.0			X				7,500	0	0
(37) WES CLAPPER EXECUTIVE VICE PRESIDENT	10.0 0.0			X				6,000	0	0
(38) SEAN CREED EXECUTIVE VICE PRESIDENT	10.0 0.0			X				6,000	0	0
(39) JIM JOHNSON EXECUTIVE VICE PRESIDENT	10.0 0.0			X				6,000	0	0
(40) WES REED EXECUTIVE VICE PRESIDENT	10.0 0.0			X				5,611	0	0
(41) SEE SCH O FOR LIST BOARD OF DIRECTORS	1.0 0.0	X						0	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							11,114,960	0	1,473,827	

2Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization▶229

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
3		Yes		
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>		Yes	
4		Yes		
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>			No
5				

Section B. Independent Contractors		
1Complete 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
COAKLEY WILLIAMS CONSTRUCTION INC, 7475 WISCONSIN AVE STE 900 BETHESDA, MD 20814	CONSTRUCTION	5,323,508
VIRTUAL FLIGHT SURGEONS INC, 7000 S YOSEMITE STREET STE 110 CENTENNIAL, CO 80112	AEROMEDICAL ADVISORS	2,587,794
HOME FRONT COMMUNICATIONS LLC, 1201 NEW YORK AVENUE NW STE 900 WASHINGTON, DC 20005	MRKTNG/ADVERTISING	1,494,809
INFOR 100003566, NW 7418 PO BOX 1450 MINNEAPOLIS, MN 554857418	SOFTWARE	961,418
KELLY PRESS INC, 1701 CABIN BRANCH DRIVE CHEVERLY, MD 20785	PRINTING	814,682
2Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization▶36		

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 Similar Amounts

1a	Federated campaigns . . .	1a	
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		0	

Program Service Revenue

2a	MEMBERSHIP DUES	Business Code				
		900099	210,957,251	210,957,251		
b	PUBLICATIONS	541800	2,695,969	2,489,477	206,492	
c	MEMBER BENEFITS	900099	795,302	795,302		
d						
e						
f	All other program service revenue.					
g Total. Add lines 2a-2f.		214,448,522				

Other Revenue

3	Investment income (including dividends, interest, and other similar amounts)		10,953,213			10,953,213
4	Income from investment of tax-exempt bond proceeds		0			
5	Royalties		39,653			39,653
6a	Gross rents	(i) Real				
b	Less: rental expenses	(ii) Personal				
c	Rental income or (loss)		0	0		
d	Net rental income or (loss)		0			
7a	Gross amount from sales of assets other than inventory	(i) Securities	71,767,238	(ii) Other	11,990	
b	Less: cost or other basis and sales expenses		71,930,049	2,728		
c	Gain or (loss)		-162,811	9,262		
d	Net gain or (loss)		-153,549			-153,549
8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18		0			
b	Less: direct expenses		0			
c	Net income or (loss) from fundraising events		0			
9a	Gross income from gaming activities. See Part IV, line 19		0			
b	Less: direct expenses		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			
Miscellaneous Revenue	Business Code					
11a MISCELLANEOUS	900099	1,123,232				1,123,232
b CONSULTING	900099	42,000			42,000	
c						
d All other revenue						
e Total. Add lines 11a–11d		1,165,232				
12 Total revenue. See instructions		226,453,071	214,242,030	248,492		11,962,549

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	89,541			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	19,500			
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	10,647,412			
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	41,140,054			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	4,878,576			
9 Other employee benefits	8,070,829			
10 Payroll taxes	3,165,752			
11 Fees for services (non-employees):				
a Management	0			
b Legal	761,704			
c Accounting	323,429			
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	0			
f Investment management fees	21,002			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	8,332,933			
12 Advertising and promotion	61,145			
13 Office expenses	2,908,010			
14 Information technology	1,692,690			
15 Royalties	0			
16 Occupancy	9,323,211			
17 Travel	7,589,955			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	2,319,836			
20 Interest	163			
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	3,824,338			
23 Insurance	2,091,995			
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 FLIGHT PAY LOSS	42,413,618			
b PER CAPITA DUES	1,458,627			
c PUBLICATIONS/SUBSCRIPTIONS	1,004,204			
d REPAIRS & MAINTENANCE	467,335			
e All other expenses	927,028			
25 Total functional expenses. Add lines 1 through 24e	153,532,887			
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		2,053	1	2,047	
	2	Savings and temporary cash investments		22,250,039	2	36,781,547	
	3	Pledges and grants receivable, net		0	3	0	
	4	Accounts receivable, net		8,565,686	4	8,915,827	
	5	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	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		2,472,474	7	2,571,838	
	8	Inventories for sale or use		0	8	0	
	9	Prepaid expenses and deferred charges		3,873,477	9	3,175,284	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	43,733,537			
	b	Less: accumulated depreciation	10b	23,667,907	20,864,064	10c	20,065,630
	11	Investments—publicly traded securities		255,318,094	11	320,904,584	
	12	Investments—other securities. See Part IV, line 11		4,468,067	12	1,402,989	
	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		43,990,192	15	40,131,255	
16	Total assets: Add lines 1 through 15 (must equal line 33)		361,804,146	16	433,951,001		
Liabilities	17	Accounts payable and accrued expenses		39,516,728	17	35,501,627	
	18	Grants payable		0	18	0	
	19	Deferred revenue		0	19	0	
	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		84,499,652	25	81,288,299	
	26	Total liabilities. Add lines 17 through 25		124,016,380	26	116,789,926	
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		237,787,766	27	317,161,075	
	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		237,787,766	32	317,161,075	
	33	Total liabilities and net assets/fund balances		361,804,146	33	433,951,001	

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	226,453,071
2	Total expenses (must equal Part IX, column (A), line 25)	2	153,532,887
3	Revenue less expenses. Subtract line 2 from line 1	3	72,920,184
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	237,787,766
5	Net unrealized gains (losses) on investments	5	16,363,159
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	-9,910,034
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	317,161,075

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 in 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 Single Audit Act and OMB Circular A-133?		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

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) organizations: Complete Part III.

Name of the organization AIR LINE PILOTS ASSOCIATION INTERNATIONAL	Employer identification number 36-0710830
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")	
2	Political campaign activity expenditures (see instructions)	\$
3	Volunteer hours for political campaign activities (see instructions)	

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955	\$
2	Enter the amount of any excise tax incurred by organization managers under section 4955	\$
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	☐ Yes ☐ No
4a	Was a correction made?	☐ Yes ☐ No
b	If "Yes," describe in Part IV.	

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	\$
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	\$
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b	\$
4	Did the filing organization file Form 1120-POL for this year?	☐ Yes ☐ No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.	

(a) 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-.
1				
2				
3				
4				
5				
6				

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures															
e Total exempt purpose expenditures (add lines 1c and 1d)															
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.															
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a. If zero or less, enter -0-															
i Subtract line 1f from line 1c. If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

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

Lobbying Expenditures During 4-Year Averaging Period					
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))					
f Grassroots lobbying expenditures					

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 of the lobbying activity.

		(a)		(b)
		Yes	No	Amount
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:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	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			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	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?			

Part III-A

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

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

Part III-B

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

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

Part IV

Supplemental Information

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

Return Reference	Explanation
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Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization
AIR LINE PILOTS ASSOCIATION INTERNATIONAL

Employer identification number
36-0710830

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.

	Held at the End of the 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

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other

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:

	Amount
c Beginning balance	1c 1,655,100
d Additions during the year	1d 904
e Distributions during the year	1e 1,006,983
f Ending balance	1f 649,021

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		19,442,472	6,750,268	12,692,204
d Equipment		11,342,164	8,624,496	2,717,668
e Other		12,948,901	8,293,143	4,655,758
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				20,065,630

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 _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

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
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
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)RIGHT OF USE	38,241,183
(2)INTERFUND RECEIVABLE	1,363,353
(3)OTHER CURRENT ASSETS	418,604
(4)OTHER ASSETS	108,115
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	40,131,255

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
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	81,288,299

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
SCHEDULE D, PART IV, LINE 1B	ESCROW AND CUSTODIAL ARRANGEMENT: AIR LINE PILOTS ASSOCIATION, INTERNATIONAL ("ALPA"ASSOCIATION") COLLECTS ASSESSMENT PAYMENTS ON BEHALF OF THE MASTER EXECUTIVE COUNCIL (MEC) AND DEPOSITS COLLECTED FUNDS INTO SEPARATE MEC ACCOUNTS WHICH ALPA ADMINISTERS AND MAKES PAYMENTS OUT OF THE ACCOUNTS AS APPROVED BY THE MEC. THESE ACCOUNTS ARE NOT INCLUDED IN THE ALPA'S AUDITED CONSOLIDATED FINANCIAL STATEMENTS AND FORM 990.
SCHEDULE D, PART X, LINE 2	LIABILITY FOR UNCERTAIN TAX POSITIONS: The Association is exempt from federal income tax under Internal Revenue Code (the Code) Section 501(c)(5), though it is subject to tax on income unrelated to its exempt purpose, unless that income is otherwise excluded by the Code. Revenue from investments in partnerships, advertising and consulting is taxable as unrelated business income. The Association has processes presently in place to ensure the maintenance of its tax-exempt status; to identify and report unrelated income; to determine its filing and tax obligations in jurisdictions for which it has nexus; and to identify and evaluate other matters that may be considered tax positions. The Association is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods. Management of the Association has determined that there are no material uncertain tax positions that require recognition or disclosure in the consolidated financial statements. In addition, there have been no tax related interest or penalties for the periods presented in these consolidated financial statements. Should such penalties and interest be incurred, the Association's policy is to recognize them as operating expenses.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Part I

General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- 1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants or other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☐ No
- 2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) North America	4	12	Program Services	SEE PROGRAM SERVICES	2,395,666
(2) Central America and the Caribbean			Investments		12,642,653
(3) East Asia and the Pacific			Program Services	SEE PROGRAM SERVICES	4,119
(4) Europe (Including Iceland and Greenland)			Program Services	SEE PROGRAM SERVICES	51,308
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	4	12			15,093,746
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	4	12			15,093,746

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1

Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)*

☒ Yes ☐ No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)*

☐ Yes ☒ No
- 3

Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)*

☒ Yes ☐ No
- 4

Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)*

☒ Yes ☐ No
- 5

Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)*

☐ Yes ☒ No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).*

☐ Yes ☒ No

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

[illegible]

Additional Data

Software ID:

Software Version:

Schedule I
(Form 990)

Department of the
Treasury
Internal Revenue Service

Name of the organization
AIR LINE PILOTS ASSOCIATION INTERNATIONAL

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Open to Public
Inspection

Employer identification number
36-0710830

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) AMERICAN ASSOC OF AIRPORT EXECUTIVES 601 MADISON STREET ALEXANDRIA,VA 22314	51-0094939	501(C)(6)	12,000				CONTRIBUTION
(2) AAAE FOUNDATION INC 601 MADISON ST 400 ALEXANDRIA,VA 22314	51-6018128	501(C)(3)	7,500				CONTRIBUTION
(3) US CHAMBER OF COMMERCE FOUNDATION 1615 H STREET NW WASHINGTON,DC 20062	53-0045720	501(C)(6)	10,000				CONTRIBUTION
(4) WAYNE STATE UNIVERSITY 5401 CASS AVE DETROIT,MI 48202	38-6028429	501(C)(3)	17,500				CONTRIBUTION
(5) GREATER WASHINGTON AVIATION OPEN 10221 STEAMBOAT LNDG LN BURKE,VA 22015	45-1579665	501(C)(3)	6,000				CONTRIBUTION
(6) FEDEX PILOTS CHARITABLE FUND 1770 KIRBY PKWY 300 MEMPHIS,TN 38138	46-3778145	501(C)(3)	17,500				CONTRIBUTION

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 4

3 Enter total number of other organizations listed in the line 1 table 2

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance		(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) ALPA SCHOLARSHIP PROGRAM		6	8,500			
(2) ALPA AVIATION SCHOLARSHIP PROGRAM		1	1,000			
(3) COSTAS SIVYLLIS ALPA EDUCATION SCHOLARSHIP		4	10,000			
(3)						
(4)						
(5)						
(6)						
(7)						

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
SCHEDULE I, PART I, LINE 2	PROCEDURE FOR MONITORING USE OF GRANT FUNDS INSIDE U.S.: ALPA'S GRANTS/ASSISTANCE ARE SPONSORSHIPS OR SCHOLARSHIPS FOR ONE-TIME EVENTS. ALPA SPECIFIES THE PURPOSE OF THE GRANTS/ASSISTANCE IN THE AWARD LETTER WHEN IT IS DISBURSED. THE EXECUTIVE COUNCIL APPROVES ALL CONTRIBUTIONS AS PART OF THE BUDGETING PROCESS. ALPA DOES NOT MONITOR THE USE OF GRANTS AFTER DISBURSEMENT. SCHEDULE I, PART III ALPA SCHOLARSHIP PROGRAM: ONE 4-YEAR UNDERGRADUATE COLLEGE SCHOLARSHIP IS AWARDED, TOTAL MONETARY VALUE TO NOT EXCEED \$12,000 TO A STUDENT WHO MAINTAINS A 3.0 GPA. THE VICE PRESIDENT-ADMINISTRATION AND VICE PRESIDENT-FINANCE OF THE ASSOCIATION ARE CHARGED WITH THE RESPONSIBILITY OF SELECTING THE RECIPIENT(S) BASED ON BOTH ACADEMIC CAPABILITY AND FINANCIAL NEED. SCHEDULE I, PART III COSTAS SIVYLLIS ALPA EDUCATION SCHOLARSHIP: AWARDED TO THOSE CURRENTLY ENROLLED IN AN UNDERGRADUATE OR GRADUATE DEGREE PROGRAM IN THE AVIATION FIELD AND ACTIVELY ENROLLED IN A FLIGHT TRAINING COURSE AT CERTAIN PRE-DETERMINED INSTITUTIONS. THE STUDENT MUST BE ACTIVE IN THE ALPA EDUCATION PROGRAM AT THEIR UNIVERSITY AND HAVE AT LEAST A 3.0 (4.0 SCALE) OR 3.5 (5.0 SCALE) GPA. THE ALPA EDUCATION COMMITTEE IS CHARGED WITH THE SELECTION OF THE AWARD RECIPIENTS BASED ON ACADEMIC CAPABILITY, FINANCIAL NEED, AND DEMONSTRATED COMMITMENT TO AN AVIATION CAREER MAY BE CONSIDERED.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
AIR LINE PILOTS ASSOCIATION INTERNATIONAL

Employer identification number
36-0710830

Part I Questions Regarding Compensation

	Yes	No
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 ☒ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☒ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☒ Discretionary spending account ☐ Personal services (e.g., maid, chauffeur, chef)		
b 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	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?	Yes	
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 ☐ Written employment contract ☐ Independent compensation consultant ☒ Compensation survey or study ☒ Form 990 of other organizations ☒ Approval by the board or compensation committee		
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: a Receive a severance payment or change-of-control payment? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? c 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.	Yes	No
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: a The organization? b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.		
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: a The organization? b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.		
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 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 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 and/or 1099-MISC compensation			(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				
1JOSEPH DEPETE PRESIDENT	(i)	573,629	51,809	698,199	34,200	31,499	1,389,336	0
	(ii)	- 0			0	- 0	- 0	0
2DAVID KRIEGER GENERAL MANAGER	(i)	505,998	46,695	75,808	34,200	41,445	704,146	0
	(ii)	- 0			0	- 0	- 0	0
3JONATHAN COHEN GENERAL COUNSEL/DIR, LEGAL	(i)	489,661	45,587	71,479	34,200	39,100	680,027	0
	(ii)	- 0			0	- 0	- 0	0
4BRUCE YORK SR. ADVISOR & CHIEF NEGOTIATOR	(i)	480,284	44,140	68,827	34,200	46,221	673,672	0
	(ii)	- 0			0	- 0	- 0	0
5ELIZABETH GINSBURG DIRECTOR, REPRESENTATION	(i)	474,097	43,010	30,054	34,200	40,065	621,426	0
	(ii)	- 0			0	- 0	- 0	0
6MARCUS MIGLIORE SR. MANAGING ATTORNEY	(i)	368,873	37,545	49,216	34,200	42,609	532,443	0
	(ii)	- 0			0	- 0	- 0	0
7HOWARD NAGY DIR, ENGINEERING & AIR SAFETY	(i)	364,388	37,779	42,401	34,200	44,591	523,359	0
	(ii)	- 0			0	- 0	- 0	0
8ELIZABETH ROBINSON DIRECTOR OF FINANCE/CFO	(i)	400,686	39,668	32,563	34,200	10,331	517,448	0
	(ii)	- 0			0	- 0	- 0	0
9KELLY COLLIE DIRECTOR, HUMAN RESOURCES	(i)	349,980	36,955	40,478	34,200	43,978	505,591	0
	(ii)	- 0			0	- 0	- 0	0
10ANDREW SHOSTACK ASST. DIRECTOR, REPRESENTATION	(i)	351,169	36,211	41,794	34,200	31,170	494,544	0
	(ii)	- 0			0	- 0	- 0	0
11ARTHUR LUBY ASST. DIRECTOR, REPRESENTATION	(i)	354,565	37,093	30,695	34,200	35,264	491,817	0
	(ii)	- 0			0	- 0	- 0	0
12MARIE SCHWARTZ DIR, STRATEGIC MBR DEV & RES	(i)	340,066	34,891	37,781	34,200	40,532	487,470	0
	(ii)	- 0			0	- 0	- 0	0
13DAVID WEAVER DIRECTOR, COMMUNICATIONS	(i)	325,412	69,749	9,657	34,200	48,022	487,040	0
	(ii)	- 0			0	- 0	- 0	0
14THOMAS CIANTRA MANAGING ATTORNEY	(i)	346,967	36,897	13,545	34,200	42,154	473,763	0
	(ii)	- 0			0	- 0	- 0	0
15RICHARD HARRELL DIR, INFORMATION TECH & SVCS	(i)	307,415	34,184	33,356	34,200	45,748	454,903	0
	(ii)	- 0			0	- 0	- 0	0
16ELIZABETH BAKER DIRECTOR, GOVERNMENT AFFAIRS	(i)	332,868	35,391	25,837	34,200	3,690	431,986	0
	(ii)	- 0			0	- 0	- 0	0
17KYLE JOHANNING DIR, ECONOMIC & FINANCIAL	(i)	290,860	32,906	19,625	34,200	20,975	398,566	0
	(ii)	- 0			0	- 0	- 0	0
18CATHERINE POWERS ASST. DIRECTOR, REPRESENTATION	(i)	297,193	31,578	20,799	34,200	7,105	390,875	0
	(ii)	- 0			0	- 0	- 0	0
19ANDREA GRIFFITH COMPTROLLER	(i)	262,418	31,498	22,159	34,200	38,223	388,498	0
	(ii)	- 0			0	- 0	- 0	0
20RANDY KENAGY MGR, ENGINEERING & OPERATIONS	(i)	264,370	31,667	12,432	34,200	38,223	380,892	0
	(ii)	- 0			0	- 0	- 0	0

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(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				
21LEE VEID-NORSTERN MANAGER-IT DEVELPMT & SUPPORT	(i)	261,148	31,203	15,408	34,200	34,249	376,208	0
	(ii)	- 0			0	- 0	- 0	0
22JANE SCHRAFT SR. LABOR REL CNSL/MEC COORD	(i)	290,530	28,225	2,512	34,200	15,348	370,815	0
	(ii)	- 0			0	- 0	- 0	0
23JOHN SCHLEDER SR. LABOR REL CNSL/MEC COORD	(i)	295,080	28,209	3,929	28,194	5,170	360,582	0
	(ii)	- 0			0	- 0	- 0	0
24STEVE HODGSON MGR., RETIRE. & INS. (RETIRED)	(i)	90,320	33,161	133,707	15,419	6,480	279,087	0
	(ii)	- 0			0	- 0	- 0	0
25LORI GARVER FORMER GENERAL MANAGER	(i)	12,581		236,090	0	0	248,671	0
	(ii)	- 0			0	- 0	- 0	0
26JOSEPH GENOVESE VP FINANCE/TREASURER	(i)	0		176,938	0	0	176,938	0
	(ii)	- 0			0	- 0	- 0	0
27ANA MCAHRON-SCHULZ FORMER DIR, ECON & FINANCIAL	(i)	26,284		145,173	3,154	1,174	175,785	0
	(ii)	- 0			0	- 0	- 0	0
28RUSSELL SKLENKA EXECUTIVE ADMINISTRATOR	(i)	0		155,375	0	0	155,375	0
	(ii)	- 0			0	- 0	- 0	0

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
SCHEDULE J, PART I, LINE 1A	HOUSING ALLOWANCE OR RESIDENCE FOR PERSONAL USE: A NATIONAL OFFICER WHO INCURS EXPENSES WHEN THEY MAINTAIN A PRIMARY RESIDENCE OUTSIDE OF THE WASHINGTON, DC AREA IS REIMBURSED FOR APPROPRIATE HOUSING, MEALS, AND INCIDENTAL EXPENSES WHILE IN THE WASHINGTON, DC AREA AND TRANSPORTATION BETWEEN HIS/HER PRIMARY RESIDENCE OUTSIDE THE WASHINGTON, DC AREA AND WASHINGTON, DC. THIS POLICY HAS BEEN APPROVED BY THE ALPA BOARD OF DIRECTORS. AMOUNTS PROVIDED ARE REPORTED AS TAXABLE TO THE RECIPIENT. SCHEDULE J, PART I, LINE 1A DISCRETIONARY SPENDING ACCOUNT: THE NATIONAL OFFICERS RECEIVE A MONTHLY PAYMENT FOR REIMBURSEMENT OF EXTRAORDINARY EXPENSES, BOTH PERSONAL AND BUSINESS, ASSOCIATED WITH SERVICES IN AN ALPA NATIONAL OFFICER POSITION NOT UNDER AN ACCOUNTABLE PLAN. THIS PAYMENT WAS APPROVED BY THE ALPA BOARD OF DIRECTORS. SCHEDULE J, PART I, LINE 4A SEVERANCE PAYMENT: SEVERANCE COMPENSATION WAS REPORTED ON SCHEDULE J, PART II, COLUMN (B)(III) AS NOTED BELOW: (1) LORI GARVER - \$236,090 SCHEDULE J, PART I, LINE 4B SUPPLEMENTAL NONQUALIFIED RETIREMENT PLAN: ADDITIONAL TAXABLE COMPENSATION RELATED TO A 457(F) NONQUALIFIED DEFERRED COMPENSATION PLAN WAS REPORTED ON SCHEDULE J, PART II, COLUMN (B)(III) AS NOTED BELOW: (1) JOSEPH DEPETE - \$538,250 (2) STEVEN HODGSON - \$92,805 (3) ANA MCAHRON-SCHULTZ - \$102,823 SCHEDULE J, PART II PRESIDENT'S REPORTABLE COMPENSATION: THE PRESIDENT'S REPORTABLE COMPENSATION INCLUDES SALARY, TAXABLE ALLOWANCES, AND NONQUALIFIED DEFERRED COMPENSATION. THE COMPENSATION PACKAGE WAS REVIEWED AND APPROVED BY THE ALPA BOARD OF DIRECTORS.

Additional Data

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Software ID:

Software Version:

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.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization

AIR LINE PILOTS ASSOCIATION INTERNATIONAL

Employer identification number

36-0710830

Return Reference	Explanation
FORM 990, PART III, LINE 4A	PROGRAM SERVICE ACTIVITY #1: Collective Bargaining: ALPA is the collective bargaining agent for over 58,000 airline pilots and professional flight engineers who make up 35 pilot groups in the United States and Canada. In addition to negotiating labor contracts, it processes grievances, arbitrations, and other contract administration-related activities. The year 2020 was a busy period for collective bargaining, as the association was engaged in negotiations to amend, create, or implement collective bargaining agreements at several ALPA carriers. FORM 990, PART III, LINE 4B PROGRAM SERVICE ACTIVITY #2: Government Affairs: As the voice of professional airline pilots, the association represents a pilot partisan agenda to Congress and to many administrative agencies, including the Department of Transportation, Federal Aviation Administration, Department of State, Department of Homeland Security and Transportation Security Administration. Key legislative issues for pilots in 2020 were focused nearly exclusively around the pandemic and COVID relief, in addition to aircraft certification reforms as a result of Boeing MAX 737 accidents. FORM 990, PART III, LINE 4C PROGRAM SERVICE ACTIVITY #3: Aviation Safety: ALPA maintains a network of hundreds of pilot volunteers, supported by approximately two dozen staff professionals, organized into an extensive structure of local and national committees. Key safety issues in 2020 included: aircraft certification, pilot fatigue, pilot health/COVID, pilot training and qualification, airport and runway safety, integration of unmanned aircraft and commercial space activities in the national airspace, various improvements to aviation security and pilot and passenger screening, safety management systems, and the results of key accident investigations. FORM 990, PART III, LINE 4D PROGRAM SERVICE ACTIVITY #4: Publications: The union's magazine, Air Line Pilot, is published 10 times per year with a circulation of about 92,000 copies, mostly to members and retired pilots. Its content is a mixture of union news, industry trends, and technical safety and security-related information. Most of ALPA's 35 pilot groups including their individual local councils, publish and distribute both paper and e-mail newsletters with news and information of interest to their pilots. The Association occasionally publishes specialized newsletters on matters of urgent interest and also maintains an extensive website that carries news, announcements, and general information on both publicly accessible homepage and a "member only" portion of the website.
FORM 990, PART V, LINE 2A	NUMBER OF EMPLOYEES REPORTED ON W-2: THE ASSOCIATION REPORTED ON ITS 2020 FORM W-3 THE ISSUANCE OF 835 W-2'S, WHICH DIFFERS WITH THE NUMBER ENTERED FOR THOSE ISSUED TO EMPLOYEES, AS THE ASSOCIATION REPORTS TAXABLE AMOUNTS TO MEMBERS OF THE ASSOCIATION ON A W-2 FOR CERTAIN TAXABLE REIMBURSEMENTS AND FLIGHT PAY LOSS. THESE MEMBERS ARE NOT EMPLOYEES OF THE ASSOCIATION, AS THEIR EMPLOYMENT IS WITH THEIR RESPECTIVE AIRLINE COMPANY, AND ARE NOT INCLUDED IN THE EMPLOYEE COUNT FOR THE ASSOCIATION.
FORM 990, PART VI, SECTION A, LINE 4	SIGNIFICANT CHANGES TO GOVERNING DOCUMENTS: OCTOBER 21, 2020: THE ALPA CONSTITUTION AND BYLAWS WERE AMENDED TO REFLECT CHANGES TO ARTICLE VIII HEARING AND APPEAL PROCEDURE. OCTOBER 21, 2020: THE ALPA CONSTITUTION AND BYLAWS WERE AMENDED TO REFLECT CHANGES TO ARTICLE VII, BOARD OF DIRECTORS, SECTION 14, COMMITTEES, F (JUMPSEAT STRUCTURE IN THE AIR SAFETY ORGANIZATION).
FORM 990, PART VI, SECTION A, LINE 6	MEMBERS: ALPA REPRESENTS OVER 58,000 PILOT MEMBERS. ALPA HAS ONLY ONE CATEGORY OF ACTIVE MEMBERS. ALPA ALSO COLLECTS DUES FROM EXECUTIVE INACTIVE MEMBERS (AT A REDUCED RATE) AND "NON-MEMBERS" (AT ANOTHER REDUCED RATE). EXECUTIVE INACTIVE MEMBERS ARE ENTITLED TO ALL OF THE RIGHTS AND BENEFITS OF ACTIVE MEMBERS EXCEPT THEY MAY NOT VOTE, ASSUME OR HOLD ELECTIVE OR APPOINTIVE OFFICE (INCLUDING COMMITTEE ASSIGNMENTS), ATTEND MEETINGS OR BE INCLUDED ON THE ACTIVE MEMBER MAILING LIST. "NON-MEMBERS" ARE NOT MEMBERS OF ALPA WHO ARE NEVERTHELESS COMPELLED TO PAY UNION DUES OR FEES UNDER AN AGENCY SHOP AGREEMENT. NON-MEMBERS ARE ENTITLED TO A PRO RATA ADJUSTMENT FOR ANY EXPENSES THAT ARE NOT GERMANE. NON-MEMBERS ARE NOT ENTITLED TO ANY BENEFITS OF ALPA MEMBERSHIP.
FORM 990, PART VI, SECTION A, LINE 7A	MEMBERS WHO MAY ELECT: ALPA'S HIGHEST GOVERNING BODY IS THE BOARD OF DIRECTORS. MEMBERS OF THE BOARD OF DIRECTORS ARE DIRECTLY ELECTED FROM LOCAL COUNCILS BY THE ACTIVE AND EXECUTIVE ACTIVE MEMBERS ASSIGNED TO THOSE LOCAL COUNCILS. THE MEMBERS OF OTHER ALPA GOVERNING BODIES - ALL OF WHICH ARE SUBSIDIARY TO THE BOARD OF DIRECTORS - ARE ELECTED BY THE MEMBERS OF THE BOARD OF DIRECTORS.
FORM 990, PART VI, SECTION B, LINE 11B	FORM 990 REVIEW PROCESS: THE ORGANIZATION ENGAGES WITH AN INDEPENDENT CERTIFIED ACCOUNTING FIRM TO PREPARE AND REVIEW THE ORGANIZATION'S FORM 990 BASED ON INFORMATION PROVIDED BY ALPA'S ACCOUNTING STAFF. THE RETURN IS REVIEWED BY THE SENIOR STAFF ACCOUNTANT, FINANCE DEPARTMENT MANAGEMENT STAFF, AND VICE PRESIDENT FINANCE/TREASURER OF ALPA.
FORM 990, PART VI, SECTION B, LINE 12C	CONFLICT OF INTEREST POLICY: (1) ALPA'S CONFLICT OF INTEREST POLICY IS REVIEWED WITH EMPLOYEES, A WRITTEN COPY IS INCLUDED IN EACH EMPLOYEE NEW HIRE KIT, A COPY IS INCLUDED IN THE EMPLOYEE HANDBOOK, AND THE POLICY IS POSTED ON THE EMPLOYEE STAFF CENTER WEBSITE. THE POLICY PROVIDES EXAMPLES OF SOME OF THE RELATIONSHIPS THAT SHOULD BE AVOIDED. THE POLICY REQUIRES THAT ALL EMPLOYEES AVOID CONFLICTS BETWEEN THEIR PERSONAL INTEREST AND THE MEMBERS OF, OR PERSONS REPRESENTED BY, ALPA OR THE INTEREST OF ALPA IN DEALING WITH EMPLOYERS OR WITH SUPPLIERS, CUSTOMERS, AND ALL OTHER ORGANIZATIONS OR INDIVIDUALS SEEKING TO DO BUSINESS WITH ALPA. IF A CONFLICT IS REPORTED, DISCOVERED, OR SUSPECTED, IT IS ADDRESSED FIRST BY THE EMPLOYEE'S SUPERVISOR AND, IF NECESSARY, BY THE HUMAN RESOURCES DEPARTMENT, AND IN EITHER CASE, APPROPRIATE MEASURES ARE TAKEN, WHICH CAN INCLUDE TERMINATION FOR VIOLATION OF THE POLICY. (2) IN ACCORDANCE WITH FEDERAL LABOR LAWS, ALPA IS GOVERNED BY OFFICERS ELECTED FROM AMONG THE MEMBERSHIP. ACCORDINGLY, DECISIONS MADE BY ALPA'S GOVERNING BODIES NECESSARILY AFFECT THE OFFICERS WHO MAKE UP THOSE GOVERNING BODIES, JUST AS THOSE DECISIONS AFFECT THE UNION MEMBERS AS A WHOLE. HOWEVER, SECTION 501(A) OF THE LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT (LMRDA), 29 U.S.C. 501(A), STATES THAT OFFICERS AND OTHER UNION REPRESENTATIVES "OCCUPY POSITIONS OF TRUST" WITH RESPECT TO THE UNION AND SO THAT "IT IS, THEREFORE, THE DUTY OF EACH SUCH PERSON, TAKING INTO ACCOUNT THE SPECIAL PROBLEMS AND FUNCTIONS OF A LABOR ORGANIZATION, TO HOLD ITS MONEY AND PROPERTY SOLELY FOR THE BENEFIT OF THE ORGANIZATION AND ITS MEMBERS AND TO MANAGE, INVEST, AND EXPEND THE SAME IN ACCORDANCE WITH ITS

Return Reference	Explanation
	CONSTITUTION AND BYLAWS AND ANY RESOLUTIONS OF THE GOVERNING BODIES ADOPTED THEREUNDER, TO REFRAIN FROM DEALING WITH SUCH ORGANIZATION AS AN ADVERSE PARTY OR IN BEHALF OF AN ADVERSE PARTY IN ANY MATTER CONNECTED WITH HIS DUTIES AND FROM HOLDING OR ACQUIRING ANY PECUNIARY OR PERSONAL INTEREST WHICH CONFLICTS WITH THE INTEREST OF SUCH ORGANIZATION, AND TO ACCOUNT TO THE ORGANIZATION FOR ANY PROFIT RECEIVED BY HIM IN WHATEVER CAPACITY IN CONNECTION WITH TRANSACTIONS CONDUCTED BY HIM OR UNDER HIS DIRECTION ON BEHALF OF THE ORGANIZATION." THE RESPONSIBILITIES IMPOSED BY LMRDA SECTION 501(A) MAY BE ENFORCED BY UNION MEMBERS THROUGH SUITS IN FEDERAL COURTS, OR BY THE SECRETARY OF LABOR, AND THOSE RESPONSIBILITIES GOVERN THE UNION'S ACTIONS.
FORM 990, PART VI, SECTION B, LINES 15A & 15B	PROCESS FOR DETERMINING COMPENSATION: (1) ALPA'S COMPENSATION REVIEW PROCESS INCLUDES AN EVALUATION OF AN INDIVIDUAL'S EDUCATION AND PROFESSIONAL EXPERIENCE, REVIEW AND UPDATING OF EACH STAFF POSITION, PERFORMANCE APPRAISAL, ASSESSMENT OF INTERNAL EQUITY, AND EXTERNAL/MARKET BENCHMARKING. ALPA EVALUATES/RE-EVALUATES STAFF POSITIONS ON AN ON-GOING BASIS, ROTATING THROUGH EACH POSITION APPROXIMATELY EVERY FOUR YEARS. THE EVALUATION IS AN INTERACTIVE, WRITTEN PROCESS THAT INCLUDES THE EMPLOYEE, DEPARTMENT MANAGEMENT, AND HUMAN RESOURCES. EXTERNAL/MARKET BENCHMARKING IS PART OF THE COMPENSATION REVIEW PROCESS, AS WELL AS THE ANNUAL PERFORMANCE APPRAISAL PROCESS. ALPA SUBSCRIBES TO/PARTICIPATES IN SEVERAL BENCHMARKING DATA SOURCES INCLUDING ERI EXECUTIVE COMPENSATION ASSESSOR, SALARY.COM COMPANALYST, AND THE HRA-NCA SURVEY FOR DC ASSOCIATIONS. SALARY MINIMUMS/MAXIMUMS ARE PRESCRIBED BY COLLECTIVE BARGAINING AGREEMENTS FOR 86% OF ALPA STAFF. A SALARY ADMINISTRATION PLAN FOR MANAGEMENT AND NON-BARGAINING EMPLOYEES IS APPROVED BY THE GENERAL MANAGER ANNUALLY. THE SALARY REVIEW COMMITTEE IS RESPONSIBLE FOR REVIEW AND APPROVAL OF COMPENSATION AND MEETS ON A REGULAR BASIS. (2) THE PRESIDENT'S COMPENSATION IS APPROVED BY THE ALPA BOARD OF DIRECTORS (BOD). THE BOD LAST REVIEWED THE PRESIDENT'S COMPENSATION AT THE 2020 BOD MEETING. THE PRESIDENT'S COMPENSATION IS UPDATED BY THE DIRECTOR OF FINANCE/CFO AT LEAST ANNUALLY PER THE CALCULATION APPROVED BY THE BOD. THE GENERAL MANAGER'S COMPENSATION IS APPROVED BY THE PRESIDENT AND THE DIRECTOR OF HUMAN RESOURCES. OTHER KEY EMPLOYEE'S COMPENSATION IS APPROVED BY THE GENERAL MANAGER AND THE DIRECTOR OF HUMAN RESOURCES. THE REVIEW PROCESS FOR KEY EMPLOYEES WAS UNDERTAKEN DURING 2019.
FORM 990, PART VI, SECTION C, LINE 19	AVAILABILITY OF DOCUMENTS: THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND AUDITED FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC TO THE EXTENT REQUIRED BY LAW.
FORM 990, PART VII, SECTION A, LINE 1	BOARD OF DIRECTORS: THE FOLLOWING INDIVIDUALS SERVED ON AN AVERAGE WEEKLY HOUR OF 1 ON ALPA BOARD OF DIRECTORS IN 2020 AND DID NOT RECEIVE ANY REPORTABLE COMPENSATION FROM THE ORGANIZATION FOR SERVICES RENDERED IN THEIR CAPACITY AS DIRECTORS: Christopher Abell David Adler Timothy Alfeld Tamer Alhabash Phillip Anderson Roger Anderson Nicolas Archambault Eric Armstrong Mark Bailey Craig Barnes Richard Barnes Alexander Barnych Daniel Batchelder Earl Blowers Nicholas Bolander Darryl Boon Riley Box Frank Brady John Breiling Aaron Bunnis Bryan Burks Taylor Campbell Michael Canart Graham Cartwright Mona Cates Robert Cecchi David Clark Donald Clark Armel Cloarec James Coffelt Jeffrey Cohen Scott Combest Benjamin Conroy Patrick Couture Elizabeth Cowden Andrew Coyle Jeffery Cramer Anthony Cutler Bryce Dalrymple Piero Desjardins Sarah Dickerson Brian Dirlam Thomas Dowdle Andrew Dubiel Mark Durham Kari Ellett Michael Erickson Randy Erickson James Ewart Nikolas Fialka Kenneth Fingers George Fogwell John Fremont John Garratt Cornel Garvey Allyson Geiger Nikolaos Giannoussidis Timothy Gilleran Alan Godfrey William Gresslin Matthew Grieco James Harding Nicolas Harman Jason Harris Nicholas Harwood Paul Hastert Trevor Havenga Jesse Head Greg Hipwell Brian Hoffman Ryan Hoffman Alexander Hope Tyler Hover Michael Howe Gregg Hurley Michael Intfen Andrew Jones Jeremy Keyes Andrew Kinnear Robert Kloft Derrick Kocik Robert Kolbus Thomas Kramer Daniel Krieger Stephan Landry Lauchlan Langford Christopher Lanier Jake Lanier Erik Larsen Jeffrey Larson Mark Lavoie Thomas Lawler Jerome Leber Kristen Legge Brian Lethert Anthony Luna Krzyzik Robert Maxwell Brad Mazurski Samuel Mccarthy Corey Mcguinness Sean Mchugh Steven Mcswain Eric Meenk Thomas Merrill Eric Metcalf Lauren Metz Frederick Michalk Timothy Millar Daniel Mills Donn Minoggie Adam Miracle Juan Morales-Lube Francisco Moreno Navas Wendy Morse Manas Mukherjee Michael Nagy Mark Nelson Scott Nelson Christopher Norman Scott Norton Brandon Oberdorfer Richard Odbert John Oden James Owen David Page Jack Parlee Jonathan Parra Austin Peterson Marc Piquette Donald Poulin Samuel Pritchard Darrell Pye Jefferson Quinn Conrad Reid Gilbert Renaud John Roback Joshua Roberts Michael Savoury Jeffrey Schroeder Michael Sederlund Austin Sereday Mike Servos Dean Shaw Anita Shew Christian Smitheram Gerard Smithers Kegan Stacey Corey Strachan Cody Stroope Matthew Stubbs David Sveden Joel Tamayo Ian Thompson Joshua Trisko Stacey Tumoth Mikko Tuomi Mark Vaughan James Vejr Mark Veney Philipp Von Donop Brian Wald Stacey Warner Jordan White Thisura Wijepala Michael Wilchcombe Kevin Wilt Joshua Winowiecki Alfred Wong Smith Woolfrey Israel Young Mark Young Douglas Zink Richard Zins
FORM 990, PART VII, SECTION A, LINE 1	BOARD OF DIRECTORS: THE FOLLOWING INDIVIDUALS SERVED ON AN AVERAGE WEEKLY HOUR OF 1 ON ALPA BOARD OF DIRECTORS IN 2020. ALL PAYMENTS TO THESE INDIVIDUALS REPRESENT REIMBURSEMENT FOR EXPENSES OR LOST BENEFITS (FLIGHT PAY LOSS) AND NONE OF THE PAYMENTS REPRESENT COMPENSATION FOR SERVICES RELATED TO THEIR SERVICE ON THE ALPA BOARD. THESE AMOUNTS ARE TAXABLE TO THE RECIPIENT AS REPORTABLE COMPENSATION: Jimmy Abdalla 7,068 Brent Allen 15,952 Mark Allen 3,753 Abel Barba 1,000 Robert Baxter 5,551 Jim Bergsma 631 Wesley Blankenship 2,076 Antoine Brebant 754 Samuel Brennan 1,287 Ken Broomhead 795 William Brynjolfsson 8 Steven Burson 78 Rod Buskas 20,593 Eric Carlson 91 Nathan Caron 19,701 Mark Circelli 184 Chad Claringbold 1,945 Christopher Clay 1,514 Timothy Connors 144 Joseph Cornelius 8,500 Jay Cowieson 5,675 James Crytser 61 Craig Devries 138 Jared Dichter 902 Marc Duffy-Vincelette 975 Daniel Fahl 599 Adam Feldman 12,877 David Fichtner 55 Samuel Friedman Cowan 591 Christopher Gavalas 938 Christopher Gill 22,957 Brennan Gray 172 Derek Grenier 10,121 Coleman Hamilton 150 Andrew Hardman 4,377 John Harmer 4,963 Richard Harper 4,969 Darren Hartmann 204 Shlomo Hatchwell 40 Joshua Hjervick 4,539 Gary Holzinger 5,231 Andrew Hughes 10,947 Glenn Johnson 1,091 Steven Johnson 210 Travis Jordan 4,529 Kathryn Judge 998 Mark Jurkowski 12,469 Joshua Kallet 913 Todd Kohner 4,319 Eyal Lamdan 299 James Langille 6,066 Kenneth Lillberg 1,216 Anthony Lind 63 Nils Lundblad 31,566 Mark Manausa 1,185 Samuel Mason 9,243 Gregory Masterman 490 Bridget Matarrese 296 Marcus Mccall 103 James Mccullough 243 Sean Mcgrath 734 Roman Mcllellan 1,287 Cody Moore 220 James Muchowicz 436 Antonio Nassar 178 Eric Nelson 547 David Oeswein 551 Noel Ojeda 440 Kevin O'mahoney 2,796 Joshua Owen 984 Matthew Passafiume 33 Lawrence Payne 10,811 Richard Perkins 11,728 Patrick Pietrzak 551 George Riley 186 William Rodgers 1,720 Patrice Roy 4,412 David Schneider 76 Richard Schumann 750 John Secord 8,654 Robert Selmer 178 David Shepherd 551 Alejandro Sparis 60 Carey Steacy 9,191 Kim Steingass 754 Michael Sterling 13,810 Daniel Stowell 5,050 David Talaber 3,510 Aric Taylor 2,645 Christopher Tholl 7,707 Peter Van Stee 2,561 Thomas Vanden Berg 14,400 David Waditschatka 19,420 Aaron Ward 984 Richard Wheeler 4,500 Christopher

Return Reference	Explanation
	Whitty 11,024 Lawrence Wicklund 8,500 David Wojtkowski 9,700 Christopher Young 1,462 Stephen Zago 754 Tracie Zampa 57 ----- TOTAL \$422,317
FORM 990, PART XI, LINE 9	OTHER CHANGES IN NET ASSETS ARE ATTRIBUTABLE TO: (\$409,030) MEC DUES REFUND (\$4,120,323) MEDICAL RELATED LOSS OTHER THAN POSTRETIREMENT BENEFIT COST \$911,222 PENSION RELATED GAINS OTHER THAN NET PERIODIC PENSION COST \$(111,155) TRANSLATION LOSS (\$6,180,748) INVESTMENT IN 304 PENNSYLVANIA AVE. ----- \$(9,910,034) TOTAL
FORM 990, PART XII, LINE 2C	OVERSIGHT PROCESS: THE CONSOLIDATED FINANCIAL STATEMENTS WERE AUDITED BY AN INDEPENDENT CERTIFIED PUBLIC ACCOUNTING FIRM. THE ORGANIZATION'S EXECUTIVE TEAM ASSUMES RESPONSIBILITY FOR THE OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND THE SELECTION OF THE INDEPENDENT CERTIFIED PUBLIC ACCOUNTING FIRM.

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

Cat. No. 51056K

Schedule O (Form 990 or 990-EZ) 2020

Additional Data

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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?
						YesNo
(1)ALPA EMERGENCY RELIEF FUND INC 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 14-1936814	CHARITABLE	VA	501(C)(3)	12-TYPE I	ALPA	Yes
(2)THE 1625 MASSACHUSETTS AVE NW CORP 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 52-0946056	RENT PROPERTY	VA	501(C)(2)		ALPA	Yes
(3)AIR LINE PILOTS ASSOCIATION PAC 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 52-1062313	PAC	VA	527		ALPA	Yes
(4)ALPA INT'L RETIREMENT MEDICAL VEBA TR 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 54-1587464	VEBA	VA	501(C)(9)		ALPA	Yes
(5)ALPA PILOT WELFARE BENEFIT PLAN 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 54-1775762	VEBA	VA	501(C)(9)		ALPA	Yes
(6)FEDEX PILOTS POST MDCR RTR PM REIM PLAN 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 65-1297729	VEBA	VA	501(C)(9)		ALPA	Yes
(7)HAWAIIAN PILOTS POST MEDICARE HEALTH 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 82-1580173	VEBA	HI	501(C)(9)		ALPA	Yes
(8)ALPA RETIREE HLTH PLN FOR JETBLUE PILOTS 7950 JONES BRANCE DRIVE 400S MCLEAN, VA 22102 32-0584293	VEBA	VA	501(C)(9)		ALPA	Yes
(9)304 PENNSYLVANIA AVENUE CORP 7950 JONES BRANCH DRIVE 400S MCLEAN, VA 22102 61-1890518	RENT PROPERTY	DC	501(C)(2)		ALPA	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) Disproportionate 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
(1) KITTY HAWK INSURANCE CO LTD CONTINENTAL BUILDING 25 CHURCH ST HAMILTON HM12 BD	CAPTIVE INS.	BD	ALPA	C CORP	491,118	12,890,639	100.000 %	Yes	
(2) ALPA CANADA INSURANCE TRUST 360 ALBERT STREET STE 1210 OTTAWA, ONTARIO K1R 7X7 CA	VEBA	CA	N/A	TRUST					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

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

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

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

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

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

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

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

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

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

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

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

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

	Yes	No
1a		No
1b	Yes	
1c		No
1d	Yes	
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k	Yes	
1l	Yes	
1m		No
1n		No
1o	Yes	
1p		No
1q	Yes	
1r	Yes	
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)304 PENNSYLVANIA AVENUE CORP	B	6,180,748	COST
(2)304 PENNSYLVANIA AVENUE CORP	D	100,674	COST
(3)THE 1625 MASSACHUSETTS AVE NW CORP	D	65,420	COST
(4)THE 1625 MASSACHUSETTS AVE NW CORP	K	350,004	PAYMENTS
(5)FEDEX PILOTS POST MDCR RTR PM REIM PLAN	L	309,984	COST
(6)ALPA PILOT WELFARE BENEFIT PLAN	L	507,702	COST
(7)KITTY HAWK INSURANCE CO LTD	R	2,645,081	COST

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) 2020

Additional Data

[Return to Form](#)

Software ID:
Software Version: