

Part III

Statement of Program Service Accomplishments

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

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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 Rev. Proc. 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	Yes
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	Yes
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Yes
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f	Yes
12a If "Yes," complete Schedule D, Part XI. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	Yes
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	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	Yes
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 the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	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 on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38 Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

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	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a 148	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c 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	347			
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: ▶ C A , C J <i>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts</i>							
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .			5a			No	
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b			No	
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			5c				
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			6a			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?			14a			No	
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>			14b				
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?			15		Yes		
16	If the organization is subject to the section 4968 excise tax on net investment income? <i>See instructions for additional information.</i>			16			No	
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? . . . If "Yes," complete Form 6069.			17				

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.	1a184		
b	Enter the number of voting members included in line 1a, above, who are independent	1b179		
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 on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		No
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	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 on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

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

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

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

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

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

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 the instructions for definition of "key employee."
- List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOSEPH DEPETE PRESIDENT	60.0 5.0			X				1,367,636	0	56,897
(2) DAVID KRIEGER GENERAL MANAGER	40.0 5.0			X				622,195	0	73,258
(3) JONATHAN COHEN CHIEF COUNSEL/DIRECTOR, LEGAL	40.0 0.0				X			599,045	0	71,563
(4) BRUCE YORK SR. ADVISOR & CHIEF NEGOTIATOR	40.0 0.0				X			571,971	0	78,683
(5) ELIZABETH GINSBURG DIRECTOR OF REPRESENTATION	40.0 0.0				X			539,002	0	55,466
(6) MARCUS MIGLIORE SR. MANAGING ATTORNEY	40.0 0.0				X			432,490	0	77,445
(7) ELIZABETH ROBINSON DIRECTOR OF FINANCE/CFO	40.0 5.0			X				467,431	0	40,019
(8) KELLY COLLIE DIRECTOR, HUMAN RESOURCES	40.0 2.0				X			429,702	0	77,457
(9) ARTHUR LUBY ASST. DIRECTOR, REPRESENTATION	40.0 0.0				X			430,852	0	70,087
(10) HOWARD HAGY DIR, ENGINEERING & AIR SAFETY	40.0 0.0				X			419,355	0	77,322
(11) MARIE SCHWARTZ DIR, STRATEGIC MBR DEV & RES	40.0 0.0				X			417,169	0	77,332
(12) ANDREW SHOSTACK ASST. DIRECTOR, REPRESENTATION	40.0 0.0				X			419,577	0	65,926
(13) THOMAS CIANTRA MANAGING ATTORNEY	40.0 0.0				X			383,727	0	77,051
(14) DAVID WEAVER DIRECTOR, COMMUNICATIONS	40.0 0.0				X			381,694	0	77,006
(15) ELIZABETH BAKER DIR, GOVERNMENT AFFAIRS	40.0 0.0				X			406,804	0	34,800
(16) RICHARD HARRELL DIR, INFORMATION TECH & SVCS	40.0 0.0				X			362,918	0	76,838
(17) KYE JOHANNING DIR, ECONOMIC & FINCL ANALYSIS	40.0 0.0				X			349,442	0	50,350

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) JOHN SCHLEDER SR. LABOR REL CNSL/MEC COORD	40.0 0.0					X		329,130	0	69,185
(19) RANDY KENAGY MGR, ENGINEERING & OPERATIONS	40.0 0.0					X		319,398	0	73,258
(20) ANDREA GRIFFITH COMPTROLLER	40.0 0.0					X		315,613	0	73,258
(21) CATHERINE POWERS ASST. DIRECTOR, REPRESENTATION	40.0 5.0				X			346,059	0	40,591
(22) LEE VEID-NORSTERN ASST. DIR, IT DVLPMT & SUPPORT	40.0 0.0					X		312,076	0	69,055
(23) JANE SCHRAFT SR. LABOR REL CNSL/MEC COORD	40.0 0.0					X		307,711	0	58,763
(24) WILLIAM COUETTE VP ADMINISTRATION/SECRETARY	50.0 5.0			X				250,994	0	0
(25) JOSEPH GENOVESE VP FINANCE/TREASURER	50.0 5.0			X				226,496	0	0
(26) RUSSELL SKLENKA EXECUTIVE ADMINISTRATOR	40.0 0.0			X				152,125	0	0
(27) ROBERT FOX FIRST VICE PRESIDENT	50.0 5.0			X				114,769	0	0
(28) TIM PERRY EXECUTIVE VICE PRESIDENT	10.0 0.0			X				109,333	0	0
(29) MIKE HAMILTON EXECUTIVE VICE PRESIDENT	10.0 0.0			X				26,687	0	0
(30) JOE YOUNGERMAN EXECUTIVE VICE PRESIDENT	10.0 0.0			X				12,595	0	0
(31) SCOTT EWING EXECUTIVE VICE PRESIDENT	10.0 0.0			X				11,378	0	0
(32) WES REED EXECUTIVE VICE PRESIDENT	10.0 0.0			X				9,500	0	0
(33) BILL BARTELS EXECUTIVE VICE PRESIDENT	10.0 0.0			X				9,000	0	0
(34) WES CLAPPER EXECUTIVE VICE PRESIDENT	10.0 0.0			X				9,000	0	0
(35) SEAN CREED EXECUTIVE VICE PRESIDENT	10.0 0.0			X				9,000	0	0
(36) JUSTIN TYLER HAWKINS EXECUTIVE VICE PRESIDENT	10.0 0.0			X				9,000	0	0
(37) 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)	11,008,487	0
		1,521,610

2

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

230

		Yes	No
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>		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	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

Section B. Independent Contractors

1

Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
VIRTUAL FLIGHT SURGEONS INC, 7000 S YOSEMITE STREET STE 110 CENTENNIAL, CO 80112	AEROMEDICAL ADVISORS	2,538,648
COAKLEY WILLIAMS CONSTRUCTION INC, 7475 WISCONSIN AVE STE 900 BETHESDA, MD 20814	CONSTRUCTION	1,167,885
FYVE S LLC, 3021 JAYHAWKERS PLACE SAN JOSE, CA 95136	TECHNOLOGY	845,000
HOME FRONT COMMUNICATIONS LLC, 1201 NEW YORK AVENUE NW STE 900 WASHINGTON, DC 20005	MRKTNG/ADVERTISING	826,704
KELLY PRESS INC, 1701 CABIN BRANCH DRIVE CHEVERLY, MD 20785	PRINTING	649,210
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 26		

Part VIII

Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other	1a Federated campaigns . . . b Membership dues . . . c Fundraising events . . . d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contributions included in lines 1a - 1f:\$ h Total. Add lines 1a-1f . . .	1a		
Amt Similar Amounts		1b		
		1c		
		1d		
		1e		
		1f		
		1g		
			0	

Program Service Revenue	2a MEMBERSHIP DUES	Business Code				
		900099	205,964,168	205,964,168		
	b PUBLICATIONS	541800	2,599,627	2,442,833	156,794	
	c MEMBER BENEFITS	900099	787,267	787,267		
	d					
	e					
	f All other program service revenue.					
	g Total. Add lines 2a-2f.		209,351,062			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		11,283,746			11,283,746
	4 Income from investment of tax-exempt bond proceeds		0			
	5 Royalties		94,250			94,250
		(i) Real	(ii) Personal			
	6a Gross rents	6a				
	b Less: rental expenses	6b	0			
	c Rental income or (loss)	6c	0	0		
	d Net rental income or (loss)		0			
		(i) Securities	(ii) Other			
	7a Gross amount from sales of assets other than inventory	7a	246,101,550	19,255		
	b Less: cost or other basis and sales expenses	7b	245,838,395	46,305		
	c Gain or (loss)	7c	263,155	-27,050		
	d Net gain or (loss)		236,105			236,105
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a	0			
	b Less: direct expenses	8b	0			
	c Net income or (loss) from fundraising events		0			
	9a Gross income from gaming activities. See Part IV, line 19	9a	0			
	b Less: direct expenses	9b	0			
	c Net income or (loss) from gaming activities		0			
	10a Gross sales of inventory, less returns and allowances	10a	0			
	b Less: cost of goods sold	10b	0			
	c Net income or (loss) from sales of inventory		0			
	Miscellaneous Revenue	Business Code				
	11a MISCELLANEOUS	900099	1,603,126			1,603,126
	b CONSULTING	541610	42,000		42,000	
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		1,645,126			
	12 Total revenue. See instructions		222,610,289	209,194,268	198,794	13,217,227

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	349,551			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	25,000			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	10,937			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	10,603,382			
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	43,251,002			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	4,683,919			
9 Other employee benefits	8,663,763			
10 Payroll taxes	3,138,120			
11 Fees for services (non-employees):				
a Management	0			
b Legal	561,086			
c Accounting	275,782			
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	0			
f Investment management fees	123,962			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	7,389,103			
12 Advertising and promotion	374,918			
13 Office expenses	2,663,449			
14 Information technology	2,482,603			
15 Royalties	0			
16 Occupancy	9,475,718			
17 Travel	8,036,733			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	2,724,624			
20 Interest	0			
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	3,609,304			
23 Insurance	2,414,416			
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	48,261,267			
b PER CAPITA DUES	1,217,948			
c PUBLICATIONS/SUBSCRIPTIONS	753,093			
d REPAIRS & MAINTENANCE	289,362			
e All other expenses	1,581,455			
25 Total functional expenses. Add lines 1 through 24e	162,960,497			
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		2,047	1	2,056	
	2	Savings and temporary cash investments		36,781,547	2	35,137,770	
	3	Pledges and grants receivable, net		0	3	0	
	4	Accounts receivable, net		8,915,827	4	10,073,196	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		0	5	0	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		0	6	0	
	7	Notes and loans receivable, net		2,571,838	7	2,468,475	
	8	Inventories for sale or use		0	8	0	
	9	Prepaid expenses and deferred charges		3,175,284	9	3,017,781	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	42,547,598			
	b	Less: accumulated depreciation	10b	26,023,463	20,065,630	10c	16,524,135
	11	Investments—publicly traded securities		320,904,584	11	302,884,466	
	12	Investments—other securities. See Part IV, line 11		1,402,989	12	79,590,356	
	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		40,131,255	15	38,786,088	
16	Total assets: Add lines 1 through 15 (must equal line 33)		433,951,001	16	488,484,323		
Liabilities	17	Accounts payable and accrued expenses		35,501,627	17	43,648,862	
	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		81,288,299	25	72,221,096	
	26	Total liabilities: Add lines 17 through 25		116,789,926	26	115,869,958	
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		317,161,075	27	372,614,365	
	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		317,161,075	32	372,614,365	
	33	Total liabilities and net assets/fund balances		433,951,001	33	488,484,323	

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	222,610,289
2	Total expenses (must equal Part IX, column (A), line 25)	2	162,960,497
3	Revenue less expenses. Subtract line 2 from line 1	3	59,649,792
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	317,161,075
5	Net unrealized gains (losses) on investments	5	4,038,331
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	-8,234,833
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	372,614,365

Part XII

Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the 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
---	--

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) 2018	(b) 2019	(c) 2020	(d) 2021	(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					

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

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

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."

Part IV Supplemental Information

Explanation

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
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4

Number of states where property subject to conservation easement is located ▶ _____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
▶ _____

7

Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
▶ \$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III

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

1a

If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b

If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____
(ii) Assets included in Form 990, Part X ▶ \$ _____

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:
a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____
b Assets included in Form 990, Part X ▶ \$ _____

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

3

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

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

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

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

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

☒ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	649,021
1d	7,327,135
1e	7,327,926
1f	648,230

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		19,066,984	7,838,409	11,228,575
d Equipment		10,889,618	9,117,499	1,772,119
e Other		12,590,996	9,067,555	3,523,441
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				16,524,135

Schedule D (Form 990) 2021

Part VII Investments - Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b.See Form 990, Part X, line 12.		
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A) LIMITED PARTNERSHIPS	79,590,356	F
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	79,590,356	

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

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.	
(a) Description	(b) Book value
(1)RIGHT OF USE	36,303,781
(2)INTERFUND RECEIVABLE	1,515,767
(3)OTHER ASSETS	835,228
(4)DEPOSITS	131,312
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	38,786,088

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.)	72,221,096

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:

Department of the Treasury
Internal Revenue Service

Name of the organization
AIR LINE PILOTS ASSOCIATION INTERNATIONAL

Employer identification number
36-0710830

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 Activites 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	15	Program Services	SEE PROGRAM SERVICES	2,692,623
(2) Central America and the Caribbean	0	0	Investments		12,700,859
(3) East Asia and the Pacific	0	0	Program Services	SEE PROGRAM SERVICES	8,720
(4) Europe (Including Iceland and Greenland)	0	0	Program Services	SEE PROGRAM SERVICES	15,235
(5) North America	0	0	Grantmaking		10,937
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	4	15			15,428,374
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	4	15			15,428,374

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)			North America	CONTRIBUTION	7,813	CREDIT CARD			
(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

1

3 Enter total number of other organizations or entities

0

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

Supplemental Information

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

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

2021

Open to Public
Inspection

Name of the organization
AIR LINE PILOTS ASSOCIATION INTERNATIONAL

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) AERO CLUB OF WASHINGTON PO BOX 16295 WASHINGTON,DC 20041	52-6054159	501(C)(6)	8,750				SPONSORSHIP
(2) ALPA EMERGENCY RELIEF FUND INC 7950 JONES BRANCH DR 400S MCLEAN,VA 22102	14-1936814	501(C)(3)	66,301				CONTRIBUTION
(3) NATIONAL DEMOCRATIC CLUB 30 IVY STREET SE WASHINGTON,DC 20003	53-0233594	501(C)(7)	6,500				SPONSORSHIP
(4) WAYNE STATE UNIVERSITY 5401 CASS AVE DETROIT,MI 48202	38-6028429	501(C)(3)	17,500				CONTRIBUTION
(5) WOMEN IN AVIATION INT'L 1864 DYTN GRMNTWN PK 4 GERMNTWN,OH 45327	37-1279395	501(C)(3)	7,800				SPONSORSHIP
(6) 9-11 MEMORIAL GARDEN OF REFLECTION 1460 HEATHER CIRCLE YARDLEY,PA 19067	45-2432779	501(C)(3)	55,000				CONTRIBUTION
(7) WEST CHESTER UNIVERSITY FOUNDATION 202 CARTER DRIVE WEST CHESTER,PA 19382	23-3054174	501(C)(3)	55,000				CONTRIBUTION
(8) LEROY W HOMER JR FOUNDATION PO BOX 268 MARLTON,NJ 08053	73-1636907	501(C)(3)	55,000				CONTRIBUTION
(9) CAPTAIN JASON DAHL SCHOLARSHIP FUND 14142 W EVANS CIRCLE LAKEWOOD,CO 80228	68-0519470	501(C)(3)	55,000				CONTRIBUTION
(10) CONGRESSIONAL SPORTSMEN'S FOUNDATION 110 N CAROLINA AVE SE WASHINGTON,DC 20003	52-1686163	501(C)(3)	8,500				SPONSORSHIP

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 8
- 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		8	14,000			
(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:

Department of the Treasury
Internal Revenue Service

Name of the organization AIR LINE PILOTS ASSOCIATION INTERNATIONAL	Employer identification number 36-0710830
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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)		
1b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	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.		No
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
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, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1JOSEPH DEPETE PRESIDENT	(i)	574,751	48,778	744,107	34,800	32,505	1,434,941	0
	(ii)	-	-	-	0	-	-	0
2DAVID KRIEGER GENERAL MANAGER	(i)	506,180	45,185	70,830	34,800	42,937	699,932	0
	(ii)	-	-	-	0	-	-	0
3JONATHAN COHEN CHIEF COUNSEL/DIRECTOR, LEGAL	(i)	479,530	43,454	76,061	34,800	40,195	674,040	0
	(ii)	-	-	-	0	-	-	0
4BRUCE YORK SR. ADVISOR & CHIEF NEGOTIATOR	(i)	480,028	42,696	49,247	34,800	47,464	654,235	0
	(ii)	-	-	-	0	-	-	0
5ELIZABETH GINSBURG DIRECTOR OF REPRESENTATION	(i)	451,457	41,596	45,949	34,800	22,218	596,020	0
	(ii)	-	-	-	0	-	-	0
6MARCUS MIGLIORE SR. MANAGING ATTORNEY	(i)	350,511	35,628	46,351	34,800	43,901	511,191	0
	(ii)	-	-	-	0	-	-	0
7ELIZABETH ROBINSON DIRECTOR OF FINANCE/CFO	(i)	393,551	38,045	35,835	34,800	12,411	514,642	0
	(ii)	-	-	-	0	-	-	0
8KELLY COLLIE DIRECTOR, HUMAN RESOURCES	(i)	350,387	35,700	43,615	34,800	45,467	509,969	0
	(ii)	-	-	-	0	-	-	0
9ARTHUR LUBY ASST. DIRECTOR, REPRESENTATION	(i)	351,716	35,628	43,508	34,800	36,543	502,195	0
	(ii)	-	-	-	0	-	-	0
10HOWARD HAGY DIR, ENGINEERING & AIR SAFETY	(i)	353,705	35,849	29,801	34,800	45,826	499,981	0
	(ii)	-	-	-	0	-	-	0
11MARIE SCHWARTZ DIR, STRATEGIC MBR DEV & RES	(i)	340,523	35,020	41,626	34,800	45,654	497,623	0
	(ii)	-	-	-	0	-	-	0
12ANDREW SHOSTACK ASST. DIRECTOR, REPRESENTATION	(i)	342,844	34,976	41,757	34,800	32,382	486,759	0
	(ii)	-	-	-	0	-	-	0
13THOMAS CIANTRA MANAGING ATTORNEY	(i)	333,491	34,892	15,344	34,800	43,507	462,034	0
	(ii)	-	-	-	0	-	-	0
14DAVID WEAVER DIRECTOR, COMMUNICATIONS	(i)	330,087	35,228	16,379	34,800	49,218	465,712	0
	(ii)	-	-	-	0	-	-	0
15ELIZABETH BAKER DIR, GOVERNMENT AFFAIRS	(i)	338,355	34,177	34,272	34,800	3,690	445,294	0
	(ii)	-	-	-	0	-	-	0
16RICHARD HARRELL DIR, INFORMATION TECH & SVCS	(i)	307,324	33,002	22,592	34,800	47,117	444,835	0
	(ii)	-	-	-	0	-	-	0
17KYE JOHANNING DIR, ECONOMIC & FINCL ANALYSIS	(i)	291,315	31,757	26,370	34,800	21,585	405,827	0
	(ii)	-	-	-	0	-	-	0
18JOHN SCHLEDER SR. LABOR REL CNSL/MEC COORD	(i)	297,063	28,838	3,229	29,089	41,306	399,525	0
	(ii)	-	-	-	0	-	-	0
19RANDY KENAGY MGR, ENGINEERING & OPERATIONS	(i)	274,641	30,550	14,207	34,800	39,714	393,912	0
	(ii)	-	-	-	0	-	-	0
20ANDREA GRIFFITH COMPTROLLER	(i)	262,087	30,387	23,139	34,800	39,714	390,127	0
	(ii)	-	-	-	0	-	-	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
21CATHERINE POWERS ASST. DIRECTOR, REPRESENTATION	(i)	298,343 -----	32,097 -----	15,619 -----	34,800 -----	7,048 -----	387,907 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
22LEE VEID-NORSTERN ASST. DIR, IT DVLPMT & SUPPORT	(i)	267,718 -----	30,098 -----	14,260 -----	34,800 -----	35,511 -----	382,387 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
23JANE SCHRAFT SR. LABOR REL CNSL/MEC COORD	(i)	276,151 -----	28,838 -----	2,722 -----	34,800 -----	25,173 -----	367,684 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
24WILLIAM COUETTE VP ADMINISTRATION/SECRETARY	(i)	0 -----	0 -----	250,994 -----	0 -----	0 -----	250,994 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
25JOSEPH GENOVESE VP FINANCE/TREASURER	(i)	0 -----	0 -----	226,496 -----	0 -----	0 -----	226,496 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
26RUSSELL SKLENKA EXECUTIVE ADMINISTRATOR	(i)	0 -----	0 -----	152,125 -----	0 -----	0 -----	152,125 -----	0 -----
	(ii)	- 0	- 0	- 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 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 - \$548,364 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

Return to Form

Software ID:

Software Version:

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 61,000 airline pilots and professional flight engineers who make up 38 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 2021 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 2021 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 2021 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 8 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 38 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 2021 FORM W-3 THE ISSUANCE OF 793 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: AUGUST 26, 2021: THE ALPA CONSTITUTION AND BYLAWS ARTICLE I, SECTION 1 WAS AMENDED TO REFLECT THE OFFICIAL NAME OF THE ASSOCIATION - "AIR LINE PILOTS ASSOCIATION, INTERNATIONAL."
FORM 990, PART VI, SECTION A, LINE 6	MEMBERS: ALPA REPRESENTS OVER 61,000 PILOT MEMBERS. ALPA HAS TWO CATEGORIES OF ACTIVE MEMBERS (ACTIVE AND EXECUTIVE ACTIVE). ALPA ALSO COLLECTS DUES FROM EXECUTIVE INACTIVE MEMBERS (AT A REDUCED RATE) AND "NON-MEMBERS". 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 WHO OBJECT TO SHARING THE COST OF ANY UNION ACTIVITIES NOT GERMANE TO COLLECTIVE BARGAINING 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 ACCOUNTANTS, 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

Return Reference	Explanation
	ORGANIZATION AND ITS MEMBERS AND TO MANAGE, INVEST, AND EXPEND THE SAME IN ACCORDANCE WITH ITS CONSTITUTION AND BYLAWS AND ANY RESOLUTIONS OF THE GOVERNING BODIES ADOPTED THEREUNDER, TO REFRAIN FROM DEALING WITH SUCH ORGANIZATION AS AN ADVERSE PARTY OR ON 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 2021 AND DID NOT RECEIVE ANY REPORTABLE COMPENSATION FROM THE ORGANIZATION FOR SERVICES RENDERED IN THEIR CAPACITY AS DIRECTORS: Amr Abdelsamad Christopher Abell Philippe Abs Da Cruz Matthew Adams Timothy Alfeld Tamer Alhabash Brent Allen Phillip Anderson Benjamin Anderson Nicolas Archambault Eric Armstrong Mark Bailey Richard Barnes Alexander Barnych Daniel Batchelder Paula Battreal Philippe Baumgart Earl Blowers Nicholas Bolander Darryl Boon Riley Box Dallas Brown Chad Bruch Aaron Bunnis Bryan Burks Nicholas Cabral Matthew Caissie Cameron Caldwell Taylor Campbell Michael Canart Michael Carpenter Robert Cecchi Donald Clark David Clark Scott Combest Benjamin Conroy Joseph Cornelius Andrew Coyle Jeffery Cramer James Crytser Justin Cunningham Anthony Cutler Justin De Rooy Craig Devries Brian Dirlam Thomas Dowdle Kari Ellett Randy Erickson Jacob Eve James Ewart William Eway Daniel Fahl Ryan Fawcett Nikolas Fialka Kenneth Fingers George Fogwell Cornel Garvey Allyson Geiger Alan Godfrey William Gresslin Hickory Ham Coleman Hamilton James Harding Andrew Hardman Nicolas Harman Cody Hart Paul Hastert Shlomo Hatchwell Trevor Havenga Jesse Head Harold Hendrickson Cameron Hill Alexander Hope Scott Horning Tyler Hover Michael Howe Brett Howiler Jill Hunter Michael Intfen Taylor Izard Steven Johnson Andrew Johnson Andrew Jones Joshua Kallet Andrew Kinnear Robert Kloft Derrick Kocik Robert Kolbus Thomas Kramer Daniel Krieger Stephan Landry Michele Lavigna Mark Lavoie Kristen Legge Kenneth Lillberg Anthony Lind Anthony Luna Krzyzik Mark Manausa Steven Mathis Robert Maxwell Samuel Mccarthy Keith Mcclanahan Corey Mcguinness Sean Mchugh Steven Mcswain Eric Meenk Thomas Merrill Eric Metcalf Daniel Michelin Timothy Millar Adam Miracle Juan Morales-Lube Wendy Morse James Muchowicz Shaun Murray Michael Nagy Kesar Nizzar Christopher Norman Scott Norton Brandon Oberdorfer Richard Odbert John Oden Richard Perkins Nicholas Pilhuj Greg Pinckney Darrell Pye Jefferson Quinn Conrad Reid Isaac Reiser Gilbert Renaud George Riley John Roback William Rodgers Joshua Rowe Jonathan Sandrolini Michael Savoury David Schneider Michael Sederlund Austin Sereday Anita Shew Robert Shirey Tyler Shutler Robert Simms Shannon Smith Gerard Smithers Kegan Stacey Michael Sterling Corey Strachan Cody Stroope Matthew Stubbs Jeffrey Suttler David Sveden Joel Tamayo Todd Thursby Stacey Tumoth Mikko Tuomi Mark Vaughan James Vejr Mark Veney Scott Wariner Brenton Whitaker Jordan White Lawrence Wicklund Thisura Wijepala Joshua Winowiecki David Wojtkowski Alfred Wong Smith Woolfrey Noorullah Yoosufani Israel 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 2021. 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: Mark Allen 2,470 Jacob Astin 781 Wesley Blankenship 3,706 Julien Boisvert 3,516 Antoine Brebant 6,049 Samuel Brennan 10,724 Ken Broomhead 1,276 William Brynjolfsson 737 Steven Burson 101 Rod Buskas 5,406 Eric Carlson 848 Graham Cartwright 305 Marc Cervantes 41 Mark Circelli 1,172 Chad Claringbold 6,095 Christopher Clay 2,174 Arnel Cloarec 30,234 James Coffelt 258 Jeffrey Cohen 862 Jay Cowieson 6,006 Bryce Dalrymple 34 Andrew Derrick 101 Mark Durham 269 Jeffrey Engberg 1,835 Adam Feldman 924 David Fichtner 187 David Forbes 652 Randi Freyer 919 Samuel Friedman Cowan 349 Christopher Gill 20,087 Timothy Gilleran 149 John Harmer 2,148 Richard Harper 34 Jason Harris 7,617 Darren Hartmann 314 Joshua Hjermvick 702 Mark Hollis 14,285 Gary Holzinger 4,997 Glenn Johnson 673 Travis Jordan 1,913 Kathryn Judge 250 Jeremy Keyes 34 Todd Kohner 1,919 James Langille 4,492 Jeffrey Larson 3,769 Brian Lethert 1,505 Nils Lundblad 2,173 Samuel Mason 20,510 Bridget Matarrese 72 Marcus Mccall 109 James Mccullough 4,679 Lauren Metz 68 Frederick Michalk 1,749 Taylor Miolen 82 Francisco Moreno Navas 391 Antonio Nassar 742 Eric Nelson 916 Noel Ojeda 724 Kevin O'mahoney 1,234 Jack Parlee 814 Jonathan Parra 434 Lawrence Payne 9,092 Austin Peterson 33 Marc Piquette 226 David Power 2,148 Patrick Ramirez 915 Bryan Rosenthal 432 Patrice Roy 3,750 Barry Rutberg 4,027 Jeffrey Schroeder 284 Mike Servos 5,445 David Shepherd 1,563 Bradley Small 7,011 Daniel Stowell 2,341 Ashley Sweet Wegner 1,563 Christopher Tholl 7,838 Peter Van Stee 571 Brian Wald 8,516 Stephane Wauthoz 469 Christopher Whitty 4,492 Brandon Wilhelm 186 Timothy Williams 2,339 Kevin Wilt 99 Anne Worster 57 Mark Young 124 Stephen Zago 6,016 Tracie Zampa 118 ----- TOTAL 257,271

Return Reference	Explanation
FORM 990, PART XI, LINE 9	OTHER CHANGES IN NET ASSETS ARE ATTRIBUTABLE TO: (\$12,419,052) MEC RETURN OF FUNDS 5,918,437 MEDICAL RELATED GAIN OTHER THAN POSTRETIREMENT BENEFIT COST (316,093) PENSION RELATED LOSS OTHER THAN NET PERIODIC PENSION COST 221,400 TRANSLATION GAIN (\$1,639,525) INVESTMENT IN 304 PENNSYLVANIA AVE. ----- (\$ 8,234,833) 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.

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)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	552,928	13,479,602	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)

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

1s

Yes

Yes

Yes

Yes

Yes

Yes

Yes

Yes

Yes

Yes

No

No

No

No

No

No

No

No

No

No

No

No

No

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 | 1,639,525 | COST |
| (2)ALPA EMERGENCY RELIEF FUND INC | B | 66,301 | COST |
| (3)304 PENNSYLVANIA AVENUE CORP | D | 87,269 | COST |
| (4)THE 1625 MASSACHUSETTS AVE NW CORP | D | 65,995 | COST |
| (5)304 PENNSYLVANIA AVENUE CORP | K | 654,175 | LEASE AGREEMENT |
| (6)THE 1625 MASSACHUSETTS AVE NW CORP | K | 350,004 | PAYMENTS |
| (7)FEDEX PILOTS POST MDCR RTR PM REIM PLAN | L | 296,234 | COST |
| (8)ALPA PILOT WELFARE BENEFIT PLAN | L | 532,267 | COST |
| (9)KITTY HAWK INSURANCE CO LTD | R | 2,374,357 | COST |
- Schedule R (Form 990) 2021

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

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

[illegible]

Part VII **Supplemental Information**

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

Return Reference	Explanation
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Additional Data

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Software ID:
Software Version: