

Form

990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2019

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 09-01-2019, and ending 08-31-2020

B Check if applicable:
☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1201 16TH STREET NW NO 410

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 200363201

F Name and address of principal officer:
REBECCA PRINGLE
1201 16TH STREET NW NO 410
WASHINGTON, DC 200363201

H(a) Is this a group return for subordinates?
☐ Yes ☒ No
H(b) Are all subordinates included?
☐ Yes ☐ No
If "No," attach a list. (see instructions)
H(c) Group exemption number ▶

D Employer identification number
53-0115260

E Telephone number
(202) 822-7572

G Gross receipts \$ 734,202,733

I Tax-exempt status: ☐ 501(c)(3) ☒ 501(c) (5) ◀(insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.NEA.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1906

M State of legal domicile: DC

Part I

Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
THE NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES (NEA) IS A NOT-FOR-PROFIT ORGANIZATION INCORPORATED UNDER AN ACT OF THE UNITED STATES CONGRESS. OUR MISSION IS TO ADVOCATE FOR EDUCATION PROFESSIONALS AND TO UNITE OUR MEMBERS AND THE NATION TO FULFILL THE PROMISE OF PUBLIC EDUCATION TO PREPARE EVERY STUDENT TO SUCCEED IN A DIVERSE AND INTERDEPENDENT WORLD. OUR VISION IS A GREAT PUBLIC SCHOOL FOR EVERY STUDENT.

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a) 3 166

4 Number of independent voting members of the governing body (Part VI, line 1b) 4 156

5 Total number of individuals employed in calendar year 2019 (Part V, line 2a) 5 585

6 Total number of volunteers (estimate if necessary) 6 0

7a Total unrelated business revenue from Part VIII, column (C), line 12 7a 605,164

b Net unrelated business taxable income from Form 990-T, line 39 7b 0

Revenue

8 Contributions and grants (Part VIII, line 1h) 8 1,120,169

9 Program service revenue (Part VIII, line 2g) 9 368,394,888

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 2,580,780

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 11 5,050,278

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12 377,146,115

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) 13 115,728,783

14 Benefits paid to or for members (Part IX, column (A), line 4) 14 0

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 15 115,945,455

16a Professional fundraising fees (Part IX, column (A), line 11e) 16a 0

b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) 17 124,914,633

18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) 18 356,588,871

19 Revenue less expenses. Subtract line 18 from line 12 19 20,557,244

Net Assets or Fund Balances

20 Total assets (Part X, line 16) 20 400,792,572

21 Total liabilities (Part X, line 26) 21 45,903,742

22 Net assets or fund balances. Subtract line 21 from line 20 22 354,888,830

Prior Year

Current Year

Beginning of Current Year

End of Year

Part II

Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer
PRINCESS MOSS VICE PRESIDENT
Type or print name and title

2021-07-15
Date

Paid Preparer Use Only

Print/Type preparer's name
Firm's name ▶ CALIBRE CPA GROUP PLLC
Firm's address ▶ 7501 WISCONSIN AVENUE SUITE 1200
WEST
BETHESDA, MD 20814

Preparer's signature

Date

Check ☐ if self-employed
Firm's EIN ▶ 47-0900880
Phone no. (202) 331-9880

PTIN
P01712644

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form 990 (2019)

Statement of Program Service Accomplishments

1 Briefly describe the organization's mission:

SEE SCHEDULE OTHE NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES (NEA) IS A NOT-FOR-PROFIT ORGANIZATION INCORPORATED UNDER AN ACT OF THE UNITED STATES CONGRESS. OUR MISSION IS TO ADVOCATE FOR EDUCATION PROFESSIONALS AND TO UNITE OUR MEMBERS AND THE NATION TO FULFILL THE PROMISE OF PUBLIC EDUCATION TO PREPARE EVERY STUDENT TO SUCCEED IN A DIVERSE AND INTERDEPENDENT WORLD. OUR VISION IS A GREAT PUBLIC SCHOOL FOR EVERY STUDENT.

☐ Yes ☒ No

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

☐ 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 \$)

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

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 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3 Yes	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5 Yes	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10	No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b Yes	
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f Yes	
12a If "Yes," complete Schedule D, Part XI. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b 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	No
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	
26 Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?	26	No
27 If "Yes," complete Schedule L, Part I. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31 If "Yes," complete Schedule M. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	33	No
34 If "Yes," complete Schedule R, Part I. Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	Yes
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	No
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	689
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)						
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		2a	585			
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		No
b ~~Enter the name of the foreign country:~~ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .				5a		No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?				5b		No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?				5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?				6a	Yes	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?				6b	Yes	
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?				7a		
b If "Yes," did the organization notify the donor of the value of the goods or services provided?				7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?				7c		
d If "Yes," indicate the number of Forms 8282 filed during the year				7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?				7e		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?				7f		
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?				7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?				7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?				8		
9 Sponsoring organizations maintaining donor advised funds.						
a Did the sponsoring organization make any taxable distributions under section 4966?				9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?				9b		
10 Section 501(c)(7) organizations. Enter:						
a Initiation fees and capital contributions included on Part VIII, line 12				10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities				10b		
11 Section 501(c)(12) organizations. Enter:						
a Gross income from members or shareholders				11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)				11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?				12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.				12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.						
a Is the organization licensed to issue qualified health plans in more than one state? 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		No
16 If the organization is subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.				16		No

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.	166		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent	156		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization 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	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

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

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		No
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a		No
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
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	Yes	
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	Yes	

Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed	
18	Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.	
	☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)	
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.	
20	State the name, address, and telephone number of the person who possesses the organization's books and records:	
	KIM O'FARRELL NEA 1201 16TH ST NW SUITE 410 WASHINGTON, DC 200363201 (202) 822-7572	

Part VII

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JAMES FRAZIER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(2) KIMBERLY SCOTT-HAYDEN BOARD OF DIRECTORS	5.00 0.00	X						4,553	0	0
(3) KELLY MCMAHON BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(4) ADRIENNE BOWDEN BOARD OF DIRECTORS	5.00 0.00	X						10,485	0	0
(5) LARRY ELLIS BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(6) HEATHER BAKKE BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(7) STEPHANIE GALLARDO BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(8) CHRIS FINLEY BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(9) SHANE PARMELY BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(10) RUTH LUEVAND BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(11) MICHAEL BANK BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(12) ANDY SLAUGHTER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(13) MARILYN WARNER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(14) KEVIN DEELY BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(15) TRACY HARTMAN-BRADLEY BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(16) BILL FARMER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0
(17) ROBERT BECKER BOARD OF DIRECTORS	5.00 0.00	X						0	0	0

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee			
(18) KENNETH DUKE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(19) DAN KIVETT BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(20) NICK SIREK BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(21) BRENDA SEEHAFFER BOARD OF DIRECTORS	5.00 0.00						639	0	0
(22) ALFONSO SALAIS BOARD OF DIRECTORS	5.00 0.00	...	X				641	0	0
(23) DAVID WATTS BOARD OF DIRECTORS	5.00 0.00	...	X				1,180	0	0
(24) GLADYS MARQUEZ BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(25) SUSAN MCBRIDE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(26) JIM LIVINGSTON BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(27) DEANNA NICOSIA-JONES BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(28) ANTOINETTE FELDER BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(29) CANDACE SHIVERS BOARD OF DIRECTORS	5.00 0.00	...	X				667	0	0
(30) JEB BINNS BOARD OF DIRECTORS	5.00 0.00	...	X				727	0	0
(31) ROSA LINDA RAMIREZ BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(32) TARA FLAHERTY BOARD OF DIRECTORS	5.00 0.00	...	X				751	0	0
(33) HASHEEN WILSON BOARD OF DIRECTORS	5.00 0.00	...	X				4,285	0	0
(34) STEPHANIE TOWLES BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(35) DOUGLAS HILL BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(36) DIONISIO FRANCISCO BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(37) JULIO MORALES BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(38) HILDA KENDRICK BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(39) ROBIN BROWN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(40) RANDALL WOODARD BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(41) NASHASTA CRAIG-POLLARD BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(42) KENNETH TANG BOARD OF DIRECTORS	5.00 0.00	...	X				1,428	0	0
(43) HAE SMITH BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(44) PAUL GUESS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(45) RACHELLA DRAVIS BOARD OF DIRECTORS	5.00 0.00	...	X				671	0	0
(46) ANDREA BEEMAN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(47) RYAN HOYT BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(48) LORETTA RAGSDILL BOARD OF DIRECTORS	5.00 0.00	...	X				1,423	0	0
(49) CHRISTOPHER STEVENS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(50) AMBER GOULD BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(51) RUDOLPH BURRUSS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(52) BRIAN FLICK BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(53) DAWN BLAIS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(54) TONY RINGER BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(55) TRACY PHILLIPS BOARD OF DIRECTORS	5.00 0.00	...	X				940	0	0
(56) JOHN HORRIGAN BOARD OF DIRECTORS	5.00 0.00	...	X				787	0	0
(57) KARL GOEKE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(58) SHANNON MCCANN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(59) DIRK ANDREWS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(60) AMANDA PRICHARD BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(61) VINCENT LEVCOWICH BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(62) DAN GREENBERG BOARD OF DIRECTORS	5.00 0.00	...	X				769	0	0
(63) VALERIE FISHER BOARD OF DIRECTORS	5.00 0.00	...	X				1,083	0	0
(64) DWAYNE MARSHALL BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(65) ANITA LANG BOARD OF DIRECTORS	5.00 0.00	...	X				6,632	0	0
(66) TIFFANY REED BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(67) TAMMY SMITH BOARD OF DIRECTORS	5.00 0.00	...	X				610	0	0
(68) MARY BETH TATE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(69) MARY ANN RIVERA BOARD OF DIRECTORS	5.00 0.00	...	X				1,194	0	0
(70) CHARLOTTE HAYER BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(71) AMANDA COOPER BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(72) DEBRA LEE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(73) ROBERT HOFFMANN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(74) KAREN BARNES BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(75) GINA HARRIS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(76) KIM BONNETT BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(77) ASHANTI RANKIN BOARD OF DIRECTORS	5.00 0.00	...	X				4,151	0	0
(78) LINDA FREYE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(79) DANIEL SOBCZAK BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(80) LARE ALLEN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(81) SUZANNE BREAUX BOARD OF DIRECTORS	5.00 0.00	...	X				1,585	0	0
(82) TALUNYA JACO BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(83) MARCIA MACKEY BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(84) AMY BIANCHERI BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(85) BRIAN KEREKES BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(86) MIGUEL SALDANA BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(87) MATTHEW POWELL BOARD OF DIRECTORS	5.00 0.00	...	X				793	0	0
(88) ELLEN OLSEN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(89) RUSSELL LEONE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(90) MARTHA PATTERSON BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(91) MARILYN WEEKS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(92) ANGELA POWERS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(93) KEVIN LADUKE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(94) TERRY BURLINGAME BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(95) JO MCKIM BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(96) BRENDA POWELL BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(97) PAULA MCMAHAN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(98) MIKE GLABERE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(99) MARGARET POWELL BOARD OF DIRECTORS	5.00 0.00	...	X				940	0	0
(100) ERIKA STRAUSS CHAVARRIA BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(101) TANYA MARTIN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(102) MEL HOUSE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(103) BARBARA CADY BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(104) DEBORAH JONES BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(105) CHERYL MATTERN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(106) KIM RICHARDS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(107) REED BRETZ BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(108) MARGARET HOY BOARD OF DIRECTORS	5.00 0.00	...	X				1,000	0	0
(109) ANGELA STEWART BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(110) MICHAEL HARMAN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(111) ZENA LINK BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(112) TELLY TSE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(113) JENNIFER SCURLOCK BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(114) ALEXANDRIA TOAY BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(115) ANITA KOBER BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(116) GLEN SOUTHERGILL BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(117) JOANN SMITH-MASHBURN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(118) JULIE HYNDMAN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(119) DAVID RING BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(120) BARBARA WILMARTH BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(121) CHRISTINA BOHRINGER BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(122) CLIFFORD FUKUDA BOARD OF DIRECTORS	5.00 0.00	...	X				2,205	0	0
(123) ELAINE MERRIWEATHER BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(124) JULIUS THOMAS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(125) KAREN SCHUETT BOARD OF DIRECTORS	5.00 0.00	...	X				866	0	0
(126) NANCY BEHE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(127) LINDA ESTRADA BOARD OF DIRECTORS	5.00 0.00	...	X				892	0	0
(128) DEB MCCARTHY BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(129) MARTY FRIDGEN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(130) MINDY LAYTON BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(131) SERENA KOTCH BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(132) BERNADETTE HAMPTON BOARD OF DIRECTORS	5.00 0.00	...	X				825	0	0
(133) KAREN RIDLEY BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(134) ANN MARGARET SHANNON BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(135) TARA JEAN MCCROSKEY BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(136) ENRIQUE FARRERA BOARD OF DIRECTORS	5.00 0.00	...	X				2,469	0	0
(137) GILDA MORGAN-WILLIAMS BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(138) THERESA DUDLEY BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(139) JOHN SCANLAN BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(140) RONI KNIGHT BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(141) DEAN ROBINSON BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(142) AMBER INGRAM BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(143) SCOTT ELLINGSON BOARD OF DIRECTORS	5.00 0.00	...	X				2,579	0	0
(144) REBECCA GAMBOA BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(145) RICHARD D'AVANZO BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(146) CAMEO KENDRICK BOARD OF DIRECTORS	5.00 0.00	...	X				1,114	0	0
(147) TOM MCMAHON BOARD OF DIRECTORS	5.00 0.00	...	X				645	0	0
(148) SHAWNA MOTT-WRIGHT BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(149) BETSY PREVAL BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(150) BRENDA ROBINSON BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(151) ROBERT LAMORTE BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(152) ANITA GIBSON BOARD OF DIRECTORS	5.00 0.00	...	X				637	0	0
(153) BARBARA SCHRAM BOARD OF DIRECTORS	5.00 0.00	...	X				627	0	0
(154) MARY BOWERS BOARD OF DIRECTORS	5.00 0.00	...	X				2,704	0	0
(155) MOLLIE MUMAU BOARD OF DIRECTORS	5.00 0.00	...	X				853	0	0
(156) CYNTHIA HENDERSON BOARD OF DIRECTORS	5.00 0.00	...	X				1,088	0	0
(157) ROBBIE KREITZ BOARD OF DIRECTORS	5.00 0.00	...	X				0	0	0
(158) ROBERT RODRIGUEZ EXECUTIVE COMMITTEE	37.50 0.00						78,445	0	0
(159) CHRISTINE SAMPSON-CLARK EXECUTIVE COMMITTEE	37.50 0.00	...	X				33,968	0	0
(160) ERIC BROWN EXECUTIVE COMMITTEE	37.50 0.00	...	X				77,327	0	0
(161) SHELLY MOORE KRAJACIC EXECUTIVE COMMITTEE	37.50 0.00	...	X				80,580	0	0
(162) GEORGE SHERIDAN EXECUTIVE COMMITTEE	37.50 0.00	...	X				77,503	0	0
(163) JOHANNA VAANDERING EXECUTIVE COMMITTEE	37.50 0.00	...	X				81,391	0	0
(164) LILJA ESKELSEN GARCIA PRESIDENT	37.50 0.00	...	X	X			420,031	0	214,084
(165) REBECCA PRINGLE VICE PRESIDENT	36.50 1.00	...	X	X			361,122	0	148,104
(166) PRINCESS MOSS SECRETARY TREASURER	31.50 6.00	...	X	X			359,083	0	139,449
(167) MICHAEL MCPHERSON CFO	3								

Part VIII

Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . .	1a			
	b Membership dues . . .	1b			
	c Fundraising events . . .	1c			
	d Related organizations	1d			
	e Government grants (contributions)	1e			
	f All other contributions, gifts, grants, and similar amounts not included above		1f	342,596	
	g Noncash contributions included in lines 1a - 1f:\$		1g		
h Total. Add lines 1a-1f		342,596			

Program Service Revenue			Business Code				
	2a MEMBERSHIP DUES		900099	375,030,303	375,030,303		
	b						
	c						
	d						
	e						
	f All other program service revenue.						
g Total. Add lines 2a-2f.		375,030,303					

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			4,926,726			4,926,726	
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties							
	6a Gross rents	(i) Real	(ii) Personal					
		6a	332,654					
		b Less: rental expenses	6b					0
	c Rental income or (loss)	6c	332,654					
	d Net rental income or (loss)		332,654					332,654
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other					
		7a	338,630,600					
		b Less: cost or other basis and sales expenses	7b	337,660,809				
	c Gain or (loss)	7c	969,791					
	d Net gain or (loss)		969,791					969,791
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a						
		b Less: direct expenses	8b					
	c Net income or (loss) from fundraising events							
	9a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses		9b						
c Net income or (loss) from gaming activities								

10a Gross sales of inventory, less returns and allowances . . .		10a					
b Less: cost of goods sold		10b					
c Net income or (loss) from sales of inventory . . .							
Miscellaneous Revenue		Business Code					
11a INCOME FROM INVESTMENT	900099	6,523,690	6,523,690				
b EXTERNAL RECOVERY OF S	900099	1,435,569	1,435,569				
c ADVERTISING AND SPONSO	541800	831,237	226,073	605,164			
d All other revenue		6,149,358	6,149,358				
e Total. Add lines 11a–11d		14,939,854					
12 Total revenue. See instructions		396,541,924	389,364,993	605,164		6,229,171	

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

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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	123,203,165			
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	95,000			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	6,060,659			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	60,694,743			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	28,682,519			
9 Other employee benefits	17,270,548			
10 Payroll taxes	4,807,254			
11 Fees for services (non-employees):				
a Management	876,741			
b Legal	2,043,845			
c Accounting	296,723			
d Lobbying	739,685			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	73,886			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	10,359,737			
12 Advertising and promotion	9,666,203			
13 Office expenses	2,110,046			
14 Information technology	12,889,063			
15 Royalties				
16 Occupancy	4,355,816			
17 Travel	9,145,663			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,667,426			
20 Interest	291			
21 Payments to affiliates	6,000,000			
22 Depreciation, depletion, and amortization	2,754,687			
23 Insurance	12,681,357			
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 BALLOT INITIATIVES	38,971,671			
b MEMBERSHIP COMMUNICATIO	9,396,690			
c PUBLICATION COST	5,539,474			
d MEMBERSHIP DUES AND SUB	4,543,858			
e All other expenses	1,178,198			
25 Total functional expenses. Add lines 1 through 24e	377,104,948			
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

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				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		186,220,984	1	139,105,985	
	2	Savings and temporary cash investments			2		
	3	Pledges and grants receivable, net			3		
	4	Accounts receivable, net		30,985,331	4	30,935,527	
	5	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net		4,719,445	7	4,050,000	
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		2,394,381	9	3,608,325	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	163,625,603			
	b	Less: accumulated depreciation	10b	138,279,261	26,730,718	10c	25,346,342
	11	Investments—publicly traded securities		80,530,160	11	153,439,642	
	12	Investments—other securities. See Part IV, line 11		66,430,370	12	72,954,060	
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		2,781,183	15	2,569,169	
16	Total assets. Add lines 1 through 15 (must equal line 34)		400,792,572	16	432,009,050		
Liabilities	17	Accounts payable and accrued expenses		24,566,609	17	32,893,071	
	18	Grants payable			18		
	19	Deferred revenue		15,838,422	19	15,634,978	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		5,498,711	25	5,668,113	
	26	Total liabilities. Add lines 17 through 25		45,903,742	26	54,196,162	
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		354,888,830	27	377,812,888	
	28	Net assets with donor restrictions			28		
	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		354,888,830	32	377,812,888	
	33	Total liabilities and net assets/fund balances		400,792,572	33	432,009,050	

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	396,541,924
2	Total expenses (must equal Part IX, column (A), line 25)	2	377,104,948
3	Revenue less expenses. Subtract line 2 from line 1	3	19,436,976
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	354,888,830
5	Net unrealized gains (losses) on investments	5	3,487,081
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	1
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (A))	10	377,812,888

Part XII

Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

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Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Schedule B (Form 990, 990-EZ, or 990-PF) Department of the Treasury Internal Revenue Service	Schedule of Contributors ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
		2019
Name of the organization NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES		Employer identification number 53-0115260

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	☐ 501(c)() (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust not treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- ☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Employer identification number
53-0115260

Part I

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)

Name of organization NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	Employer identification number 53-0115260
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Part II

Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	

Name of organization NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	Employer identification number 53-0115260
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ► \$ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

Additional Data

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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 NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	Employer identification number 53-0115260
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")	
2	Political campaign activity expenditures (see instructions)	\$ 9,148,117
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) NEA ADVOCACY FUND	1201 16TH ST NW WASHINGTON, DC 20036	27-2152012		9,500,000
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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
PART I-A, LINE 1:	POLITICAL ACTIVITIES THAT DO NOT CONSTITUTE AN "EXEMPT FUNCTION" AS DEFINED BY IRC 527, INCLUDING COMMUNICATIONS TO MEMBERS CONCERNING IDENTIFIABLE FEDERAL AND NONFEDERAL CANDIDATES AND EXPENSES FOR THE ADMINISTRATION AND FUNDRAISING FOR THE TAXPAYER'S SEPARATE SEGREGATED FUNDS.

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Name of the organization NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES	Employer identification number 53-0115260
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Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

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

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

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

1a	If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.	
b	If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide 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 SFAS 116 (ASC 958) relating to these items: a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____ b Assets included in Form 990, Part X ▶ \$ _____	

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

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

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

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

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

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

☐

Part V Endowment Funds.

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

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

2

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

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

c

Temporarily restricted 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		1,753,777		1,753,777
b Buildings		77,783,887	59,449,949	18,333,938
c Leasehold improvements		6,515,740	3,990,093	2,525,647
d Equipment		77,572,199	74,839,219	2,732,980
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				25,346,342

Schedule D (Form 990) 2019

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) 100% OF NEA PROPERTIES, INC.	16,290,949	F
(B) 66.67% OF NEA 360 LLC	10,074,563	F
(C) 100% OF NEA MEMBER BENEFITS CORPORATION	46,588,548	F
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	72,954,060	

Part VIII

Investments—Program Related.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX

Other Assets.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

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	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	5,668,113

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
PART X, LINE 2:	NEA FOLLOWS THE AUTHORITATIVE GUIDANCE RELATING TO ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES INCLUDED IN THE ACCOUNTING STANDARDS CODIFICATION (ASC) TOPIC ON INCOME TAXES. THESE PROVISIONS PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR THE UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. NEA BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AND, AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS.
SCHEDULE D, PART X LINE 1(2), SEVERANCE PAY	NEA HAS A POLICY ENTITLING EMPLOYEES WITH OVER 10 YEARS OF SERVICE TO SEVERANCE PAY EQUAL TO 10 WEEKS OF SALARY. NEA'S ACCRUED SEVERANCE PAY HAS BEEN CALCULATED IN ACCORDANCE WITH ACCOUNTING STANDARDS FOR COMPENSATION-NONRETIREMENT POSTEMPLOYMENT BENEFITS.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Part I

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) SOUTH AMERICA			GRANTS TO RECIPIENTS LOCATED IN REGION		15,000
(2) SUB-SAHARAN AFRICA			GRANTS TO RECIPIENTS LOCATED IN REGION		75,000
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	0	0			90,000
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	0	0			90,000

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)			SUB-SAHARAN AFRICA	THE NATIONAL EDUCATION ASSOCIATION (NEA) GRANTED THESE FUNDS FOR THE EI'S SRGBV PROGRAM TO SUPPORT ITS MEMBER ORGANIZATIONS IN AFRICA TO TAKE ACTION AGAINST SRGBV. WITH THIS GRANT FROM NEA, EI CONDUCTED TRAINING WORKSHOPS/WEBINARS AND CONVERTED THE TRAINING MATERIALS INTO DIGITAL FORMAT. THROUGH THIS PROGRAM, MEMBERS IN 9 COUNTRIES IN EAST, WEST, AND SOUTHERN AFRICA DEVELOPED NEW SKILLS, AND ESTABLISHED CONTEXT-SPECIFIC UNION-LED INITIATIVES TO ADDRESS SRGBV WITHIN SCHOOLS AND WITHIN THEIR ORGANIZATIONS. THE PROGRAM ALSO ENABLED PEER LEARNING WITHIN AND BETWEEN THE DIFFERENT UNIONS.	50,000	WIRE			
(2)			SOUTH AMERICA	THE NATIONAL EDUCATION ASSOCIATION GRANTED THESE FUNDS AS PART OF THE DEVELOPMENT COOPERATION PROJECT ORGANIZED BY EI TO SUPPORT EI'S WOMEN'S NETWORK IN LATIN AMERICA. WITH THIS GRANT FROM NEA AND FUNDING FROM OTHER COOPERATION PARTNERS, THE EI'S WOMEN'S NETWORK IN LATIN AMERICA ADVOCATED FOR INCREASING WOMEN REPRESENTATION IN THE UNIONS' LEADERSHIP, ENCOURAGED YOUNG WOMEN TO PARTICIPATING IN UNIONS' ACTIVITIES, AND REACHED OUT TO WOMEN MEMBERS THROUGH VARIOUS COMMUNICATION TOOLS. EDUCATION INTERNATIONAL HAS PROVIDED A REPORT ABOUT THE DISBURSEMENT AND IMPACT OF THESE FUNDS.	15,000	WIRE			
(3)			SUB-SAHARAN AFRICA	THE NATIONAL EDUCATION ASSOCIATION GRANTED \$25000 TO THE EI'S COVID 19 SOLIDARITY FUND TO ASSIST THE EI MEMBER ORGANIZATIONS IMPACTED BY THE COVID 19 PANDEMIC. WITH THIS GRANT	25,000	CHECK			

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)
				FROM NEA, EI PROVIDED SUPPORT TO SEVERAL MEMBER ORGANIZATIONS AND HELPED THEM RESPOND TO THE IMPACT OF LOCKDOWN MEASURES ON THE ORGANIZATIONS' CAPACITY TO CONNECT TO THEIR GRASSROOTS MEMBERS. EI ALSO HELPED THESE MEMBER ORGANIZATIONS COLLECT EVIDENCE ON THE IMPACT OF THE COVID OUTBREAK ON EDUCATION SYSTEMS AND COMMUNITIES AND TRANSFORM FINDINGS INTO ADVOCACY TOOLS.					
(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:

Internal Revenue Service	Go to www.irs.gov/pub/irsso for the latest information.	
Name of the organization NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES		Employer identification number 53-0115260

Grants and Assistance

Does the grantee have procedures to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance?

Does the grantee have procedures for monitoring the use of grant funds in the United States.

Public Organizations and Domestic Governments. Complete if the I can be duplicated if additional space is needed.

☒ Yes ☐ No

tion of istance	(h) Purpose of grant or assistance
--------------------	---------------------------------------

(1) ACALANES EDUCATION ASSOCIATION	68-0010730	501
------------------------------------	------------	-----

300 MORAGA RD MORAGA, CA 94556						
(2) ACCELERATE ACTION INC 1000 WASHINGTON ST STE 500 WASHINGTON, CT 06095	82-3399959	501(C)(4)	300,000			FINANCIAL ASSISTANCE

(3) WASHINGTON STATE 500 BOSTON, MA 02108						
(3) ALABAMA EDUCATION ASSOCIATION	63-0002660	501(C)(5)	2,856,640			FINANCIAL ASSISTANCE

[illegible]

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)					
(2)					
(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
PART I, LINE 2:	NEA STAFF VERIFY THAT GRANTS WERE USED FOR THE APPROPRIATE PURPOSE. MOST OF THE EXPENDITURES WERE FROM SEVERAL PROGRAMS THAT NEA ADMINISTERS TO PROVIDE FINANCIAL ASSISTANCE TO ITS STATE AND LOCAL AFFILIATES AND TO OTHER ORGANIZATIONS THAT SHARE ITS MISSION OF A GREAT PUBLIC SCHOOL FOR EVERY STUDENT.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE
UNITED STATES

Employer identification number
53-0115260

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

Part II

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1LILIA ESKELSEN GARCIA PRESIDENT	(i)	295,428	0	124,603	135,166	78,918	634,115	0
	(ii)	0	0	0	0	-	-	0
2REBECCA PRINGLE VICE PRESIDENT	(i)	259,708	0	101,414	90,755	57,349	509,226	0
	(ii)	0	0	0	0	-	-	0
3PRINCESS MOSS SECRETARY TREASURER	(i)	259,708	0	99,375	81,770	57,679	498,532	0
	(ii)	0	0	0	0	-	-	0
4MICHAEL MCPHERSON CFO	(i)	249,940	8,092	19,782	115,124	65,024	457,962	0
	(ii)	0	0	0	0	-	-	0
5KIM ANDERSON EXECUTIVE DIRECTOR	(i)	85,651	0	28,826	38,356	11,704	164,537	0
	(ii)	0	0	0	0	-	-	0
6RAMONA OLIVER SENIOR DIRECTOR	(i)	212,553	7,673	21,977	70,552	83,840	396,595	0
	(ii)	0	0	0	0	-	-	0
7KAREN WHITE DEPUTY EXECUTIVE DIRECTOR	(i)	254,810	8,164	17,453	89,138	77,425	446,990	0
	(ii)	0	0	0	0	-	-	0
8JIM TESTERMAN SENIOR DIRECTOR	(i)	217,161	7,673	17,484	70,552	85,683	398,553	0
	(ii)	0	0	0	0	-	-	0
9MARY KUSLER SENIOR DIRECTOR	(i)	209,953	7,673	16,146	70,552	84,675	388,999	0
	(ii)	0	0	0	0	-	-	0
10CARRIE PUGH SENIOR DIRECTOR	(i)	214,320	4,375	15,411	75,768	77,651	387,525	0
	(ii)	0	0	0	0	-	-	0
11CHAKA DONALDSON SENIOR DIRECTOR	(i)	221,759	7,673	15,146	70,552	58,411	373,541	0
	(ii)	0	0	0	0	-	-	0
12HT NGUYEN STATE AFFILIATE EXEC DIR	(i)	281,442	0	2,376	123,264	70,314	477,396	0
	(ii)	0	0	0	0	-	-	0
13ALICE O'BRIEN GENERAL COUNSEL	(i)	238,643	7,992	13,723	76,890	77,825	415,073	0
	(ii)	0	0	0	0	-	-	0
14JOHN STOCKS SPECIAL ADVISER	(i)	273,697	0	96,115	120,591	70,349	560,752	0
	(ii)	0	0	0	0	-	-	0
15SABRINA TINES SENIOR DIRECTOR	(i)	220,759	7,673	15,814	102,707	54,645	401,598	0
	(ii)	0	0	0	0	-	-	0
16DONNA HARRIS-AIKENS SENIOR DIRECTOR	(i)	221,759	7,673	16,114	78,225	77,425	401,196	0
	(ii)	0	0	0	0	-	-	0

Part III **Supplemental Information**

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

Return Reference	Explanation
PART I, LINE 1A	REIMBURSEMENTS ARE MADE FOR THE IDENTIFIED EXPENSES ACCORDING TO NEA POLICY AND TAXES ARE WITHHELD AS APPROPRIATE FOR TAXABLE REIMBURSEMENTS. THE HOUSING/LIVING ALLOWANCE IS ONLY OFFERED TO THE THREE OFFICERS (PRESIDENT, VICE PRESIDENT, AND SECRETARY-TREASURER) AND THE EXECUTIVE DIRECTOR. THE COMPANION TRAVEL BENEFIT IS AVAILABLE TO THE FULL EXECUTIVE COMMITTEE INCLUDING THE THREE ELECTED OFFICERS. THE DISCRETIONARY SPENDING ACCOUNT INCLUDES LIMITED AND CAPPED TRAVEL AND PERSONAL ALLOWANCES FOR EACH OF THE THREE OFFICERS AND THE EXECUTIVE DIRECTOR. TRAVEL ALLOWANCES ARE CAPPED AT \$5,500 PER YEAR AND PERSONAL ALLOWANCES ARE CAPPED AT \$3,000 PER YEAR. IN ADDITION, THE ACCOUNT IS USED TO PROVIDE NEA BOARD MEMBERS WITH A TRAVEL ALLOWANCE OF UP TO \$1,200 PER YEAR. BECAUSE THESE ARE NON-ACCOUNTABLE PLANS WITHIN THE MEANING OF THE INTERNAL REVENUE CODE, THE PAYMENTS ARE REPORTED AS TAXABLE COMPENSATION TO ALL RECIPIENTS.
RESPONSE TO FORM 990, PART VII, LINE 5	MEMBERS OF THE NATIONAL EDUCATION ASSOCIATION (NEA) BOARD OF DIRECTORS ARE PRIMARILY EMPLOYED IN THE EDUCATION FIELD AT VARIOUS SCHOOL SYSTEMS ACROSS THE COUNTRY. WHEN A DIRECTOR IS ABSENT FROM THEIR PRIMARY JOB DUE TO OFFICIAL BUSINESS OF THE NEA BOARD OF DIRECTORS AND THE SCHOOL SYSTEM WILL NOT UNDERWRITE THE COST FOR A SUBSTITUTE OR THE SALARY OF THE DIRECTOR DURING SUCH ABSENCE, THE NEA WILL COVER THESE COSTS BY REIMBURSING THE SCHOOL SYSTEM OR THE DIRECTOR. THE FOLLOWING SCHOOL SYSTEMS WERE REIMBURSED DURING THE 2019 CALENDAR YEAR FOR THE COST ASSOCIATED WITH THEIR EMPLOYEES THAT SERVED AS NEA EXECUTIVE COMMITTEE MEMBERS ON THE NEA BOARD OF DIRECTORS. GEORGE SHERIDAN, BLACK OAK MINE, \$ 109,490; JOHANNA R. VAANDERING, BEAVERTON SCHOOL DISTRICT #48, \$261,574; AND ERIC R. BROWN, EVANSTON TOWNSHIP HIGH SCHOOL, \$127,596. THE SCHOOL SYSTEMS THAT EMPLOY THE REMAINING DIRECTORS RECEIVE REIMBURSEMENTS FROM NEA RANGING FROM \$0 TO \$ 20,400. THE AVERAGE REIMBURSEMENT IS APPROXIMATELY \$1,900.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number

53-0115260

Return Reference	Explanation
FORM 990, PART III, LINE 4A	THE 2019-20 STRATEGIC PLAN AND BUDGET FRAMEWORK CONTAINS SIX STRATEGIC OBJECTIVES AND ONE ENTERPRISE OPERATIONS. THE FIRST FOUR OBJECTIVES INCLUDE OPPORTUNITIES TO FOCUS ON 1) INCREASING EDUCATOR VOICE, INFLUENCE, AND PROFESSIONAL AUTHORITY; 2) RECRUITING AND ENGAGING NEW AND EARLY CAREER EDUCATORS; 3) ADVANCING RACIAL JUSTICE IN EDUCATION; AND 4) PROVIDING PROFESSIONAL SUPPORTS. THE FIFTH OBJECTIVE INTENDS TO USE ALL AVAILABLE MEANS TO SECURE THE ENVIRONMENT TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES. THE SIXTH OBJECTIVE AIMS TO ENHANCE ORGANIZATION CAPACITY TO BUILD LASTING GROWTH AND STRENGTH. UNDERGIRDING ALL OF THIS WORK, THE FRAMEWORK IDENTIFIES ENTERPRISE OPERATIONS THOSE ESSENTIAL FUNCTIONS NECESSARY FOR A HIGH PERFORMING ORGANIZATION TO THRIVE. INCREASING EDUCATOR VOICE, INFLUENCE, AND PROFESSIONAL AUTHORITY - THE GOAL OF THIS OBJECTIVE IS TO ELEVATE THE VOICE AND INFLUENCE OF EDUCATORS ON DECISIONS RELATED TO TEACHING AND LEARNING AT THE STATE, DISTRICT, AND LOCAL LEVELS IN ALLIANCE WITH STUDENTS, PARENTS, AND COMMUNITIES. THE WORK IN THIS AREA INVOLVES INCREASING MEMBER CAPACITY AS MESSENGERS, LEADERS, AND ACTIVISTS TO DEMONSTRATE VOICE AT THEIR SCHOOLS OR WORKSITES TO ADVANCE OPPORTUNITIES ON BEHALF OF STUDENTS. WORK GEARED TOWARDS INCREASING EDUCATOR READINESS FOR EMPOWERMENT ALSO INCLUDES IMPROVING LEADERS AND MEMBERS' CAPACITY TO ENGAGE FAMILIES AND COMMUNITIES IN JOINT EFFORTS TO ADVANCE STUDENT-CENTERED GOALS AT THE WORKSITE LEVEL. OF PARTICULAR INTEREST IS LEVERAGING THE MANY PROVISIONS OF THE EVERY STUDENT SUCCEEDS ACT (ESSA) THAT ENCOURAGE IMPLEMENTATION TO INCLUDE THE DEVELOPMENT OF PROCESSES, REGULATIONS, POLICIES, AND JOINT COMMITTEES THAT ENSURE MEANINGFUL AND LASTING EDUCATOR INVOLVEMENT THROUGH THEIR ASSOCIATIONS. LASTLY, THIS OBJECTIVE LEVERAGES, EXPANDS, AND ENHANCES NATIONAL, STATE, LOCAL, AND WORKSITE ALLIANCES AND COALITIONS BETWEEN AFFILIATES, EDUCATORS, COMMUNITIES, FAMILIES, AND OTHER STAKEHOLDERS IN THE QUEST FOR EDUCATOR-LED, STUDENT-CENTERED POLICIES AND OUTCOMES, AND SHARED DECISION-MAKING PROCESSES THAT IMPROVE TEACHING AND LEARNING. RECRUITING AND ENGAGING NEW AND EARLY CAREER EDUCATORS - THE GOAL OF THIS OBJECTIVE IS TO SEEK TO PARTNER WITH STATE AND LOCAL AFFILIATES TO IDENTIFY, RECRUIT, AND BUILD RELATIONSHIPS WITH ASPIRING EDUCATORS THROUGH INTENTIONAL AND COORDINATED PROGRAMS DESIGNED TO PREPARE THEM FOR THEIR PROFESSION, DEVELOP THEIR LEADERSHIP SKILLS, AND PROVIDE PATHWAYS FOR THEM TO BECOME PROFESSIONAL PRACTICE LEADERS AND ASSOCIATION ACTIVISTS. SIMILAR PARTNERSHIPS ARE CULTIVATED TO IDENTIFY AND RECRUIT NEW EDUCATORS AND EARLY CAREER EDUCATORS, BUILD RELATIONSHIPS WITH THEM, SUPPORT THEM IN THEIR PRACTICE, AND PROVIDE AN INTENTIONAL PATHWAY FOR THEM TO BECOME ASSOCIATION MEMBERS AND LEADERS WHO ADVOCATE FOR THE NECESSARY TEACHING AND LEARNING CONDITIONS FOR ALL STUDENTS TO BE SUCCESSFUL. ADVANCING RACIAL JUSTICE IN EDUCATION - THE GOAL OF THIS OBJECTIVE IS TO ENHANCE THE ADVANCEMENT OF RACIAL JUSTICE IN EDUCATION TO IMPROVE EDUCATOR PRACTICE, ALONG WITH CONDITIONS FOR STUDENTS, FAMILIES, AND COMMUNITIES. IN PARTNERSHIP WITH NEA AFFILIATES, WORK IN THIS AREA SEEKS TO IDENTIFY AND SUPPORT DIRECT MEMBER ENGAGEMENT, MOBILIZATION, AND ACTIVISM ON RACIAL AND SOCIAL JUSTICE. WORK IN THIS OBJECTIVE ALSO DEVELOPS AND LEVERAGES THESE PARTNERSHIPS THAT ENGAGE FAMILIES AND COMMUNITIES ALONGSIDE OF EDUCATORS IN ADVANCING A STUDENT-CENTERED AGENDA ON RACIAL AND SOCIAL JUSTICE. ADDITIONALLY, THIS OBJECTIVE SEEKS TO RAISE AWARENESS OF THE EFFECTS OF INSTITUTIONAL AND SYSTEMIC RACISM AND SOCIAL INEQUITIES, AND TO PROVIDE TECHNICAL ASSISTANCE TO AFFILIATES WORKING TO ADVANCE JUST POLICIES, PRACTICES, AND BUDGETS. FINALLY, THIS OBJECTIVE ASPIRES TO INTEGRATE A RACIAL JUSTICE FRAMEWORK THROUGHOUT NEA'S PROGRAMS, POLICIES, AND PRACTICES TO ASSURE ORGANIZATIONAL LEADERSHIP IN THE RACIAL JUSTICE ARENA, VIA TECHNICAL ASSISTANCE, CROSS-DEPARTMENTAL WORKING GROUPS, TRAINING, RESOURCE DEVELOPMENT, AND MESSAGE GUIDANCE. PROVIDING PROFESSIONAL SUPPORTS - THE GOAL OF THIS OBJECTIVE IS TO ENSURE ACCESSIBILITY TO QUALITY ASSOCIATION-LED, MEMBER-DEVELOPED PROFESSIONAL DEVELOPMENT FOR EDUCATORS AT ALL STAGES OF THEIR CAREER AND ENHANCING VIEWS OF THE ASSOCIATION AS A VALUABLE AND RELEVANT RESOURCE IN FOSTERING EDUCATOR PROFESSIONAL QUALITY. WORK IN THIS OBJECTIVE INCLUDES DEVELOPING AND TESTING NEW PROFESSIONAL SUPPORTS IN COLLABORATION WITH MEMBERS AND AFFILIATES. IT ALSO SEEKS TO DEVELOP A SYSTEM TO TRACK INFORMATION ON AVAILABLE PROFESSIONAL DEVELOPMENT MODULES THAT HAVE BEEN DEVELOPED BY ASSOCIATION MEMBERS, AFFILIATES, OR PARTNER ORGANIZATIONS. FINALLY, THIS OBJECTIVE AIMS TO ENHANCE THE VALUE PLACED ON A QUALITY PROFESSIONALIZED EDUCATOR WORKFORCE AND TO VALIDATE THE ROLE AND RESPONSIBILITY OF THE ASSOCIATION IN CREATING A SYSTEM WHICH PROVIDES HIGH QUALITY ASSOCIATION-LED, MEMBER-DEVELOPED, AND CURATED PROFESSIONAL DEVELOPMENT. SECURING THE ENVIRONMENT TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES - THIS OBJECTIVE SEEKS TO USE ALL AVAILABLE MEANS, INCLUDING ORGANIZING, LEGAL, LEGISLATIVE, ELECTORAL, AND COLLECTIVE ACTION, TO SECURE THE ENVIRONMENT NECESSARY TO PROTECT THE RIGHTS OF STUDENTS AND EDUCATORS, AND THE FUTURE OF PUBLIC EDUCATION. WORK IN THIS OBJECTIVE INCLUDES SUPPORTING THE ASSOCIATION'S EFFORTS, IN PARTNERSHIP WITH AFFILIATES, TO PROTECT AND STRENGTHEN PUBLIC EDUCATION AND FURTHER FOSTERS THE ASSOCIATIONS' SOCIAL, RACIAL, AND ECONOMIC JUSTICE ADVOCACY COLLABORATION WITH PARTNERS. ADDITIONALLY, IN PARTNERSHIP WITH AFFILIATES AND OTHER PRO-PUBLIC AND PRO-LABOR COALITIONS, WORK TARGETS FEDERAL, STATE, AND LOCAL POLITICAL AND ISSUE CAMPAIGNS THAT INCREASE AND SECURE EDUCATOR INVOLVEMENT, PROMOTE EDUCATION OPPORTUNITY FOR ALL STUDENTS, AND SUPPORT THE ASSOCIATION'S PRO-PUBLIC EDUCATION AGENDA MESSAGE. FINALLY, WORK ENTAILS PROTECTING AND DEFENDING AGAINST LEGAL ATTACKS THAT WOULD DIMINISH THE RIGHTS OF STUDENTS, EDUCATORS, AND THE ASSOCIATION, INCLUDING, BUT NOT LIMITED TO, ADVICE, COUNSEL, COMPLIANCE ASSISTANCE, AND LITIGATION. ENHANCING ORGANIZATION CAPACITY - THIS OBJECTIVE SEEKS TO DEVELOP AND LEVERAGE THE COLLECTIVE ORGANIZATIONAL CAPACITY ACROSS THE ASSOCIATION THAT IS NECESSARY TO ADVANCE THE MISSION OF THE NEA AND ITS AFFILIATES, WITH PARTICULAR FOCUS ON ORGANIZING, TECHNOLOGY, FISCAL HEALTH, LEADERSHIP DEVELOPMENT, AND INTERNAL AND EXTERNAL PARTNERSHIPS. WORK IN THIS OBJECTIVE INCLUDES PARTNERING WITH STATE AND LOCAL AFFILIATES TO DEVELOP AND EXPAND THEIR ORGANIZING CAPACITY AND ENHANCE THEIR EFFECTIVENESS IN ORGANIZING, ADVOCATING FOR, ENGAGING, RECRUITING, AND RETAINING MEMBERSHIP, AS WELL AS DEVELOPING LEADERS. WORK ALSO INCLUDES EXAMINING TECHNOLOGICAL

Return Reference	Explanation
	RESOURCE AVAILABILITY THROUGHOUT THE ASSOCIATION AND WITHIN AFFILIATES, AND DEVELOP PLANS TO IMPROVE THE ASSOCIATION'S ABILITY TO GATHER AND ANALYZE DATA ABOUT THEIR MEMBERS, TO COMMUNICATE EFFECTIVELY, AND TO SUPPORT THEIR BUSINESS PRACTICES. ADDITIONALLY, THE ASSOCIATION, IN PARTNERSHIP WITH AFFILIATES, DESIGNS AND DELIVERS EFFECTIVE FINANCIAL TRAINING FOR STAFF, MANAGEMENT, AND LEADERS AT ALL LEVELS TO ACHIEVE FINANCIAL STABILITY AND SUSTAINABLE FISCAL HEALTH, AND IMPROVE THE EFFECTIVENESS OF ACCOUNTING AND OPERATING CONTROL. FURTHERMORE, WORK FOCUSES ON DEVELOPING AND ENHANCING MEMBERS' CAPACITY TO LEAD RELEVANT AND THRIVING ASSOCIATIONS AT NATIONAL, STATE, AND LOCAL LEVELS, AND MEASURABLY ADVANCE THE ORGANIZATION'S STRATEGIC OBJECTIVES BY EFFECTIVELY EXPANDING THE USE OF NEA'S LEADERSHIP COMPETENCY FRAMEWORK. FINALLY, WORK IN THIS AREA PURSUES TO IMPROVE THE ASSOCIATION'S ABILITY TO HAVE OPTIMAL IMPACT, REACH, AND INFLUENCE THROUGH ITS EXTERNAL PARTNERSHIPS AND TO DEVELOP AUTHENTIC AND MUTUALLY-REINFORCING PARTNERSHIPS WITH NEA AFFILIATES, COUNCILS, AND CONSTITUENCIES IN ORDER TO CO-CREATE AND ADVANCE A POWERFUL SHARED AGENDA AND REALIZE OUR FULLEST POTENTIAL AS AN ENTERPRISE. ENTERPRISE OPERATIONS - THE ONGOING FUNCTIONS ACROSS THE ENTERPRISE SUPPORT THE STRATEGIC OBJECTIVES, BUILD LASTING STRENGTH, AND SUSTAIN THE ORGANIZATIONAL INFRASTRUCTURE. NEA'S FACILITY SERVICES, HUMAN RESOURCES, COMMUNICATIONS, TECHNOLOGICAL TOOLS, LEGAL SERVICES, AND FINANCIAL MANAGEMENT RESIDE IN THIS AREA. THIS AREA ALSO HANDLES IMPROVEMENT AND INNOVATION INITIATIVES, STRATEGY DEVELOPMENT, WORKPLACE CULTURE INITIATIVES, FINANCIAL ANALYSES AND RISK MANAGEMENT, AND THE INTEGRATION AND LEVERAGING OF SYSTEMS AND TECHNOLOGY.
FORM 990, PART VI, SECTION A, LINE 6	NEA HAS THE FOLLOWING CATEGORIES OF MEMBERSHIP WITH VOTING RIGHTS: - ACTIVE MEMBERS: ENGAGED IN PROFESSIONAL EDUCATION EMPLOYMENT OR EMPLOYED IN EDUCATIONAL SUPPORT PROFESSIONAL POSITIONS - ACTIVE LIFE MEMBERS: INCLUDE PART-TIME, FULL-TIME AND SUBSTITUTE MEMBERS; THIS CATEGORY IS NO LONGER OFFERED (ENDED JULY 1973). THOSE IN THIS CATEGORY MADE A ONE-TIME PAYMENT FOR LIFETIME MEMBERSHIP. - RETIRED MEMBERS: INCLUDES ANNUAL AND RETIRED LIFE MEMBERS - STUDENT MEMBERS
FORM 990, PART VI, SECTION A, LINE 7A	NEA MEMBERS ELECT DELEGATES TO REPRESENT THE MEMBERSHIP AT THE NEA ANNUAL REPRESENTATIVE ASSEMBLY. REPRESENTATIVE ASSEMBLY DELEGATES ELECT NEA EXECUTIVE OFFICERS AND THE NEA EXECUTIVE COMMITTEE. MEMBERS OF THE NEA BOARD OF DIRECTORS CAN BE ELECTED BY A VOTE OF NEA MEMBERS OR BY DELEGATES TO THE NEA OR STATE REPRESENTATIVE ASSEMBLIES.
FORM 990, PART VI, SECTION A, LINE 7B	NEA DELEGATES ELECTED TO REPRESENT MEMBERS AT THE NEA ANNUAL REPRESENTATIVE ASSEMBLY VOTE ON ANY AMENDMENTS TO THE NEA CONSTITUTION, BYLAWS, STANDING RULES AND RESOLUTIONS AND APPROVE THE ANNUAL BUDGET.
FORM 990, PART VI, SECTION B, LINE 11B	NEA MANAGEMENT AND EXTERNAL TAX ADVISORS REVIEW THE 990 AND A COPY OF THE FINAL 990 IS PROVIDED TO ALL MEMBERS OF THE NEA EXECUTIVE COMMITTEE PRIOR TO FILING. THE FORM 990 IS ALSO MADE AVAILABLE TO THE BOARD OF DIRECTORS PRIOR TO FILING.
FORM 990, PART VI, SECTION B, LINE 12C	OFFICERS, DIRECTORS AND KEY EMPLOYEES ARE REQUIRED TO REPORT POTENTIAL CONFLICTS OF INTEREST WHENEVER THEY ARE AWARE OF SUCH. PROCEDURES ARE ALSO IN PLACE FOR OTHERS TO REPORT ON CONFLICTS OF INTEREST IF THEY BELIEVE THEY HAVE OCCURRED. ALL EMPLOYEES ARE NOTIFIED ANNUALLY OF THE CONFLICT OF INTEREST POLICY AND THEIR OBLIGATION TO REPORT. THE SECRETARY-TREASURER AND CFO SERVE AS THE NEA CONFLICT OF INTEREST OFFICERS AND RECEIVE AND REVIEW ALL REPORTED CONFLICTS OF INTEREST.
FORM 990, PART VI, SECTION C, LINE 19	THE NEA DOES NOT PROVIDE THESE DOCUMENTS TO THE GENERAL PUBLIC.
FORM 990, PART XI, LINE 9:	MISCELLANEOUS ROUNDING 1.
FORM 990, PART XII, LINE 2C:	THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

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SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Employer identification number

53-0115260

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)NEA PROPERTIES INC 1201 16TH ST NW SUITE 410 WASHINGTON, DC 20036 27-0591064	HOLDS TITLE TO REAL PROPERTY	IN	501(C)(2)		NATIONAL EDUCATION ASSOCIATION	Yes	
(2)NEA MEMBERS INSURANCE TRUST C/O NEA MBC 990 CLOPPER ROAD GAITHERSBURG, MD 208781356 52-1126682	PROVIDE EMPLOYEE WELFARE BENEFITS TO NEA MEMBERS AND THEIR DEPENDENTS	MD	501(C)(9)		NATIONAL EDUCATION ASSOCIATION		No
(3)NATIONAL EDUCATION ASSOCIATION AND AFFILIATE RETIREE HEALTH PLAN 1201 16TH ST NW SUITE 410 WASHINGTON, DC 20036 52-7073317	PROVIDE HEALTH BENEFITS TO RETIRED NEA EMPLOYEES	DC	501(C)(9)		NATIONAL EDUCATION ASSOCIATION		No

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	
(1) NEA 360 LLC 1201 16TH ST NW RM 410 WASHINGTON, DC 20036 47-3258537	CREATE MEMBERSHIP MANAGEMENT SYSTEM	DC	NATIONAL EDUCATION ASSOCIATION	RELATED	-8,005,849	7,029,569		No		Yes		66.670 %

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)NEA MEMBER BENEFITS 900 CLOPPER ROAD SUITE 300 GAITHERSBURG, MD 20878 52-0855767	ADMINISTERS BENEFITS, PROGRAMS & RESOURCES TO MEET NEA MEMBER NEEDS	DC	NATIONAL EDUCATION ASSOCIATION	C	5,886,436	60,153,313	100.000 %	Yes	
(2)NEA PROFESSIONAL SERVICES 900 CLOPPER ROAD SUITE 300 GAITHERSBURG, MD 20878 52-2297214	PROVIDES ADVERTISING	DE	NEA MEMBER BENEFITS CORPORATION	C			100.000 %	Yes	

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

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

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

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

1a

No

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

1b

No

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

1c

No

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

1d

No

e Loans or loan guarantees by related organization(s)

1e

No

f Dividends from related organization(s)

1f

No

g Sale of assets to related organization(s)

1g

No

h Purchase of assets from related organization(s)

1h

No

i Exchange of assets with related organization(s)

1i

No

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

1j

No

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

1k

No

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

1l

Yes

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

1m

No

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

1n

No

o Sharing of paid employees with related organization(s)

1o

No

p Reimbursement paid to related organization(s) for expenses

1p

No

q Reimbursement paid by related organization(s) for expenses

1q

Yes

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

1r

Yes

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

1s

No

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) NEA MEMBER BENEFITS	L	1,535,240	COST ALLOCATION
(2) NEA MEMBER BENEFITS	Q	1,576,011	ACTUAL EXPENSES REIMBURSED
(3) NEA 360 LLC	Q	238,671	ACTUAL EXPENSES REIMBURSED
(4) NEA AND AFFILIATE RETIREE HEALTH PLAN	R	7,500,000	CASH TRANSFERRED
(5) NEA 360 LLC	R	6,000,000	CASH TRANSFERRED
(6) NEA PROPERTIES INC	Q	36,857	ACTUAL EXPENSES REIMBURSED

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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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