

A For the 2024 calendar year, or tax year beginning 01-01-2024 , and ending 12-31-2024 B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending		C Name of organization INTERNATIONAL BROTHERHOOD OF TEAMSTERS Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 25 LOUISIANA AVE NW City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20001		D Employer identification number 53-0215427 E Telephone number (202) 624-6800 G Gross receipts \$ 519,860,418	
I Tax-exempt status: ☐ 501(c)(3) ☒ 501(c) (5) (insert no.) ☐ 4947(a)(1) or ☐ 527		F Name and address of principal officer: FRED ZUCKERMAN 25 LOUISIANA AVE NW WASHINGTON, DC 20001		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 0320	
J Website: WWW.TEAMSTER.ORG		K Form of organization: ☐ Corporation ☐ Trust ☒ Association ☐ Other		L Year of formation: 1903 M State of legal domicile: DC	

Part I	Summary
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Activities & Governance	1 Briefly describe the organization's mission or most significant activities: THE OBJECTS OF THIS INTERNATIONAL UNION ARE TO ORGANIZE UNDER ONE BANNER ALL WORKERS ENGAGED IN INDUSTRY; TO EDUCATE THEM TO COOPERATE IN EVERY MOVEMENT WHICH TENDS TO BENEFIT THE ORGANIZATION; AND TO IMPRESS UPON OUR MEMBERSHIP, EMPLOYERS, AND THE PUBLIC THAT IT IS TO THE ADVANTAGE OF ALL CONCERNED THAT WORKERS BE ORGANIZED. THE ORGANIZATION OF OUR INDUSTRY REQUIRES HONEST AND INTELLIGENT MEMBERSHIP, ADAPTED TO THE BUSINESS. WE TEACH OUR MEMBERSHIP THE ADVANTAGE, BENEFITS, AND IMPORTANCE OF THEIR INDUSTRIAL POSITION, AND WE ENDEAVOR TO BUILD-UP AND PERFECT A LABOR ORGANIZATION IN CONFORMITY WITH THE HIGHEST STANDARDS OF OUR AMERICAN AND CANADIAN CITIZENSHIP. WE SEEK TO ENSURE THAT THE CONTRIBUTIONS MADE BY OUR MEMBERS TO IMPROVE THEIR INDUSTRIES ARE RECOGNIZED AND THAT WORKERS RECEIVE THE BENEFITS DERIVED FROM THEIR LABORS IN THE FORM OF REASONABLE HOURS, FAIR WAGES, IMPROVED WORKING CONDITIONS, AND RESPECTFUL TREATMENT BY THEIR EMPLOYERS.																																												
	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	27																																										
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	0																																										
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	635																																										
	6 Total number of volunteers (estimate if necessary)	6	0																																										
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0																																										
	b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0																																										
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 65%;"></td> <td style="width: 15%; text-align: center;">Prior Year</td> <td style="width: 20%; text-align: center;">Current Year</td> </tr> <tr> <td style="padding: 5px;">8 Contributions and grants (Part VIII, line 1h)</td> <td style="text-align: right; padding: 5px;">4,344,773</td> <td style="text-align: right; padding: 5px;">3,577,793</td> </tr> <tr> <td style="padding: 5px;">9 Program service revenue (Part VIII, line 2g)</td> <td style="text-align: right; padding: 5px;">210,706,547</td> <td style="text-align: right; padding: 5px;">222,229,509</td> </tr> <tr> <td style="padding: 5px;">10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)</td> <td style="text-align: right; padding: 5px;">12,969,007</td> <td style="text-align: right; padding: 5px;">-2,264,080</td> </tr> <tr> <td style="padding: 5px;">11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)</td> <td style="text-align: right; padding: 5px;">170,689</td> <td style="text-align: right; padding: 5px;">234,679</td> </tr> <tr> <td style="padding: 5px;">12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)</td> <td style="text-align: right; padding: 5px;">228,191,016</td> <td style="text-align: right; padding: 5px;">223,777,901</td> </tr> <tr> <td style="padding: 5px;">13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)</td> <td style="text-align: right; padding: 5px;">1,024,122</td> <td style="text-align: right; padding: 5px;">936,462</td> </tr> <tr> <td style="padding: 5px;">14 Benefits paid to or for members (Part IX, column (A), line 4)</td> <td style="text-align: right; padding: 5px;">18,234,121</td> <td style="text-align: right; padding: 5px;">33,479,051</td> </tr> <tr> <td style="padding: 5px;">15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)</td> <td style="text-align: right; padding: 5px;">76,604,817</td> <td style="text-align: right; padding: 5px;">82,512,935</td> </tr> <tr> <td style="padding: 5px;">16a Professional fundraising fees (Part IX, column (A), line 11e)</td> <td style="text-align: right; padding: 5px;">0</td> <td style="text-align: right; padding: 5px;">0</td> </tr> <tr> <td style="padding: 5px;">b Total fundraising expenses (Part IX, column (D), line 25) 0</td> <td></td> <td></td> </tr> <tr> <td style="padding: 5px;">17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)</td> <td style="text-align: right; padding: 5px;">77,909,726</td> <td style="text-align: right; padding: 5px;">81,656,436</td> </tr> <tr> <td style="padding: 5px;">18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)</td> <td style="text-align: right; padding: 5px;">173,772,786</td> <td style="text-align: right; padding: 5px;">198,584,884</td> </tr> <tr> <td style="padding: 5px;">19 Revenue less expenses. Subtract line 18 from line 12</td> <td style="text-align: right; padding: 5px;">54,418,230</td> <td style="text-align: right; padding: 5px;">25,193,017</td> </tr> </table>				Prior Year	Current Year	8 Contributions and grants (Part VIII, line 1h)	4,344,773	3,577,793	9 Program service revenue (Part VIII, line 2g)	210,706,547	222,229,509	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	12,969,007	-2,264,080	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	170,689	234,679	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	228,191,016	223,777,901	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,024,122	936,462	14 Benefits paid to or for members (Part IX, column (A), line 4)	18,234,121	33,479,051	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	76,604,817	82,512,935	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0	b Total fundraising expenses (Part IX, column (D), line 25) 0			17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	77,909,726	81,656,436	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	173,772,786	198,584,884	19 Revenue less expenses. Subtract line 18 from line 12	54,418,230	25,193,017
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Net Assets or Fund Balances																																													

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 FRED ZUCKERMAN GENERAL SECRETARY-TREASURER			Date 2025-10-27	
	Type or print name and title				
	Print/Type preparer's name		Preparer's signature		Date 2025-10-27
Paid Preparer Use Only	Firm's name NOVAK FRANCELLA LLC			Check ☐ if self-employed	PTIN P00360279
	Firm's address 40 MONUMENT RD 5TH FLR BALA CYNWYD, PA 19004			Firm's EIN 61-1436956	
				Phone no. (610) 668-9400	

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** (2024)

Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

THE OBJECTIVES OF THIS INTERNATIONAL UNION ARE TO ORGANIZE UNDER ONE BANNER ALL WORKERS ENGAGED IN INDUSTRY; TO EDUCATE THEM TO COOPERATE IN EVERY MOVEMENT WHICH TENDS TO BENEFIT THE ORGANIZATION; AND TO IMPRESS UPON OUR MEMBERSHIP, EMPLOYERS, AND THE PUBLIC THAT IT IS TO THE ADVANTAGE OF ALL CONCERNED THAT WORKERS BE ORGANIZED. THE ORGANIZATION OF OUR INDUSTRY REQUIRES HONEST AND INTELLIGENT MEMBERSHIP, ADAPTED TO THE BUSINESS. WE TEACH OUR MEMBERSHIP THE ADVANTAGE, BENEFITS, AND IMPORTANCE OF THEIR INDUSTRIAL POSITION, AND WE ENDEAVOR TO BUILD-UP AND PERFECT A LABOR ORGANIZATION IN CONFORMITY WITH THE HIGHEST STANDARDS OF OUR AMERICAN AND CANADIAN CITIZENSHIP. WE SEEK TO ENSURE THAT THE CONTRIBUTIONS MADE BY OUR MEMBERS TO IMPROVE THEIR INDUSTRIES ARE RECOGNIZED AND THAT WORKERS RECEIVE THE BENEFITS DERIVED FROM THEIR LABORS IN THE FORM OF REASONABLE HOURS, FAIR WAGES, IMPROVED WORKING CONDITIONS, AND RESPECTFUL TREATMENT BY THEIR EMPLOYERS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ including grants of \$) (Revenue \$)
 INTERNATIONAL BROTHERHOOD OF TEAMSTERS-TO ORGANIZE ALL WORKERS AND SECURE IMPROVED WAGES, HOURS, WORKING CONDITIONS & OTHER
 ADVANTAGES THROUGH ORGANIZING & COLLECTIVE BARGAINING.

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 Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III 	5	Yes
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9	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	Yes
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 	15	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 II. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31	If "Yes," complete Schedule M. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	33	No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	No
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	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	4,639
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	

Part V		Statements Regarding Other IRS Filings and Tax Compliance (continued)						
2a		Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		2a	635			
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b		Yes		
3a		Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a			No	
b		If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b				
4a		At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		Yes		
b		If "Yes," enter the name of the foreign country: C A						
		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			No	
b		If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b				
7		Organizations that may receive deductible contributions under section 170(c).						
a		Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a				
b		If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b				
c		Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c				
d		If "Yes," indicate the number of Forms 8282 filed during the year		7d				
e		Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e				
f		Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f				
g		If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g				
h		If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h				
8		Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8				
9		Sponsoring organizations maintaining donor advised funds.						
a		Did the sponsoring organization make any taxable distributions under section 4966?		9a				
b		Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b				
10		Section 501(c)(7) organizations. Enter:						
a		Initiation fees and capital contributions included on Part VIII, line 12		10a				
b		Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b				
11		Section 501(c)(12) organizations. Enter:						
a		Gross income from members or shareholders		11a				
b		Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b				
12a		Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a				
b		If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b				
13		Section 501(c)(29) qualified nonprofit health insurance issuers.						
a		Is the organization licensed to issue qualified health plans in more than one state?		13a				
		Note. See the instructions for additional information the organization must report on Schedule O.						
b		Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b				
c		Enter the amount of reserves on hand		13c				
14a		Did the organization receive any payments for indoor tanning services during the tax year?		14a			No	
b		If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b				
15		Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15			No	
16		If the organization is a trust, did it file Form 4720, Schedule N, to report section 4968 excise tax on net investment income?		16			No	
		If "Yes," complete Form 4720, Schedule O.						
17		Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
		If "Yes," complete Form 6069.						

Part VI

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. 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.		
1b	Enter the number of voting members included in line 1a, above, who are independent		
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?		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?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?	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?	Yes	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	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		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?	Yes	
10b	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?	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	Yes	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	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?		
15a	The organization's CEO, Executive Director, or top management official		No
15b	Other officers or key employees of the organization		No
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		No
16b	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?		

Section C. Disclosure

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

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

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

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

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

INTERNATIONAL BROTHERHOOD OF TEAMSTERS 25 LOUISIANA AVE NW WASHINGTON, DC 20001 (202) 624-6800

Part VII

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

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

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

- 1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization’s tax year.
- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization’s **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) WILLIE FORD INTERNATIONAL TRUSTEE	35.00	X						94,304	161,371	77,936
(2) DANIEL KANE JR INTERNATIONAL TRUSTEE	35.00	X						93,935	151,250	102,629
(3) VINCENT PERRONE INTERNATIONAL TRUSTEE	35.00	X						93,917	156,028	91,236
(4) SEAN O'BRIEN GENERAL PRESIDENT	35.00			X				388,978	0	82,477
(5) FRED ZUCKERMAN GENERAL SECRETARY-TREASURE	35.00			X				348,605	0	54,823
(6) WILLIAM HAMILTON VICE PRESIDENT - EASTERN R	35.00			X				174,232	106,778	51,319
(7) JOHN PALMER IBT AT LARGE VICE PRESIDEN	35.00			X				113,673	0	36,431
(8) STANLEY J HENNESSY VICE PRESIDENT - CANADA	35.00			X				77,181	121,603	42,748
(9) CRAIG MCINNES VICE PRESIDENT - CANADA	35.00			X				75,276	161,774	33,994
(10) GREGORY FLOYD IBT AT LARGE VICE PRESIDEN	35.00			X				106,458	276,319	52,481
(11) FRANCOIS LAPORTE VICE PRESIDENT - CANADA	35.00			X				97,892	0	38,246
(12) CHARLES A JONES IBT AT LARGE - VICE PRESID	35.00			X				124,238	169,713	81,128
(13) JAMES AVRAL THOMPSON VICE PRESIDENT - CENTRAL R	35.00			X				108,643	132,950	34,326
(14) RICHARD D HICKS WESTERN REGION VICE - PRES	35.00			X				93,935	229,948	104,903
(15) DANIEL W AVELYN CENTRAL REGION VICE-PRESID	35.00			X				94,386	156,717	78,796
(16) BRENT TAYLOR SOUTHERN REGION VICE - PRE	35.00			X				93,801	127,860	32,787
(17) RICHARD TOM ERICKSON CENTRAL REGION VICE-PRESID	35.00			X				93,913	171,933	100,329

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) MARK DAVISON WESTERN REGION VICE - PRES	35.00			X				93,786	171,759	89,212
(19) CHRIS GRISWOLD IBT AT-LARGE VICE - PRESID	35.00			X				94,319	181,733	270,374
(20) THOR TEE JOHNSON SOUTHERN REGION VICE - PRE	35.00			X				93,786	194,818	32,787
(21) JOAN COREY IBT AT-LARGE VICE - PRESID	35.00			X				95,542	147,240	89,037
(22) JUAN CARLOS CAMPOS IBT AT-LARGE VICE - PRESID	35.00			X				93,758	201,433	99,555
(23) PETER LEE FINN WESTERN REGION VICE - PRES	35.00			X				93,638	195,963	113,406
(24) ROCCO JAMES CALO EASTERN REGION VICE - PRES	35.00			X				93,786	227,088	90,930
(25) JAMES WRIGHT IBT AT-LARGE VICE - PRESID	35.00			X				93,758	168,844	34,287
(26) MATTHEW TAIBI EASTERN REGION VICE - PRES	35.00			X				93,586	159,158	101,164
(27) LINDSAY ELIZABETH DOUGHTERY WESTERN REGION VICE - PRES	35.00			X				8,009	250,214	123,714
(28) BRET CALDWELL DEPUTY CHIEF OF STAFF	35.00				X			231,457	0	55,838
(29) CHRISTOPHER ROSELL DEPARTMENT DIRECTOR	35.00				X			237,065	6,000	60,917
(30) COLLEEN BRADY DEPARTMENT DIRECTOR	35.00				X			316,697	0	59,950
(31) CLINT AYRES WATCH ENGINEER	35.00				X			272,014	0	36,258
(32) WILLIAM L PETTY DEPARTMENT DIRECTOR	35.00				X			233,546	0	55,155
(33) LISA PAU STAFF ATTORNEY	35.00				X			228,682	0	58,012
(34) KELLY HEMPLE ADMIN ASSISTANT & SPECIAL	35.00				X			216,603	0	50,851
(35) SCOTT HILTON ASST TO THE GST	35.00				X			232,993	0	50,480
(36) ROBERT COLONE EXE ASST& COUNSEL TO THE G	35.00				X			330,042	0	54,887
(37) BRIAN RAINVILLE EXEC ASST TO THE GP	35.00				X			268,775	0	54,823
(38) CASEY SEAN EMORY ASSISTANT CHIEF ENGINEER	35.00				X			264,115	0	42,047
(39) MICHAEL CAPUTY DEPARTMENT DIRECTOR	35.00				X			210,106	0	49,692
(40) DANIEL F RISTEEN FIELD SERVICES DIRECTOR	35.00				X			205,488	0	47,809
(41) SHAWN ELLIS TRAINING COORDINATOR CENTRAL REGION	35.00				X			292,664	0	70,975
(42) BRIAN HAIRFIELD INTERNATIONAL AUDITOR	35.00				X			206,152	0	24,364
(43) LOUIS S BANIECKI INTERNATIONAL AUDITOR	35.00				X			205,195	0	46,444
(44) LETICIA ZIVALICH INTERNATIONAL REPRESENTATIVE	35.00				X			285,263	0	42,981
(45) GREGORY UNTERSEHER MANAGER OF PILOT REPRESENT	35.00				X			254,197	30,769	77,328
(46) KARA ELIZABETH DENIZ ASSISTANT DIRECTOR	35.00				X			207,192	0	27,410
(47) MICHAEL KRAHLING WATCH ENGINEER	35.00				X			204,942	0	40,229
(48) ARMANDO SOLA FARIAS INTERNATIONAL AUDITOR	35.00					X		203,276	0	46,700
(49) JOSEPH POLO INTERNATIONAL AUDITOR	35.00					X		204,948	0	46,444
(50) JOHN FRANCIS LENNOX INTERNATIONAL AUDITOR	35.00					X		204,155	0	46,700
(51) RENEE PESCI INTERNATIONAL AUDITOR	35.00					X		203,659	0	46,444
(52) FRANCIS PATRICK HUGHES CHIEF INVESTIGATOR	35.00					X		204,832	0	49,107
(53) KEVIN MOORE INTERNATIONAL TRUSTEE (P)	35.00						X	175,204	152,225	88,228
(54) ROBERT KOPYSTYNSKY VICE PRES- CENTRAL R (P)	35.00						X	107,657	0	47,075
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A . . .										
d Total (add lines 1b and 1c)							9,334,254	4,211,488	3,518,203	

2

Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 214

3

Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*

3

Yes

4

For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? *If "Yes," complete Schedule J for such individual*

4

Yes

5

Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization?*If "Yes," complete Schedule J for such person*

5

No

Section B. Independent Contractors

1

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

(A) Name and business address	(B) Description of services	(C) Compensation
HERZFELD SUETHOLZ GASTEL LENISKI AND WAL 223 ROSA PARK AVE SUITE 300 NASHVILLE, TN 37203	LEGAL SERVICES	1,667,362
NIXON PEABODY LLP 1300 CLINTON SQUARE NEW YORK, NY 10087	LEGAL SERVICES	1,492,670
BERLINROSEN LTD 5 MAIDEN LANE SUTE 1600 NEW YORK, NY 10038	PROFESSIONAL SERVICES	1,466,420
BUSH GOTTLIEB A LAW CORPORATION 801 NORTH BRAND BLVD SUITE 950 GLENDALE, CA 91203	LEGAL SERVICES	1,290,474
FEINBERG DUMONT & BRENNAN 177 MILK STREET SUITE 300 BOSTON, MA 02109	LEGAL SERVICES	1,282,534
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 48		

Form 990 (2024)

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 OtherAmt Similar Amounts	1a Federated campaigns . .		1a	
	b Membership dues . .		1b	
	c Fundraising events . .		1c	
	d Related organizations		1d	
	e Government grants (contributions)		1e 3,577,793	
	f All other contributions, gifts, grants, and similar amounts not included above		1f	
	g Noncash contributions included in lines 1a - 1f:\$		1g	
	h Total. Add lines 1a-1f			3,577,793

Program Service Revenue	2a PER CAPITA TAXES AND I	Business Code				
		900099	222,229,509	222,229,509		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
	g Total. Add lines 2a-2f.	222,229,509				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		15,709,722			15,709,722
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties		179,578			179,578
	6a Gross rents	(i) Real	(ii) Personal			
		6a				
		b Less: rental expenses	6b			
	c Rental income or (loss)	6c				
	d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
		7a	278,077,11831,597			
		b Less: cost or other basis and sales expenses	7b			
	c Gain or (loss)	7c	-17,972,200-1,602			
	d Net gain or (loss)		-17,973,802			-17,973,802
	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	13,948			
		b Less: cost of goods sold	10b			
	c Net income or (loss) from sales of inventory . .		13,948			13,948

OtherRevenueMiscAmt	11a OTHER	Business Code				
		900099	41,153			41,153
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		41,153			
	12 Total revenue. See instructions		223,777,901	222,229,509	0	-2,029,401

Part IX

Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	918,677			
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.	17,785			
4 Benefits paid to or for members	33,479,051			
5 Compensation of current officers, directors, trustees, and key employees	9,958,927			
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	42,069,115			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	5,929,465			
9 Other employee benefits	20,193,177			
10 Payroll taxes	4,362,251			
11 Fees for services (non-employees):				
a Management				
b Legal	9,511,466			
c Accounting	247,419			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	300,131			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	12,885,512			
12 Advertising and promotion	1,854,129			
13 Office expenses	6,669,336			
14 Information technology	4,920,700			
15 Royalties				
16 Occupancy	2,250,134			
17 Travel	14,737,709			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,421,469			
20 Interest	23,607			
21 Payments to affiliates	9,939,695			
22 Depreciation, depletion, and amortization	2,287,286			
23 Insurance	1,015,747			
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 REIMBURSED SALARIES	8,803,461			
b REIMBURSED BENEFITS	3,646,919			
c TAXES-SALES, PERSONAL P	1,130,641			
d SUBSCRIPTIONS	360,795			
e All other expenses	-349,720			
25 Total functional expenses. Add lines 1 through 24e	198,584,884			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

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

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		-2,794,649	1	-3,074,318	
	2	Savings and temporary cash investments		87,346,825	2	68,948,752	
	3	Pledges and grants receivable, net		230,031	3	327,033	
	4	Accounts receivable, net		23,978,908	4	22,160,199	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use		452,951	8	375,062	
	9	Prepaid expenses and deferred charges		1,786,398	9	1,334,553	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	84,633,648			
	b	Less: accumulated depreciation	10b	49,582,448	35,717,645	10c	35,051,200
	11	Investments—publicly traded securities		14,994,281	11	12,005,680	
	12	Investments—other securities. See Part IV, line 11		371,942,714	12	465,792,086	
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets		892,485	14	1,846,666	
	15	Other assets. See Part IV, line 11		552,794	15	4,581,842	
16	Total assets: Add lines 1 through 15 (must equal line 33)		535,100,383	16	609,348,755		
Liabilities	17	Accounts payable and accrued expenses		24,624,168	17	28,094,505	
	18	Grants payable			18		
	19	Deferred revenue			19		
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, 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		11,883,733	25	2,552,026	
	26	Total liabilities. Add lines 17 through 25		36,507,901	26	30,646,531	
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		498,592,482	27	578,702,224	
	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		498,592,482	32	578,702,224	
	33	Total liabilities and net assets/fund balances		535,100,383	33	609,348,755	

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	223,777,901
2	Total expenses (must equal Part IX, column (A), line 25)	2	198,584,884
3	Revenue less expenses. Subtract line 2 from line 1	3	25,193,017
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	498,592,482
5	Net unrealized gains (losses) on investments	5	50,341,010
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	4,575,715
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	578,702,224

Part XII

Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	Yes	
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.	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Schedule B (Form 990) (Rev. January 2025) 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
	Name of the organization INTERNATIONAL BROTHERHOOD OF TEAMSTERS	Employer identification number 53-0215427

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).

Name of organization INTERNATIONAL BROTHERHOOD OF TEAMSTERS	Employer identification number 53-0215427
--	--

Part I

Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(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.)

Name of organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

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 INTERNATIONAL BROTHERHOOD OF TEAMSTERS	Employer identification number 53-0215427
--	--

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	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(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 INTERNATIONAL BROTHERHOOD OF TEAMSTERS	Employer identification number 53-0215427
--	--

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

Part II-A

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

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

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

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(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).	2a	
a	Current year	2b	
b	Carryover from last year	2c	
c	Total	3	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .		
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:	DURING THE YEAR IBT MEMBERS AND EMPLOYEES WERE PRESENT AT VARIOUS POLITICAL RALLIES TO SUPPORT VARIOUS CANDIDATES RUNNING FOR POLITICAL OFFICE. THE IBT HAS TWO SEPARATE DEPARTMENTS ASSOCIATED WITH POLITICAL ACTIVITY. THE DEPARTMENT OF FEDERAL LEGISLATION AND REGULATION AND THE DEPARTMENT OF POLITICAL AND LEGISLATIVE ACTION. EMPLOYEES IN BOTH DEPARTMENTS SPEND 75.00% OF THEIR WORK TIME ON POLITICAL ACTIVITIES. APPROXIMATELY 2.00% OF THE IBT OFFICERS WORK TIME IS SPENT ON POLITICAL ACTIVITIES AND APPROXIMATELY 3.00% OF THE IBT EMPLOYEES WORK TIME IS SPENT ON POLITICAL ACTIVITIES.

Additional Data

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Software ID:

Software Version:

Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?

☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

☐ Yes ☐ No

Part II

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

Part III

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

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

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

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

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

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

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

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

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

☐

Part V Endowment Funds.

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

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

2

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

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

c

Term endowment ▶

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

3a

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

(i) Unrelated organizations

(ii) Related organizations

b

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

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

4

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		794,117		794,117
b Buildings		61,774,922	30,316,430	31,458,492
c Leasehold improvements				
d Equipment		224,829	173,261	51,568
e Other		21,839,780	19,092,757	2,747,023
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				35,051,200

Schedule D (Form 990) (Rev. 1-2025)

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) COMMON COLLECTIVE TRUST	249,508,321	F
(B) JP MORGAN CORE BOND FUND CLASS R6	95,560,977	F
(C) PIMCO INCOME FUND INSTITUTIONAL	64,550,746	F
(D) ABS DIRECT EQUITY FUND	13,569,335	F
(E) NEUBERGER BERMAN STRATEGIC MULTI-SECTOR FIXED INCOME FUND	42,602,707	F
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	465,792,086	

Part VIII

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
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	
ACCRUED POSTRETIREMENT BENEFITS COSTS	705,360
LEASE OBLIGATIONS	1,846,666
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	2,552,026
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 ☒	

Schedule D (Form 990) (Rev. 1-2025)

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:	ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRE MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE INTERNATIONAL UNION AND RECOGNIZE A TAX LIABILITY IF THE INTERNATIONAL UNION HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE U.S. FEDERAL, STATE, OR LOCAL TAXING AUTHORITIES. THE INTERNATIONAL UNION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS. TYPICALLY, TAX YEARS WILL REMAIN OPEN FOR THREE YEARS, HOWEVER THIS MAY DIFFER DEPENDING UPON THE CIRCUMSTANCES OF THE INTERNATIONAL UNION.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

SCHEDULE F
(Form 990)
(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Employer identification number
53-0215427

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 assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☐ Yes ☒ No
- 2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3 Activites per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

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

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)			EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	CONTRIBUTION	17,785		0		
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

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

3 Enter total number of other organizations or entities

Part III

Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

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

Part IV Foreign Forms

- 1

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

☐ Yes

☒ No
- 2

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

☐ Yes

☒ No
- 3

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

☐ Yes

☒ No
- 4

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

☐ Yes

☒ No
- 5

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

☐ Yes

☒ No
- 6

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

☐ Yes

☒ No

Supplemental Information

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

[illegible]

Additional Data

Software ID:

Software Version:

Schedule I
(Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

Part I

General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) AEROSPACE MAINTENACE COUNCIL INC 72 AUBURN ST SAUGUS,MA 01906	46-4733307	501(C)(3)	8,000	0			FINANCIAL SUPPORT
(2) BIG SISTERS ASSOCIATION OF GREATER BOSTON 20 PARK PLAZA STE 1420 BOSTON,MA 02116	04-2150651	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(3) CHILDREN'S HOME SOCIETY OF WEST VIRGINIA 1422 KANAWHA BOULEVARD CHARLESTOWN,WV 25330	55-0360199	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(4) DANA-FARBER CANCER INSTITUTE INC (FALMOUTH ROAD RACE INC) 450 BROOKLINE AVE BP418 BOSTON,MA 02215	04-2263040	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(5) GREG HILL FOUNDATION 800 WEST CUMMINGS PARK WOBURN,MA 01801	27-2822487	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(6) GOOD JOBS FIRST 1616 P STREET NW STE 210 WASHINGTON,DC 20036	82-0542649	501(C)(3)	20,000	0			FINANCIAL SUPPORT
(7) JOBS WITH JUSTICE 1616 P STREET NW SUITE 150 WASHINGTON,DC 20036	45-0518844	501(C)(4)	33,000	0			FINANCIAL SUPPORT
(8) LIGHT FOUNDATION 1 MERCHANT STREET SHARON,MA 02067	56-2311765	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(9) MALDEN CATHOLIC 99 CRYSTAL ST MALDEN,MA 02148	04-2393983	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(10) MARTORANA STRONG 33 CANCER FOUNDATION 10 PATTEN KENNEBUNK,ME 04043	85-3699559	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(11) MOTION PICTURE & TELEVISION FUND 23388 MULHOLLAND DRIVE M/S WOODLAND HILLS,C A 91364	95-1652916	501(C)(3)	110,826	0			FINANCIAL SUPPORT
(12) NATIONAL MAINTENANCE AGREEMENT LABOR-MANAGEMENT POLICY COMMITTEE 1501 LEE HIGHWAY STE 202 ARLINGTON,V A 22209	52-1289622	501(C)(6)	5,500	0			FINANCIAL SUPPORT
(13) NORTH AMERICA'S	53-0025755	501(C)(5)	8,500	0			FINANCIAL SUPPORT

BUILDING TRADES UNIONS AFL-CIO 815 16TH ST NW WASHINGTON,DC 20006						
(14) PAN- MASSACHUSETTS CHALLENGE INC 77 FOURTH AVE NEEDHAM,MA 02494	04-2746912	501(C)(3)	10,000	0		FINANCIAL SUPPORT
(15) PEGGY BROWING FUND 100 S BROAD ST STE 1218 PHILADELPHIA,PA 19102	23-2887086	501(C)(3)	11,000	0		FINANCIAL SUPPORT
(16) PRINCE GEORGE'S COUNTY CRIME SOLVERS INC 8801 POLICE PLAZA UPPER MARLBORO,MD 20772	52-1165680	501(C)(3)	10,000	0		FINANCIAL SUPPORT
(17) TEAMSTERS JOINT COUNCIL 42 981 CORPORATE CENTER DRIVE PAMONA,CA 91768	95-0884084	501(C)(5)	20,000	0		FINANCIAL SUPPORT
(18) TEAMSTERS LOCAL 25 AUTISM FUND INC 544 MAIN ST BOSTON,MA 02129	87-0807208	501(C)(3)	10,000	0		FINANCIAL SUPPORT
(19) TEAMSTERS LOCAL UNION 509 2604 FISH HATCHERY ROAD WEST COLUMBIA,SC 29712	57-0315637	501(C)(5)	250,000	0		FINANCIAL SUPPORT
(20) TEAMSTERS LOCAL 554 4349 SOUTH 90TH STREET OMAHA,NE 68127	47-0199110	501(C)(5)	7,500	0		FINANCIAL SUPPORT
(21) TEAMSTERS NATIONAL BLACK CAUCUS PO BOX 16707 MEMPHIS,TN 38186	35-1827988	501(C)(10)	10,000	0		FINANCIAL SUPPORT
(22) TEAMSTERS LOCAL 61 45 SARDIS RD ASHEVILLE,NC 28806	56-0659639	501(C)(5)	50,000	0		FINANCIAL SUPPORT
(23) THOMAS R O'DONNELL SCHOLARSHIP FUND 817 OLD CUTTERMILL RD GREAT NECK,NY 11021	45-4635365	501(C)(3)	25,000	0		FINANCIAL SUPPORT
(24) WORKER SOLIDARITY & DEFENSE FOUNDATION 18 W MERCER ST SEATTLE,WA 98119	99-4546917	501(C)(3)	250,000	0		FINANCIAL SUPPORT

2

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

16

3

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

8

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:	DOCUMENTATION IS MAINTAINED TO SUBSTANTIATE THE AMOUNT OF THE GRANT OR ASSISTANCE AND ANY GRANT IN EXCESS OF \$25,000 REQUIRES EXECUTIVE BOARD APPROVAL.

Additional Data

Return to Form

Software ID:
Software Version:

Schedule J
(Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

Part I

Questions Regarding Compensation

	Yes	No
1a		
☒ 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	Yes	
2	Yes	
3		
4		
a		No
b		No
c		No
5		
a		
b		
6		
a		
b		
7		
8		
9		

Part II

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

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 CHRIS GRISWOLD IBT AT-LARGE VICE - PRESID	(i)	86,328	0	7,991	12,207	20,580	127,106	0
	(ii)	176,859	0	4,874	180,764	56,823	419,320	0
2 SEAN O'BRIEN GENERAL PRESIDENT	(i)	258,983	0	129,995	36,620	45,857	471,455	0
	(ii)	0	0	0	0	0	0	0
3 GREGORY FLOYD IBT AT LARGE VICE PRESIDEN	(i)	97,892	0	8,566	13,842	20,580	140,880	0
	(ii)	263,190	0	13,129	0	18,059	294,378	0
4 RICHARD D HICKS WESTERN REGION VICE - PRES	(i)	86,327	0	7,608	12,207	20,580	126,722	0
	(ii)	212,433	2,197	15,318	45,171	26,945	302,064	0
5 KEVIN MOORE INTERNATIONAL TRUSTEE (P)	(i)	133,768	0	41,436	18,915	21,830	215,949	0
	(ii)	148,162	0	4,063	0	47,483	199,708	0
6 ROCCO JAMES CALO EASTERN REGION VICE - PRES	(i)	86,327	0	7,459	12,207	20,580	126,573	0
	(ii)	222,098	0	4,990	27,179	30,964	285,231	0
7 FRED ZUCKERMAN GENERAL SECRETARY-TREASURE	(i)	230,207	0	118,398	32,551	22,272	403,428	0
	(ii)	0	0	0	0	0	0	0
8 PETER LEE FINN WESTERN REGION VICE - PRES	(i)	86,328	0	7,310	12,207	20,580	126,425	0
	(ii)	171,220	0	24,743	39,199	41,420	276,582	0
9 JUAN CARLOS CAMPOS IBT AT-LARGE VICE - PRESID	(i)	86,327	0	7,431	12,207	20,580	126,545	0
	(ii)	182,233	0	19,200	41,382	25,386	268,201	0
10 ROBERT COLONE EXE ASST& COUNSEL TO THE G	(i)	230,207	0	99,835	32,551	22,336	384,929	0
	(ii)	0	0	0	0	0	0	0
11 LINDSAY ELIZABETH DOUGHTERY WESTERN REGION VICE - PRES	(i)	7,311	0	698	1,034	20,580	29,623	0
	(ii)	249,901	0	313	79,498	22,602	352,314	0
12 COLLEEN BRADY DEPARTMENT DIRECTOR	(i)	94,571	207,200	14,926	13,372	46,578	376,647	0
	(ii)	0	0	0	0	0	0	0
13 CHARLES A JONES IBT AT LARGE - VICE PRESID	(i)	111,712	0	12,526	15,796	20,580	160,614	0
	(ii)	148,046	0	21,667	17,576	27,176	214,465	0
14 RICHARD TOM ERICKSON CENTRAL REGION VICE-PRESID	(i)	86,327	0	7,586	12,207	20,580	126,700	0
	(ii)	147,726	0	24,207	44,000	23,542	239,475	0
15 SHAWN ELLIS TRAINING COORDINATOR CENTRAL REGION	(i)	109,143	145,863	37,658	15,432	55,543	363,639	0
	(ii)	0	0	0	0	0	0	0
16 GREGORY UNTERSEHER MANAGER OF PILOT REPRESENT	(i)	238,668	0	15,529	33,748	20,580	308,525	0
	(ii)	30,769	0	0	23,000	0	53,769	0
17 MARK DAVISON WESTERN REGION VICE - PRES	(i)	86,327	0	7,459	12,207	20,580	126,573	0
	(ii)	171,759	0	0	27,414	29,011	228,184	0
18 MATTHEW TAIBI EASTERN REGION VICE - PRES	(i)	86,328	0	7,258	12,207	20,580	126,373	0
	(ii)	146,078	0	13,080	42,598	25,779	227,535	0
19 DANIEL KANE JR INTERNATIONAL TRUSTEE	(i)	86,327	0	7,608	12,207	20,580	126,722	0
	(ii)	151,250	0	0	49,131	20,711	221,092	0
20 VINCENT PERRONE INTERNATIONAL TRUSTEE	(i)	86,327	0	7,590	12,207	20,580	126,704	0
	(ii)	141,628	0	14,400	31,331	27,118	214,477	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
21 WILLIE FORD INTERNATIONAL TRUSTEE	(i)	86,328	0	7,976	12,207	20,580	127,091	0
	(ii)	152,366	0	9,005	17,888	- 27,261	- 206,520	0
22 WILLIAM HAMILTON VICE PRESIDENT - EASTERN R	(i)	157,391	0	16,841	22,255	826	197,313	0
	(ii)	85,978	0	20,800	0	- 28,238	- 135,016	0
23 JOAN COREY IBT AT-LARGE VICE - PRESID	(i)	86,327	0	9,215	12,207	20,900	128,649	0
	(ii)	147,240	0	0	0	- 55,930	- 203,170	0
24 DANIEL W AVELYN CENTRAL REGION VICE-PRESID	(i)	86,327	0	8,059	12,207	20,580	127,173	0
	(ii)	120,294	14,507	21,916	44,053	- 1,956	- 202,726	0
25 LETICIA ZIVALICH INTERNATIONAL REPRESENTATIVE	(i)	159,943	103,852	21,468	22,616	20,365	328,244	0
	(ii)	0	0	0	0	- 0	- 0	0
26 BRIAN RAINVILLE EXEC ASST TO THE GP	(i)	230,206	0	38,569	32,551	22,272	323,598	0
	(ii)	0	0	0	0	- 0	- 0	0
27 THOR TEE JOHNSON SOUTHERN REGION VICE - PRE	(i)	86,327	0	7,459	12,207	20,580	126,573	0
	(ii)	169,730	0	25,088	0	- 0	- 194,818	0
28 CLINT AYRES WATCH ENGINEER	(i)	256,420	0	15,594	36,258	0	308,272	0
	(ii)	0	0	0	0	- 0	- 0	0
29 CASEY SEAN EMORY ASSISTANT CHIEF ENGINEER	(i)	138,040	0	126,075	19,519	22,528	306,162	0
	(ii)	0	0	0	0	- 0	- 0	0
30 CHRISTOPHER ROSELL DEPARTMENT DIRECTOR	(i)	207,050	0	30,015	29,277	22,400	288,742	0
	(ii)	6,000	0	0	9,240	- 0	- 15,240	0
31 JAMES WRIGHT IBT AT-LARGE VICE - PRESID	(i)	86,327	0	7,431	12,207	22,080	128,045	0
	(ii)	155,844	0	13,000	0	- 0	- 168,844	0
32 WILLIAM L PETTY DEPARTMENT DIRECTOR	(i)	220,584	0	12,962	31,191	23,964	288,701	0
	(ii)	0	0	0	0	- 0	- 0	0
33 BRET CALDWELL DEPUTY CHIEF OF STAFF	(i)	217,171	0	14,286	30,708	25,130	287,295	0
	(ii)	0	0	0	0	- 0	- 0	0
34 LISA PAU STAFF ATTORNEY	(i)	205,850	0	22,832	29,107	28,905	286,694	0
	(ii)	0	0	0	0	- 0	- 0	0
35 SCOTT HILTON ASST TO THE GST	(i)	199,037	0	33,956	28,144	22,336	283,473	0
	(ii)	0	0	0	0	- 0	- 0	0
36 JAMES AVRAL THOMPSON VICE PRESIDENT - CENTRAL R	(i)	97,212	0	11,431	13,746	20,580	142,969	0
	(ii)	121,448	0	11,502	0	- 0	- 132,950	0
37 CRAIG MCINNES VICE PRESIDENT - CANADA	(i)	75,276	0	0	10,644	23,350	109,270	0
	(ii)	145,292	0	16,482	0	- 0	- 161,774	0
38 KELLY HEMPLE ADMIN ASSISTANT & SPECIAL	(i)	201,213	0	15,390	28,451	22,400	267,454	0
	(ii)	0	0	0	0	- 0	- 0	0
39 MICHAEL CAPUTY DEPARTMENT DIRECTOR	(i)	195,273	0	14,833	27,612	22,080	259,798	0
	(ii)	0	0	0	0	- 0	- 0	0
40 BRENT TAYLOR SOUTHERN REGION VICE - PRE	(i)	86,328	7,473	0	12,207	20,580	126,588	0
	(ii)	127,860	0	0	0	- 0	- 127,860	0
41 FRANCIS PATRICK HUGHES CHIEF INVESTIGATOR	(i)	189,849	0	14,983	26,845	22,262	253,939	0
	(ii)	0	0	0	0	- 0	- 0	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
42 DANIEL F RISTEEN FIELD SERVICES DIRECTOR	(i)	189,849	0	15,639	26,845	20,964	253,297	0
	(ii)	0	0	0	0	- 0	- 0	0
43 LOUIS S BANIECKI INTERNATIONAL AUDITOR	(i)	172,305	0	32,890	24,364	22,080	251,639	0
	(ii)	0	0	0	0	- 0	- 0	0
44 JOSEPH POLO INTERNATIONAL AUDITOR	(i)	172,305	0	32,643	24,364	22,080	251,392	0
	(ii)	0	0	0	0	- 0	- 0	0
45 JOHN FRANCIS LENNOX INTERNATIONAL AUDITOR	(i)	172,305	0	31,850	24,364	22,336	250,855	0
	(ii)	0	0	0	0	- 0	- 0	0
46 RENEE PESCI INTERNATIONAL AUDITOR	(i)	172,305	0	31,354	24,364	22,080	250,103	0
	(ii)	0	0	0	0	- 0	- 0	0
47 ARMANDO SOLA FARIAS INTERNATIONAL AUDITOR	(i)	172,305	0	30,971	24,364	22,336	249,976	0
	(ii)	0	0	0	0	- 0	- 0	0
48 MICHAEL KRAHLING WATCH ENGINEER	(i)	128,353	0	76,589	18,149	22,080	245,171	0
	(ii)	0	0	0	0	- 0	- 0	0
49 STANLEY J HENNESSY VICE PRESIDENT - CANADA	(i)	75,276	0	1,905	10,644	21,353	109,178	0
	(ii)	100,661	1,937	19,005	0	- 10,751	- 132,354	0
50 KARA ELIZABETH DENIZ ASSISTANT DIRECTOR	(i)	193,844	0	13,348	27,410	0	234,602	0
	(ii)	0	0	0	0	- 0	- 0	0
51 BRIAN HAIRFIELD INTERNATIONAL AUDITOR	(i)	172,305	0	33,847	24,364	0	230,516	0
	(ii)	0	0	0	0	- 0	- 0	0
52 ROBERT KOPYSTYNSKY VICE PRES- CENTRAL R (P)	(i)	95,509	0	12,148	13,505	33,570	154,732	0
	(ii)	0	0	0	0	- 0	- 0	0
53 JOHN PALMER IBT AT LARGE VICE PRESIDEN	(i)	101,491	0	12,182	14,351	22,080	150,104	0
	(ii)	0	0	0	0	- 0	- 0	0

Part III **Supplemental Information**

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

Return Reference	Explanation
PART I, LINE 1A	THE GENERAL PRESIDENT, THE GENERAL SECRETARY-TREASURER, THE EXECUTIVE ASSISTANT & COUNSEL TO THE GST AND THE EXECUTIVE ASSISTANT TO THE GP ARE PROVIDED HOUSING, THE FAIR VALUE IS INCLUDED ON THEIR W-2. EMPLOYEES RECEIVE A FICA MATCH WHICH IS A GROSS-UP PAYMENT INCLUDED ON THEIR W-2.

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SCHEDULE R (Form 990) (Rev. January 2025) 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 Open to Public Inspection					
Name of the organization INTERNATIONAL BROTHERHOOD OF TEAMSTERS		Employer identification number 53-0215427					
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)THE COMMITTEE FOR DEMOREPINDEPENDENT VOTER EDUCATION (DRIVE) 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 53-0261255	POLITICAL ACTION COMMITTEE	DC	SECTION 527				No
(2)THE TEAMSTER AFFILIATES PENSION PLAN 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 52-6128127	PENSION FUND	DC	401(A)/501(A)				No
(3)RETIREMENT AND FAMILY PROTECTION PLAN 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 53-0215427	PENSION FUND	DC	401(A)/501(A)				No
(4)TEAMSTERS NATIONAL 401(K) SAVINGS PLAN 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 52-1967784	PENSION FUND	DC	401(A)/501(A)				No
(5)INTERNATIONAL BROTHERHOOD OF TEAMSTERS VOLUNTARY EMPLOYEE BENEFITS TRUST 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 01-6196051	VEBA TRUST	DC	501(C)(9)				No
(6)TEAMSTER DISASTER RELIEF FUND 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 52-1790540	CHARITABLE RELIEF FUND	DC	501(C)(3)	170(B)(1)(A)(VI)			No
(7)INTERNATIONAL BROTHERHOOD OF TEAMSTERS SUPPLEMENTAL BENEFITS TRUST 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 20-0412571	SUPPLEMENTAL BENEFITS TRUST	DC	501(C)(5)				No
(8)TEAMSTERS EDUCATION AND MOBILIZATION FUND 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 26-2912925	POLITICAL ACTION COMMITTEE	DC	SECTION 527				No
(9)TEAMSTERS LEGAL DEFENSE TRUST 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 26-3361356	LEGAL DEFENSE FUND	DC	501(C)(9)				No
(10)TEAMSTER FLORIDA CCE 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 27-0765573	POLITICAL ACTION COMMITTEE	FL	SECTION 527				No
(11)INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 88-2958574	CHARITABLE SCHOLARSHIP FUND	DC	501(C)(3)	LINE 10			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	

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)TEAMSTERS NATIONAL HEADQUARTERS BUILDING CORPORATION 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 53-0226398	BUILDING CORPORATION	DC	INTERNATIONAL BROTHERHOOD OF TEAMSTERS	C			100.000 %		No

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

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

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

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

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

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

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

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

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

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

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

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

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

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

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

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

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.

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l		No
1m		No
1n	Yes	
1o	Yes	
1p		No
1q	Yes	
1r		No
1s		No

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)INTERNATIONAL BROTHERHOOD OF TEAMSTERS VOLUNTARY EMPLOYEE BENEFITS TRUST	Q	94,747	FMV
(2)INTERNATIONAL BROTHERHOOD OF TEAMSTERS SUPPLEMENTAL BENEFITS TRUST	Q	182,086	FMV
(3)THE TEAMSTER AFFILIATES PENSION PLAN	Q	506,216	FMV
(4)RETIREMENT AND FAMILY PROTECTION PLAN	Q	187,856	FMV

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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