

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2020

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation) Do not enter social security numbers on this form as it may be made public.

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

Form 990 Department of the Treasury Internal Revenue Service

A For the 2020 calendar year, or tax year beginning 01-01-2020, and ending 12-31-2020

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

C Name of organization: SOUTHWEST AIRLINES PILOTS ASSOCIATION. Doing business as. Number and street (or P.O. box if mail is not delivered to street address): 1450 EMPIRE CENTRAL DR NO 737. Room/suite. City or town, state or province, country, and ZIP or foreign postal code: DALLAS, TX 75247

D Employer identification number: 75-1711418. E Telephone number: (214) 350-9237. G Gross receipts \$ 40,221,393

F Name and address of principal officer: CASEY MURRAY, 1450 EMPIRE CENTRAL DR NO 737, DALLAS, TX 75247

H(a) Is this a group return for subordinates? No. H(b) Are all subordinates included? No. H(c) Group exemption number

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

J Website: HTTPS://WWW.SWAPA.ORG/

K Form of organization: Association

L Year of formation: 1978 M State of legal domicile: TX

Part I Summary

1 Briefly describe the organization's mission or most significant activities: THE SOUTHWEST AIRLINES PILOTS ASSOCIATION (SWAPA) IS A NON-PROFIT EMPLOYEE ASSOCIATION REPRESENTING THE PILOTS OF SOUTHWEST AIRLINES. OUR MISSION IS TO PROVIDE A SECURE AND REWARDING CAREER FOR OUR PILOTS AND THEIR FAMILIES BY EQUITABLY ENHANCING COMPENSATION AND QUALITY OF LIFE ISSUES THROUGH CONTRACT NEGOTIATIONS, FAITHFULLY DEFENDING INDIVIDUAL AND COLLECTIVE CONTRACTUAL RIGHTS VIA ADMINISTRATION AND ENFORCEMENT PROCEDURES, AND ACTIVELY PROMOTING PROFESSIONALISM AND SAFETY THROUGH EFFECTIVE ORGANIZATIONAL COMMUNICATIONS.

Table with 2 columns: Description and Amount. Rows include: 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) 25. 4 Number of independent voting members of the governing body (Part VI, line 1b) 25. 5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 42. 6 Total number of volunteers (estimate if necessary) 0. 7a Total unrelated business revenue from Part VIII, column (C), line 12 0. 7b Net unrelated business taxable income from Form 990-T, line 39 0.

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 8 Contributions and grants (Part VIII, line 1h) 21,836,539 22,043,543. 9 Program service revenue (Part VIII, line 2g) 0 0. 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 1,795,333 1,620,337. 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) -168,197 -153,688. 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 23,463,675 23,510,192.

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 48,213 3,925. 14 Benefits paid to or for members (Part IX, column (A), line 4) 0 0. 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 5,969,369 5,981,066. 16a Professional fundraising fees (Part IX, column (A), line 11e) 0 0. 16b Total fundraising expenses (Part IX, column (D), line 25) 0. 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 15,689,611 15,793,297. 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 21,707,193 21,778,288. 19 Revenue less expenses. Subtract line 18 from line 12 1,756,482 1,731,904.

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows include: 20 Total assets (Part X, line 16) 30,808,395 31,902,370. 21 Total liabilities (Part X, line 26) 3,561,105 3,032,778. 22 Net assets or fund balances. Subtract line 21 from line 20 27,247,290 28,869,592.

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: MATTHEW REDDING EXECUTIVE DIRECTOR. Date: 2021-11-12

Paid Preparer Use Only Print/Type preparer's name: WHITLEY PENN LLP. Preparer's signature. Date. Check if self-employed. PTIN: P00445178. Firm's EIN: 75-2393478. Firm's address: 8343 DOUGLAS AVENUE STE 400, DALLAS, TX 75225. Phone no. (214) 393-9300.

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

Part III Statement of Program Service Accomplishments

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



1 Briefly describe the organization's mission:

THE SOUTHWEST AIRLINES PILOTS ASSOCIATION (SWAPA) IS A NON-PROFIT EMPLOYEE ASSOCIATION REPRESENTING THE PILOTS OF SOUTHWEST AIRLINES. OUR MISSION IS TO PROVIDE A SECURE AND REWARDING CAREER FOR OUR PILOTS AND THEIR FAMILIES BY EQUITABLY ENHANCING COMPENSATION AND QUALITY OF LIFE ISSUES THROUGH CONTRACT NEGOTIATIONS, FAITHFULLY DEFENDING INDIVIDUAL AND COLLECTIVE CONTRACTUAL RIGHTS VIA ADMINISTRATION AND ENFORCEMENT PROCEDURES, AND ACTIVELY PROMOTING PROFESSIONALISM AND SAFETY THROUGH EFFECTIVE ORGANIZATIONAL COMMUNICATIONS.

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 \$)
PRO-ACTIVE SAFETY PROGRAM

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)
PILOT CONTRACT ADMINISTRATION AND RESEARCH

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)
ENHANCING COMPENSATION AND QUALITY OF LIFE ISSUES THROUGH CONTRACT NEGOTIATIONS

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

4e Total program service expenses

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements, such as political activities, lobbying, and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding tax-exempt bond issues, excess benefit transactions, and other organizational activities.

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

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and gaming winnings.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with 16 main rows (2a-16) and sub-rows (a-e). Columns include question text, response boxes (e.g., 2a, 2b, 3a, 3b, 4a, 4b, 5a, 5b, 5c, 6a, 6b, 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 8, 9a, 9b, 10a, 10b, 11a, 11b, 12a, 12b, 13a, 13b, 13c, 14a, 14b, 15, 16), and Yes/No/Amount columns.

If "Yes," complete Form 4720, Schedule O.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year... 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?...

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? 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?...

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed. 18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. 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: BRIAN HICKMAN 1450 EMPIRE CENTRAL DR 737 DALLAS, TX 75247 (214) 722-4206

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JONATHAN WEAKS PRESIDENT	40.00	X		X			0	0	0	
(2) MICHAEL HENRY SANTORO VICE-PRESIDENT	40.00	X		X			0	0	0	
(3) BRIAN FITTING PARTIAL YEAR 2ND VICE PRESIDENT	40.00	X		X			0	0	0	
(4) OMID TOM NEKOU EI PARTIAL YEAR 2ND VICE PRESIDENT	40.00	X		X			0	0	0	
(5) PATRICK SEAN SULLIVAN PARTIAL YEAR BOD - ATL - CHAIR	15.00	X					0	0	0	
(6) BRIAN DAVID HAGEDORN BOD - ATL - CHAIR	15.00	X					0	0	0	
(7) IVAR OLAV TAKLE PARTIAL YEAR BOD - ATL - VICE-CHAIR	15.00	X					0	0	0	
(8) THOMAS BAKE BOD - BWI - CHAIR	15.00	X					0	0	0	
(9) MICHAEL LEE BAKER BOD - BWI - VICE-CHAIR	15.00	X					0	0	0	
(10) MATTHEW FRANK WRIGHT BOD - DAL - CHAIR	15.00	X					0	0	0	
(11) CRAIG JEROME SCHMIDT BOD - DAL - VICE-CHAIR	15.00	X					0	0	0	
(12) ROBERT NOLES ODOM BOD - DEN - CHAIR	15.00	X					0	0	0	
(13) JONATHAN EISELE THOMPSON BOD - DEN - VICE-CHAIR	15.00	X					0	0	0	
(14) DOYLE LEON HILL BOD - HOU - CHAIR	15.00	X					0	0	0	
(15) WILLIAM RUDOLPH HACHTEL BOD - HOU - VICE-CHAIR	15.00	X					0	0	0	
(16) DENNIS F OLEARY BOD - LAS - CHAIR	15.00	X					0	0	0	
(17) MATTHEW AFFENITA BOD - LAS - VICE-CHAIR	15.00	X					0	0	0	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) CHRISTOPHER ERIC HALL BOD - LAX - CHAIR	15.00	X						0	0	0
(19) ANDREW FISCHENBERG BOD - LAX - VICE-CHAIR	15.00	X						0	0	0
(20) SCOTT ALAN THATCHER BOD - MCO - CHAIR	15.00	X						0	0	0
(21) DAVID LAMAR PECK BOD - MCO - VICE-CHAIR	15.00	X						0	0	0
(22) RONALD WELSH BOD - MDW - CHAIR	15.00	X						0	0	0
(23) LAURIN MICHELLE TORIELLO BOD - MDW - VICE-CHAIR	15.00	X						0	0	0
(24) ROBERT ALLMART BOD - OAK - CHAIR	15.00	X						0	0	0
(25) DOUGLAS BRENDON BOOHER BOD - OAK - VICE-CHAIR	15.00	X						0	0	0
(26) LUCAS DANIEL LEBEAU BOD - PHX - CHAIR	15.00	X						0	0	0
(27) MICHAEL VINCENT VASTANO BOD - PHX - VICE-CHAIR	15.00	X						0	0	0
(28) AMY JOHNS DIRECTOR OF FINANCE	40.00			X				224,033	0	67,733
(29) MATTHEW REDDING EXECUTIVE DIRECTOR	40.00			X				150,000	0	50,442
(30) PATRICK SHANAHAN DIRECTOR OF INFORMATION TECHNOLOGY	40.00				X			169,904	0	50,544
(31) KWANYU HELEN YU GENERAL COUNSEL & DIR OF DIVERSITY	40.00				X			297,358	0	80,607
(32) STELLA DULANYA ATTORNEY	40.00					X		135,000	0	54,813
(33) SIBI KARAKKATTIL DATABASE DEVELOPER	40.00					X		125,977	0	57,911
(34) FRED JOHNSON SOFTWARE ENGINEER	40.00					X		113,669	0	53,302
(35) MICHAEL HAYNES DIRECTOR OF RETIREMENT	40.00					X		165,439	0	64,727
(36) DAVID MAGANA DIRECTOR OF COMMUNICATIONS	40.00					X		145,000	0	64,178
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								1,526,380	0	544,257

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 **9**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SOGETI USA LLC 28309 NETWORK PLACE CHICAGO, IL 606731283	CONSULTING	2,765,628
CONDON & FORSYTH LLP 7 TIMES SQUARE NEW YORK, NY 10036	LEGAL SERVICES	2,327,117
ALEX M WOLBRINK MD, 3472 RESEARCH PARKWAY SUITE 104-38 COLORADO SPRINGS, CO 80920	CONSULTING	395,692
CCCOMPLETE INC 615 SW BROADWAY SUITE 300 PORTLAND, OR 97205	CONSULTING	181,010
FRANCIS MCCARTHY, 2332 NORTH EARLY STREET ALEXANDRIA, VA 22302	CONSULTING	174,746

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 **6**

Part VIII Statement of Revenue

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

Main table with columns (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, (D) Revenue excluded from tax under sections 512 - 514. Rows include Contributions, Gifts, Grants and Other Similar Amounts; Program Service Revenue; Other Revenue; and Miscellaneous Revenue.

Contributions, Gifts, Grants and Other Similar Amounts

Program Service Revenue

Other Revenue

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	3,925			
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.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,070,637			
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	2,449,786			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	368,837			
9 Other employee benefits	794,878			
10 Payroll taxes	296,928			
11 Fees for services (non-employees):				
a Management				
b Legal	266,463			
c Accounting	62,552			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,083,335			
12 Advertising and promotion	49,915			
13 Office expenses	48,162			
14 Information technology	3,564,978			
15 Royalties				
16 Occupancy				
17 Travel	304,634			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,194,068			
23 Insurance	76,965			
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 TRIP PULL LOSS	8,155,800			
b PRINTING AND PUBLICATIO	258,003			
c PER DIEM	134,465			
d DUES & SUBSCRIPTIONS	132,336			
e All other expenses	461,621			
25 Total functional expenses. Add lines 1 through 24e	21,778,288			
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 <input type="checkbox"/> 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

Table with columns (A) Beginning of year, (B) End of year, and rows for Assets (1-16), Liabilities (17-26), and Net Assets or Fund Balances (27-33).

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	23,510,192
2	Total expenses (must equal Part IX, column (A), line 25)	2	21,778,288
3	Revenue less expenses. Subtract line 2 from line 1	3	1,731,904
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	27,247,290
5	Net unrealized gains (losses) on investments	5	-109,602
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	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	28,869,592

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

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

2020

Open to Public Inspection

SCHEDULE C (Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

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 SOUTHWEST AIRLINES PILOTS ASSOCIATION

Employer identification number

75-1711418

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?
4a Was a correction made?
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?
5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. Rows 1-6.

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 border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%; text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%; text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <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> </tbody> </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?	<input type="checkbox"/> Yes <input type="checkbox"/> No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

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

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation

Additional Data

Return to Form

Software ID:
Software Version:

Supplemental Financial Statements

2020

Open to Public Inspection

▶ **Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990.**

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

Department of the Treasury
Internal Revenue Service

Name of the organization

SOUTHWEST AIRLINES PILOTS ASSOCIATION

Employer identification number

75-1711418

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

Part II Conservation Easements.

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

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

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____
- 4 Number of states where property subject to conservation easement is located ▶ _____
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
▶ _____
- 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
▶ \$ _____
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No
- 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . **Yes** **No**

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 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:
- | | Yes | No |
|--|---------------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 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		774,046		774,046
b Buildings		688,971	304,682	384,289
c Leasehold improvements		1,639,252	728,096	911,156
d Equipment		4,511,346	3,523,000	988,346
e Other		301,856	226,511	75,345
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				3,133,182

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) MUTUAL FUNDS	24,061,843	F
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	24,061,843	

Part VIII Investments—Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	1,088,461

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

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	23,697,698
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	-109,602	
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	-109,602
3	Subtract line 2e from line 1		3	23,807,300
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	-297,108	
c	Add lines 4a and 4b		4c	-297,108
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	23,510,192

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	22,075,396
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	297,108	
e	Add lines 2a through 2d		2e	297,108
3	Subtract line 2e from line 1		3	21,778,288
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	0
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	21,778,288

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 XI, LINE 4B - OTHER ADJUSTMENTS:	RENTAL EXPENSES -297,049. LOSS ON FIXED ASSET DISPOSAL TAX -59.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES 297,049. LOSS ON FIXED ASSET DISPOSAL BOOK 59.

Additional Data

[Return to Form](#)

Software ID:
Software Version:

Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

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.**

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
SOUTHWEST AIRLINES PILOTS ASSOCIATION

Employer identification number

75-1711418

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|---|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|--|
| <input type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
 - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
 - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
 - b** Any related organization?
- If "Yes," on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
 - b** Any related organization?
- If "Yes," on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1a		
1b		
2		
3		
4a		No
4b		No
4c		No
5a		
5b		
6a		
6b		
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 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 KWANYU HELEN YU GENERAL COUNSEL & DIR OF DIVERSITY	(i)	270,325	0	27,033	40,549	40,058	377,965	0
	(ii)	0	0	0	0	0	0	0
2 AMY JOHNS DIRECTOR OF FINANCE	(i)	209,961	0	14,072	31,494	36,239	291,766	0
	(ii)	0	0	0	0	0	0	0
3 MICHAEL HAYNES DIRECTOR OF RETIREMENT	(i)	165,439	0	0	24,816	39,911	230,166	0
	(ii)	0	0	0	0	0	0	0
4 PATRICK SHANAHAN DIRECTOR OF INFORMATION TECHNOLOGY	(i)	169,904	0	0	25,486	25,058	220,448	0
	(ii)	0	0	0	0	0	0	0
5 DAVID MAGANA DIRECTOR OF COMMUNICATIONS	(i)	145,000	0	0	21,750	42,428	209,178	0
	(ii)	0	0	0	0	0	0	0
6 MATTHEW REDDING EXECUTIVE DIRECTOR	(i)	150,000	0	0	22,500	27,942	200,442	0
	(ii)	0	0	0	0	0	0	0
7 STELLA DULANYA ATTORNEY	(i)	135,000	0	0	20,250	34,563	189,813	0
	(ii)	0	0	0	0	0	0	0
8 SIBI KARAKKATTIL DATABASE DEVELOPER	(i)	125,977	0	0	18,897	39,014	183,888	0
	(ii)	0	0	0	0	0	0	0
9 FRED JOHNSON SOFTWARE ENGINEER	(i)	113,669	0	0	17,050	36,252	166,971	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
COMPENSATION FROM UNRELATED ORGANIZATIONS:	LABOR CONTRACTS ARE NEGOTIATED BY ASSOCIATION OFFICERS OR OTHER MEMBERS ON BEHALF OF THE GENERAL MEMBERSHIP, AND CERTAIN ADMINISTRATIVE FUNCTIONS ARE HANDLED BY ASSOCIATION OFFICERS. SUCH OFFICERS OR MEMBERS ARE PAID FULL WAGES BY THE AIRLINE, AND THE AIRLINE IS REIMBURSED BY THE ASSOCIATION FOR SUCH TOTAL COMPENSATION LOST WHILE THE OFFICERS OR MEMBERS ARE SERVING AS NEGOTIATORS, ADMINISTRATORS, OR COMMITTEE MEMBERS. THE REIMBURSEMENT IS COMPUTED BY THE AIRLINE USING AS ITS BASIS, THE WAGES WHICH WOULD HAVE BEEN EARNED ON THE SCHEDULED FLIGHTS RELINQUISHED. DURING 2020, THE ASSOCIATION INCURRED TRIP LOSS EXPENSES TOTALING \$8,276,620, WHICH RESULTED IN A TRIP LOSS PAYABLE TOTALING \$1,088,461 ON THE STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2020.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE O
(Form 990 or 990-
EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

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

Department of the Treasury

Name of the organization

SOUTHWEST AIRLINES PILOTS ASSOCIATION

Employer identification number

75-1711418

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE SOUTHWEST AIRLINES PILOTS ASSOCIATION HAS 5 CLASSES OF MEMBERSHIP: A. ACTIVE MEMBER B. EXECUTIVE ACTIVE MEMBER C. INACTIVE MEMBER D. EXECUTIVE INACTIVE MEMBER E. RETIRED MEMBER
FORM 990, PART VI, SECTION A, LINE 7A	ANY ACTIVE MEMBER IN GOOD STANDING MAY NOMINATE ANY ELIGIBLE MEMBER TO SERVE AS AN OFFICER. THE OFFICERS OF THE ASSOCIATION ARE DEFINED AS ALL MEMBERS OF THE BOARD OF DIRECTORS. THE EXECUTIVE OFFICERS OF THE ASSOCIATION SHALL BE THE PRESIDENT, VICE PRESIDENT AND 2ND VICE PRESIDENT. THE DOMICILE OFFICERS SHALL BE THE CHAIR AND THE VICE CHAIR.
FORM 990, PART VI, SECTION A, LINE 7B	THE GOVERNMENTAL POWERS OF THE ASSOCIATION SHALL BE VESTED IN THE BOARD OF DIRECTORS AND THE OFFICERS IN ACCORDANCE WITH THE LAWS PROVIDED IN THE ASSOCIATION'S CONSTITUTION. THE FINAL CONTROL OF THE ASSOCIATION SHALL BE VESTED IN THE MEMBERSHIP.
FORM 990, PART VI, SECTION B, LINE 11B	EACH ELECTED OFFICER WILL RECEIVE A COPY FOR REVIEW.
FORM 990, PART VI, SECTION B, LINE 15	EXECUTIVE PAY IS OUTLINED IN THE POLICY MANUAL AND STAFF SALARIES ARE REVIEWED ANNUALLY AND COMPARED WITH LOCAL STATISTICS, AS WELL AS REVIEWED BY AN OUTSIDE INDEPENDENT HR CONSULTANT.
FORM 990, PART VI, SECTION C, LINE 19	THE ASSOCIATION'S GOVERNING DOCUMENTS, POLICY MANUAL, AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.
COMPENSATION FROM UNRELATED ORGANIZATIONS:	LABOR CONTRACTS ARE NEGOTIATED BY ASSOCIATION OFFICERS OR OTHER MEMBERS ON BEHALF OF THE GENERAL MEMBERSHIP, AND CERTAIN ADMINISTRATIVE FUNCTIONS ARE HANDLED BY ASSOCIATION OFFICERS. SUCH OFFICERS OR MEMBERS ARE PAID FULL WAGES BY THE AIRLINE, AND THE AIRLINE IS REIMBURSED BY THE ASSOCIATION FOR SUCH TOTAL COMPENSATION LOST WHILE THE OFFICERS OR MEMBERS ARE SERVING AS NEGOTIATORS, ADMINISTRATORS, OR COMMITTEE MEMBERS. THE REIMBURSEMENT IS COMPUTED BY THE AIRLINE USING AS ITS BASIS, THE WAGES WHICH WOULD HAVE BEEN EARNED ON THE SCHEDULED FLIGHTS RELINQUISHED. DURING 2020, THE ASSOCIATION INCURRED TRIP LOSS EXPENSES TOTALING \$8,276,620. WHICH RESULTED IN A TRIP LOSS PAYABLE TOTALING \$1,088,461 ON THE STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2020.
FORM 990, PART IX, LINE 11G	CONSULTING 616,366. MEDICAL SERVICES 466,969.
FORM 990, PART IX, LINE 24E	ADMINISTRATIVE 95,992. EQUIPMENT RENTAL AND MAINTENANCE 79,197. GIFTS 55,468. TRAINING 53,639. MEALS & ENTERTAINMENT 49,620. POSTAGE 27,666. TELEPHONE 26,416. GARDENING 25,000. BANK CHARGES 23,240. PROPERTY TAXES 12,094. REPAIRS 9,882. CLEANING & MAINTENANCE 8,206. CONTRACT LABOR 5,023. MISCELLANEOUS 3,823. COMP TIME -13,645.
PART XII, LINE 2C EXPLANATION:	NO CHANGES FROM PRIOR YEAR.

Additional Data

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**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047
2020
Open to Public Inspection

▶ **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.**

Department of the Treasury
Internal Revenue Service

Name of the organization
SOUTHWEST AIRLINES PILOTS ASSOCIATION

Employer identification number
75-1711418

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) SOUTHWEST AIRLINES PILOTS ASSOCIATION CHARITABLE FUND 1450 EMPIRE CENTRAL DR 737 DALLAS, TX 75247 45-5404858	GRANTMAKING	TX	501(C)(3)	LINE 7	SOUTHWEST AIRLINES PILOTS ASSOCIATION		No
(2) SWAPA SCHOLARSHIP FUND 1450 EMPIRE CENTRAL DR 737 DALLAS, TX 75247 75-2831556	SCHOLARSHIPS	TX	501(C)(3)	LINE 7	SOUTHWEST AIRLINES PILOTS ASSOCIATION		No
(3) SOUTHWEST AIRLINES PILOTS ASSOCIATION PILOT MUTUAL AID PLAN 1450 EMPIRE CENTRAL DR 737 DALLAS, TX 75247 75-6487482	MBR BENEFITS	TX	501(C)(9)		SOUTHWEST AIRLINES PILOTS ASSOCIATION		No
(4) SOUTHWEST AIRLINES PILOTS ASSOCIATION VEBA TRUST 1450 EMPIRE CENTRAL DR 737 DALLAS, TX 75247 90-6126130	MBR BENEFITS	TX	501(C)(9)		SOUTHWEST AIRLINES PILOTS ASSOCIATION		No
(5) SOUTHWEST AIRLINES PILOTS ASSOCIATION POLITICAL ACTION COMMITTEE 1450 EMPIRE CENTRAL DR 737 DALLAS, TX 75247	POLITICAL	TX	527		SOUTHWEST AIRLINES PILOTS ASSOCIATION		No

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

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

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

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

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

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

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

- a** Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity
- b** Gift, grant, or capital contribution to related organization(s)
- c** Gift, grant, or capital contribution from related organization(s)
- d** Loans or loan guarantees to or for related organization(s)
- e** Loans or loan guarantees by related organization(s)
- f** Dividends from related organization(s)
- g** Sale of assets to related organization(s)
- h** Purchase of assets from related organization(s)
- i** Exchange of assets with related organization(s)
- j** Lease of facilities, equipment, or other assets to related organization(s)
- k** Lease of facilities, equipment, or other assets from related organization(s)
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s)
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o** Sharing of paid employees with related organization(s)
- p** Reimbursement paid to related organization(s) for expenses
- q** Reimbursement paid by related organization(s) for expenses
- r** Other transfer of cash or property to related organization(s)
- s** Other transfer of cash or property from related organization(s)

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Part VII Supplemental Information

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

Return Reference	Explanation
PART V, LINE 1(R):	THREE MEMBERS OF THE ASSOCIATION'S BOARD OF DIRECTORS ALSO SERVE AS BOARD MEMBERS OF SWAPA SCHOLARSHIP FUND. THE SOUTHWEST AIRLINES PILOTS ASSOCIATION MEDICAL AND DENTAL PLAN FOR SPECIFIED PILOTS (THE "MEDICAL PLAN") WAS ESTABLISHED JANUARY 1, 2010, BY THE ASSOCIATION. THIS MEDICAL PLAN WAS ESTABLISHED TO PROVIDE MEDICAL AND DENTAL BENEFITS TO ALL ELIGIBLE PILOTS OF THE AIRLINE AND THEIR ELIGIBLE FAMILY MEMBERS. THIS IS NOT A CONSOLIDATED TO THE ASSOCIATION GIVEN IT IS A H&W PLAN AND A SEPARATE LEGAL ENTITY AND REPORTING STRUCTURE. THE ASSOCIATION ALSO PROVIDES OFFICE SPACE AND ADMINISTRATION SUPPORT TO THE SOUTHWEST AIRLINES PILOTS MUTUAL AID PLAN (PMA). DUE TO THE VARIOUS ADMINISTRATIVE SERVICES PROVIDED BY THE ASSOCIATION, THE VALUE OF THESE TRANSACTIONS IS NOT READILY DETERMINABLE FOR THE YEAR ENDED DECEMBER 31, 2020. SUBSTANTIALLY ALL MEMBERS AND EMPLOYEES OF THE ASSOCIATION PARTICIPATE IN THE SOUTHWEST AIRLINES PILOTS RETIREMENT SAVINGS PLAN (THE "PLAN") SPONSORED BY THE AIRLINE. THE ASSOCIATION MADE NON ELECTIVE AND PROFIT-SHARING CONTRIBUTIONS TO THE PLAN OF \$591,629 AND \$0, RESPECTIVELY IN 2020.

Schedule R (Form 990) 2020

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