

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2024

Open to Public Inspection

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

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

Department of the Treasury Internal Revenue Service

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: SOUTHWEST AIRLINES PILOTS ASSOCIATION. Doing business as. Number and street (or P.O. box if mail is not delivered to street address) Room/suite: 5221 N O CONNOR BLVD STE 500. City or town, state or province, country, and ZIP or foreign postal code: IRVING, TX 76039

D Employer identification number: 75-1711418. E Telephone number: (800) 969-7972. G Gross receipts \$ 57,963,658

F Name and address of principal officer: Jody Reven, 5221 N O CONNOR BLVD STE 500, IRVING, TX 75039

H(a) Is this a group return for subordinates? H(b) Are all subordinates included? H(c) Group exemption number

I Tax-exempt status: 501(c)(3), 501(c)(5), 4947(a)(1), 527

J Website: www.swapa.org

K Form of organization: Corporation, Trust, Association, Other

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: 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, Amount. Rows 2-7b: 2 Check this box, 3 Number of voting members (27), 4 Number of independent voting members (27), 5 Total number of individuals employed (49), 6 Total number of volunteers (0), 7a Total unrelated business revenue (0), 7b Net unrelated business taxable income (0)

Table with 3 columns: Description, Prior Year, Current Year. Rows 8-12: 8 Contributions and grants (32,153,240 / 46,098,409), 9 Program service revenue (0 / 0), 10 Investment income (658,110 / 2,198,520), 11 Other revenue (146,439 / 133,693), 12 Total revenue (32,957,789 / 48,430,622)

Table with 3 columns: Description, Prior Year, Current Year. Rows 13-19: 13 Grants and similar amounts paid (7,133 / 6,643), 14 Benefits paid (0 / 0), 15 Salaries, other compensation (7,532,421 / 7,842,841), 16a Professional fundraising fees (0 / 0), 16b Total fundraising expenses (0 / 0), 17 Other expenses (24,850,390 / 23,053,428), 18 Total expenses (32,389,944 / 30,902,912), 19 Revenue less expenses (567,845 / 17,527,710)

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows 20-22: 20 Total assets (32,510,814 / 50,238,520), 21 Total liabilities (4,233,183 / 3,961,553), 22 Net assets or fund balances (28,277,631 / 46,276,967)

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 Nia Williams Director of Finance, Date 2025-11-17. Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date, Check if self-employed, PTIN, Firm's name, Firm's EIN, Firm's address, Phone no.

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 \$ 0 including grants of \$ 0) (Revenue \$ 0)
Pro-active Safety Program

4b (Code:) (Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)
Pilot Contract Administration and Research

4c (Code:) (Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)
Enhancing Compensations and Quality of Life Issues through Contract Negotiations

4d Other program services (Describe in Schedule O.)
(Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)

4e Total program service expenses 0

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and reporting obligations.

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, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and gaming winnings reporting.

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

Main form area containing questions 2a through 17, with sub-questions and input fields for various tax compliance items.

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? 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? 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 5 Did the organization become aware during the year of a significant diversion of the organization's assets? 6 Did the organization have members or stockholders? 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? 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body? 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.

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? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b 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 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 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 15b Other officers or key employees of the organization 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? 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:
Nia Williams 5221 N O CONNOR BLVD STE 500 IRVING, TX 76039 (214) 722-4293

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			
(1) Patrick Shanahan EXECUTIVE DIRECTOR	40.00 1.00			X			285,742	0	51,120
(2) STELLA DULANYA GENERAL COUNSEL	40.00 1.00				X		303,191	0	49,480
(3) BRIAN HICKMAN DIRECTOR OF FINANCE	40.00 15.00			X			264,484	0	47,196
(4) MEAGAN NELAN SCHEDULING AND ANALYTICS MANAGER	40.00 0.00				X		139,940	0	24,811
(5) MICHAEL HAYNES DIRECTOR OF RETIREMENT	40.00 5.00					X	186,466	0	33,470
(6) AMY ROBINSON DIRECTOR OF COMMUNICATIONS	40.00 0.00				X		170,413	0	30,487
(7) SIBI KARAKKATTIL DATABASE ADMINISTRATOR	40.00 0.00					X	144,746	0	25,955
(8) NIA WILLIAMS CONTROLLER	40.00 10.00					X	182,179	0	32,600
(9) MELANIE UREMOVICH ATTORNEY	40.00 0.00					X	212,769	0	38,076
(10) DAVID BREZIK ATTORNEY	40.00 0.00					X	232,821	0	41,613
(11) CASEY MURRAY PRESIDENT	40.00 5.00	X		X			0	0	0
(12) Omid Nekouei VICE PRESIDENT	40.00 5.00	X		X			0	0	0
(13) Gary Ketchum 2ND VICE PRESIDENT	40.00 5.00	X		X			0	0	0
(14) IVAR OLAV TAKLE BOD - ATL - CHAIR	15.00 1.00	X					0	0	0
(15) DANIEL MONG BOD - ATL - VICE-CHAIR	15.00 1.00	X					0	0	0
(16) MIKE PISCITELLI BOD - BWI - CHAIR	15.00 1.00	X					0	0	0
(17) MATTHEW WRIGHT BOD - DAL - CHAIR	15.00 1.00	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/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) Chess Fulton BOD - DAL - VICE-CHAIR	15.00 1.00	X						0	0	0
(19) MARK POWERS BOD - DEN - CHAIR	15.00 1.00	X						0	0	0
(20) KEVIN HORNBURG BOD - DEN - VICE-CHAIR	15.00 1.00	X						0	0	0
(21) MICHAEL INDE BOD - HOU - CHAIR	15.00 1.00	X						0	0	0
(22) John Fisher BOD - HOU - VICE-CHAIR	15.00 1.00	X						0	0	0
(23) MICHAEL LIK BOD - LAS - CHAIR	15.00 1.00	X						0	0	0
(24) Dennis O'Leary BOD - LAS - VICE-CHAIR	15.00 1.00	X						0	0	0
(25) MICHAEL CALLAGHAN BOD - LAX - CHAIR	15.00 1.00	X						0	0	0
(26) Brian Anderson BOD - LAX - VICE-CHAIR	15.00 1.00	X						0	0	0
(27) Joe Mondello BOD - MCO - VICE-CHAIR	15.00 1.00	X						0	0	0
(28) MIKE ANZALOTTI BOD - MDW - CHAIR	15.00 1.00	X						0	0	0
(29) Kelly Hanley BOD - MDW - VICE-CHAIR	15.00 1.00	X						0	0	0
(30) CHRISTOPHER DAVIS BOD - OAK - CHAIR	15.00 1.00	X						0	0	0
(31) John Lo BOD - OAK - VICE - CHAIR	15.00 1.00	X						0	0	0
(32) KEVIN REECE BOD - PHX - CHAIR	15.00 1.00	X						0	0	0
(33) BRIAN MARIN BOD - PHX - VICE-CHAIR	15.00 1.00	X						0	0	0
(34) RICK KIM BOD - MDW - VICE-CHAIR	15.00 1.00	X						0	0	0
(35) JIM ARCHER BOD - MCO - CHAIR	15.00 1.00	X						0	0	0
(36) DAVID PECK BOD - MCO - CHAIR	15.00 1.00	X						0	0	0
(37) KELLY HANLEY BOD - BNA - CHAIR	15.00 1.00	X						0	0	0
(38) ANDY SOWELL BOD - BNA - VICE-CHAIR	15.00 1.00	X						0	0	0
(39) DAREN BLACK BOD - BWI - VICE-CHAIR	15.00 1.00	X						0	0	0
(40) TOM BAKE BOD - BWI - VICE-CHAIR	15.00 1.00	X						0	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							2,122,751	0		374,808

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 **16**

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

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
Presidio Networked Solutions Group PO BOX 688638 DALLAS, TX 752677638	CONSULTING	4,300,254
AVIATION MEDICINE ADVISORY SERVICE 15530 E BRONCOS PKWY SUITE 350 CENTENNIAL, CO 80112	CONSULTING	643,592
COMPUTER FINANCIAL CONSULTANTS INC 56 TOP GOLLANT ROAD STAMFORD, CT 06902	CONSULTING	525,325
SOFTCHOICE 16609 COLLECTIONS CENTER DR CHICAGO, IL 60693	CONSULTING	478,913
MCCARTHY FRANCIS, 2332 N EARLY STREET ALEXANDRIA, VA 22302	CONSULTING	180,356

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 **8**

Part VIII Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Similar Amounts				
1a Federated campaigns			0	
b Membership dues			46,098,409	
c Fundraising events			0	
d Related organizations			0	
e Government grants (contributions)			0	
f All other contributions, gifts, grants, and similar amounts not included above			0	
g Noncash contributions included in lines 1a - 1f:\$			0	
h Total. Add lines 1a-1f			46,098,409	

Program Service Revenue		Business Code				
2a			0	0	0	0
b			0	0	0	0
c			0	0	0	0
d			0	0	0	0
e			0	0	0	0
f	All other program service revenue.		0	0	0	0
g Total.	Add lines 2a-2f.		0			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,320,658	0	0	1,320,658	
	4 Income from investment of tax-exempt bond proceeds		0	0	0	0	
	5 Royalties		0	0	0	0	
	6a Gross rents	(i) Real	164,705				
		(ii) Personal		0			
		b Less: rental expenses	93,930				
		c Rental income or (loss)	70,775				
	d Net rental income or (loss)		70,775	0		164,705	
	7a Gross amount from sales of assets other than inventory	(i) Securities	10,262,268		54,700		
		(ii) Other					
		b Less: cost or other basis and sales expenses	9,439,106				
		c Gain or (loss)	823,162		54,700		
	d Net gain or (loss)		877,862	0		877,862	
	8a Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18						
		8a		0			
b Less: direct expenses							
c Net income or (loss) from fundraising events			0		0		
9a Gross income from gaming activities. See Part IV, line 19							
	9a		0				
	b Less: direct expenses						
c Net income or (loss) from gaming activities			0	0	0		
10a Gross sales of inventory, less returns and allowances							
	10a		0				
	b Less: cost of goods sold						
c Net income or (loss) from sales of inventory			0	0	0		

Other Revenue Misc Amt		Business Code				
11a Other activity		900099	62,918	62,918	0	0
b			0	0	0	0
c			0	0	0	0
d	All other revenue		0	0	0	0
e Total.	Add lines 11a-11d		62,918			
12 Total revenue.	See instructions		48,430,622	62,918	0	2,363,225

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

Table with 5 columns: (A) Total expenses, (B) Program service expenses, (C) Management and general expenses, (D) Fundraising expenses. Rows include categories like Grants, Salaries, and Total functional expenses.

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	4,798,127	1	7,618,143
	2 Savings and temporary cash investments	0	2	0
	3 Pledges and grants receivable, net	0	3	0
	4 Accounts receivable, net	1,249,415	4	1,369,891
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	0	8	0
	9 Prepaid expenses and deferred charges	206,400	9	223,506
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 6,740,799		
	b Less: accumulated depreciation	10b 4,587,582	1,806,272	10c 2,153,217
	11 Investments—publicly traded securities	0	11	0
	12 Investments—other securities. See Part IV, line 11	24,279,159	12	38,626,418
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets	0	14	0
	15 Other assets. See Part IV, line 11	171,441	15	247,345
16 Total assets: Add lines 1 through 15 (must equal line 33)	32,510,814	16	50,238,520	
Liabilities	17 Accounts payable and accrued expenses	1,310,626	17	766,537
	18 Grants payable	0	18	0
	19 Deferred revenue	0	19	0
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	0
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	0	23	0
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	2,922,557	25	3,195,016
	26 Total liabilities. Add lines 17 through 25	4,233,183	26	3,961,553
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	28,277,631	27	46,276,967
	28 Net assets with donor restrictions	0	28	0
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> 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	28,277,631	32	46,276,967
33 Total liabilities and net assets/fund balances	32,510,814	33	50,238,520	

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	48,430,622
2	Total expenses (must equal Part IX, column (A), line 25)	2	30,902,912
3	Revenue less expenses. Subtract line 2 from line 1	3	17,527,710
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	28,277,631
5	Net unrealized gains (losses) on investments	5	471,626
6	Donated services and use of facilities	6	0
7	Investment expenses	7	0
8	Prior period adjustments	8	0
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	46,276,967

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 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: <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 type="checkbox"/> Separate basis <input checked="" 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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		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: 24020569

Software Version: V2.0

Form 990, Special Condition Description:

Special Condition Description

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.**

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."

2 Political campaign activity expenditures. See instructions ▶ \$ _____

3 Volunteer hours for political campaign activities. See instructions

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 \$ _____

2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$ _____

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No

4a Was a correction made? Yes No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$ _____

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b..... \$ _____

4 Did the filing organization file **Form 1120-POL** for this year? Yes No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%;">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) 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).		
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:

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

Open to Public Inspection

(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

▶ **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.**

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 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:
- | | 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		688,453	375,080	313,373
c Leasehold improvements		1,045,124	467,210	577,914
d Equipment		630,805	600,098	468,857
e Other		77,181	77,181	19,027
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				2,153,217

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	38,626,418	F
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	38,626,418	

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	
Trip Loss Payable	2,947,671
Operating Lease Liabilities	247,345
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	3,195,016

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	49,431,166
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	471,626	
b	Donated services and use of facilities	2b	434,988	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	906,614	
3	Subtract line 2e from line 1	3	48,524,552	
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	-93,930	
c	Add lines 4a and 4b	4c	-93,930	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	48,430,622	

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	31,431,881
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	434,784	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	93,930	
e	Add lines 2a through 2d	2e	528,714	
3	Subtract line 2e from line 1	3	30,903,167	
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	30,903,167	

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	The Association follows the guidance under the Financial Accounting Standards Board FASB Accounting Standards Codification Topic No. 740 Income Taxes Topic 740 which prescribes a comprehensive model for the financial statements recognition measurement presentation and disclosure of uncertain in tax positions taken or expected to be taken in income tax returns. In addition the Association has been determined by the Internal Revenue Service not to be a private association within the meaning of Section 509a of the Internal Revenue Code. There was no taxable unrelated business income for the year ended December 31 2024.

Additional Data

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Software ID:

Software Version:

Schedule I (Form 990)

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

OMB No. 1545-0047

(Rev. January 2025)

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.

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 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?
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.

Table with 8 columns: (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. Rows 1-12.

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

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
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Additional Data

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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
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.

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

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

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.

- Compensation committee
Independent compensation consultant
Form 990 of other organizations
Written employment contract
Compensation survey or study
Approval by the board or compensation committee

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

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

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

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)?

Table with columns for Yes and No, and rows for questions 1a, 1b, 2, 3, 4a, 4b, 4c, 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, 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 Patrick Shanahan EXECUTIVE DIRECTOR	(i)	285,742	500	780	51,120	30,949	369,091	0
	(ii)	0	0	0	0	0	0	0
2 STELLA DULANYA GENERAL COUNSEL	(i)	303,191	1,000	780	49,480	48,778	403,229	0
	(ii)	0	0	0	0	0	0	0
3 BRIAN HICKMAN DIRECTOR OF FINANCE	(i)	264,484	500	780	47,196	16,083	329,043	0
	(ii)	0	0	0	0	0	0	0
4 MEAGAN NELAN SCHEDULING AND ANALYTICS MANAGER	(i)	139,940	1,000	780	24,811	42,773	209,304	0
	(ii)	0	0	0	0	0	0	0
5 MICHAEL HAYNES DIRECTOR OF RETIREMENT	(i)	186,466	1,500	780	33,470	42,130	264,346	0
	(ii)	0	0	0	0	0	0	0
6 AMY ROBINSON DIRECTOR OF COMMUNICATIONS	(i)	170,413	1,000	780	30,487	46,973	249,653	0
	(ii)	0	0	0	0	0	0	0
7 SIBI KARAKKATTIL DATABASE ADMINISTRATOR	(i)	144,746	1,000	0	25,955	46,521	218,222	0
	(ii)	0	0	0	0	0	0	0
8 NIA WILLIAMS CONTROLLER	(i)	182,179	500	0	32,600	15,782	231,061	0
	(ii)	0	0	0	0	0	0	0
9 MELANIE UREMOVICH ATTORNEY	(i)	212,769	500	780	38,076	30,583	282,708	0
	(ii)	0	0	0	0	0	0	0
10 DAVID BREZIK ATTORNEY	(i)	232,821	500	780	41,613	36,638	312,352	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
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Additional Data

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SCHEDULE O
(Form 990)(Rev. January 2025)
Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ****Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

**Open to Public
Inspection**Name of the organization
SOUTHWEST AIRLINES PILOTS ASSOCIATION**Employer identification number**

75-1711418

Return Reference	Explanation
Part III, line 3	As part of the Collective Bargaining Agreement CBA two programs-the Bridge Program and the Pilot Death Benefit Program-were formally discontinued in 2024. This change reflects negotiated updates to benefit provisions and aligns with the terms agreed upon during the latest bargaining cycle.
Part VI, Line 4	A new collective bargaining agreement went into effect. Due to that constitutional changes were made to be in compliance with the new CBA.
Part VI, 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
Part VI, 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.
Part VI, 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 ASSOCIATIONS CONSTITUTION. THE FINAL CONTROL OF THE ASSOCIATION SHALL BE VESTED IN THE MEMBERSHIP.
Part VI, Line 11a	EACH ELECTED OFFICER WILL RECEIVE A COPY FOR REVIEW.
Part VI, 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.
Part VI, Line 19	THE ASSOCIATIONS GOVERNING DOCUMENTS POLICY MANUAL AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.

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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
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 5221 N O CONNER BLVD STE 500 IRVING, TX 76039 45-5404858	GRANTMAKING	TX	501(C)(3)	Charity Status 7	SOUTHWEST AIRLINES PILOTS ASSOCIATION		No
(2) SWAPA SCHOLARSHIP FUND 5221 N O CONNER BLVD STE 500 IRVING, TX 76039 75-2831556	SCHOLARSHIPS	TX	501(C)(3)	Charity Status 7	SOUTHWEST AIRLINES PILOTS ASSOCIATION		No
(3) SOUTHWEST AIRLINES PILOTS ASSOCIATION PILOT MUTUAL AID PLAN 5221 N O CONNER BLVD STE 500 IRVING, TX 76039 76-6487482	MEMBER BENEFITS	TX	501(C)(9)		SOUTHWEST AIRLINES PILOTS ASSOCIATION		No
(4) SOUTHWEST AIRLINES PILOTS ASSOCIATION VEBA TRUST 5221 N O CONNOR BLVD STE 500 IRVING, TX 76039 90-6126130	MEMBER BENEFITS	TX	501(C)(9)		SOUTHWEST AIRLINES		No
(5) SOUTHWEST AIRLINES PILOTS ASSOCIATION POLITICAL ACTION COMMITTEE 5221 N O CONNER BLVD STE 500 IRVING, TX 75247 000000000	POLITICAL	TX	N/A		SOUTHWEST AIRLINES		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	Yes	
1m		No
1n	Yes	
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
(1) See Statement	L		See Statement
(2) See Statement	N		See Statement
(3) See Statement	O		See Statement

Part VII Supplemental Information

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

Return Reference	Explanation
Part V General	THE SUPPLEMENTAL INFORMATION BELOW APPLIES TO THE FOLLOWING RELATED ENTITIES: SOUTHWEST AIRLINES PILOTS ASSOCIATION CHARITABLE FUND TRUST SWAPA SCHOLARSHIP FUND FUND THREE SELECT MEMBERS OF THE ASSOCIATIONS BOARD OF DIRECTORS SERVE AS BOARD MEMBERS OF THE TRUST AND THE FUND. THE ASSOCIATION EMPLOYEES ALSO PROVIDE SUPPORTING SERVICES TO THE TRUST AND THE FUND HOWEVER 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 2024.
Part V General	THE SUPPLEMENTAL INFORMATION BELOW APPLIES TO THE FOLLOWING RELATED ENTITIES: SOUTHWEST AIRLINES PILOTS ASSOCIATION CHARITABLE FUND TRUST SWAPA SCHOLARSHIP FUND FUND SOUTHWEST AIRLINES PILOTS ASSOCIATION PILOT MUTUAL AID PLAN PLAN SOUTHWEST AIRLINES PILOTS ASSOCIATION VEBA TRUST VEBA TRUST SOUTHWEST AIRLINES PILOTS ASSOCIATION POLITICAL ACTION COMMITTEE PAC THE ASSOCIATION PROVIDES THE FACILITY EQUIPMENT AND MAILING LISTS TO SUPPORT THE RELATED ENTITIES NOTED ABOVE HOWEVER 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 2024.
Part V General	THE SUPPLEMENTAL INFORMATION BELOW APPLIES TO THE FOLLOWING RELATED ENTITIES: SOUTHWEST AIRLINES PILOTS ASSOCIATION CHARITABLE FUND SWAPA SCHOLARSHIP FUND SOUTHWEST AIRLINES PILOTS ASSOCIATION PILOT MUTUAL AID PLAN SOUTHWEST AIRLINES PILOTS ASSOCIATION VEBA TRUST SOUTHWEST AIRLINES PILOTS ASSOCIATION POLITICAL ACTION COMMITTEE ASSOCIATION EMPLOYEES AND BOARD MEMBERS COMMITTEE MEMBERS CONTRIBUTE SUPPORTING ACCOUNTING AND ADMINISTRATIVE SERVICES TO THE RELATED ENTITIES NOTED ABOVE HOWEVER 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 2023. SUBSTANTIALLY ALL MEMBERS AND EMPLOYEES OF THE ASSOCIATION PARTICIPATE IN THE SOUTHWEST AIRLINES PILOTS RETIREMENT SAVINGS PLAN THE PLAN SPONSORED BY THE AIRLINE AND THE ASSOCIATION. THE ASSOCIATION MADE NON ELECTIVE AND PROFIT-SHARING CONTRIBUTIONS TO THE PLAN OF \$850,642.71 AND \$55,831.44 RESPECTIVELY IN 2024.

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

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