



P.O. Box 375, Morristown, NJ 07963-0375
(973) 539-4425 • Fax: (973) 539-0922 • www.SeeingEye.org

March 18, 2024

Ms. Kristine Sayrafe
Executive Director
Alfiero and Lucia Palestro Foundation, Inc.
333 Sylvan Avenue
Englewood Cliffs, NJ 07632

Dear Ms. Sayrafe:

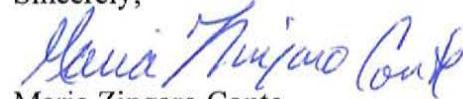
The Alfiero and Lucia Palestro Foundation, Inc. has been a generous friend to The Seeing Eye and we are deeply grateful for all of the past grants you have made to our organization. We write today to respectfully request additional grant funding to support our work to serve people who are blind or visually impaired by providing them with Seeing Eye® dogs to help them travel more freely.

Because The Seeing Eye receives absolutely no funding from any government – neither federal, state nor local— we rely on the support of our donors to continue our work.

Enclosed please find an original plus seven copies of our proposal along with all of the requested supplementary information. Should you require any additional information about this project, please do not hesitate to contact me. I would be happy to provide you with whatever you need.

Thank you for your consideration of our request.

Sincerely,


Maria Zingaro Conte
Senior Foundation Specialist
Donor and Public Relations

Alfiero & Lucia Palestro Foundation, Inc.

A Tax Exempt Private Foundation

333 Sylvan Avenue

Englewood Cliffs, NJ 07632

Phone (201) 568-8000 Fax (201) 568-6973

E-mail: Palestroni@hotmail.com

ALFIERO & LUCIA PALESTRONI FOUNDATION GRANT APPLICATION

Use this format only to apply for a grant

1. Name of Organization: The Seeing Eye, Inc.

2. Address of Headquarters Office: 1 Seeing Eye Way

Morristown, NJ 07963

Mailing Address: P.O. Box 375, Morristown, NJ 07963-0375

3. Telephone: -973-539-4425 Fax: -973-539-0922

E-mail: info@seeingeye.org

Website: www.SeeingEye.org

4. Date Organized: January 29, 1929

5. Date and Place of Incorporation: January 29, 1929 Nashville, TN

6. Federal Tax Exempt Status: 501(c)(3) Tax ID# 22-1539721

Please include IRS Code Determination and a Copy of IRS letter as Exhibit 1.

7. Staff Head

Name: Margaret E. L. Howard, D. Litt.

Title: President and CEO

Volunteer or Compensated: Compensated

Amount of Compensation/Benefits (if any): \$400,000 + \$50,000 benefits

8. Staff Head

Name: Cynthial Bryant

Title: Chair, Seeing Eye Board of Trustees

Volunteer or Compensated: Volunteer

Amount of Compensation/Benefits (if any): N/A

Kindly list Officer/Members or the Board of Directors with Compensation/Benefits (if any) if they serve as Management as Exhibit 2.

9. Chief Purpose of the Organization: The mission of The Seeing Eye is to enhance the independence, dignity and self-confidence of individuals who are blind and visually-impaired through the use of Seeing Eye® dogs. In pursuit of this mission, The Seeing Eye (1) breeds and raises puppies to become Seeing Eye dogs; (2) trains Seeing Eye dogs to guide people who are blind; (3) instructs people who are blind in the proper use, handling and care of the dogs; (4) advocates for public access for our graduates by educating the public and public officials on the role of guide dogs and by defending the rights of access for people using guide dogs; and (5) conducts and supports research on canine health and development.

As one of 14 accredited guide dogs schools in the U.S., The Seeing Eye provides top-quality guide dogs and first-rate training on how to use these extraordinary animals. Our program serves people from all 50 states, the District of Columbia, Puerto Rico and Canada and we do not discriminate on the basis of race, color, religion, national or ethnic origin or any other category prohibited by law. Seeing Eye students range in age from 16 years to 90+ and their careers span the spectrum from student to retiree with everything in between.

10. Brief History of the Organization: In 1927, a young man named Morris Frank (1908-1980) learned of an article that had been published in the *Saturday Evening Post* about dogs being trained as guides for blinded veterans of World War I. Frustrated by his own lack of mobility as a blind person, Frank was inspired to write to the author of the article, Dorothy Harrison Eustis (1886-1946), for help. Eustis was an American woman living in Switzerland and training German shepherd police dogs. When she received Morris Frank's letter, she agreed to help him because Frank promised that in turn, he would go back to the United States and spread the word about these wonderful dogs there.

On June 11, 1928, having completed instruction in Switzerland, Frank arrived in New York City, proving the ability of his dog, Buddy, by navigating a dangerous street crossing in front of throngs of news reporters. His one-word telegram to Mrs. Eustis told the entire story: "Success." The Seeing Eye was born with the dream of making the entire world accessible to people who are blind. Indeed, the entire guide dog movement, which today was born out of the vision and commitment of The Seeing Eye's founders.

Originally located in Nashville, Tennessee, The Seeing Eye moved to Whippany, New Jersey in 1931. Since 1965, The Seeing Eye has been located in its current home just outside Morristown, New Jersey.

11. Brief Description of the Organization's Programs in the Most Recent Year:

(1) Instruction and Training Program: This is our central program through which we prepare people to be paired with and travel using Seeing Eye dogs. Each year The Seeing Eye welcomes 12 to 13 classes of students to campus for this intensive program. Students not only receive instruction on how to work with a guide dog, but also on how to care for them. Classes run from 18 to 25 days, depending on a student's experience. **(2) Breeding Program:** The goal of our Breeding Program, directed by a canine geneticist, is to ensure students are partnered with dogs that are temperamentally sound and free of inherited physical diseases. Our breeding colony is housed in our state-of-the art breeding facility in Chester, NJ and dogs are specially selected to enter this program after months of training, observation and examination to ensure that we choose only the very best dogs to breed. **(3) Puppy Raising Program:** At any given time, there are about 500 families throughout New Jersey, eastern Pennsylvania and parts of Maryland, and Delaware raising puppies, ages 7 weeks through 16 months, for The Seeing Eye. These volunteer puppy raisers are charged with socializing the puppies and teaching basic manners and commands to give our puppies the loving foundation and gentle guidance they need before beginning the intensive four-month training program to prepare them to become a Seeing Eye dog. **(4) Canine Training Program:** At about 16 months of age, grown puppies are returned to us from their puppy raisers for training. Training begins with a complete medical examination. Once a dog passes this exam, four-months of rigorous one-on-one training with an instructor begins. This training culminates in a demanding evaluation which the dog must pass in order to become a Seeing Eye dog. (Please see *Exhibit 3* for a more detailed look at the evolution of The Seeing Eye's programs over the last 95 years.)

12. Names of Six Major Contributors:

| | | |
|----|-------------------------------------|-------------------|
| 1. | Margaret A. Darrin Charitable Trust | Amount: \$600,000 |
| 2. | Sol and Margaret Berger Foundation | Amount: \$175,000 |
| 3. | Wohlers Family Foundation | Amount: \$150,000 |
| 4. | W.H. Crocus Seeing Eye Dog Fund | Amount: \$100,000 |
| 5. | F. M. Kirby Foundation | Amount: \$ 85,000 |
| 6. | Wildwood Foundation | Amount: \$ 80,000 |

13. Three most important needs for funding by the Palestroni Foundation and the amount you seek for each:

Please list in order of priority:

- 1. The Seeing Eye's primary funding need at this time is for the redesign of our website to move the site to a new platform which will be much more affordable and will make more prominent when someone searches online for information about guide dogs.**

The Seeing Eye's website is an important means for helping people who need our services to learn about us. People who are considering getting a guide dog often visit our website as their first point of contact with us. There, they learn more about what guide dog use entails and which skills they must have to be able to safely travel a dog. Once someone graduates from our program, the website is the source of invaluable information concerning safety and accessibility rights of guide dog users and information pertaining to advocacy. Through our website, graduates also have access to our magazines and other publications, which they can read using digital screen reading technologies. (Screen readers narrate the text that appears on a computer or mobile device screen have made it easier for blind people gain access to digital content.)

More broadly, our website helps the general public to learn about our mission, programs and leadership, to schedule tours or to sign up to adopt a dog. The site is also a primary means for recruiting donors and volunteers. There, we announce fundraising events, such as the bequest challenge, which is happening in March. We sell Seeing Eye merchandise through our online store. We post public relations events featuring our puppies, such as The Seeing Eye night at the NJ Devils. We also put out the call for people to volunteer as puppy raisers.

With so many diverse stakeholders, we want our website to be welcoming and informative to all those groups. We also realize we cannot satisfy every unique audience when they enter our new website. As a result, we want our new site to speak to our mission, history and unique position.

As the number and types of service dogs proliferate, The Seeing Eye has come to realize that our website must stand out as unique among other non-profits that specialize in service animals. We are the gold standard, the originators and the very best of this increasingly crowded field. We require a website that communicates this to all visitors. Telling and amplifying that story will be at the heart of our new website to help us stand out among so many newer and less established competitors.

In short, a well-designed website is critical to our work and enables The Seeing Eye to thrive and grow and today, The Seeing Eye seeks funding to help us update this important tool.

The Reason for the Redesign

The Seeing Eye's current website was redesigned beginning in 2013 and is certainly in need of a refresh to make the site easier and more intuitive to use. But more than that, the cost for the old content management system (or CMS) on which our website runs has escalated sharply. Consequently, it will be less expensive for us over time to create a new site using a new CMS than to continue with the old one. Additionally, moving to a new CMS will make it easier for us to edit the site in house, enabling us to keep the site as current, and therefore as relevant, as possible.

Creating a new website with a new CMS will also allow us to optimize our website for searching so that when someone does a search related to guide dogs, our website will appear as the top result, allowing the people who need us to readily find us. Many other guide dog schools have already updated their sites but as the founder of the entire guide dog movement and the organization that sets the standards for the field, The Seeing Eye wants to ensure that information about our services and the top quality of our work is at the forefront of any search related to our work.

Lastly, the new website will be built with a strong emphasis on keeping it accessible to people who are blind or low-vision. Evolving technologies such as screen readers, which narrate the text that appears on a computer or mobile device screen have made it easier for blind people gain access to digital content, however, that content

must be formatted so that it is compatible with and accessible to those screen reading devices and other adaptive technologies. While our current website has been made as accessible as possible, our students and graduates often run into difficulty with the mobile site (accessed on a phone or tablet). Consequently, the new mobile site will be built to correct this. Additionally, both the regular and mobile sites will comply with the widely agreed upon standards for accessibility known as the Website Content Accessibility Guidelines 2.1, or WCAG 2.1.

Project Plans

We have sought out a developer who will deliver a fully responsive mobile website, built in WordPress, that meets all current industry standards for design, load speed, search engine optimization, metadata, security, accessibility, and hosting.

The new site will retain much of all of the content found on the old site, but will be reorganized to be more intuitive to use. Some new content will also be created. Once created, the site will be tested internally and three rounds of reviews and edits will follow to ensure the site's structure, content, navigation and usability are as desired.

Once the site is completed, the contracted developer will train Seeing Eye staff on how to update and maintain the website so that changes can be made without outside help.

If funded, The Seeing Eye would be happy to recognize the Alfiero and Lucia Palestro Foundation, Inc. on the site as the website's sponsor.

Amount: \$80,000

2. Lifetime Cost of a Partnership

A gift of \$75,000 will provide for the complete process of one partnership between a student and a Seeing Eye dog and create at The Seeing Eye for one year. The aggregate cost for one partnership includes: **1)** all costs associated with the dogs (i.e. breeding and raising puppies for the first seven weeks of life, overseeing our 500 volunteer puppy-raisers as they care for our puppies until they are ready to return to us for training, complete veterinary care for each dog for approximately 18 to 20 months, the rigorous training of each dog by one of our highly specialized Seeing Eye instructors, plus boarding, feeding and caring for each dog during its four months or more of dog training); **2)** all costs associated with student instruction (i.e. the admissions process, which includes an in-home visit to each prospective student, student travel to and from The Seeing Eye, student instruction, lodging, food and counseling services to the student while on campus); and **3)** all costs associated with after-care support that we are committed to providing for the duration of each partnership, which typically lasts for up to eight years. *A breakdown of the cost per partnership is attached as Exhibit 8A.*

Since 1929, it has been The Seeing Eye's philosophy to ask students to share in the expense, so they feel a real sense of ownership for their dog, but we keep the fee nominal. No student has ever been denied a Seeing Eye dog because of inability to pay. We charge only \$150 for the first dog and \$50 for subsequent dogs. The tuition for military veterans is \$1. These fees don't even begin to cover the actual costs of a Seeing Eye® dog, which is why we must turn to our supporters to offset the expenses.

Amount: \$75,000

3. General Support of Instruction and Training Program

A grant of \$50,000 would go towards general operating support of The Seeing Eye's Instruction and Training Program. Every aspect of this program is meticulously planned, so that our students will get the highest quality instruction possible when they come to us to be matched with a Seeing Eye dog and then learn how to work with and handle their new guides. Our program is intense, with students receiving instruction on how to work with a guide dog and care for that dog, including twice daily training trips into Morristown. Additional practice comes

when students take trips to local malls, walk along rural, country roads without sidewalks, and venture into New York City to navigate the crowds there. Class meetings and small group discussions reinforce training, address travel issues and educate students on their rights as guide dog users under the Americans with Disabilities Act.

Instructors stay on campus throughout the entire 25-day class period, living in our dorms with their students, to provide guidance, training and assistance in all phases of learning to work with a Seeing Eye dog. Additionally, to support the formal instruction we provide, our entire campus functions as a working classroom. For example, our dining room is set up like a restaurant so students can learn to negotiate restaurants with their dogs. We keep cats on campus so students can work with their dogs while other animals are present. We even installed an escalator for practice stepping on and off. Every aspect of the environment is designed to reinforce students' skills.

Amount: \$50,000

14. Are Funds Donated to or Raised by the Organization Passed on to Other Charities?

If yes, please list the charities and the amounts given to each in the last two years.

No

15. Gross Income in 2023: 35,218,000

Program Expense in 2023: \$24,653,000

Management and General Costs in 2023: \$1,561,000

Fund Raising Costs in 2023: \$4,375,000

16. Copy of the Most Recent Financial Audit or Year End Financial Report.

Please enclose as Exhibit 4.

17. Copy of the Most Recent IRS 990 and Schedule A..

Please enclose as Exhibit 5.

18. Copy of Current Budget.

Please enclose as Exhibit 6.

19. Copy of the Current Annual Report if available.

Please enclose as Exhibit 7.

***PLEASE ENCLOSE ANY OTHER DOCUMENTATION WHICH YOU FEEL WOULD BE OF
INTEREST AND/OR ASSISTANCE TO THE TRUSTEES AS EXHIBIT 8.***

**WE REQUIRE 7 FULL SETS OF COPIES OF GRANT APPLICATION AND
ATTACHMENTS IN ORDER TO PROCESS APPLICATION.**

**PLEASE SEND ALL GRANT APPLICATION ALONG WITH ALL REQUESTED
MATERIALS TO:**

Alfiero & Lucia Palestro Foundation, Inc.
Attn: Kristine Sayrafe, Executive Director
333 Sylvan Avenue, 1st Floor
Englewood Cliffs, NJ 07632

**AS TRUSTEES MEET THROUGHOUT THE YEAR TO CONSIDER GRANT
APPLICATIONS, WE ENCOURAGE YOU TO SEND THE COMPLETED FORMS AND
EXHIBITS AT YOUR EARLIEST CONVENIENCE.**

**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestro Foundation, Inc.**

***Exhibit 1*
IRS Determination Letter**



P.O. Box 2508, Room 4010
Cincinnati OH 45201

In reply refer to: 4077550279
Apr. 30, 2012 LTR 4168C 0
22-1539721 000000 00
00040926
BODC: TE

THE SEEING EYE INC
% ROBERT PUDIAK
PO BOX 375
MORRISTOWN NJ 07963-0375



022051

Employer Identification Number: 22-1539721
Person to Contact: Sophia Brown
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your Mar. 15, 2012, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in January 1935.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(ii).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

4077550279
Apr. 30, 2012 LTR 4168C 0
22-1539721 000000 00
00040927

THE SEEING EYE INC
% ROBERT PUDIAK
PO BOX 375
MORRISTOWN NJ 07963-0375

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely yours,

Cindy Thomas

Cindy Thomas
Manager, EO Determinations

**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestro Foundation, Inc.**

Exhibit 2

**List of the Board of Trustees and Officers
of The Seeing Eye**



P.O. Box 375, Morristown, NJ 07963-0375
(973) 539-4425 • Fax: (973) 539-0922 • www.SeingEye.org

Board of Trustees and Officers of The Seeing Eye, Inc.

The Seeing Eye's Board of Trustees meets four times per year. The board, which includes Seeing Eye graduates and respected veterinarians, is engaged in all phases of the organization's activities and their quarterly meetings ensure the stability and continuity of the organization.

Chair

Cynthia Rose Bryant, LL.M.*
Formerly Special Counsel for ADR
Federal Communications Commission
8785 Preston Place
Chevy Chase MD 20815

Vice Chair

David Hertz
President & CEO
Sealy Mattress Company of NJ, Inc.
697 River Street
Paterson, NJ 07524

Vice Chair

Catherine A. Kiernan, Esq.
Former Vice President and General Counsel, Seton Hall University
Principal
C Kiernan Law, LLC
Manasquan, New Jersey

Treasurer

OhSang Kwon
38 Warren Street, Apartment 5C
New York, NY 10007

Secretary

Michael H. Mittelman, O.D., M.P.H., F.A.A.O.
President, Salus University
8360 Old York Road
Elkins Park, PA 19027

President and CEO

Margaret E. Howard
26 Stonehouse Drive
Whitehouse Station, NJ 08889

Assistant Treasurer

James Hands
CFO and Director of Administration and Finance
The Seeing Eye, Inc.
P.O. Box 375
Morristown, NJ 07963-0375

Assistant Secretary

David Johnson
Director, Instruction and Training Department
The Seeing Eye, Inc.
P.O. Box 375
Morristown, NJ 07963-0375

Assistant Secretary

Denise Zangoglia
Executive Assistant to the President
The Seeing Eye, Inc.
P.O. Box 375
Morristown, NJ 07963-0375

Cliff Aaron*
Partner, London Fisher
11 Putnam Road
Livingston, NJ 07039-6113

Michael J. Amoruso, Esq.*
Managing Partner
Amoruso & Amoruso, LLP
800 Westchester Avenue, Suite N-605
Rye Brook, NY 10573

Karon C. Bales, C.S., T.E.P.
Bales Beall LLP
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Toronto, Ontario Canada M5C 2V9

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Partner
Five Arrows Capital Partners (Rothschild & Co.)
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New York, NY 10022

Richard V. Boulger
Associate Dean
Graduate & Executive Education (retired)
University of Richmond
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Summerville, SC 29486

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President
BITNET, LLC
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Princeton, NJ 08540-2415

Susan E. Gnall
Executive Director, Financial Advisor, Morgan Stanley
1200 Mt. Kemble Avenue, 2nd Floor
Morristown, NJ 07960

Rebecca Green D.V.M., D.A.C.V.I.M.
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Scotch Plains, NJ 07076

Margaret Grow
8 Manette Road
Morristown, NJ 07960

Deb Hughes
ADP SVP, Human Resources
1 ADP Boulevard
Roseland, NJ 07068

The Hon. Thomas H. Kean
Chairman, THK Consulting, LLC
P.O. Box 810
Far Hills, NJ 07931

Karen A. Keninger*
Director, National Library Service for the Blind and Print Disabled, retired
Library of Congress
4650 South 36th Avenue W
Newton, IA 50208

Thomas Mackenzie
Partner, KPMG, LLP
3 Chestnut Ridge Road
Montvale, NJ 07645

Charles Patterson (Pat) McKenna*
Assistant Division Director
New Jersey Commission for the Blind and Visually Impaired
(NJCBVI), Newark, NJ
110 N. 6th Avenue
Highland Park, NJ 08904

Michael B. McKitish
Assistant Head for Finance & Operations, Peddie School, retired
47 Windswept Drive
Hamilton Square, NJ 08690

Gordon E. Melville, MD, FACR
Diagnostic Radiologist & Vice Chairman, University Radiology Group at Robert Wood Johnson University Hospital, retired
5 Lockhaven Court
Bedminster, NJ 07921

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New York, NY 10024

Vivek Sawhney
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National Resources Defense Council
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Old Tappan, NJ 07675

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Lake Geneva WI, 53147

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Chair, Department of Small Animal Clinical Sciences and Professor of Neurology College of Veterinary Medicine University of Florida
6808 NW 290th Street
High Springs, FL 32643

Honorary Trustees
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Summit, NJ 07901

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KPMG Global Chief Operating Officer, Audit, LLP, retired
13909 North Copper Sunset Drive
Marana, AZ 85658

Michael W. Ranger
Diamond Castle Holdings, LLC
366 Madison Avenue, 4th Floor
New York, NY 10017

*Graduate of The Seeing Eye

**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestroni Foundation, Inc.**

Exhibit 3

The Seeing Eye Descriptive Materials

- A. *The Seeing Eye: Looking Back to Today*
(Narrative)
- B. Breakdown of the Lifetime Costs of a Seeing
Eye Partnership



P.O. Box 375, Morristown, NJ 07963-0375
(973) 539-4425 • Fax: (973) 539-0922 • www.SeingEye.org

The Seeing Eye: Looking Back to Today

Ninety-five years ago, a feisty, young man named Morris Frank, planted a seed that today has borne countless fruits. That seed was a mission: to enhance the independence, dignity and self confidence of people who are blind through the use of specially-trained Seeing Eye® dogs. With the passage of nearly a century, the mission has grown to become the highly sophisticated and meticulously executed programs of the world's first and foremost guide dog school, The Seeing Eye.

This year, The Seeing Eye celebrates our 95th anniversary, and while in the time since our founding, our programs have expanded and become increasingly more sophisticated, they all trace their roots back to that very first kernel of a plan that Frank chose to nurture all those years ago.

Frank, who was blind, had just recently returned to the United States from Switzerland where he had learned how to use a guide dog to help him get safely from place to place. Frank was convinced that the lives of many people like him, could be immeasurably improved through the use of guide dogs and had decided to make it his life's work to put those dogs into the hands of blind people.

Back in 1929, employing dogs to help guide blind people was an entirely new concept in the United States, and in fact, the techniques for traveling effectively with a canine were just beginning to be developed. The concept was so novel, it was newsworthy and in fact, when Frank and his dog Buddy sailed back from Europe into New York Harbor, members of the press were waiting at the docks to greet them. Soon after, Frank and Buddy would demonstrate to skeptical reporters just how well guide dogs worked by crossing chaotic West Street in New York City. That convinced reporters since the traffic on the roadway was so daunting that the reporters had to take cabs to get across the street themselves.

Frank's next step was to begin bringing guide dog instruction to others. In only six month's time, he had incorporated a school, The Seeing Eye. He had even lined up instructors for the school and sent them to train in Switzerland. By February 1929, The Seeing Eye had its first class of students. The seed had begun to sprout.

Now, 95 years later, that seedling has grown strong and large and still continues to be bountiful. To start, over 18,000 Seeing Eye dog partnerships have been created with students from all across the U.S. and Canada. The founding of The Seeing Eye also spawned the worldwide guide dog movement, which today includes other guide dog schools both throughout the US and across the globe. But The Seeing Eye remains at the forefront of this movement and continues to lead and innovate in the field.

To support such incredible growth over the years, The Seeing Eye's programs have developed as well. Some of those changes happened gradually. Some were put into place quickly to meet the demands of changing times, but one thing has been a constant: The Seeing Eye remains dedicated to Frank's original purpose of using Seeing Eye dogs to enhance the independence, dignity and self-confidence of people who are blind.

The Seeing Eye first began in the offices of a bank building in Nashville, Tennessee. Its first kennel was in a separate location and only 11 dogs were trained during that first year. But The Seeing Eye kept growing. Soon, the heat of southern summers prompted the organization to move north. In 1931, The Seeing Eye moved to a property in the Whippoorwill section of Hanover, NJ, which had enough space to house students who came to be partnered with a guide dog. The property could also hold up to 130 dogs, which was important for the budding organization.

By 1937, The Seeing Eye, was serving 100 students a year. By 1939, a mere two years later, that number had grown by 50 percent to 150 students. By the time The Seeing Eye reached its 20-year anniversary in 1949, over 1,600 people had been partnered with Seeing Eye dogs, bringing those individuals more independence and freedom. In its early years, Seeing Eye students were mostly men, but by 1950, one-third of Seeing Eye students were women. To address the needs of its changing population, the school even opened a women's dormitory.

By 1960, The Seeing had graduated its 500th class of students and in 1962, ready to grow again, the organization purchased the 32 acres of land in Morris Township. Three years later The Seeing Eye moved into a newly built facility there which it still calls home today. By 1974, for the first time, the school graduated more than 200 students in a single year and over 4,000 people had been served in total.

Numbers continued to climb upward over the following decades. In 2012, the dorms were renovated to accommodate up to 24 students at a time, with each student afforded a private room with a private bath. The kennels were expanded as well and now our main kennel can hold up to 275 dogs. Today, we create between 250 and 270 Seeing Eye partnerships each year.

The numbers of people who come seeking Seeing Eye dogs suggest a deeply-rooted desire in human beings for the dignity that comes with personal freedom. Clearly, Morris Frank had that desire as well. Perhaps his most pressing reason for establishing a guide dog school was to alleviate some of the indignities of blindness that he himself had often felt. For instance, just to get a haircut, Frank often resorted to paying random people to take him to and from his barber. But those he hired were not always reliable and sometimes he was left stranded and feeling helpless.

His guide dog changed all that for him. No longer did he have to depend on the schedule or whims of someone else. As long as Frank had Buddy by his side, he could come and go as he pleased. Independence was dignified.

For similar reasons, Frank was eager to mark The Seeing Eye as different from other organizations that provided assistance to blind people and did not view The Seeing Eye as a charity. Rather, he framed The Seeing Eye as a place where blind people could come to learn how to help themselves. It was a means for self-sufficiency.

That was why, in 1933 the organization began charging people a modest amount for a guide dog. The fee conveyed both a sense of ownership and made it clear that a Seeing Eye dog was not a handout, but rather a service that students procured for themselves. The cost was \$150 for a first guide dog and \$50 for replacement dogs and for that amount, students received full ownership rights to their dogs. Today, as a symbolic gesture to reflect that same spirit of self-sufficiency, The Seeing Eye still charges that same modest fee, and is the only guide dog school in the US that gives full ownership rights to the graduates.

But having a Seeing Eye dog has also meant great responsibilities. To start, learning to work with a Seeing Eye dog is no easy process. It takes determination, concentration, strength and commitment. From the beginning, people had to be willing to spend about a month learning to work with a guide dog. Then as now, people from all over the U.S. came to live on the Seeing Eye's campus while being instructed in guide dog use. (In 1936, we extended our services to Canadian residents as well.)

Classes used to be small, with only six to eight people, but ran more frequently, with as many as about 30 per year. Today, The Seeing Eye typically holds 12 classes per year with up to 24 students per class. Teams of instructors teach the class, but each student works one-on-one with the same instructor throughout.

Training is rigorous. Once matched with an appropriate guide dog—a process that considers the student's physical abilities, home environment, personality and travel demands—a student spends every moment with that dog, which even has a place in the student's room at night. Dogs join students in the dining room as well—it's a chance for them to practice being in a restaurant-type setting. Students also each do two training runs per day, practicing with

their dogs on the streets of downtown Morristown. During the runs, students are learning to read their dogs' signals, while also orienting themselves to the routes they are travelling and attending to the sound of traffic. It is physically and mentally demanding, but with practice, it becomes more natural.

All the while, the pair is bonding. The bond is the key to a successful partnership since the dog wants to please its handler and works for the praise it gets when it does something correctly. The importance of the bond is nothing new. The 1969 Seeing Eye Annual Report described the power of this connection:

Eventually, there comes a point when a real transition is made: the student knows his dog is truly his own, no one else's—and so does the dog.... By then end of the month's training period, man and dog are working efficiently as a single unit and the graduate can begin to go anywhere he pleases.

But for a Seeing Eye graduate to go anywhere, the organization has also had to be active in advocating guide dog users. Guide dogs needed to have access to the places their handlers wanted to go. Morris Frank himself, was the first advocate, traveling across the U.S. to promote guide dog use, always with his dog at his side. He met with U.S. Presidents Herbert Hoover and Harry Truman and by 1954, he completed a three-year tour of the U.S. promoting guide dog use among ophthalmologists and blindness rehabilitation specialists, among others. Advocacy and outreach continued through the decades. In the 1970s, The Seeing Eye produced leaflets and booklets to promote equal opportunities in housing and employment for guide dog users and wider acceptance of guide dogs in public places such as restaurants, hotels and transportation facilities.

Today, advocacy, like the rest of society, operates on high tech platforms. Last year, The Seeing Eye developed and launched a smart phone application that quickly calls up federal and local laws pertaining to guide dog use, particularly those governing guide dog interference and accessibility, so that handlers have ready access to them whenever they need.

As guide dog use has grown over the decades, so has the need for greater numbers of healthy, temperamentally-fit dogs. To address this need, The Seeing Eye developed programs to breed and care its dogs.

During its first decade and into its second, the organization only obtained dogs from outside sources, but as time went on, it became clear that The Seeing Eye needed to have its own stock. With that, the Breeding Program was begun. The first group of dogs bred in the program was a litter of six German shepherd puppies, born in February 1942. Not coincidentally, The Seeing Eye also began its puppy-raising program that very same year.

Originally run through local 4-H clubs, then as now, the purpose of the program was to temporarily place puppies with volunteers who would raise and socialize the dogs until they were old enough to be trained as Seeing Eye guides and indeed, every one of that first group of Seeing Eye puppies was placed with a 4-H family in Morris County, New Jersey.

Much as they still do today, those puppy raisers nurtured the young dogs and taught them basic commands all while exposing the dogs to as many different experiences as possible. The program enabled Seeing Eye puppies to have experiences that never would have been possible, had they been raised in a kennel. It was so successful that The Seeing Eye has been running its puppy raising program ever since. By 1949, there were 74 puppy raising families. Today, puppy raisers no longer have to be members of 4-H and about 500 Seeing Eye puppies are placed with puppy raisers each year.

The Breeding Program, which at first was limited only to German shepherds, also began to expand. In 1946, John Weagley, Sr. the first person to serve as The Seeing Eye's geneticist, joined the staff. Still in school at the time he was hired, Weagley was able to tailor his education to the work he'd be doing for the organization-- selecting

breeding stock with the goal of increasing the ultimate success rate of dogs which went on to become working Seeing Eye guides.

The escalating number of dogs prompted The Seeing Eye, in that same year, to build new kennels, which allowed the dogs to be moved out of the old barns which had, until then, served as their home. Similar physical growth was needed to accommodate the Breeding Program, and so a year later, in 1947 The Seeing Eye purchased a 100-acre farm in Mendham NJ. Weagley lived on-site at the farm, where he also oversaw the raising of any young dogs that weren't in the Puppy Raising program. By the time The Seeing Eye hit its 20th anniversary in 1949, the Breeding program had produced 90 dogs for training. Along with the home-bred stock of dogs came notable improvements in training success rates.

As the years passed, breeding continued to burgeon and in 1976 five new buildings were added to the Mendham breeding facilities. New breeds of dogs were being added as well. Although Labrador retrievers from outside sources had been trained as Seeing Eye dogs in the past, in 1977, The Seeing Eye bred the first litter of its own Labrador puppies. Golden retrievers and crosses between goldens and Labs began to be bred between 1994 and 1996.

Those same four breeds are still in use by The Seeing Eye today but the scrutiny that goes into selecting a dog to breed has never been more intense. In 1977, following Weagley's retirement, the next geneticist, Eldon Leighton began at The Seeing Eye. Leighton went on to develop a system for scoring the breeding values for dogs. The system scored not only a dog's trainability, but also the dog's propensity for hip dysplasia.

Ever since 1954 when hip dysplasia was first identified as a problem in canines, the condition became a growing concern for The Seeing Eye because any dog with imperfect hips could not be put into service as a guide. Leighton's system helped to reduce the number of dogs at The Seeing Eye with the gene for the trait, thereby reducing the prevalence of hip dysplasia overall. By 1995, the incidence of hip dysplasia had dropped from 30 percent to 5 percent in German shepherds, and from 18 percent to near-zero in Labrador retrievers.

Clearly effective, a form of Leighton's original scoring system is still in use today. Meticulous records are kept on every single dog at The Seeing Eye and before one is chosen for breeding, its genetic line, medical history, the capabilities it demonstrated during training and its overall temperament are all carefully considered. Only the best of the best dogs are ultimately chosen. Today housed in a facility built in 1999 on 330 acres of land in Chester, NJ, the breeding program produces about 500 puppies annually.

Of course, with growing numbers of dogs, came a growing need for veterinary care. In its early years, The Seeing Eye worked with veterinary consultants to provide health care to the dogs, but as the organization grew and veterinary care became more advanced, it needed to expand its veterinary medicine program. In 1991, The Seeing Eye hired its first full-time veterinarian.

By 1997, the organization opened a new, state-of-the-art veterinary clinic, the Vincent A. Stabile Canine Health Center (Stabile). Among the only approximately 15 percent of veterinary hospitals in the U.S. to be fully accredited by the American Animal Hospital Association, today Stabile averages about 5 surgical procedures done daily (primarily spaying and neutering). To provide the dogs with care, there are four full-time and two part-time veterinarians, along with a team of veterinary technicians. All work to ensure that every Seeing Eye dog that is matched with someone is completely healthy.

Seeing Eye veterinarians also began working with outside researchers to advance veterinary knowledge to benefit all dogs. In 2000, research partially funded by The Seeing Eye and using samples from The Seeing Eye's extensive DNA library, yielded a new test to identify genetic markers for a degenerative eye disease called progressive retinal atrophy. Similar collaborative research efforts continue today with scientists from Cornell University, the

University of Pennsylvania, the University of California at Davis, the University of Cambridge in the United Kingdom and elsewhere.

All of The Seeing Eye's investments in its dogs ultimately goes to benefit the organization's ability to train dogs to work as Seeing Eye guides. Originally dogs trained for three months and then went into class to train for another month with the people they had been matched with. Today, due to the amount and complexities of traffic that guide dogs will face, the training period was increased to four months, but the fundamentals of the training have remained a constant. Dogs are trained using a combination of reward and praise and learn the same skills: to obey voice and hand signals, to wear the leather guide dog harness and to learn to pull into it, to stop at curbs, guide around obstacles, judge the height of overhanging obstructions and finally, and most difficult of all, to disobey a command if obeying the command would put the handler in danger. To demonstrate its mastery of these skills, a dog must be able to successfully guide its instructor while the instructor is blindfolded. Only then is a dog ready to go into class, where it will be paired with a blind person.

From breeding, to raising to training to instruction, it is an extremely complex process to provide someone with a Seeing Eye dog. With a price tag of \$75,000, the process is also costly. Along with all of the expenses associated with providing the dog itself, we also provide round trip transportation for each student to and from The Seeing Eye, full room and board for the entire instruction period, and lifetime follow-up services, including in-home assistance when a problem emerges. These costs far exceed what Frank faced when he began The Seeing Eye 95 years ago, but for someone whose life is changed by the independence and dignity a Seeing Eye dog brings, the end result is priceless.

The Seeing Eye looks forward to the continued development of our programs well into our second century.



P.O. Box 375, Morristown, NJ 07963-0375
(973) 539-4425 • Fax: (973) 539-0922 • www.SeeingEye.org

The Seeing Eye FY24 Lifetime Costs per Partnership

Student Services

- Screening of applicants
- Selection of blind people for training
- Arranging for students' round-trip travel to and from The Seeing Eye
- Provision for lodging, food and counseling services while on campus \$ 7,800

Dog Training and Student Instruction

- Four-month training of dogs by professional instructors
- Matching of dogs with blind students
- One month of training of student in the proper use of the Seeing Eye Dog
- Subsequent after-care support for the life of the partnership \$23,500

Canine Health and Development

- Breeding and whelping of dogs at Seeing Eye breeding facility
- Twelve to fifteen-month socialization program for puppies with volunteer puppy raising families
- Maintenance of veterinary hospital and kennels
- Support of research, training and development projects related to prolonging and improving working life of guide dogs \$43,700

Cost per Partnership \$75,000

**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestroni Foundation, Inc.**

Exhibit 4
**The Seeing Eye 2022/2023
Audited Financial Statement**



**THE SEEING EYE, INC.
(A New Jersey Not-for-Profit Organization)**

FINANCIAL STATEMENTS

SEPTEMBER 30, 2023 and 2022

THE SEEING EYE, INC.

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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of
The Seeing Eye, Inc.
(A New Jersey Not-for-Profit Organization)

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of The Seeing Eye, Inc. (the "Organization," we, us, our), which comprise the statements of financial position as of September 30, 2023 and 2022, and the related statements of activities and cash flows for each of the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Seeing Eye, Inc. as of September 30, 2023 and 2022, and the changes in its net assets and its cash flows for each of the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

EisnerAmper LLP

EISNERAMPER LLP
Iselin, New Jersey
December 15, 2023



EisnerAmper LLP
www.eisneramper.com

THE SEEING EYE, INC.

Statements of Financial Position

| | September 30, | |
|---|-----------------------|-----------------------|
| | 2023 | 2022 |
| ASSETS | | |
| Cash and cash equivalents | \$ 3,163,000 | \$ 5,012,000 |
| Prepaid expenses and other assets | 488,000 | 217,000 |
| Investments | 326,619,000 | 299,826,000 |
| Beneficial interests in perpetual trusts held by others | 31,373,000 | 33,093,000 |
| Beneficial interests in other charitable trusts | 3,828,000 | 3,782,000 |
| Land, buildings and equipment, net | 41,959,000 | 43,296,000 |
| | \$ 407,430,000 | \$ 385,226,000 |
| LIABILITIES AND NET ASSETS | | |
| Liabilities: | | |
| Accounts payable and accrued expenses | \$ 2,846,000 | \$ 2,900,000 |
| Accrued pension and postretirement benefits | 4,231,000 | 8,518,000 |
| Interest payable | 348,000 | 348,000 |
| Finance lease obligation | 2,162,000 | 2,218,000 |
| Bonds payable, net | 34,536,000 | 34,892,000 |
| | 44,123,000 | 48,876,000 |
| Net assets: | | |
| Without donor restrictions | 320,249,000 | 291,875,000 |
| With donor restrictions | 43,058,000 | 44,475,000 |
| | 363,307,000 | 336,350,000 |
| | \$ 407,430,000 | \$ 385,226,000 |

THE SEEING EYE, INC.

Statement of Activities
Year Ended September 30, 2023

| | Without Donor Restrictions | With Donor Restrictions | Total |
|---|---|--|-----------------------|
| Operating revenue, gains and other support: | | | |
| Contributions | \$ 8,988,000 | \$ 215,000 | \$ 9,203,000 |
| Legacies | 8,907,000 | - | 8,907,000 |
| Trust income | 1,659,000 | - | 1,659,000 |
| Investment assets appropriated for operations | 15,060,000 | 164,000 | 15,224,000 |
| Other revenues | 225,000 | - | 225,000 |
| Net assets released from restrictions | 335,000 | (335,000) | - |
| | 35,174,000 | 44,000 | 35,218,000 |
| Operating expenses: | | | |
| Program services | 24,653,000 | - | 24,653,000 |
| Management and general | 1,561,000 | - | 1,561,000 |
| Fundraising | 4,375,000 | - | 4,375,000 |
| | 30,589,000 | - | 30,589,000 |
| Increase in net assets from operating activities | 4,585,000 | 44,000 | 4,629,000 |
| Other changes: | | | |
| Investment gain, net | 35,268,000 | 377,000 | 35,645,000 |
| Investment assets appropriated for operations | (15,060,000) | (164,000) | (15,224,000) |
| Unrealized loss on beneficial interests in perpetual trusts held by others | - | (1,720,000) | (1,720,000) |
| Change in value of split-interest agreements | (33,000) | 46,000 | 13,000 |
| Net periodic pension and postretirement change other than service cost | 106,000 | - | 106,000 |
| Gain on disposal of fixed assets | 1,000 | - | 1,000 |
| Pension and postretirement - other changes | 3,507,000 | - | 3,507,000 |
| | 23,789,000 | (1,461,000) | 22,328,000 |
| Change in net assets | 28,374,000 | (1,417,000) | 26,957,000 |
| Net assets - beginning of year | 291,875,000 | 44,475,000 | 336,350,000 |
| Net assets - end of year | \$ 320,249,000 | \$ 43,058,000 | \$ 363,307,000 |

THE SEEING EYE, INC.

Statement of Activities
Year Ended September 30, 2022

| | Without Donor Restrictions | With Donor Restrictions | Total |
|---|---|--|-----------------------|
| Operating revenue, gains and other support: | | | |
| Contributions | \$ 9,168,000 | \$ 1,106,000 | \$ 10,274,000 |
| Legacies | 10,784,000 | - | 10,784,000 |
| Trust income | 1,739,000 | - | 1,739,000 |
| Investment assets appropriated for operations | 14,010,000 | 136,000 | 14,146,000 |
| Other revenues | 167,000 | - | 167,000 |
| Net assets released from restrictions | 258,000 | (258,000) | - |
| | <u>36,126,000</u> | <u>984,000</u> | <u>37,110,000</u> |
| Operating expenses: | | | |
| Program services | 23,311,000 | - | 23,311,000 |
| Management and general | 1,811,000 | - | 1,811,000 |
| Fundraising | 3,776,000 | - | 3,776,000 |
| | <u>28,898,000</u> | <u>-</u> | <u>28,898,000</u> |
| Increase in net assets from operating activities | 7,228,000 | 984,000 | 8,212,000 |
| Other changes: | | | |
| Investment loss, net | (32,918,000) | (524,000) | (33,442,000) |
| Investment assets appropriated for operations | (14,010,000) | (136,000) | (14,146,000) |
| Unrealized gain on beneficial interests in perpetual trusts held by others | - | 3,348,000 | 3,348,000 |
| Change in value of split-interest agreements | 10,000 | (858,000) | (848,000) |
| Net periodic pension and postretirement change other than service cost | 543,000 | - | 543,000 |
| Pension and postretirement - other changes | 7,352,000 | - | 7,352,000 |
| | <u>(39,023,000)</u> | <u>1,830,000</u> | <u>(37,193,000)</u> |
| Change in net assets | (31,795,000) | 2,814,000 | (28,981,000) |
| Net assets - beginning of year | 323,670,000 | 41,661,000 | 365,331,000 |
| Net assets - end of year | \$ 291,875,000 | \$ 44,475,000 | \$ 336,350,000 |

THE SEEING EYE, INC.

Statements of Cash Flows

| | Year Ended September 30, | |
|---|-----------------------------|------------------------|
| | 2023 | 2022 |
| Cash flows from operating activities: | | |
| Change in net assets | <u>\$ 26,957,000</u> | <u>\$ (28,981,000)</u> |
| Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities: | | |
| Depreciation | 2,393,000 | 2,326,000 |
| Amortization of bond premium and debt issuance costs, net | (356,000) | (345,000) |
| Gain on sale of fixed assets | (1,000) | - |
| Net realized and unrealized (gain) loss on investments | (32,206,000) | 38,334,000 |
| Legacies and donor-restricted contributions received for long-term purposes | (1,000) | (866,000) |
| Donated securities | 109,000 | 1,109,000 |
| Proceeds from sales of donated securities | (109,000) | (1,109,000) |
| Change in beneficial interests in perpetual trusts held by others | 1,720,000 | (3,348,000) |
| Change in beneficial interests in other charitable trusts | (46,000) | 858,000 |
| Changes in assets and liabilities: | | |
| Prepaid expenses and other assets | (271,000) | 63,000 |
| Accounts payable and accrued expenses | (54,000) | (24,000) |
| Accrued pension and postretirement benefits | <u>(4,287,000)</u> | <u>(7,801,000)</u> |
| | <u>(33,109,000)</u> | <u>29,197,000</u> |
| Net cash (used in) provided by operating activities | <u>(6,152,000)</u> | <u>216,000</u> |
| Cash flows from investing activities: | | |
| Additions to land, buildings and equipment | (1,056,000) | (808,000) |
| Proceeds from sale of fixed assets | 1,000 | - |
| Proceeds from sale of investments | 29,156,000 | 40,591,000 |
| Purchase of investments | <u>(23,743,000)</u> | <u>(39,033,000)</u> |
| Net cash provided by investing activities | <u>4,358,000</u> | <u>750,000</u> |
| Cash flows from financing activities: | | |
| Payments on finance lease obligation | (56,000) | (45,000) |
| Legacies and donor-restricted contributions received for long-term purposes | 1,000 | 866,000 |
| Net cash (used in) provided by financing activities | <u>(55,000)</u> | <u>821,000</u> |
| Net change in cash and cash equivalents | | |
| Cash and cash equivalents - beginning of year | <u>5,012,000</u> | <u>3,225,000</u> |
| Cash and cash equivalents - end of year | <u>\$ 3,163,000</u> | <u>\$ 5,012,000</u> |
| Supplemental disclosures of cash paid: | | |
| Cash paid for interest | \$ 1,704,000 | \$ 1,716,000 |
| Cash paid for income taxes | <u>\$ 195,000</u> | <u>\$ 2,000</u> |

See accompanying notes to financial statements.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

[1] Organization:

The Seeing Eye, Inc. (the “Organization,” we, us, our) is a New Jersey not-for-profit educational organization. Our mission is to enhance the independence, dignity and self-confidence of people who are blind or visually impaired through the use of Seeing Eye® dogs. In pursuit of this mission, we breed and raise puppies to become Seeing Eye dogs (or obtain them occasionally by purchase or exchange); teach instructors the science and technique of training Seeing Eye dogs as guides for blind and visually impaired people; instruct blind and visually impaired people in the proper use and handling of the dogs; conduct and support research on canine health and development; and inform the public about the role of guide dogs and the capabilities of blind and visually impaired people to live independently.

[2] Use of estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (“U.S. GAAP”) requires us to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses. Actual results could differ from those estimates.

[3] Basis of presentation:

Our financial statements, which are presented on the accrual basis of accounting, have been prepared to focus on our Organization as a whole, and to present balances and transactions according to the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified as follows:

- *Net Assets Without Donor Restrictions* – represent net assets available for use in general operations and not subject to donor restrictions. The Board of Trustees has designated, from net assets without donor restrictions, net assets for a long-term investment fund and Charitable Gift Annuity Fund.
- *Net Assets With Donor Restrictions* – represent net assets subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity.

We report contributions restricted by donors as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

[4] Operating indicator:

Our operating activities include all income and expenses related to carrying out our mission. Items not included in this operating measure are predominantly the investment return related to endowment and board-designated funds less the investment assets appropriated for operations, changes in value of split-interest agreements, gains/losses on beneficial interests in perpetual trusts held by others, and pension and postretirement-related changes other than the service component of net periodic pension and postretirement cost.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[5] Cash equivalents:

We consider all cash and highly liquid financial instruments with original maturities of three months or less when acquired, which are neither held for nor restricted by donors for long-term purposes, to be cash and cash equivalents. Cash and highly liquid financial instruments restricted to endowments that are perpetual in nature, or designated by our Board of Trustees for long-term purposes, are excluded from this definition.

[6] Investments:

We record investment purchases at cost, or if donated, at fair value on the date of donation. Thereafter, investments are reported at their fair values in the statements of financial position. Net investment return or loss is reported in the statements of activities and consists of interest and dividend income, and realized and unrealized capital gains and losses, less external and direct internal investment expenses. Gains and losses on sales of investments are determined using the average cost method.

The fair value for stocks, mutual funds and exchange traded funds ("ETF's") are based on quoted market prices, and U.S. government securities and collective investment trusts are based on quoted prices for similar instruments in active and inactive markets. We use the net asset value ("NAV") per share, as provided by the management of limited partnerships, to estimate the fair value of investments in limited partnerships which do not have readily determinable fair values. The fair value estimates of these assets do not necessarily represent amounts that might be realized upon their ultimate disposition, and the differences may be material. Users of these financial statements should be aware that the financial markets' volatility may significantly impact the subsequent valuation of our investments. Accordingly, the valuation of investments may not necessarily be indicative of amounts that could be realized in a current market exchange.

[7] Land, buildings and equipment:

Land, buildings and equipment is stated at cost, or if donated, at their approximate fair value at the date of the donation, less accumulated depreciation. Depreciation is provided using the straight-line method over the estimated useful lives of the assets, which range from three to forty years, or in the case of capitalized leased assets or leasehold improvements, the lesser of the useful life of the asset or the lease term. It is our policy to capitalize property and equipment over \$2,000. Lesser amounts are expensed. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets are expensed.

[8] Impairment of long-lived assets:

We evaluate the recoverability of our investment in long-lived assets on an ongoing basis and recognize any impairment in the year of determination. We evaluated our long-lived assets for impairment as of September 30, 2023 and 2022, and in our opinion, there were no indicators of asset impairment. It is possible that relevant conditions could change in the future which necessitate a change in our estimate of the recoverability of these assets.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[9] Revenue recognition:

We receive our primary operating and other support from contributions (including unconditional promises to give), legacies, trusts and investment assets appropriated for operations, which we recognize as revenue in the period received.

Unconditional promises to give which we expect to receive after one year are discounted at a rate commensurate with the risk involved, and an allowance for uncollectible contributions receivable is provided based upon factors such as prior collection history, type of contribution and nature of fundraising activity.

We recognize conditional promises to give, that is, those with a measurable performance or other barrier and a right of return, when the conditions upon which they were given are substantially met. There were no conditional promises to give as of September 30, 2023 and 2022.

At the date we receive notice of a beneficial interest in a perpetual or other charitable trust held by others, a legacy with donor restrictions is recorded in the statements of activities at fair value, and a corresponding beneficial interest in perpetual trusts or other charitable trusts held by others is recorded in the statements of financial position. Thereafter, beneficial interests in these trusts are reported at fair value in the statements of financial position, with changes in fair value recognized in the statements of activities.

Contributions of assets other than cash are recorded at their estimated fair value at the date of donation. Our volunteers contribute significant amounts of time to our program services, administration and fundraising activities; however, the financial statements do not reflect the value of these contributed services because they do not meet recognition criteria prescribed by U.S. GAAP.

[10] Release of restrictions on net assets held for acquisition of property and equipment:

Contributions we receive of property and equipment without donor-imposed stipulations concerning the use of such assets are reported as revenues without donor restrictions. Contributions we receive of cash or other assets, with a donor-imposed restriction that such donation is to be used to acquire property and equipment, are reported as revenues with donor restrictions. Such restrictions are satisfied at the time the assets are placed in service.

[11] Income taxes:

We have been recognized by the Internal Revenue Service (the "IRS") as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. We are annually required to file a Return of Organization Exempt from Income Tax (Form 990) with the IRS. In addition, we are subject to income tax on net income that is derived from business activities that are unrelated to our exempt purpose, and we annually file an Exempt Organization Business Income Tax Return (Form 990-T) with the IRS to report our unrelated business income.

U.S. GAAP requires an entity to record a tax benefit or liability associated with a tax position taken on a tax return when it is more likely than not the position would be sustained upon audit by a taxing authority. We do not believe we have taken, or expect to take, any material uncertain tax positions on our tax returns that would require us to record a tax liability, interest or penalties or a tax benefit as of September 30, 2023 and 2022.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[12] Subsequent events:

We have evaluated subsequent events through December 15, 2023, the date the financial statements were available to be issued.

NOTE B - INVESTMENTS

A summary of investments held as of September 30, 2023 and 2022 is as follows:

| | 2023 | | 2022 | |
|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | Cost | Fair Value | Cost | Fair Value |
| Stocks | \$ 60,882,000 | \$ 67,599,000 | \$ 58,939,000 | \$ 59,084,000 |
| Equity ETF's and mutual funds | 44,724,000 | 59,583,000 | 42,301,000 | 51,211,000 |
| Collective investment trusts | 33,679,000 | 63,147,000 | 34,716,000 | 53,536,000 |
| Bond mutual funds | 19,967,000 | 18,036,000 | 13,738,000 | 12,371,000 |
| U.S. government securities | 250,000 | 249,000 | 652,000 | 641,000 |
| Short-term investments | 8,316,000 | 8,293,000 | 11,686,000 | 11,664,000 |
| Commodity ETF's | 4,647,000 | 5,712,000 | 8,084,000 | 8,938,000 |
| REIT mutual funds | 63,000 | 48,000 | 66,000 | 54,000 |
| Limited partnerships | 56,064,000 | 103,952,000 | 55,435,000 | 102,327,000 |
| | \$ 228,592,000 | \$ 326,619,000 | \$ 225,617,000 | \$ 299,826,000 |

Included in investments are assets held under gift annuity agreements, which totaled \$2,410,000 and \$2,309,000 at September 30, 2023 and 2022, respectively, and which are in excess of legally mandated reserves. The fair value of investments in multi-strategy hedge funds was approximately 15% and 16% of total assets at September 30, 2023 and 2022, respectively.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE C - FAIR VALUE MEASUREMENTS

U.S. GAAP requires we report certain assets and liabilities at fair value in our financial statements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly exchange transaction in the principal, or most advantageous, market at the measurement date. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own determination about the assumptions market participants would use in pricing the asset or liability based on the available information.

In determining fair value, we use various approaches, including market, income and/or cost approaches. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). The three-tier hierarchy categorizes the inputs as follows:

Level 1 - Values are based on unadjusted quoted prices in active markets for identical assets or liabilities.

Level 2 - Values are based on quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in inactive markets; or inputs that are derived principally from or corroborated by observable market data.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurements.

The financial instruments within the fair value hierarchy are based on the lowest level of any input that is significant to the fair value measurement. The valuation levels are not necessarily an indication of the risk or liquidity associated with the underlying assets and liabilities.

We monitor the availability of observable market data to assess the appropriate classifications of financial instruments within the fair value hierarchy, including discussions and assessments of fair value measurements with internally responsible personnel as well as investment advisors regarding the methodology used to develop and substantiate unobservable inputs used in Level 3 fair value measurements. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such circumstances, the transfer is reported at the beginning of the reporting period.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

The following tables summarize the valuation of our assets within the aforementioned valuation hierarchy as of September 30, 2023 and 2022:

| | Assets at Fair Value as of September 30, 2023 | | | | |
|---|---|----------------------|----------------------|-----------------------|-----------------------|
| | Level 1 | Level 2 | Level 3 | NAV | Total |
| Investments: | | | | | |
| Stocks | \$ 67,599,000 | \$ - | \$ - | \$ - | \$ 67,599,000 |
| Equity ETFs and mutual funds | 59,583,000 | - | - | - | 59,583,000 |
| Collective investment trusts | - | 63,147,000 | - | - | 63,147,000 |
| Bond mutual funds | 18,036,000 | - | - | - | 18,036,000 |
| U.S. government securities | - | 249,000 | - | - | 249,000 |
| Short-term investments | 8,293,000 | - | - | - | 8,293,000 |
| Commodity ETFs | 5,712,000 | - | - | - | 5,712,000 |
| REIT mutual funds | 48,000 | - | - | - | 48,000 |
| Limited partnerships measured at NAV (a) | - | - | - | 103,952,000 | 103,952,000 |
| | 159,271,000 | 63,396,000 | - | 103,952,000 | 326,619,000 |
| Beneficial interests in perpetual and other trusts held by others | - | - | 35,201,000 | - | 35,201,000 |
| Totals | \$ 159,271,000 | \$ 63,396,000 | \$ 35,201,000 | \$ 103,952,000 | \$ 361,820,000 |

| | Assets at Fair Value as of September 30, 2022 | | | | |
|---|---|----------------------|----------------------|-----------------------|-----------------------|
| | Level 1 | Level 2 | Level 3 | NAV | Total |
| Investments: | | | | | |
| Stocks | \$ 59,084,000 | \$ - | \$ - | \$ - | \$ 59,084,000 |
| Equity ETFs and mutual funds | 51,211,000 | - | - | - | 51,211,000 |
| Collective investment trusts | - | 53,536,000 | - | - | 53,536,000 |
| Bond mutual funds | 12,371,000 | - | - | - | 12,371,000 |
| U.S. government securities | - | 641,000 | - | - | 641,000 |
| Short-term investments | 11,664,000 | - | - | - | 11,664,000 |
| Commodity ETFs | 8,938,000 | - | - | - | 8,938,000 |
| REIT mutual funds | 54,000 | - | - | - | 54,000 |
| Limited partnerships measured at NAV (a) | - | - | - | 102,327,000 | 102,327,000 |
| | 143,322,000 | 54,177,000 | - | 102,327,000 | 299,826,000 |
| Beneficial interests in perpetual and other trusts held by others | - | - | 36,875,000 | - | 36,875,000 |
| Totals | \$ 143,322,000 | \$ 54,177,000 | \$ 36,875,000 | \$ 102,327,000 | \$ 336,701,000 |

- (a) Certain investments that are measured at fair value using the NAV per share (or its equivalent) have not been classified in the fair value hierarchy and are presented in the above tables to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of financial position.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

Information regarding the investments reported at NAV as of September 30, 2023 is as follows:

| | Fair Value | Unfunded Commitments | Redemption Frequency (if Currently Eligible) | Redemption Notice Period |
|--------------------------------|-----------------------|-----------------------------|---|---------------------------------|
| Multi-strategy hedge funds (a) | \$ 61,283,000 | \$ - | Monthly, quarterly, semi-annual and annual | 30 - 120 days |
| Private equity funds (b) | 42,575,000 | 23,744,000 | Upon notification | N/A |
| Private real estate fund (c) | 94,000 | 1,083,000 | Upon notification | N/A |
| | \$ 103,952,000 | \$ 24,827,000 | | |

- (a) This category includes hedge funds that pursue multiple strategies to diversify risk. One of these funds is a fund of hedge funds.
- (b) This category includes private equity fund-of-funds, which invest primarily in a variety of private equity funds managed by others.
- (c) This category includes a fund which invests in a variety of real estate investments on a global basis.

The table below sets forth a summary of changes in the fair value of our Level 3 assets for the years ended September 30, 2023 and 2022:

| | Beneficial Interests in Trusts | |
|--|---------------------------------------|----------------------|
| | 2023 | 2022 |
| Balance, beginning of year | \$ 36,875,000 | \$ 34,385,000 |
| Total (losses) gains included in earnings | (1,720,000) | 3,348,000 |
| Change in value of split-interest agreements | 46,000 | (858,000) |
| Balance, end of year | \$ 35,201,000 | \$ 36,875,000 |

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE D - LAND, BUILDINGS AND EQUIPMENT

Land, buildings and equipment consist of the following at September 30, 2023 and 2022:

| | 2023 | 2022 |
|---|----------------------|----------------------|
| Land and land improvements | \$ 6,011,000 | \$ 5,987,000 |
| Buildings | 74,086,000 | 73,770,000 |
| Furniture and other equipment | 7,304,000 | 6,757,000 |
| Office and garage space under finance lease | 2,508,000 | 2,508,000 |
| Leasehold improvements | 2,874,000 | 2,874,000 |
| Construction in progress | 53,000 | - |
| | <hr/> | <hr/> |
| | 92,836,000 | 91,896,000 |
| Less: accumulated depreciation and amortization | <hr/> | <hr/> |
| | 50,877,000 | 48,600,000 |
| | <hr/> | <hr/> |
| Land, buildings and equipment, net | \$ 41,959,000 | \$ 43,296,000 |

Leased office and garage space recorded under a finance lease at September 30, 2023 and 2022 was \$2,508,000, and related accumulated depreciation at September 30, 2023 and 2022 was \$1,233,000 and \$1,150,000, respectively. Depreciation expense for each of the years ended September 30, 2023 and 2022 for leased office and garage space recorded under a finance lease approximated \$83,000 and \$84,000, respectively.

NOTE E - SPLIT-INTEREST AGREEMENTS

We recognize revenue and related assets and liabilities when an irrevocable split-interest agreement naming us as trustee or fiscal agent is executed. When an unrelated third party acts as trustee or fiscal agent, we recognize contribution income when we are notified of the agreement's existence and all relevant information is made known to us.

[1] Beneficial interests in perpetual trusts held by others:

We have been named as an irrevocable beneficiary of several perpetual trusts held and administered by independent third parties, in accordance with stipulations of the donors who established them. Therefore, we have neither possession nor control over the assets of the trusts. Under the terms of these trusts, we have the right to receive our portion of the income earned on the trust assets in perpetuity, but we are not entitled to receive the assets held in trust. The fair value of the trusts is computed at the present value (5% discount rate at September 30, 2023 and 2022) of the estimated future cash flows to be received from the trusts.

[2] Beneficial interests in other charitable trusts:

Beneficial interests in other charitable trusts are arrangements in which a donor establishes and funds a trust that is administered by an independent third party in accordance with the stipulation of the donor. Under the terms of these trusts, we may have the right to receive a portion of the income earned on the trust assets for a finite period of time and/or, in certain instances, may be entitled to receive our portion of the trust assets upon the termination of the trust. The fair value of the trusts is computed at the present value (discount rates ranging from 4.5% to 5.0% at September 30, 2023 and 2022, respectively) of the estimated future cash flows to be received from the trusts. The fair value of the trusts is recorded as net assets with donor restrictions, and the changes in the fair value of the trusts have been reported in the statements of activities.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE E - SPLIT-INTEREST AGREEMENTS (CONTINUED)

[3] Charitable gift annuities:

Under charitable gift annuity agreements, we receive immediate and unrestricted title to contributed assets in exchange for our promise to make fixed payments to designated beneficiaries. We hold the assets received in segregated funds and record the liability to the beneficiaries at the present value of the estimated future payments expected to be made to them. Upon receipt of the assets establishing the charitable gift annuity, contribution revenue is recognized in an amount equal to the fair value of the assets received less the liability to the beneficiaries. Subsequently, the liability is reduced by payments made to the beneficiaries. Annually, we revalue the liability to the present value of the estimated future payments to be made to the designated beneficiaries, and the changes resulting from this revaluation are reported in the statements of activities. The liability for future payments to beneficiaries approximated \$660,000 and \$758,000 at September 30, 2023 and 2022, respectively, and is included in accounts payable and accrued expenses in the statements of financial position.

NOTE F - BONDS PAYABLE

Bonds payable at September 30, 2023 and 2022 consist of the following bonds issued through the New Jersey Economic Development Authority ("NJEDA"):

| | 2023 | 2022 |
|---|----------------------|----------------------|
| New Jersey Economic Development Authority bonds – 2015, due March 1, 2025 with interest at a rate of 5.0% | \$ 14,085,000 | \$ 14,085,000 |
| New Jersey Economic Development Authority bonds – 2017, due June 1, 2032 with interest rates of 3.0% and 5.0% (weighted-average rate of 4.48%) | 19,340,000 | 19,340,000 |
| | 33,425,000 | 33,425,000 |
| Unamortized bond premium and debt issuance costs, net | 1,111,000 | 1,467,000 |
| | \$ 34,536,000 | \$ 34,892,000 |

2015 Bonds:

The 2015 Bonds were issued on March 4, 2015. The proceeds of the bonds (\$17,223,000) were used to provide a portion of the funds for the redemption of bonds issued in 2005 and to pay certain costs of issuance of the 2015 Bonds. Semiannual interest payments are payable on September 1 and March 1.

2017 Bonds:

The 2017 Bonds were issued on December 5, 2017. The proceeds of the 2017 Bonds (\$21,985,000) were used to defease (through an advance refunding) the principal and interest due on bonds issued in 2012 and to pay certain costs of issuance of the 2017 Bonds. The 2017 Bonds are subject to optional redemption by the NJEDA, at the written direction of the Organization, in whole or in part on any interest payment date on or after December 1, 2027 at a redemption price of 100% of the principal amount redeemed together with accrued interest thereon to the redemption date. Semiannual interest payments are payable on December 1 and June 1.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE F - BONDS PAYABLE (CONTINUED)

The bond premiums (net of debt issuance costs) at the dates of the issuance of the 2015 and 2017 Bonds were \$2,674,000 and \$1,028,000, respectively, and are being amortized over the life of the respective bonds using the effective interest rate method. The resulting effective interest rate on the 2015 and 2017 Bonds is 2.81% and 4.00%, respectively. Amortization of the net bond premiums and debt issuance costs, and the effect on the reduction in interest expense for the next five years ending September 30, is as follows:

| <u>Year Ending September 30,</u> | |
|---|------------|
| 2024 | \$ 367,000 |
| 2025 | 197,000 |
| 2026 | 73,000 |
| 2027 | 76,000 |
| 2028 | 79,000 |

The redemption price of principal and interest on the 2015 and 2017 Bonds are payable solely from payments to be made by us under our loan agreements with the NJEDA. The 2015 and 2017 Bonds are collateralized, on a parity basis, by all contributions, donations, legacies, gifts, grants and pledges received without donor restrictions, whether in the form of cash, securities or other personal property, in an amount up to the annual debt service requirements, plus the greater of \$50,000 or fees and expenses of the trustee and the NJEDA for the prior bond year.

Interest expense incurred on the bonds payable for the years ended September 30, 2023 and 2022 consists of the following:

| | <u>2023</u> | <u>2022</u> |
|---|----------------------------|----------------------------|
| Interest paid | \$ 1,571,000 | \$ 1,571,000 |
| Amortization of bond premium and debt issuance costs, net | <u>(356,000)</u> | <u>(345,000)</u> |
| | <u>\$ 1,215,000</u> | <u>\$ 1,226,000</u> |

The fair value of the bonds payable was \$33,304,000 and \$33,575,000 at September 30, 2023 and 2022, respectively. The fair value of the bonds was determined by an investment firm using estimated yields for securities with similar characteristics.

NOTE G - RETIREMENT PLANS

We maintain a defined benefit pension plan (the "Plan") covering substantially all of our employees who have attained the age of 21 years and completed one year of service. In addition to providing pension benefits, we provide certain healthcare benefits for eligible retirees.

All pension assets held by the Plan are deposited into funds that invest in equity securities, government and corporate bonds, and short-term investments. Annual contributions made to the Plan are based upon funding requirements under the Employee Retirement Income Security Act of 1974. As of September 30, 2023 and 2022, the pension fund assets are invested 60% in equity securities and 40% in debt securities. The investment strategy for the Plan is established by the Board of Trustees' Finance and Investment Committee to provide for growth of capital with a moderate level of volatility by investing assets per the target allocations. The investment policy is reviewed on a regular basis, to determine if the policy should be changed.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE G - RETIREMENT PLANS (CONTINUED)

The expected long-term rate of return for the pension assets is 5.5% as of September 30, 2023 and 2022. This rate was developed by estimating the expected long-term real return for each asset class within the portfolio, computing an average weighted real rate of return for the portfolio as a whole, reflecting both the Plan's expected asset class allocation and the correlations between the various asset classes.

The following tables set forth the Plan's funded status and amounts recognized in the statements of financial position as of September 30, 2023 and 2022:

| | Pension Benefits | | Other Postretirement Benefits | |
|---|------------------------------|----------------------------|-------------------------------|-------------------------------|
| | 2023 | 2022 | 2023 | 2022 |
| Projected benefit obligation | \$ 30,263,000 | \$ 33,133,000 | \$ 10,961,000 | \$ 10,569,000 |
| Plan assets at fair value | <u>36,993,000</u> | <u>35,184,000</u> | <u>-</u> | <u>-</u> |
| Funded status | <u><u>\$ 6,730,000</u></u> | <u><u>\$ 2,051,000</u></u> | <u><u>\$ (10,961,000)</u></u> | <u><u>\$ (10,569,000)</u></u> |
| Items not yet recognized as a component of net periodic retirement cost: | | | | |
| Net actuarial (gain) loss | \$ (1,052,000) | \$ 2,584,000 | \$ (2,249,000) | \$ (2,200,000) |
| Prior service credit | <u>-</u> | <u>-</u> | <u>(711,000)</u> | <u>(889,000)</u> |
| | <u><u>\$ (1,052,000)</u></u> | <u><u>\$ 2,584,000</u></u> | <u><u>\$ (2,960,000)</u></u> | <u><u>\$ (3,089,000)</u></u> |

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE G - RETIREMENT PLANS (CONTINUED)

The components of net periodic retirement cost for the years ended September 30, 2023 and 2022 consist of:

| | Pension Benefits | | Other Postretirement Benefits | |
|--------------------------------------|--------------------|--------------|-------------------------------|------------|
| | 2023 | 2022 | 2023 | 2022 |
| | \$ | | \$ | |
| Operating - service cost | \$ 919,000 | \$ 1,417,000 | \$ 240,000 | \$ 389,000 |
| Nonoperating: | | | | |
| Interest cost | 1,605,000 | 1,137,000 | 554,000 | 393,000 |
| Expected return on plan assets | (1,894,000) | (2,376,000) | - | - |
| Amortization of prior service credit | - | - | (178,000) | (178,000) |
| Amortization of actuarial loss | - | 99,000 | (73,000) | 50,000 |
| Settlement/curtailment expense | (122,000) | 332,000 | - | - |
| Total nonoperating | (411,000) | (808,000) | 303,000 | 265,000 |
| Net periodic retirement cost | \$ 508,000 | \$ 609,000 | \$ 543,000 | \$ 654,000 |

Information regarding employer and employee contributions, benefits paid and weighted-average assumptions for the years ended September 30, 2023 and 2022 are set forth below:

| | Pension Benefits | | Other Postretirement Benefits | |
|--|---------------------|--------------|-------------------------------|------------|
| | 2023 | 2022 | 2023 | 2022 |
| | \$ | | \$ | |
| Employer contributions | \$ 1,552,000 | \$ 1,507,000 | \$ 281,000 | \$ 204,000 |
| Plan participant contributions and Medicare subsidy | - | - | 102,000 | 108,000 |
| Benefits paid | 651,000 | 600,000 | 383,000 | 312,000 |
| Weighted-average assumptions as of September 30, 2023 and 2022: | | | | |
| Discount rate | 5.59% | 5.10% | 5.65% | 5.17% |

Expected contributions for the pension benefit plan and other postretirement benefit plan for the fiscal year ended September 30, 2023 are as follows:

| | Pension Benefits | Postretirement Benefits | Other |
|---------------------------------|------------------|-------------------------|------------------|
| | | | Pension Benefits |
| Expected employer contributions | \$ 1,600,000 | \$ 501,000 | |
| Expected employee contributions | - | 100,000 | |

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE G - RETIREMENT PLANS (CONTINUED)

Estimated future benefits reflecting expected future service for the pension benefit plan and other postretirement benefit plan for the fiscal years ending September 30, are as follows:

| | Pension Benefits | Other Postretirement Benefits |
|-------------|------------------|-------------------------------|
| 2023 | \$ 3,049,000 | \$ 402,000 |
| 2024 | 2,555,000 | 441,000 |
| 2025 | 2,407,000 | 473,000 |
| 2026 | 2,235,000 | 503,000 |
| 2027 | 2,378,000 | 538,000 |
| 2028 - 2032 | 11,930,000 | 3,512,000 |

The expected cost of retiree health and life insurance benefits is charged to expense during the years that the employees render services. The assumed health care cost trend rate used to project the expected cost of benefits covered by the postretirement benefit plan for the year ended September 30, 2023 is 5.5% for medical costs and 9.0% for prescription costs. Thereafter, the trend rate is assumed to decrease annually until it reaches an ultimate rate of 4.5% in 2032 for medical and prescription costs.

We also maintain a 403(b) defined contribution plan, covering all employees who normally work more than 20 hours per week. Employees are immediately eligible to make contributions to the plan upon their date of hire and are eligible to receive matching employer contributions upon the completion of one year of service. We have the discretion to vary the employer matching contribution rate. In the years ended September 30, 2023 and 2022, we matched 100% of an employee's pre-tax contributions up to the first 3% of salary contributed to the plan, and 50% of an employee's contributions for the next 3% of salary contributed. Each employee directs the investment of the assets contributed to the plan on their behalf. Our matching contributions for each of the years ended September 30, 2023 and 2022 were \$371,000.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE H - LEASE OBLIGATIONS

[1] Finance lease obligation:

Effective January 1, 2009, we entered into a noncancelable finance lease for office and garage space with a minimum lease term of 30 years. The lease has two 10-year renewal options. The following is a schedule, by year, of future minimum lease payments under this lease, together with the present value of the net minimum lease payments, as of September 30, 2023:

| Year Ending September 30, | |
|---|---------------------|
| 2024 | \$ 204,000 |
| 2025 | 206,000 |
| 2026 | 206,000 |
| 2027 | 211,000 |
| 2028 | 212,000 |
| Thereafter | <u>2,381,000</u> |
| Total minimum lease payments | 3,420,000 |
| Less: amount representing interest | <u>1,258,000</u> |
| Present value of minimum lease payments | <u>\$ 2,162,000</u> |

The present value of net minimum lease payments shown above is calculated based on an interest rate of 6.16%.

[2] Operating lease obligations:

We are obligated under several noncancelable lease agreements for office equipment and do not have any renewal options. Leases with an initial term of twelve months or less are not recorded on the statement of financial position. Total lease expense for the years ended September 30, 2023 and 2022 was \$28,000 and \$27,000, respectively. The weighted-average remaining life of these leases was approximately 2.7 and 2.8 years and the discount rate was 8.25% and 3.25% as of September 30, 2023 and 2022, respectively. The present value of these lease obligations was \$49,000 and \$60,000 at September 30, 2023 and 2022, respectively, and is included in accounts payable and accrued expenses. A corresponding right-of-use asset is included in prepaid expenses and other assets at September 30, 2023 and 2022. The following is a schedule, by year, of future minimum lease payments under these leases, together with the present value of the net minimum lease payments, as of September 30, 2023:

| Year Ending September 30, | |
|---|------------------|
| 2024 | \$ 20,000 |
| 2025 | 16,000 |
| 2026 | 13,000 |
| 2027 | 5,000 |
| 2028 | - |
| Total minimum lease payments | 54,000 |
| Less: amount representing interest | 5,000 |
| Present value of minimum lease payments | <u>\$ 49,000</u> |

THE SEEING EYE, INC.

**Notes to Financial Statements
September 30, 2023 and 2022**

NOTE I - NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consist of the following at September 30, 2023 and 2022:

| | 2023 | 2022 |
|---|----------------------|----------------------|
| Subject to expenditure for specified purposes: | | |
| Program support services | \$ 313,000 | \$ 261,000 |
| Subject to the passage of time: | | |
| Beneficial interests in other charitable trusts, the income from which is unrestricted | 3,828,000 | 3,782,000 |
| Promises to give that are not restricted by donors, but which are not available for expenditure until due | 5,000 | 14,000 |
| Endowments: | | |
| Investments to be held in perpetuity, the income from which is restricted for program support services and facilities maintenance | 7,217,000 | 7,216,000 |
| Subject to endowment spending policy and appropriation: | | |
| Program support services | 322,000 | 109,000 |
| Not subject to spending policy or appropriation: | | |
| Beneficial interests in perpetual trusts held by others, the income from which is unrestricted | 31,373,000 | 33,093,000 |
| Total net assets with donor restrictions | \$ 43,058,000 | \$ 44,475,000 |

During the years ended September 30, 2023 and 2022, net assets were released from donor restrictions as a result of satisfying the restricted purposes or by occurrence of the passage of time or other events specified by donors, as follows:

| | 2023 | 2022 |
|--|-------------------|-------------------|
| Satisfaction of purpose restrictions: | | |
| Program support services | \$ 171,000 | \$ 122,000 |
| Restricted purpose spending rate appropriations: | | |
| Program support services | 164,000 | 136,000 |
| | \$ 335,000 | \$ 258,000 |

THE SEEING EYE, INC.

**Notes to Financial Statements
September 30, 2023 and 2022**

NOTE I - NET ASSETS WITH DONOR RESTRICTIONS (CONTINUED)

Changes in net assets with donor restrictions for the year ended September 30, 2023 were as follows:

| | With Purpose and/or Timing Restrictions | Restrictions Perpetual in Nature | Total Net Assets with Donor Restrictions |
|---|--|---|---|
| Operating changes: | | | |
| Contributions | \$ 214,000 | \$ 1,000 | \$ 215,000 |
| Investment assets appropriated for operations | 164,000 | - | 164,000 |
| Net assets released from restrictions | (335,000) | - | (335,000) |
| | 43,000 | 1,000 | 44,000 |
| Other changes: | | | |
| Investment return, net | 377,000 | - | 377,000 |
| Investment assets appropriated for operations | (164,000) | - | (164,000) |
| Unrealized loss on beneficial interests in perpetual trusts held by others | - | (1,720,000) | (1,720,000) |
| Change in value of split-interest agreements | 46,000 | - | 46,000 |
| | 302,000 | (1,719,000) | (1,417,000) |
| Increase (decrease) in net assets with donor restrictions | 4,166,000 | 40,309,000 | 44,475,000 |
| Net assets, beginning of year | | | |
| Net assets, end of year | \$ 4,468,000 | \$ 38,590,000 | \$ 43,058,000 |

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE I - NET ASSETS WITH DONOR RESTRICTIONS (CONTINUED)

Changes in net assets with donor restrictions for the year ended September 30, 2022 was as follows:

| | With Purpose and/or Timing Restrictions | Restrictions Perpetual in Nature | Total Net Assets with Donor Restrictions |
|---|--|---|---|
| Operating changes: | | | |
| Contributions | \$ 240,000 | \$ 866,000 | \$ 1,106,000 |
| Investment assets appropriated for operations | 136,000 | - | 136,000 |
| Net assets released from restrictions | (258,000) | - | (258,000) |
| | 118,000 | 866,000 | 984,000 |
| Other changes: | | | |
| Investment return, net | (524,000) | - | (524,000) |
| Investment assets appropriated for operations | (136,000) | - | (136,000) |
| Unrealized gain on beneficial interests in perpetual trusts held by others | - | 3,348,000 | 3,348,000 |
| Change in value of split-interest agreements | (858,000) | - | (858,000) |
| (Decrease) increase in net assets with donor restrictions | (1,400,000) | 4,214,000 | 2,814,000 |
| Net assets, beginning of year | 5,566,000 | 36,095,000 | 41,661,000 |
| Net assets, end of year | <u>\$ 4,166,000</u> | <u>\$ 40,309,000</u> | <u>\$ 44,475,000</u> |

NOTE J - ENDOWMENT AND BOARD-DESIGNATED FUNDS

Our endowment and board-designated net assets consist of funds established for a variety of purposes and include 13 donor-restricted funds and funds designated by the Board of Trustees to function as endowments (board-designated funds). Net assets associated with these funds are classified and reported based upon the existence or absence of donor-imposed restrictions.

We have interpreted the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") as requiring the preservation of the fair value of the original gift as of the gift date to the donor-restricted endowment funds, absent explicit donor stipulations to the contrary. As a result of this interpretation, we retain in perpetuity: (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations and decrements to the permanent endowment made in accordance with the direction of the applicable donor gift instrument.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE J - ENDOWMENT AND BOARD-DESIGNATED FUNDS (CONTINUED)

The remaining portion of the donor-restricted endowment fund that is not retained in perpetuity is included in net assets with donor restrictions, until those amounts are appropriated for expenditure by our Board of Trustees in a manner consistent with the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, we consider the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- (1) the duration and preservation of the fund;
- (2) the purposes of the Organization and the donor-restricted endowment fund;
- (3) general economic conditions;
- (4) the possible effect of inflation and deflation;
- (5) the expected total return from income and appreciation of investments;
- (6) other resources of the Organization; and
- (7) the investment policies of the Organization.

Endowment and board-designated net assets' composition by type as of September 30, 2023 and 2022 was as follows:

| | <u>Without Donor Restrictions</u> | <u>With Donor Restrictions</u> | <u>Total</u> |
|---|---|--|------------------------------|
| <u>As of September 30, 2023:</u> | | | |
| Board-designated funds: | | | |
| Long-term investment fund | \$ 316,670,000 | \$ - | \$ 316,670,000 |
| Charitable gift annuity fund | 2,410,000 | - | 2,410,000 |
| Donor-restricted endowment funds: | | | |
| To be held in perpetuity | - | 7,217,000 | 7,217,000 |
| Unexpended income | - | 322,000 | 322,000 |
| | <u>\$ 319,080,000</u> | <u>\$ 7,539,000</u> | <u>\$ 326,619,000</u> |

As of September 30, 2022:

| | | | |
|-----------------------------------|------------------------------|----------------------------|------------------------------|
| Board-designated funds: | | | |
| Long-term investment fund | \$ 290,192,000 | \$ - | \$ 290,192,000 |
| Charitable gift annuity fund | 2,309,000 | - | 2,309,000 |
| Donor-restricted endowment funds: | | | |
| To be held in perpetuity | - | 7,216,000 | 7,216,000 |
| Unexpended income | - | 109,000 | 109,000 |
| | <u>\$ 292,501,000</u> | <u>\$ 7,325,000</u> | <u>\$ 299,826,000</u> |

Our Board of Trustees has adopted an investment spending rate policy for endowment and board-designated net assets designed to provide a predictable flow of funds to support annual operating activities. The spending policy is intended to balance current spending needs and preserve the future purchasing power of the endowment and board-designated net assets. Under the investment spending policy, the Board of Trustees appropriates endowment and board-designated funds to support operations at a level of 5% of the 12-quarter moving average of the fair value of such funds as of June 30 of the year immediately preceding the beginning of our fiscal year. The Board of Trustees sets the percentage spending rate and may approve special allocations from time to time, if determined to be necessary. Any excess of the amounts appropriated pursuant to this policy over actual amounts used by operations is returned to the endowment and board-designated funds for use in future years.

THE SEEING EYE, INC.

**Notes to Financial Statements
September 30, 2023 and 2022**

NOTE J - ENDOWMENT AND BOARD-DESIGNATED FUNDS (CONTINUED)

Changes in endowment and board-designated net assets for the year ended September 30, 2023 were as follows:

| | Without Donor Restrictions | With Donor Restrictions | Total |
|---|---|--|-----------------------|
| Endowment and board-designated funds, beginning of year | \$ 292,501,000 | \$ 7,325,000 | \$ 299,826,000 |
| Donor contributions | - | 1,000 | 1,000 |
| Investment return, net | 35,268,000 | 377,000 | 35,645,000 |
| Investment assets appropriated for operations pursuant to spending rate policy | (15,060,000) | (164,000) | (15,224,000) |
| Payments under split-interest agreements | (142,000) | - | (142,000) |
| Appropriations of investment assets returned to board-designated funds | 6,513,000 | - | 6,513,000 |
| | 26,579,000 | 214,000 | 26,793,000 |
| Endowment and board-designated funds, end of year | \$ 319,080,000 | \$ 7,539,000 | \$ 326,619,000 |

Changes in endowment and board-designated net assets for the year ended September 30, 2022 were as follows:

| | Without Donor Restrictions | With Donor Restrictions | Total |
|---|---|--|-----------------------|
| Endowment and board-designated funds, beginning of year | \$ 332,599,000 | \$ 7,119,000 | \$ 339,718,000 |
| Donor contributions | - | 866,000 | 866,000 |
| Investment return, net | (32,918,000) | (524,000) | (33,442,000) |
| Investment assets appropriated for operations pursuant to spending rate policy | (14,010,000) | (136,000) | (14,146,000) |
| Payments under split-interest agreements | (182,000) | - | (182,000) |
| Appropriations of investment assets returned to board-designated funds | 7,012,000 | - | 7,012,000 |
| | (40,098,000) | 206,000 | (39,892,000) |
| Endowment and board-designated funds, end of year | \$ 292,501,000 | \$ 7,325,000 | \$ 299,826,000 |

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE J - ENDOWMENT AND BOARD-DESIGNATED FUNDS (CONTINUED)

The return objectives, risk parameters and strategies we employ for achieving the objectives of our various endowments are:

[1] Donor-restricted endowments:

Certain donor-restricted endowments are invested in U.S. government securities or fixed-income securities pursuant to stipulations of the donors. We have adopted investment and spending practices for our remaining donor-restricted endowment assets that attempt to provide a predictable stream of funding to programs supported by the endowment, while seeking to preserve the original value of the gift.

[2] Board-designated funds:

The board-designated funds consist of (a) investments that have been board-designated for long-term investment purposes, and (b) investments segregated for use in meeting our obligations under charitable gift annuity contracts.

The Board of Trustees has adopted investment objectives and policies for the board-designated long-term endowment fund and has delegated oversight authority over this fund to the Trustee's Finance and Investment Committee (the "Committee"). The overall objective of this fund is to provide a reliable, recurring level of financial support of the Organization's programs, consistent with maintaining the fund's purchasing power over time and sufficient to ensure the Organization's prudent ability to plan strategically for the long-term continued success of its mission. The primary objective of the Committee is to seek stable total real returns over the long-term, while ensuring adequate current liquidity and cash flow to meet operating needs and with an emphasis on preservation of the fund's principal. The Committee has the discretion to determine the portfolio composition and asset allocation of the fund, both by asset class and within each class. As of September 30, 2023, the assets of this fund were invested as follows: stocks, stock mutual funds and collective investment trusts (58%), fixed-income and short-term investments (8%), commodity exchange-traded funds (2%) and limited partnerships (32%).

The Board of Trustees has authorized the establishment of a segregated fund to meet our obligations under charitable gift annuity contracts and adopted an investment policy for such funds designed to provide for long-term growth of capital. To achieve this objective, the policy targets a diversified asset allocation that places a greater emphasis on equity-based investments. As of September 30, 2022, the assets of this fund were invested 65% in stock mutual funds, 30% in bond mutual funds and short-term investments, 2% in REIT mutual funds, and 3% in cash and short-term investments.

Additionally, the Board of Trustees has authorized the establishment of two segregated funds that are expected to be spent down over time – a Capital Reserve Fund for major construction and renovation projects as well as emergency capital projects, and a Strategic Initiatives Fund to help fund projects identified in the Strategic Plan.

[3] Underwater endowments:

From time to time, certain donor-restricted endowment funds may have fair values below the amount required to be maintained by donors or pursuant to UPMIFA ("underwater endowments"). While we have interpreted UPMIFA to allow us to spend from an underwater endowment in accordance with prudent measures required by law, as a general rule we do not appropriate from underwater donor-restricted endowments. There was one underwater endowment which totaled \$230,000 and three underwater endowments which totaled \$370,000 as of September 30, 2023 and 2022, respectively.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE K - SIGNIFICANT RISKS AND UNCERTAINTIES

[1] Concentration of cash balances:

Our cash is maintained in bank deposit accounts, which, at times, may exceed federally insured limits. We have not experienced any losses in such accounts, and we believe we are not exposed to any significant credit risk on cash and cash equivalents.

[2] Litigation:

From time to time, we are a party to litigation and other claims in the ordinary course of our operating activities. In our opinion, the ultimate resolution of these matters will not have a significant effect on our financial position, changes in net assets or cash flows.

NOTE L - TRANSACTIONS WITH RELATED PARTY

During the years ended September 30, 2023 and 2022, senior executives of Morgan Stanley were trustees of the Organization. Fees paid to Morgan Stanley, in respect to investment funds managed by Morgan Stanley, for the years ended September 30, 2023 and 2022 were approximately \$93,000 and \$98,000, respectively.

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE M - FUNCTIONAL EXPENSES AND JOINT COSTS

The financial statements report certain categories of expenses that are attributable to our program services and supporting functions. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include occupancy and depreciation, which are allocated on a square-footage basis, as well as salaries and wages, employee benefits, travel, purchased services and other costs, which are allocated on the basis of estimates of time and effort.

Expenses by functional classification for the years ended September 30, 2023 and 2022 consisted of the following:

| | 2023 | | | |
|--|----------------------|------------------------|---------------------|----------------------|
| | Program Services | Management and General | Fundraising | Total |
| Salaries and wages | \$ 10,235,000 | \$ 712,000 | \$ 1,128,000 | \$ 12,075,000 |
| Employee benefits | 4,895,000 | 262,000 | 433,000 | 5,590,000 |
| Utilities, repairs and other occupancy costs | 2,345,000 | 123,000 | 49,000 | 2,517,000 |
| Depreciation | 2,259,000 | 104,000 | 30,000 | 2,393,000 |
| Fundraising campaigns and events | - | - | 2,221,000 | 2,221,000 |
| Canine support and research | 1,739,000 | - | - | 1,739,000 |
| Interest | 1,348,000 | - | - | 1,348,000 |
| Travel, purchased services and other | 1,832,000 | 360,000 | 514,000 | 2,706,000 |
| | <u>\$ 24,653,000</u> | <u>\$ 1,561,000</u> | <u>\$ 4,375,000</u> | <u>\$ 30,589,000</u> |
| | 2022 | | | |
| | Program Services | Management and General | Fundraising | Total |
| Salaries and wages | \$ 9,587,000 | \$ 871,000 | \$ 986,000 | \$ 11,444,000 |
| Employee benefits | 4,737,000 | 280,000 | 415,000 | 5,432,000 |
| Utilities, repairs and other occupancy costs | 2,307,000 | 125,000 | 45,000 | 2,477,000 |
| Depreciation | 2,193,000 | 102,000 | 31,000 | 2,326,000 |
| Fundraising campaigns and events | - | - | 1,823,000 | 1,823,000 |
| Canine support and research | 1,490,000 | - | - | 1,490,000 |
| Interest | 1,370,000 | - | - | 1,370,000 |
| Travel, purchased services and other | 1,627,000 | 433,000 | 476,000 | 2,536,000 |
| | <u>\$ 23,311,000</u> | <u>\$ 1,811,000</u> | <u>\$ 3,776,000</u> | <u>\$ 28,898,000</u> |

THE SEEING EYE, INC.

Notes to Financial Statements September 30, 2023 and 2022

NOTE N - AVAILABILITY OF FINANCIAL RESOURCES

It is our practice to structure our financial assets to be available as general expenditures, liabilities and other cash obligations come due. We invest cash in excess of our daily requirements in short-term money market investments.

To meet our expenditure obligations, we rely upon contributions from our donors, legacies, trust income and investment assets appropriated for operations by our Board of Trustees. Although, the long-term investment fund of \$319,310,000 is board-designated (other than amounts appropriated for expenditure as part of our Board's annual spending rate policy described in Note J), it is included in the schedule below because these amounts could be made available by the Board if necessary to meet our cash requirements. Financial assets available within one year for general expenditure, such as operating expenses, scheduled lease payments, capital expenditures and other cash obligations, were as follows at September 30, 2023 and 2022:

| | 2023 | 2022 |
|--|------------------------------|------------------------------|
| Investments | \$ 326,619,000 | \$ 299,826,000 |
| Less: investments unavailable for general expenditures within one year, due to: | | |
| Private equity fund lock-up provisions | (43,000) | (42,582,000) |
| Board-designated for charitable gift annuities | (2,410,000) | (2,309,000) |
| Restricted in perpetuity by donors | (7,217,000) | (7,216,000) |
| Donor purpose restrictions | <u>(322,000)</u> | <u>(109,000)</u> |
| | 316,627,000 | 247,610,000 |
| Cash and cash equivalents | 3,163,000 | 5,012,000 |
| Unconditional promises to give | <u>5,000</u> | <u>14,000</u> |
| Net financial assets available within one year | <u>\$ 319,795,000</u> | <u>\$ 252,636,000</u> |

**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestroni Foundation, Inc.**

Exhibit 5

The Seeing Eye 2022 IRS Form 990

IRS e-file Signature Authorization
for a Tax Exempt Entity

OMB No. 1545-0047

For calendar year 2022, or fiscal year beginning OCT 1, 2022, and ending SEP 30, 2023

Do not send to the IRS. Keep for your records.

Go to www.irs.gov/Form8879TE for the latest information.

2022

Department of the Treasury
Internal Revenue Service

Name of filer

THE SEEING EYE, INC.

EIN or SSN

22-1539721

Name and title of officer or person subject to tax

JAMES HANDS
ASST TREASURER**Part I Type of Return and Return Information**

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.

- | | | | |
|-----------------------------------|-------------------------------------|--|-----------------------|
| 1a Form 990 check here | <input checked="" type="checkbox"/> | b Total revenue, if any (Form 990, Part VIII, column (A), line 12) | 1b <u>31,816,699.</u> |
| 2a Form 990-EZ check here | <input type="checkbox"/> | b Total revenue, if any (Form 990-EZ, line 9) | 2b _____ |
| 3a Form 1120-POL check here | <input type="checkbox"/> | b Total tax (Form 1120-POL, line 22) | 3b _____ |
| 4a Form 990-PF check here | <input type="checkbox"/> | b Tax based on Investment Income (Form 990-PF, Part V, line 5) | 4b _____ |
| 5a Form 8868 check here | <input type="checkbox"/> | b Balance due (Form 8868, line 3c) | 5b _____ |
| 6a Form 990-T check here | <input type="checkbox"/> | b Total tax (Form 990-T, Part III, line 4) | 6b _____ |
| 7a Form 4720 check here | <input type="checkbox"/> | b Total tax (Form 4720, Part III, line 1) | 7b _____ |
| 8a Form 5227 check here | <input type="checkbox"/> | b FMV of assets at end of tax year (Form 5227, Item D) | 8b _____ |
| 9a Form 5330 check here | <input type="checkbox"/> | b Tax due (Form 5330, Part II, line 19) | 9b _____ |
| 10a Form 8038-CP check here | <input type="checkbox"/> | b Amount of credit payment requested (Form 8038-CP, Part III, line 22) | 10b _____ |

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the

2022 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

I authorize **EISNER ADVISORY GROUP LLC** to enter my PIN **12345**
ERO firm name
Enter five numbers, but
do not enter all zeros

as my signature on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Date **02/12/2024****Part III Certification and Authentication**

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

22503554321

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2022 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-File Providers for Business Returns.

ERO's signature

Date **02/12/2024****ERO Must Retain This Form - See Instructions****Do Not Submit This Form to the IRS Unless Requested To Do So**

LHA For Privacy Act and Paperwork Reduction Act Notice, see Instructions.

Form 8879-TE (2022)

Form 990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
 Do not enter social security numbers on this form as it may be made public.
 Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

A For the 2022 calendar year, or tax year beginning OCT 1, 2022 and ending SEP 30, 2023

| | | | |
|---|---|---|--|
| B Check if applicable: | C Name of organization THE SEEING EYE, INC. | | D Employer identification number 22-1539721 |
| Address change | Doing business as | | E Telephone number 973 539 - 4425 |
| Name change | Number and street (or P.O. box if mail is not delivered to street address) PO BOX 375 | | F City or town, state or province, country, and ZIP or foreign postal code MORRISTOWN, NJ 07963-0375 |
| Initial return | | | G Gross receipts \$ 53,862,700. |
| Final return/terminated | | | H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No |
| Amended return | | | H(b) Are all subordinates included? Yes <input checked="" type="checkbox"/> No |
| Application pending | F Name and address of principal officer: JAMES HANDS PO BOX 375, MORRISTOWN, NJ 07963-0375 | | If "No," attach a list. See instructions |
| I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) 501(c)() (insert no.) 4947(a)(1) or 527 | | | H(c) Group exemption number |
| J Website: WWW.SEEINGEYE.ORG | | | K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other |
| | | L Year of formation: 1929 M State of legal domicile: NJ | |

Part I Summary

| | | |
|--|--|---|
| Activities & Governance | 1 Briefly describe the organization's mission or most significant activities: HELP BLIND PEOPLE ACHIEVE GREATER INDEPENDENCE THROUGH SEEING EYE DOGS. | |
| | 2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. | |
| | 3 Number of voting members of the governing body (Part VI, line 1a) | 3 27 |
| | 4 Number of independent voting members of the governing body (Part VI, line 1b) | 4 25 |
| | 5 Total number of individuals employed in calendar year 2022 (Part V, line 2a) | 5 260 |
| | 6 Total number of volunteers (estimate if necessary) | 6 700 |
| | 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 7a -5,387. |
| b Net unrelated business taxable income from Form 990-T, Part I, line 11 | 7b 0. | |
| Revenue | 8 Contributions and grants (Part VIII, line 1h) | Prior Year 22,547,317. Current Year 19,528,552. |
| | 9 Program service revenue (Part VIII, line 2g) | 130,881. 124,091. |
| | 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 10,797,555. 11,983,375. |
| | 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 144,799. 180,681. |
| | 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 33,620,552. 31,816,699. |
| Expenses | 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 0. 0. |
| | 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) | 16,875,156. 17,665,048. |
| | 16a Professional fundraising fees (Part IX, column (A), line 11e) | 152,750. 129,955. |
| | b Total fundraising expenses (Part IX, column (D), line 25) | 4,266,565. |
| | 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 11,863,383. 12,789,935. |
| | 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | 28,891,289. 30,584,938. |
| 19 Revenue less expenses. Subtract line 18 from line 12 | 4,729,263. 1,231,761. | |
| Net Assets or Fund Balances | Beginning of Current Year | End of Year |
| | 20 Total assets (Part X, line 16) | 385,225,116. 407,430,153. |
| | 21 Total liabilities (Part X, line 26) | 48,875,643. 44,123,927. |
| | 22 Net assets or fund balances. Subtract line 21 from line 20 | 336,349,473. 363,306,226. |

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 JAMES HANDS, ASST TREASURER | | Date |
| | Type or print name and title | | |
| Paid Preparer | Print/Type preparer's name DOUGLAS TAPP | Preparer's signature | Date |
| | | | Check if self-employed |
| Use Only | Firm's name EISNER ADVISORY GROUP LLC | | Firm's EIN 87-1353108 |
| | Firm's address 111 WOOD AVENUE SOUTH ISELIN, NJ 08830-2700 | | Phone no. 732-243-7000 |

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III X

- 1** Briefly describe the organization's mission:

SEE SCHEDULE O

- 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 X 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 X 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 \$ 23,517,098. including grants of \$ _____) (Revenue \$ 124,091.)

SEE SCHEDULE O

- 4b** (Code: _____) (Expenses \$ 1,116,064. including grants of \$ _____) (Revenue \$ _____)

PUBLIC AND INFORMATION SERVICES: THROUGH THIS PROGRAM WE DISSEMINATE INFORMATION TO PROMOTE GREATER PUBLIC UNDERSTANDING AND WIDER ACCEPTANCE IN SOCIETY FOR BLIND INDIVIDUALS ACCCOMPANIED BY TRAINED GUIDE DOGS, THROUGH THE USE OF SOCIAL MEDIA, TELEVISION, RADIO, FILMS, EXHIBITS, BOOKS, MAGAZINES, SEMINARS AND NEWSPAPERS. THESE PROGRAM SERVICES ALSO INCLUDE DISTRIBUTION OF INFORMATION HELPFUL TO PEOPLE WHO ARE BLIND AND VISUALLY IMPAIRED.

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

- 4d** Other program services (Describe on Schedule O.)

(Expenses \$ _____) including grants of \$ _____) (Revenue \$ _____)

- 4e** Total program service expenses 24,633,162.

Form 990 (2022)

Part IV Checklist of Required Schedules

| | Yes | No |
|---|------------|-----------|
| 1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> | 1 X | |
| 2 Is the organization required to complete <i>Schedule B, Schedule of Contributors?</i> See instructions | 2 X | |
| 3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> | 3 X | |
| 4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i> | 4 X | |
| 5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i> | 5 X | |
| 6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> | 6 X | |
| 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> | 7 X | |
| 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> | 8 X | |
| 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> | 9 X | |
| 10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i> | 10 X | |
| 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable. <ul style="list-style-type: none"> a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> | | |
| 12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> | 11a X | |
| b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> | 11b X | |
| 13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> | 11c X | |
| 14a Did the organization maintain an office, employees, or agents outside of the United States? b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i> | 11d X | |
| 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i> | 11e X | |
| 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i> | 11f X | |
| 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i> | 12a X | |
| 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> | 12b X | |
| 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> | 13 X | |
| 20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> | 14a X | |
| b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? | 14b X | |
| 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> | 15 X | |
| | 16 X | |
| | 17 X | |
| | 18 X | |
| | 19 X | |
| 20a | X | |
| 20b | | |
| 21 | X | |

Part IV Checklist of Required Schedules (continued)

| | | Yes | No |
|-----|--|------------|-----------|
| 22 | Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III | 22 | X |
| 23 | Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J | 23 | X |
| 24a | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a | 24a | X |
| b | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | 24b | X |
| c | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | 24c | X |
| d | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? | 24d | X |
| 25a | Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I | 25a | X |
| b | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I | 25b | X |
| 26 | Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II | 26 | X |
| 27 | Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III | 27 | X |
| 28 | Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions): | | |
| a | A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV | 28a | X |
| b | A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV | 28b | X |
| c | A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV | 28c | X |
| 29 | Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M | 29 | X |
| 30 | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M | 30 | X |
| 31 | Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I | 31 | X |
| 32 | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II | 32 | X |
| 33 | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I | 33 | X |
| 34 | Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 | 34 | X |
| 35a | Did the organization have a controlled entity within the meaning of section 512(b)(13)? | 35a | X |
| b | If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 | 35b | |
| 36 | Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 | 36 | X |
| 37 | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI | 37 | X |
| 38 | Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? | 38 | X |

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

| | | Yes | No |
|----|--|------------|-----------|
| 1a | Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable | 1a | 15 |
| b | Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable | 1b | 0 |
| c | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | 1c | X |

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

| | Yes | No |
|--|------------|-------------------------------------|
| 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return | 2a | 260 |
| b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? | 2b | <input checked="" type="checkbox"/> |
| 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? | 3a | <input checked="" type="checkbox"/> |
| b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i> | 3b | <input checked="" type="checkbox"/> |
| 4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? | 4a | <input checked="" type="checkbox"/> |
| b If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). | | |
| 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? | 5a | <input checked="" type="checkbox"/> |
| b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | 5b | <input checked="" type="checkbox"/> |
| c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? | 5c | |
| 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? | 6a | <input checked="" type="checkbox"/> |
| b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | 6b | |
| 7 Organizations that may receive deductible contributions under section 170(c). | | |
| a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? | 7a | <input checked="" type="checkbox"/> |
| b If "Yes," did the organization notify the donor of the value of the goods or services provided? | 7b | <input checked="" type="checkbox"/> |
| c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? | 7c | <input checked="" type="checkbox"/> |
| d If "Yes," indicate the number of Forms 8282 filed during the year | 7d | 1 |
| e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | 7e | <input checked="" type="checkbox"/> |
| f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | 7f | <input checked="" type="checkbox"/> |
| g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? | 7g | |
| h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? | 7h | |
| 8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? | 8 | |
| 9 Sponsoring organizations maintaining donor advised funds. | | |
| a Did the sponsoring organization make any taxable distributions under section 4966? | 9a | |
| b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? | 9b | |
| 10 Section 501(c)(7) organizations. Enter: | | |
| a Initiation fees and capital contributions included on Part VIII, line 12 | 10a | |
| b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities | 10b | |
| 11 Section 501(c)(12) organizations. Enter: | | |
| a Gross income from members or shareholders | 11a | |
| b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) | 11b | |
| 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? | 12a | |
| b If "Yes," enter the amount of tax-exempt interest received or accrued during the year | 12b | |
| 13 Section 501(c)(29) qualified nonprofit health insurance issuers. | | |
| a Is the organization licensed to issue qualified health plans in more than one state? | | |
| Note: See the instructions for additional information the organization must report on Schedule O. | | |
| b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans | 13b | |
| c Enter the amount of reserves on hand | 13c | |
| 14a Did the organization receive any payments for indoor tanning services during the tax year? | 14a | <input checked="" type="checkbox"/> |
| b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i> | 14b | |
| 15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? | 15 | <input checked="" type="checkbox"/> |
| If "Yes," see the instructions and file Form 4720, Schedule N. | | |
| 16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? | 16 | <input checked="" type="checkbox"/> |
| If "Yes," complete Form 4720, Schedule O. | | |
| 17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? | 17 | <input checked="" type="checkbox"/> |
| If "Yes," complete Form 6069. | | |

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

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

Section A. Governing Body and Management

| | | Yes | No |
|----|---|-----|----|
| 1a | Enter the number of voting members of the governing body at the end of the tax year | 1a | 27 |
| | If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. | | |
| b | Enter the number of voting members included on line 1a, above, who are independent | 1b | 25 |
| 2 | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? | 2 | X |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? | 3 | X |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | 4 | X |
| 5 | Did the organization become aware during the year of a significant diversion of the organization's assets? | 5 | X |
| 6 | Did the organization have members or stockholders? | 6 | X |
| 7a | Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? | 7a | X |
| b | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? | 7b | X |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: | | |
| a | The governing body? | 8a | X |
| b | Each committee with authority to act on behalf of the governing body? | 8b | X |
| 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 on Schedule O | 9 | X |

Section B. Policies

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

| | | Yes | No |
|-----|--|-----|----|
| 10a | Did the organization have local chapters, branches, or affiliates? | 10a | X |
| b | If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? | 10b | |
| 11a | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | 11a | X |
| b | Describe on Schedule O the process, if any, used by the organization to review this Form 990. | 12a | X |
| 12a | Did the organization have a written conflict of interest policy? If "No," go to line 13 | 12b | X |
| b | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | 12c | X |
| c | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done | 13 | X |
| 13 | Did the organization have a written whistleblower policy? | 14 | X |
| 14 | Did the organization have a written document retention and destruction policy? | 15a | X |
| 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? | 15b | X |
| a | The organization's CEO, Executive Director, or top management official | 16a | X |
| b | Other officers or key employees of the organization | 16b | |
| | 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? | | |
| b | If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? | | |

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed **SEE SCHEDULE O**
- 18 Section 6104 requires an organization to make its Forms 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 on Schedule O)
- 19 Describe on 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
JAMES HANDS - 973-539-4425
- P.O. BOX 375, MORRISTOWN, NJ 07963-0375**

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."

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, and 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 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) MARGARET E. HOWARD, D. LITT PRESIDENT & CEO | 50.00 | X | X | | | | 268,076. | 0. | 35,015. |
| | 0.00 | | | | | | | | |
| (2) DEBORAH MORRONE-COLELLA DIR DONOR PUBLIC RELATIONS | 50.00 | | | | X | | 192,120. | 0. | 72,632. |
| | 0.00 | | | | | | | | |
| (3) JAMES HANDS ASST. TREAS & CFOO | 50.00 | | X | | | | 178,635. | 0. | 57,448. |
| | 0.00 | | | | | | | | |
| (4) GLENN HOAGLAND FORMER PRESIDENT & CEO | 50.00 | | | | | X | 230,622. | 0. | 0. |
| | 0.00 | | | | | | | | |
| (5) DAVID JOHNSON ASST. TREAS., DIR OF TRAINING & INST | 50.00 | | X | | | | 146,697. | 0. | 63,941. |
| | 0.00 | | | | | | | | |
| (6) GLENN CIANCI DIRECTOR, FACILITIES | 50.00 | | | | X | | 142,380. | 0. | 65,009. |
| | 0.00 | | | | | | | | |
| (7) MARGARET GIBBON DIRECTOR, CANINE DEVELOPMENT | 50.00 | | | | X | | 139,818. | 0. | 65,790. |
| | 0.00 | | | | | | | | |
| (8) C. KYLE QUIGLEY DIR. CANINE MEDICINE & SURGERY | 50.00 | | | | X | | 143,802. | 0. | 54,652. |
| | 0.00 | | | | | | | | |
| (9) RANDALL E IVENS DIR. HUMAN RESOURCES (THRU 10/22) | 50.00 | | | | | X | 137,325. | 0. | 60,159. |
| | 0.00 | | | | | | | | |
| (10) STEPHAN GROSS SR. MANAGER, INFORMATION TECH | 50.00 | | | | X | | 123,804. | 0. | 64,492. |
| | 0.00 | | | | | | | | |
| (11) DENISE ZANGOLIA ASST. SEC/EXEC ASST | 40.00 | | X | | | | 72,744. | 0. | 28,441. |
| | 0.00 | | | | | | | | |
| (12) DOLORES M HOLLE VMD DIR, CANINE MEDICINE(THRU 03/22) | 50.00 | | | | X | | 59,247. | 0. | 18,167. |
| | 0.00 | | | | | | | | |
| (13) HUGH A D'ANDRADE, ESQ. TRUSTEE EMERITUS | 0.00 | | X | | | | 0. | 0. | 0. |
| | 0.00 | | | | | | | | |
| (14) THOMAS DUFFY TRUSTEE EMERITUS | 0.00 | | X | | | | 0. | 0. | 0. |
| | 0.00 | | | | | | | | |
| (15) VIVEK SAWHNEY BOARD OF TRUSTEES (EFF 01/23) | 0.30 | | X | | | | 0. | 0. | 0. |
| | 0.00 | | | | | | | | |
| (16) KARON C BALES, C.S., T.E.P BOARD OF TRUSTEES | 0.50 | | X | | | | 0. | 0. | 0. |
| | 0.00 | | | | | | | | |
| (17) THE HONORABLE THOMAS H KEAN BOARD OF TRUSTEES | 0.50 | | X | | | | 0. | 0. | 0. |
| | 0.00 | | | | | | | | |

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below 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 | | | |
| (18) MICHAEL B MCKITISH BOARD OF TRUSTEES | 0.60 0.00 | X | | | | | 0. | 0. | 0. |
| (19) ARI BENACERRAF BOARD OF TRUSTEES | 0.70 0.00 | X | | | | | 0. | 0. | 0. |
| (20) JOSH WESTON BOARD OF TRUSTEES (EFF 01/23) | 0.30 0.00 | X | | | | | 0. | 0. | 0. |
| (21) CYNTHIA R. BRYANT, LLM CHAIR | 1.10 0.00 | X | X | | | | 0. | 0. | 0. |
| (22) OHSANG KWON TREASURER | 0.80 0.00 | X | X | | | | 0. | 0. | 0. |
| (23) CATHERINE A. KIERNAN ESQ VICE CHAIRMAN | 0.50 0.00 | X | X | | | | 0. | 0. | 0. |
| (24) VIKRAM AGARWAL, ESQ. BOARD OF TRUSTEES | 0.60 0.00 | X | | | | | 0. | 0. | 0. |
| (25) RICHARD V. BOULGER BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (26) IRA H. FUCHS BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| 1b Subtotal | | | | | | | 1,835,270. | 0. | 585,746. |
| c Total from continuation sheets to Part VII, Section A | | | | | | | 0. | 0. | 0. |
| d Total (add lines 1b and 1c) | | | | | | | 1,835,270. | 0. | 585,746. |

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

23

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

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 |
|---|--------------------------------|---------------------|
| FUSE FUNDRAISING 12355 SUNRISE VALLEY DR, RESTON, VA 20191 | DIRECT MAIL | 711,707. |
| EDGEMARK PARTNER INC, 450 COX RD, SUITE 305, GLENN ALLEN, VA 23060 | DIRECT MAIL | 368,394. |
| CONCORD DIRECT 92 OLD TURNPIKE RD, CONCORD, NH 03301 | DIRECT MAIL | 327,282. |
| SECURITAS SECURITY SERVICES, 206 CEDAR KNOLLS ROAD, CEDAR KNOLLS, NJ 07927 | SECURITY | 289,116. |
| AMPLIFI 600 RYERSON ROAD, LINCOLN PARK, NJ 07035 | DIRECT MAIL | 271,064. |

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

16

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2022)

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 line) | (C) Position (check all that apply) | | | | | (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 | | | |
| (27) SUSAN GNALL BOARD OF TRUSTEES | 0.60 0.00 | X | | | | | 0. | 0. | 0. |
| (28) JOHN W. GOGARTY BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (29) DAVID HERTZ VICE CHAIRMAN | 0.80 0.00 | X | X | | | | 0. | 0. | 0. |
| (30) KAREN KENINGER BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (31) MICHAEL MITTELMAN, OD, MPH, MBA SECRETARY | 0.70 0.00 | X | X | | | | 0. | 0. | 0. |
| (32) SUSAN POMERANTZ, PH.D. BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (33) MICHAEL RANGER TRUSTEE EMERITUS | 0.00 0.00 | X | | | | | 0. | 0. | 0. |
| (34) MICHAEL J. AMORUSO, ESQ BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (35) REBECCA GREEN DVM, DAVVIM BOARD OF TRUSTEES | 0.40 0.00 | X | | | | | 0. | 0. | 0. |
| (36) MARGARET GROW BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (37) THOMAS MACKENZIE BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (38) GORDON MELVILLE, MD, FACR BOARD OF TRUSTEES | 0.50 0.00 | X | | | | | 0. | 0. | 0. |
| (39) CHARLES VITE, VMD, PhD BOARD OF TRUSTEES | 0.40 0.00 | X | | | | | 0. | 0. | 0. |
| (40) CLIFF AARON BOARD OF TRUSTEES (EFF 01/23) | 0.30 0.00 | X | | | | | 0. | 0. | 0. |
| (41) SUSAN SEPE BOARD OF TRUSTEES (EFF 01/23) | 0.30 0.00 | X | | | | | 0. | 0. | 0. |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| Total to Part VII, Section A, line 1c | | | | | | | | | |

Total to Part VII, Section A, line 1c

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 | 1 a Federated campaigns | 1a | | | |
| | b Membership dues | 1b | | | |
| | c Fundraising events | 1c 105,654. | | | |
| | d Related organizations | 1d | | | |
| | e Government grants (contributions) | 1e | | | |
| | f All other contributions, gifts, grants, and similar amounts not included above ... | 1f 19,422,898. | | | |
| | g Noncash contributions included in lines 1a-1f | 1g \$ 114,967. | | | |
| | h Total. Add lines 1a-1f | | 19,528,552. | | |
| Program Service Revenue | | Business Code | | | |
| | 2 a DOG ADOPTION FEES | 611600 | 87,260. | 87,260. | |
| | b STUDENT PAYMENTS | 611600 | 15,102. | 15,102. | |
| | c ALL OTHER PROGRAM SERVICE REVENUE | 611600 | 13,943. | 13,943. | |
| | d DOG SUPPLY INCOME | 611600 | 7,786. | 7,786. | |
| | e | | | | |
| | f All other program service revenue | | | | |
| | g Total. Add lines 2a-2f | | 124,091. | | |
| Other Revenue | 3 Investment income (including dividends, interest, and other similar amounts) | | 4,718,900. | | 4718900. |
| | 4 Income from investment of tax-exempt bond proceeds | | | | |
| | 5 Royalties | | | | |
| | | (i) Real | (ii) Personal | | |
| | 6 a Gross rents | 6a 30,552. | | | |
| | b Less: rental expenses | 6b 5,504. | | | |
| | c Rental income or (loss) | 6c 25,048. | | | |
| | d Net rental income or (loss) | | 25,048. | 25,048. | |
| | 7 a Gross amount from sales of assets other than inventory | (i) Securities | (ii) Other | | |
| | | 7a 29,156,450. | 501. | | |
| | b Less: cost or other basis and sales expenses | 7b 21,892,476. | 0. | | |
| | c Gain or (loss) | 7c 7,263,974. | 501. | | |
| | d Net gain or (loss) | | | 7,264,475. | 7264475. |
| | 8 a Gross income from fundraising events (not including \$ 105,654. of contributions reported on line 1c). See Part IV, line 18 | 8a 200,537. | | | |
| | b Less: direct expenses | 8b 62,200. | | | |
| | c Net income or (loss) from fundraising events | | 138,337. | | 138,337. |
| | 9 a Gross income from gaming activities. See Part IV, line 19 | 9a | | | |
| | b Less: direct expenses | 9b | | | |
| | c Net income or (loss) from gaming activities | | | | |
| | 10 a Gross sales of inventory, less returns and allowances | 10a 80,434. | | | |
| | b Less: cost of goods sold | 10b 85,821. | | | |
| | c Net income or (loss) from sales of inventory | | -5,387. | | -5,387. |
| Miscellaneous Revenue | | Business Code | | | |
| | 11 a OTHER MISCELLANEOUS INCOME | 611600 | 22,683. | 22,683. | |
| | b | | | | |
| | c | | | | |
| | d All other revenue | | | | |
| | e Total. Add lines 11a-11d | | 22,683. | | |
| | 12 Total revenue. See instructions | | 31,816,699. | 171,822. | -5,387. |
| | | | | | 12121712. |

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

| <i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i> | (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 | | | | |
| 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 | <u>1,034,955.</u> | <u>409,714.</u> | <u>450,278.</u> | <u>174,963.</u> |
| 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 | <u>11,254,815.</u> | <u>9,910,917.</u> | <u>360,087.</u> | <u>983,811.</u> |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | <u>1,173,940.</u> | <u>1,035,254.</u> | <u>34,030.</u> | <u>104,656.</u> |
| 9 Other employee benefits | <u>3,363,671.</u> | <u>3,032,415.</u> | <u>104,396.</u> | <u>226,860.</u> |
| 10 Payroll taxes | <u>837,667.</u> | <u>740,390.</u> | <u>25,726.</u> | <u>71,551.</u> |
| 11 Fees for services (nonemployees): | | | | |
| a Management | <u>74,216.</u> | <u>28,429.</u> | <u>37,196.</u> | <u>8,591.</u> |
| b Legal | <u>83,212.</u> | | <u>83,212.</u> | |
| c Accounting | | | | |
| d Lobbying | | | | |
| e Professional fundraising services. See Part IV, line 17 | <u>129,955.</u> | | | <u>129,955.</u> |
| f Investment management fees | <u>122,591.</u> | | <u>122,591.</u> | |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.) | <u>1,247,666.</u> | <u>1,098,219.</u> | <u>121,403.</u> | <u>28,044.</u> |
| 12 Advertising and promotion | | | | |
| 13 Office expenses | <u>421,149.</u> | <u>159,089.</u> | <u>82,353.</u> | <u>179,707.</u> |
| 14 Information technology | <u>370,123.</u> | <u>275,060.</u> | <u>26,079.</u> | <u>68,984.</u> |
| 15 Royalties | | | | |
| 16 Occupancy | <u>1,173,524.</u> | <u>1,097,172.</u> | <u>62,556.</u> | <u>13,796.</u> |
| 17 Travel | <u>611,710.</u> | <u>554,276.</u> | <u>31,330.</u> | <u>26,104.</u> |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | | | | |
| 19 Conferences, conventions, and meetings | <u>7,499.</u> | <u>7,499.</u> | | |
| 20 Interest | <u>1,348,095.</u> | <u>1,348,095.</u> | | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | <u>2,393,235.</u> | <u>2,258,253.</u> | <u>104,442.</u> | <u>30,540.</u> |
| 23 Insurance | <u>354,056.</u> | <u>312,152.</u> | <u>18,369.</u> | <u>23,535.</u> |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) | | | | |
| a DIRECT MAIL FUNDRAISING | <u>2,106,149.</u> | | | <u>2,106,149.</u> |
| b CANINE SUPPORT | <u>1,674,232.</u> | <u>1,674,232.</u> | | |
| c PUBLIC & GRAD COMMUNICA | <u>293,836.</u> | <u>293,836.</u> | | |
| d STUDENT SUPPORT SERVICE | <u>229,214.</u> | <u>229,214.</u> | | |
| e All other expenses | <u>279,428.</u> | <u>168,946.</u> | <u>21,163.</u> | <u>89,319.</u> |
| 25 Total functional expenses. Add lines 1 through 24e | <u>30,584,938.</u> | <u>24,633,162.</u> | <u>1,685,211.</u> | <u>4,266,565.</u> |
| 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 SheetCheck if Schedule O contains a response or note to any line in this Part X

| | | (A) Beginning of year | | (B) End of year |
|------------------------------------|---|--------------------------|-------------|--------------------|
| Assets | 1 Cash - non-interest-bearing | 5,012,068. | 1 | 3,162,630. |
| | 2 Savings and temporary cash investments | | 2 | |
| | 3 Pledges and grants receivable, net | 13,500. | 3 | 5,000. |
| | 4 Accounts receivable, net | | 4 | |
| | 5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | 5 | |
| | 6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) | | 6 | |
| | 7 Notes and loans receivable, net | | 7 | |
| | 8 Inventories for sale or use | | 8 | |
| | 9 Prepaid expenses and deferred charges | 202,236. | 9 | 482,958. |
| | 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D | 10a 92,836,574. | | |
| | b Less: accumulated depreciation | 10b 50,877,317. | 43,296,482. | 10c 41,959,257. |
| | 11 Investments - publicly traded securities | 197,499,050. | 11 | 223,126,311. |
| | 12 Investments - other securities. See Part IV, line 11 | 102,326,888. | 12 | 103,492,630. |
| | 13 Investments - program-related. See Part IV, line 11 | | 13 | |
| | 14 Intangible assets | | 14 | |
| | 15 Other assets. See Part IV, line 11 | 36,874,892. | 15 | 35,201,367. |
| | 16 Total assets. Add lines 1 through 15 (must equal line 33) | 385,225,116. | 16 | 407,430,153. |
| Liabilities | 17 Accounts payable and accrued expenses | 2,489,011. | 17 | 2,534,939. |
| | 18 Grants payable | | 18 | |
| | 19 Deferred revenue | | 19 | |
| | 20 Tax-exempt bond liabilities | 34,892,158. | 20 | 34,536,373. |
| | 21 Escrow or custodial account liability. Complete Part IV of Schedule D | | 21 | |
| | 22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | 22 | |
| | 23 Secured mortgages and notes payable to unrelated third parties | | 23 | |
| | 24 Unsecured notes and loans payable to unrelated third parties | 2,217,962. | 24 | 2,161,541. |
| | 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 | 9,276,512. | 25 | 4,891,074. |
| | 26 Total liabilities. Add lines 17 through 25 | 48,875,643. | 26 | 44,123,927. |
| 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 | 291,873,903. | 27 | 320,248,058. |
| | 28 Net assets with donor restrictions | 44,475,570. | 28 | 43,058,168. |
| | 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 | 336,349,473. | 32 | 363,306,226. |
| | 33 Total liabilities and net assets/fund balances | 385,225,116. | 33 | 407,430,153. |

Form 990 (2022)

Part XI Reconciliation of Net AssetsCheck 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 | 31,816,699. |
| 2 Total expenses (must equal Part IX, column (A), line 25) | 2 | 30,584,938. |
| 3 Revenue less expenses. Subtract line 2 from line 1 | 3 | 1,231,761. |
| 4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) | 4 | 336,349,473. |
| 5 Net unrealized gains (losses) on investments | 5 | 23,818,762. |
| 6 Donated services and use of facilities | 6 | 40,780. |
| 7 Investment expenses | 7 | |
| 8 Prior period adjustments | 8 | |
| 9 Other changes in net assets or fund balances (explain on Schedule O) | 9 | 1,865,450. |
| 10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | 10 | 363,306,226. |

Part XII Financial Statements and ReportingCheck 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? | 2a | X |
| 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 | | |
| 2b Were the organization's financial statements audited by an independent accountant? | 2b | X |
| 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 | | |
| c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? | 2c | X |
| If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O. | | |
| 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? | 3a | X |
| b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits | 3b | |

Form 990 (2022)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section

4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

| (I) Name of supported organization | (II) EIN | (III) Type of organization (described on lines 1-10 above (see instructions)) | (IV) Is the organization listed in your governing document? | | (V) Amount of monetary support (see instructions) | (VI) Amount of other support (see instructions) |
|------------------------------------|----------|---|---|----|---|---|
| | | | Yes | No | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Total | | | | | | |

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) | (a) 2018 | (b) 2019 | (c) 2020 | (d) 2021 | (e) 2022 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | | | | | | |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 4 Total. Add lines 1 through 3 | | | | | | |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) | | | | | | |
| 6 Public support. Subtract line 5 from line 4. | | | | | | |

Section B. Total Support

| Calendar year (or fiscal year beginning in) | (a) 2018 | (b) 2019 | (c) 2020 | (d) 2021 | (e) 2022 | (f) Total |
|--|----------|----------|----------|----------|-----------|--------------------------|
| 7 Amounts from line 4 | | | | | | |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ... | | | | | | |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on ... | | | | | | |
| 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 11 Total support. Add lines 7 through 10 | | | | | | |
| 12 Gross receipts from related activities, etc. (see instructions) | | | | | 12 | |
| 13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here | | | | | | <input type="checkbox"/> |

Section C. Computation of Public Support Percentage

| | | |
|--|--------------------------|---|
| 14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f)) | 14 | % |
| 15 Public support percentage from 2021 Schedule A, Part II, line 14 | 15 | % |
| 16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization | <input type="checkbox"/> | |
| b 33 1/3% support test - 2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization | <input type="checkbox"/> | |
| 17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization | <input type="checkbox"/> | |
| b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization | <input type="checkbox"/> | |
| 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions | <input type="checkbox"/> | |

Schedule A (Form 990) 2022

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) | (a) 2018 | (b) 2019 | (c) 2020 | (d) 2021 | (e) 2022 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | | | | | | |
| 2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose | | | | | | |
| 3 Gross receipts from activities that are not an unrelated trade or business under section 513 | | | | | | |
| 4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 5 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 6 Total. Add lines 1 through 5 | | | | | | |
| 7a Amounts included on lines 1, 2, and 3 received from disqualified persons | | | | | | |
| b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year | | | | | | |
| c Add lines 7a and 7b | | | | | | |
| 8 Public support. (Subtract line 7c from line 6.) | | | | | | |

Section B. Total Support

| Calendar year (or fiscal year beginning in) | (a) 2018 | (b) 2019 | (c) 2020 | (d) 2021 | (e) 2022 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| 9 Amounts from line 6 | | | | | | |
| 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | | | | | | |
| b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 | | | | | | |
| c Add lines 10a and 10b | | | | | | |
| 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on | | | | | | |
| 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 13 Total support. (Add lines 9, 10c, 11, and 12.) | | | | | | |

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

| | | |
|--|----|---|
| 15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f)) | 15 | % |
| 16 Public support percentage from 2021 Schedule A, Part III, line 15 | 16 | % |

Section D. Computation of Investment Income Percentage

| | | |
|---|----|---|
| 17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f)) | 17 | % |
| 18 Investment income percentage from 2021 Schedule A, Part III, line 17 | 18 | % |

19a 33 1/3% support tests - 2022. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

- | 1 | Yes | No |
|-----|-----|----|
| 1 | | |
| 2 | | |
| 3a | | |
| 3b | | |
| 3c | | |
| 4a | | |
| 4b | | |
| 4c | | |
| 5a | | |
| 5b | | |
| 5c | | |
| 6 | | |
| 7 | | |
| 8 | | |
| 9a | | |
| 9b | | |
| 9c | | |
| 10a | | |
| 10b | | |
- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.
- 4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in **Part VI**, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in **Part VI**.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete **Part I** of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete **Part I** of Schedule L (Form 990).
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in **Part VI**.
- b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in **Part VI**.
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in **Part VI**.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.
- b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

Part IV Supporting Organizations (continued)

| | Yes | No |
|---|-----|----|
| 11 Has the organization accepted a gift or contribution from any of the following persons? | | |
| a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization? | 11a | |
| b A family member of a person described on line 11a above? | 11b | |
| c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI. | 11c | |

Section B. Type I Supporting Organizations

| | Yes | No |
|--|-----|----|
| 1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year. | 1 | |
| 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization. | 2 | |

Section C. Type II Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s). | 1 | |

Section D. All Type III Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? | 1 | |
| 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). | 2 | |
| 3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard. | 3 | |

Section E. Type III Functionally Integrated Supporting Organizations

| | | |
|---|----|--|
| 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). | | |
| a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below. | | |
| b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below. | | |
| c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions). | | |
| 2 Activities Test. Answer lines 2a and 2b below. | | |
| a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities. | 2a | |
| b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement. | 2b | |
| 3 Parent of Supported Organizations. Answer lines 3a and 3b below. | | |
| a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI. | 3a | |
| b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard. | 3b | |

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

| Section A - Adjusted Net Income | | (A) Prior Year | (B) Current Year (optional) |
|---|--|----------------|--------------------------------|
| 1 | Net short-term capital gain | 1 | |
| 2 | Recoveries of prior-year distributions | 2 | |
| 3 | Other gross income (see instructions) | 3 | |
| 4 | Add lines 1 through 3. | 4 | |
| 5 | Depreciation and depletion | 5 | |
| 6 | Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | 6 | |
| 7 | Other expenses (see instructions) | 7 | |
| 8 | Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) | 8 | |
| Section B - Minimum Asset Amount | | (A) Prior Year | (B) Current Year (optional) |
| 1 | Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | | |
| a | Average monthly value of securities | 1a | |
| b | Average monthly cash balances | 1b | |
| c | Fair market value of other non-exempt-use assets | 1c | |
| d | Total (add lines 1a, 1b, and 1c) | 1d | |
| e | Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>): | | |
| 2 | Acquisition indebtedness applicable to non-exempt-use assets | 2 | |
| 3 | Subtract line 2 from line 1d. | 3 | |
| 4 | Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 | |
| 5 | Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | |
| 6 | Multiply line 5 by 0.035. | 6 | |
| 7 | Recoveries of prior-year distributions | 7 | |
| 8 | Minimum Asset Amount (add line 7 to line 6) | 8 | |
| Section C - Distributable Amount | | | Current Year |
| 1 | Adjusted net income for prior year (from Section A, line 8, column A) | 1 | |
| 2 | Enter 0.85 of line 1. | 2 | |
| 3 | Minimum asset amount for prior year (from Section B, line 8, column A) | 3 | |
| 4 | Enter greater of line 2 or line 3. | 4 | |
| 5 | Income tax imposed in prior year | 5 | |
| 6 | Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions). | 6 | |
| 7 | <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions). | | |

Schedule A (Form 990) 2022

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

| Section D - Distributions | | Current Year |
|----------------------------------|---|---------------------|
| 1 | Amounts paid to supported organizations to accomplish exempt purposes | 1 |
| 2 | Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity | 2 |
| 3 | Administrative expenses paid to accomplish exempt purposes of supported organizations | 3 |
| 4 | Amounts paid to acquire exempt-use assets | 4 |
| 5 | Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>) | 5 |
| 6 | Other distributions (<i>describe in Part VI</i>). See instructions. | 6 |
| 7 | Total annual distributions. Add lines 1 through 6. | 7 |
| 8 | Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions. | 8 |
| 9 | Distributable amount for 2022 from Section C, line 6 | 9 |
| 10 | Line 8 amount divided by line 9 amount | 10 |

| Section E - Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributions Pre-2022 | (iii) Distributable Amount for 2022 |
|--|---------------------------------|---|--|
| 1 Distributable amount for 2022 from Section C, line 6 | | | |
| 2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i>). See instructions. | | | |
| 3 Excess distributions carryover, if any, to 2022 | | | |
| a From 2017 | | | |
| b From 2018 | | | |
| c From 2019 | | | |
| d From 2020 | | | |
| e From 2021 | | | |
| f Total of lines 3a through 3e | | | |
| g Applied to underdistributions of prior years | | | |
| h Applied to 2022 distributable amount | | | |
| i Carryover from 2017 not applied (see instructions) | | | |
| j Remainder. Subtract lines 3g, 3h, and 3i from line 3f. | | | |
| 4 Distributions for 2022 from Section D, line 7: \$ | | | |
| a Applied to underdistributions of prior years | | | |
| b Applied to 2022 distributable amount | | | |
| c Remainder. Subtract lines 4a and 4b from line 4. | | | |
| 5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | |
| 6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | |
| 7 Excess distributions carryover to 2023. Add lines 3j and 4c. | | | |
| 8 Breakdown of line 7: | | | |
| a Excess from 2018 | | | |
| b Excess from 2019 | | | |
| c Excess from 2020 | | | |
| d Excess from 2021 | | | |
| e Excess from 2022 | | | |

Schedule A (Form 990) 2022

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12;

Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

Schedule B

(Form 990)

Department of the Treasury
Internal Revenue Service**Schedule of Contributors**Attach to Form 990 or Form 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

Organization type (check one):

Filers of:Form 990 or 990-EZ 501(c)(3) (enter number) organization 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation 527 political organizationForm 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundationCheck if your organization is covered by the **General Rule** or a **Special Rule**.**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.**General Rule**

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

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

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

Name of organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

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

| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
|------------|---|----------------------------|---|
| 1 | <u>ESTATE OF JOAN DOHERTY</u> <u>C/O MANTELL, PRINCE & REYNOLDS P.C.,</u> <u>180 MT. AIRY ROAD, SUITE 102</u> <u>BASKING RIDGE, NJ 07920</u> | \$ 804,284. | Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| 2 | <u>ESTATE OF VIRGINIA HARRIS</u> <u>C/O TIMOTHY SMITH P.C., PO BOX 361051</u> <u>HOOVER, AL 35236</u> | \$ 888,454. | Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| 3 | <u>ESTATE OF JOAN KOPESKE</u> <u>C/O GILLESPIE, GILLESPIE & JABLONSKI</u> <u>PO BOX 453</u> <u>KEARNY, NJ 07032</u> | \$ 589,531. | Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| | | \$ _____ | Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| | | \$ _____ | Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| | | \$ _____ | Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| | | \$ _____ | Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |

Name of organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

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

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

Name of organization

THE SEEING EYE, INC.

Employer identification number

22-1539721**Part III**

Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

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

SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**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.

OMB No. 1545-0047

2022Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

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? | | <input type="checkbox"/> Yes <input type="checkbox"/> 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? | | <input type="checkbox"/> Yes <input type="checkbox"/> 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). | |
| <input checked="" type="checkbox"/> Preservation of land for public use (for example, recreation or education) | <input type="checkbox"/> Preservation of a historically important land area |
| <input checked="" type="checkbox"/> Protection of natural habitat | <input type="checkbox"/> Preservation of a certified historic structure |
| <input checked="" type="checkbox"/> 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 Tax Year |
| 2a Total number of conservation easements | 3 |
| 2b Total acreage restricted by conservation easements | 100.30 |
| 2c Number of conservation easements on a certified historic structure included in (a) | |
| 2d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register | |
| 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year | |
| 4 Number of states where property subject to conservation easement is located | 1 |
| 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year | 100 |
| 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year | 500. |
| 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)? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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 | \$ _____ |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2022

232051 09-01-22

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 make significant use of its collection items (check all that apply):
- | | |
|--|---|
| a <input type="checkbox"/> Public exhibition | d <input type="checkbox"/> Loan or exchange program |
| b <input type="checkbox"/> Scholarly research | e <input type="checkbox"/> Other _____ |
| c <input type="checkbox"/> Preservation for future generations | |
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|----|--------|
| 1c | |
| 1d | |
| 1e | |
| 1f | |
- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance
- 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 on 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 | 299,826,000. | 339,718,000. | 277,317,000. | 275,671,000. | 278,828,000. |
| b Contributions | 1,000. | 866,000. | 282,000. | 33,000. | 34,000. |
| c Net investment earnings, gains, and losses | 35,645,000. | -33,442,000. | 71,005,000. | 13,186,000. | 11,286,000. |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | 8,853,000. | 7,316,000. | 8,886,000. | 11,573,000. | 14,477,000. |
| f Administrative expenses | | | | | |
| g End of year balance | 326,619,000. | 299,826,000. | 339,718,000. | 277,317,000. | 275,671,000. |

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

- a Board designated or quasi-endowment 97.7800 %
- b Permanent endowment 2.2100 %
- c Term endowment .0100 %

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

- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) Unrelated organizations
- (ii) Related organizations

| Yes | No |
|--------|----|
| 3a(i) | X |
| 3a(ii) | X |
| 3b | |

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

- 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 | | 3,684,995. | | 3,684,995. |
| b Buildings | | 74,085,681. | 40,311,829. | 33,773,852. |
| c Leasehold improvements | | 2,874,445. | 1,412,402. | 1,462,043. |
| d Equipment | | 7,304,179. | 5,790,645. | 1,513,534. |
| e Other | | 4,887,274. | 3,362,441. | 1,524,833. |

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) 41,959,257.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

| (a) Description of security or category (including name of security) | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
|--|----------------|---|
| (1) Financial derivatives | | |
| (2) Closely held equity interests | | |
| (3) Other | | |
| (A) LIMITED PARTNERSHIPS | 103,492,630. | END-OF-YEAR MARKET VALUE |
| (B) | | |
| (C) | | |
| (D) | | |
| (E) | | |
| (F) | | |
| (G) | | |
| (H) | | |
| Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) | 103,492,630. | |

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. (Col. (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) BENEFICIAL INTERESTS IN TRUSTS | 35,201,367. |
| (2) | |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) | 35,201,367. |

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) CHARITABLE GIFT ANNUITY RESERVE | 660,231. |
| (3) RESERVE - PENSION AND POST | 4,230,843. |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) | 4,891,074. |

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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Schedule D (Form 990) 2022

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 | 35,218,165. |
| 2 Amounts included on line 1 but not on Form 990, Part VIII, line 12: | | |
| a Net unrealized gains (losses) on investments | 2a | |
| b Donated services and use of facilities | 2b | 40,780. |
| c Recoveries of prior year grants | 2c | |
| d Other (Describe in Part XIII.) | 2d | 15,310,318. |
| e Add lines 2a through 2d | 2e | 15,351,098. |
| 3 Subtract line 2e from line 1 | 3 | 19,867,067. |
| 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 | 122,591. |
| b Other (Describe in Part XIII.) | 4b | 11,827,041. |
| c Add lines 4a and 4b | 4c | 11,949,632. |
| 5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) | 5 | 31,816,699. |

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 | 30,589,439. |
| 2 Amounts included on line 1 but not on Form 990, Part IX, line 25: | | |
| a Donated services and use of facilities | 2a | 40,780. |
| b Prior year adjustments | 2b | |
| c Other losses | 2c | |
| d Other (Describe in Part XIII.) | 2d | 86,312. |
| e Add lines 2a through 2d | 2e | 127,092. |
| 3 Subtract line 2e from line 1 | 3 | 30,462,347. |
| 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 | 122,591. |
| b Other (Describe in Part XIII.) | 4b | |
| c Add lines 4a and 4b | 4c | 122,591. |
| 5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) | 5 | 30,584,938. |

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.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

| | |
|--|-------------|
| RENTAL EXPENSES (FORM 990, PART VIII, LINE 6(B)) | 5,504. |
| DIRECT EXPENSES OF FUNDRAISING EVENTS (PART VIII, LINE 8B) | 62,200. |
| COST OF GOODS SOLD | 18,614. |
| INVESTMENT RETURN APPROPRIATED FOR OPERATIONS | 15,224,000. |
| TOTAL TO SCHEDULE D, PART XI, LINE 2D | 15,310,318. |

PART XI, LINE 4B - OTHER ADJUSTMENTS:

| | |
|---|------------|
| REALIZED GAINS OF SALES OF INVESTMENTS, NET | 7,263,974. |
| INVESTMENT INCOME, NET | 4,562,566. |
| NET GAIN ON SALE OF FIXED ASSETS | 501. |

Part XIII Supplemental Information (continued)

| | |
|---------------------------------------|-------------|
| TOTAL TO SCHEDULE D, PART XI, LINE 4B | 11,827,041. |
|---------------------------------------|-------------|

PART XII, LINE 2D - OTHER ADJUSTMENTS:

| | |
|--|--------|
| RENTAL EXPENSES (FORM 990, PART VIII, LINE 6B) | 5,504. |
|--|--------|

| | |
|--|---------|
| DIRECT EXPENSES OF FUNDRAISING EVENTS (PART VIII, LINE 8B) | 62,200. |
|--|---------|

| | |
|--|---------|
| COST OF GOODS SOLD (PART VIII, LINE 10B) | 18,614. |
|--|---------|

| | |
|----------|-----|
| ROUNDING | -6. |
|----------|-----|

| | |
|--|---------|
| TOTAL TO SCHEDULE D, PART XII, LINE 2D | 86,312. |
|--|---------|

PART II, LINE 9:

THE CONSERVATION EASEMENTS THAT LIMIT AND RESTRICT CERTAIN LAND MANAGEMENT PRACTICES ON PORTIONS OF THE PROPERTY OWNED BY THE SEEING EYE HAVE BEEN GRANTED TO THE STATE OF NEW JERSEY IN CONNECTION WITH PUBLIC PROGRAMS TO ENSURE PROPER MANAGEMENT OF NATURAL AND OPEN LANDS. THE SEEING EYE IS A GRANTOR OF THESE RESTRICTIONS TO THE STATE OF NEW JERSEY, AND PERFORMS LAND MANAGEMENT MONITORING AND PROTECTION ACTIVITIES IN COMPLIANCE WITH THE GUIDELINES IMPOSED BY THE STATE OF NEW JERSEY AS GRANTEE AND HOLDER OF THE RESTRICTIONS. THE SEEING EYE DOES NOT HAVE A REGULAR PROGRAM OF ACQUIRING CONSERVATION EASEMENTS AND LAND CONSERVATION IS NOT A PRIMARY PURPOSE OF THE ORGANIZATION. AS SUCH THE CONSERVATION EASEMENTS THAT BURDEN A PORTION OF THE SEEING EYE'S PROPERTY ARE NEGATIVE LESS-THAN-FEE RESTRICTIONS THAT COMPLY WITH PUBLIC PROGRAMS OF LAND CONSERVATION, AND ARE NOT CARRIED AS ASSETS ON THE SEEING EYE'S BALANCE SHEET.

PART V, LINE 4:

THE ORGANIZATION'S RETURN OBJECTIVES, RISK PARAMETERS AND STRATEGIES EMPLOYED FOR ACHIEVING THE OBJECTIVES OF ITS VARIOUS ENDOWMENTS ARE: CERTAIN DONOR-RESTRICTED ENDOWMENTS ARE INVESTED IN U.S. GOVERNMENT SECURITIES PURSUANT TO STIPULATIONS OF THE DONOR. THE ORGANIZATION HAS

Part XIII Supplemental Information (continued)

ADOPTED INVESTMENT AND SPENDING PRACTICES THAT SEEKS TO PROVIDE FOR ITS REMAINING DONOR-RESTRICTED ENDOWMENT ASSETS A PREDICTABLE STREAM OF FUNDING TO PROGRAMS SUPPORTED BY THE ENDOWMENT, WHILE SEEKING TO PRESERVE THE ORIGINAL VALUE OF THE GIFT.

BOARD-DESIGNATED FUNDS: THE BOARD-DESIGNATED FUNDS CONSIST OF (A) INVESTMENTS THAT HAVE BEEN BOARD-DESIGNATED FOR LONG-TERM INVESTMENT PURPOSES AND (B) INVESTMENTS SEGREGATED FOR USE IN MEETING THE ORGANIZATION'S OBLIGATIONS UNDER CHARITABLE GIFT ANNUITY CONTRACTS. THE BOARD OF TRUSTEES HAS ADOPTED INVESTMENT OBJECTIVES AND POLICIES FOR THE BOARD DESIGNATED LONG-TERM ENDOWMENT FUND AND HAS DELEGATED OVERSIGHT AUTHORITY OVER THIS FUND TO THE TRUSTEE'S FINANCE AND INVESTMENT COMMITTEE (THE "COMMITTEE"). THE OVERALL OBJECTIVE OF THIS FUND IS TO PROVIDE A RELIABLE, RECURRING LEVEL OF FINANCIAL SUPPORT OF THE ORGANIZATION'S PROGRAMS, CONSISTENT WITH MAINTAINING THE FUND'S PURCHASING POWER OVER TIME AND SUFFICIENT TO ENSURE THE ORGANIZATION'S PRUDENT ABILITY TO PLAN STRATEGICALLY FOR THE LONG-TERM CONTINUED SUCCESS OF ITS MISSION. THE PRIMARY OBJECTIVE OF THE COMMITTEE IS TO SEEK STABLE TOTAL REAL RETURNS OVER THE LONG-TERM, WHILE ENSURING ADEQUATE CURRENT LIQUIDITY AND CASH FLOW TO MEET OPERATING NEEDS AND WITH AN EMPHASIS ON PRESERVATION OF THE FUND'S PRINCIPAL. THE COMMITTEE HAS THE DISCRETION TO DETERMINE THE PORTFOLIO COMPOSITION AND ASSET ALLOCATIONS OF THE FUND, BOTH BY ASSET CLASS AND WITHIN EACH CLASS. AS OF SEPTEMBER 30, 2023, THE ASSETS OF THIS FUND WERE INVESTED IN STOCK AND STOCK MUTUAL FUNDS AND COLLECTIVE INVESTMENT TRUSTS (58%), FIXED INCOME AND SHORT-TERM INVESTMENTS (8%), COMMODITY EXCHANGE TRADED FUNDS (2%) AND LIMITED PARTNERSHIPS (32%).

PART X, LINE 2:

Schedule D (Form 990) 2022

Part XIII Supplemental Information *(continued)*

WE HAVE BEEN RECOGNIZED BY THE INTERNAL REVENUE SERVICE (THE "IRS") AS A TAX-EXEMPT ORGANIZATION UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. WE ARE ANNUALLY REQUIRED TO FILE A RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX (FORM 990) WITH THE IRS. IN ADDITION, WE ARE SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO OUR EXEMPT PURPOSE, AND WE ANNUALLY FILE AN EXEMPT ORGANIZATION BUSINESS INCOME TAX RETURN (FORM-990-T) WITH THE IRS TO REPORT OUR UNRELATED BUSINESS INCOME.

U.S. GAAP REQUIRES AN ENTITY TO RECORD A TAX BENEFIT OR LIABILITY ASSOCIATED WITH A TAX POSITION TAKEN ON A TAX RETURN WHEN IT IS MORE LIKELY THAN NOT THE POSITION WOULD BE SUSTAINED UPON AUDIT BY A TAXING AUTHORITY. WE DO NOT BELIEVE WE HAVE TAKEN, OR EXPECT TO TAKE, ANY MATERIAL UNCERTAIN TAX POSITIONS ON OUR TAX RETURNS THAT WOULD REQUIRE US TO RECORD A TAX LIABILITY, INTEREST OR PENALTIES OR A TAX BENEFIT AS OF SEPTEMBER 30, 2023, AND 2022.

SCHEDULE E
(Form 990)

Department of the Treasury
Internal Revenue Service

Schools

Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or
Form 990-EZ, Part VI, line 48.

Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number
22-1539721

Part I

1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?

2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?

3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II
WE PUBLICIZE OUR RACIALLY NONDISCRIMINATORY POLICY VIA OUR WEBSITE, OUR QUARTERLY GUIDE MAGAZINE, AND IN OUR ANNUAL REPORT.

4 Does the organization maintain the following?

- a Records indicating the racial composition of the student body, faculty, and administrative staff?
- b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?
- c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?
- d Copies of all material used by the organization or on its behalf to solicit contributions?

If you answered "No" to any of the above, please explain. If you need more space, use Part II.

5 Does the organization discriminate by race in any way with respect to:

- a Students' rights or privileges?
- b Admissions policies?
- c Employment of faculty or administrative staff?
- d Scholarships or other financial assistance?
- e Educational policies?
- f Use of facilities?
- g Athletic programs?
- h Other extracurricular activities?

If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.

6a Does the organization receive any financial aid or assistance from a governmental agency?

- b Has the organization's right to such aid ever been revoked or suspended?

If you answered "Yes" on either line 6a or line 6b, explain on Part II.

7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, as modified by Rev. Proc. 2019-22, 2019-22 I.R.B. 1260, covering racial nondiscrimination? If "No," explain on Part II

YES **NO**

| | |
|---|---|
| 1 | X |
| 2 | X |
| 3 | X |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule E (Form 990) 2022

Part II

Supplemental Information. Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information. See instructions.

SCHEDULE F
(Form 990)Department of the Treasury
Internal Revenue Service**Statement of Activities Outside the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

Attach to Form 990.

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

OMB No. 1545-0047

2022Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721**Part I General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

| (a) Region | (b) Number of offices in the region | (c) Number of employees, agents, and independent contractors in the region | (d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in the region | (f) Total expenditures for and investments in the region |
|---|-------------------------------------|--|--|--|--|
| CENTRAL AMERICA AND THE CARIBBEAN | 0 | 0 | INVESTMENTS | NONE | 14,699,000. |
| EUROPE (INCLUDING ICELAND & GREENLAND) | 0 | 0 | INVESTMENTS | NONE | 13,717,000. |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 3 a Subtotal | 0 | 0 | | | 28,416,000. |
| b Total from continuation sheets to Part I | 0 | 0 | | | 0. |
| c Totals (add lines 3a and 3b) | 0 | 0 | | | 28,416,000. |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2022

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of noncash assistance | (h) Description of noncash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
|--------------------------------------|---|-------------------|-----------------------------|---------------------------------|--|---|--|--|
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- 2** Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ► _____
- 3** Enter total number of other organizations or entities ► _____

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

| (a) Type of grant or assistance | (b) Region | (c) Number of recipients | (d) Amount of cash grant | (e) Manner of cash disbursement | (f) Amount of noncash assistance | (g) Description of noncash assistance | (h) Method of valuation (book, FMV, appraisal, other) |
|---------------------------------|------------|--------------------------|--------------------------|---------------------------------|----------------------------------|---------------------------------------|---|
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Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes,"
the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926) Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? If "Yes," *the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes,"
the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471) Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a
qualified electing fund during the tax year? If "Yes," *the organization may be required to file Form 8621,
Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes,"
the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865) Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? If
"Yes," *the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Schedule F (Form 990) 2022

Part V Supplemental Information

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

**SCHEDULE G
(Form 990)**Department of the Treasury
Internal Revenue Service**Supplemental Information Regarding Fundraising or Gaming Activities**

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

OMB No. 1545-0047

2022Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.Employer identification number
22-1539721**Part I Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.**1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- | | |
|--|---|
| a <input checked="" type="checkbox"/> Mail solicitations | e <input checked="" type="checkbox"/> Solicitation of non-government grants |
| b <input checked="" type="checkbox"/> Internet and email solicitations | f <input type="checkbox"/> Solicitation of government grants |
| c <input checked="" type="checkbox"/> Phone solicitations | g <input checked="" type="checkbox"/> Special fundraising events |
| d <input checked="" type="checkbox"/> In-person solicitations | |

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No**b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

| (i) Name and address of individual or entity (fundraiser) | (ii) Activity | (iii) Did fundraiser have custody or control of contributions? | | (iv) Gross receipts from activity | (v) Amount paid to (or retained by) fundraiser listed in col. (i) | (vi) Amount paid to (or retained by) organization |
|---|---------------|--|----|-----------------------------------|---|---|
| FUSE FUNDRAISING - 12355 SUNSET VALLEY DR, RESTON, VA | DIRECT MAIL | Yes | No | 0. | 129,955. | -129,955. |
| | | X | | | | |
| | | | | | | |
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| | | | | | | |
| Total | | | | 129,955. | | -129,955. |

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.AL, AK, AZ, AR, CA, CO, CT, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

| | (a) Event #1 DINNER PARTY/AUCTIO (event type) | (b) Event #2 | (c) Other events NONE | (d) Total events (add col. (a) through col. (c)) |
|---|--|--------------|--------------------------|--|
| Revenue | | | | |
| 1 Gross receipts | 306,191. | | | 306,191. |
| 2 Less: Contributions | 105,654. | | | 105,654. |
| 3 Gross income (line 1 minus line 2) | 200,537. | | | 200,537. |
| Direct Expenses | | | | |
| 4 Cash prizes | | | | |
| 5 Noncash prizes | | | | |
| 6 Rent/facility costs | 38,000. | | | 38,000. |
| 7 Food and beverages | | | | |
| 8 Entertainment | | | | |
| 9 Other direct expenses | 24,200. | | | 24,200. |
| 10 Direct expense summary. Add lines 4 through 9 in column (d) | | | | 62,200. |
| 11 Net income summary. Subtract line 10 from line 3, column (d) | | | | 138,337. |

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

| | (a) Bingo | (b) Pull tabs/instant bingo/progressive bingo | (c) Other gaming | (d) Total gaming (add col. (a) through col. (c)) |
|--|---|---|---|--|
| Revenue | | | | |
| 1 Gross revenue | | | | |
| Direct Expenses | | | | |
| 2 Cash prizes | | | | |
| 3 Noncash prizes | | | | |
| 4 Rent/facility costs | | | | |
| 5 Other direct expenses | | | | |
| 6 Volunteer labor | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | |
| 7 Direct expense summary. Add lines 2 through 5 in column (d) | | | | |
| 8 Net gaming income summary. Subtract line 7 from line 1, column (d) | | | | |

9 Enter the state(s) in which the organization conducts gaming activities:

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

- 11** Does the organization conduct gaming activities with nonmembers? Yes No
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13** Indicate the percentage of gaming activity conducted in:
- | | | |
|-------------------------------------|-----|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |
- 14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

- b** If "Yes," enter the amount of gaming revenue received by the organization \$ _____ and the amount of gaming revenue retained by the third party \$ _____
- c** If "Yes," enter name and address of the third party:

Name _____

Address _____

- 16** Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided

Director/officer Employee Independent contractor

- 17** Mandatory distributions:

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
- b** Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: FUSE FUNDRAISING

(I) ADDRESS OF FUNDRAISER: 12355 SUNSET VALLEY DR, RESTON, VA 20191

Part IV Supplemental Information *(continued)*

SCHEDULE J
(Form 990)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

2022

Open to Public Inspection

Name of the organization

THE SEEING EYE, INC.Employer identification number
22-1539721**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 indemnification 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 (such as 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, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

- 3** Indicate which, if any, of the following the 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 checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" 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 section 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 on 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)?

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2022

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 aren't 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 and/or 1099-NEC 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) MARGARET E. HOWARD, D. LITT PRESIDENT & CEO | (i) 249,326. | 18,750. | 0. | 34,850. | 165. | 303,091. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (2) DEBORAH MORRONE-COLELLA DIR DONOR PUBLIC RELATIONS | (i) 192,120. | 0. | 0. | 34,788. | 37,844. | 264,752. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (3) JAMES HANDS ASST. TREAS & CFOO | (i) 178,635. | 0. | 0. | 20,138. | 37,310. | 236,083. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (4) GLENN HOAGLAND FORMER PRESIDENT & CEO | (i) 0. | 0. | 230,622. | 0. | 0. | 230,622. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (5) DAVID JOHNSON ASST. TREAS., DIR OF TRAINING & INST | (i) 146,697. | 0. | 0. | 24,248. | 39,693. | 210,638. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (6) GLENN CIANCI DIRECTOR, FACILITIES | (i) 142,380. | 0. | 0. | 26,691. | 38,318. | 207,389. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (7) MARGARET GIBBON DIRECTOR, CANINE DEVELOPMENT | (i) 139,818. | 0. | 0. | 25,420. | 40,370. | 205,608. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (8) C. KYLE QUIGLEY DIR. CANINE MEDICINE & SURGERY | (i) 143,802. | 0. | 0. | 18,969. | 35,683. | 198,454. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (9) RANDALL E IVENS DIR. HUMAN RESOURCES (THRU 10/22) | (i) 129,827. | 7,498. | 0. | 24,803. | 35,356. | 197,484. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (10) STEPHAN GROSS SR. MANAGER, INFORMATION TECH | (i) 123,804. | 0. | 0. | 23,497. | 40,995. | 188,296. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (11) DOLORES M HOLLE VMD DIR, CANINE MEDICINE(THRU 03/22) | (i) 51,611. | 7,636. | 0. | 10,108. | 8,059. | 77,414. | 0. |
| | (ii) 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| | (i) | | | | | | |
| | (ii) | | | | | | |
| | (i) | | | | | | |
| | (ii) | | | | | | |
| | (i) | | | | | | |
| | (ii) | | | | | | |
| | (i) | | | | | | |
| | (ii) | | | | | | |
| | (i) | | | | | | |
| | (ii) | | | | | | |

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.

PART II, COLUMN D

NON-TAXABLE BENEFITS FOR INDIVIDUALS INCLUDE MEDICAL, DENTAL AND VISION

PAID FOR BY THE ORGANIZATION AND POSTRETIRMENT MEDICAL BENEFITS EARNED

DURING THE YEAR.

PART I, LINE 4A

IN DECEMBER 2021, WE ENTERED INTO A SEPARATION AGREEMENT WITH GLENN

HOAGLAND (PRESIDENT AND CHIEF EXCECUTIVE OFFICER); ALL AMOUNTS PAID

UNDER SUCH AGREEMENT WERE PAID IN 2022 AND WILL BE REPORTED AS OTHER

REPORTABLE COMPENSATION IN OUR FORM 990 FOR 2022.

SCHEDULE K
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information on Tax-Exempt Bonds
Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part VI.
Attach to Form 990. Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number
22-1539721

Part I Bond Issues

| (a) Issuer name | (b) Issuer EIN | (c) CUSIP # | (d) Date issued | (e) Issue price | (f) Description of purpose | (g) Defeased | | (h) On behalf of issuer | | (i) Pooled financing | |
|--|----------------|-------------|-----------------|-----------------|-------------------------------------|--------------|----|-------------------------|----|----------------------|----|
| | | | | | | Yes | No | Yes | No | Yes | No |
| NJ ECONOMIC DEVELOPMENT A AUTHORITY | 22-2045817 | 64577HTH6 | 03/04/15 | 17222997. | CURR REFUNDING BONDS ISSUED 2005 | | X | | X | | X |
| NJ ECONOMIC DEVELOPMENT B AUTHORITY | 22-2045817 | 64577HSC6 | 12/05/17 | 21984844. | CURR REFUNDING BONDS ISSUED 2012 | | X | | X | | X |
| C | | | | | | | | | | | |
| D | | | | | | | | | | | |

Part II Proceeds

| | | A | | B | | C | | D | |
|----|--|-----|-------------------------------|-----|-------------|-----|-------------|-----|-------------|
| | | 1 | Amount of bonds retired | 2 | 17,222,997. | 3 | 21,984,844. | 4 | 16,878,537. |
| 1 | Amount of bonds retired | | | | | | | | |
| 2 | Amount of bonds legally defeased | | | | | | | | |
| 3 | Total proceeds of issue | | 17,222,997. | | 21,984,844. | | | | |
| 4 | Gross proceeds in reserve funds | | | | | | | | |
| 5 | Capitalized interest from proceeds | | | | | | | | |
| 6 | Proceeds in refunding escrows | | 16,878,537. | | 21,545,147. | | | | |
| 7 | Issuance costs from proceeds | | 344,460. | | 439,697. | | | | |
| 8 | Credit enhancement from proceeds | | | | | | | | |
| 9 | Working capital expenditures from proceeds | | | | | | | | |
| 10 | Capital expenditures from proceeds | | | | | | | | |
| 11 | Other spent proceeds | | | | | | | | |
| 12 | Other unspent proceeds | | | | | | | | |
| 13 | Year of substantial completion | | | | | | | | |
| | | Yes | No | Yes | No | Yes | No | Yes | No |
| 14 | Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)? | X | | X | | | | | |
| 15 | Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)? | | | X | | X | | | |
| 16 | Has the final allocation of proceeds been made? | X | | X | | | | | |
| 17 | Does the organization maintain adequate books and records to support the final allocation of proceeds? | X | | X | | | | | |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule K (Form 990) 2022

Part III Private Business Use

| | A | | B | | C | | D | |
|--|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds? | | X | | X | | | | |
| 2 Are there any lease arrangements that may result in private business use of bond-financed property? | | X | | X | | | | |
| 3a Are there any management or service contracts that may result in private business use of bond-financed property? | | X | | X | | | | |
| b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property? | | | | | | | | |
| c Are there any research agreements that may result in private business use of bond-financed property? | | X | | X | | | | |
| d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property? | | | | | | | | |
| 4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government | | % | | % | | % | | % |
| 5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government | | % | | % | | % | | % |
| 6 Total of lines 4 and 5 | | % | | % | | % | | % |
| 7 Does the bond issue meet the private security or payment test? | | X | | X | | | | |
| 8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued? | | X | | X | | | | |
| b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of | | % | | % | | % | | % |
| c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2? | | | | | | | | |
| 9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2? | | X | | X | | | | |

Part IV Arbitrage

| | A | | B | | C | | D | |
|--|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate? | | X | | X | | | | |
| 2 If "No" to line 1, did the following apply? | | | | | | | | |
| a Rebate not due yet? | | X | X | | | | | |
| b Exception to rebate? | | X | | X | | | | |
| c No rebate due? | X | | | X | | | | |
| If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed | | | | | | | | |
| 3 Is the bond issue a variable rate issue? | | X | | X | | | | |

Part IV Arbitrage (continued)

| | A | B | C | D | | | | |
|---|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue? | | X | | X | | | | |
| b Name of provider | | | | | | | | |
| c Term of hedge | | | | | | | | |
| d Was the hedge superintegrated? | | | | | | | | |
| e Was the hedge terminated? | | | | | | | | |
| 5a Were gross proceeds invested in a guaranteed investment contract (GIC)? | | X | | X | | | | |
| b Name of provider | | | | | | | | |
| c Term of GIC | | | | | | | | |
| d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied? | | | | | | | | |
| 6 Were any gross proceeds invested beyond an available temporary period? | | X | | X | | | | |
| 7 Has the organization established written procedures to monitor the requirements of section 148? | X | | X | | | | | |

Part V Procedures To Undertake Corrective Action

| | A | B | C | D | | | | |
|---|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations? | X | | X | | | | | |

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. See instructions.**PART IV LINE 2C:****REBATE CALCULATION WAS PERFORMED IN JANUARY 2023**

SCHEDULE L

(Form 990)

Department of the Treasury
Internal Revenue Service**Transactions With Interested Persons**Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a,
28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2022Open To Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

| 1 (a) Name of disqualified person | (b) Relationship between disqualified person and organization | (c) Description of transaction | (d) Corrected? | |
|---|--|---------------------------------------|-----------------------|----|
| | | | Yes | No |
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2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under
section 4958 \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization \$

Part II Loans to and/or From Interested Persons.Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a or Form 990, Part IV, line 26; or if the organization
reported an amount on Form 990, Part X, line 5, 6, or 22.

| (a) Name of interested person | (b) Relationship with organization | (c) Purpose of loan | (d) Loan to or from the organization? | | (e) Original principal amount | (f) Balance due | (g) In default? | | (h) Approved by board or committee? | (i) Written agreement? |
|---|--|-------------------------------|--|------|---|------------------------|---------------------------|----|--|----------------------------------|
| | | | To | From | | | Yes | No | | |
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Total \$

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

| (a) Name of interested person | (b) Relationship between interested person and the organization | (c) Amount of assistance | (d) Type of assistance | (e) Purpose of assistance |
|--------------------------------------|--|------------------------------------|----------------------------------|-------------------------------------|
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LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule L (Form 990) 2022

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

| (a) Name of interested person | (b) Relationship between interested person and the organization | (c) Amount of transaction | (d) Description of transaction | (e) Sharing of organization's revenues? | |
|-------------------------------|---|---------------------------|--------------------------------|---|----|
| | | | | Yes | No |
| SUSAN E. GNALL | SEE BELOW | 93,000. | SEE BELOW | X | |
| | | | | | |
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Part V Supplemental Information.

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

SCHEDULE L, PART IV- BUSINESS TRANSACTION INVOLVING INTERESTED PERSONS:(A) NAME OF PERSON: SUSAN E. GNALL (SENIOR VICE PRESIDENT WITH MORGAN STANLEY)(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION: TRUSTEE(C) AMOUNT OF TRANSACTION: \$93,000(D) DESCRIPTION OF TRANSACTION: MANAGEMENT FEES PAID TO MORGAN STANLEY FOR INVESTMENTS BY THE ORGANIZATION IN LIMITED PARTNERSHIPS MANAGED BY MORGAN STANLEY(E) SHARING OF ORGANIZATION REVENUES?: NO

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number
22-1539721

Part I Types of Property

| | (a) Check if applicable | (b) Number of contributions or items contributed | (c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (d) Method of determining noncash contribution amounts |
|---|-------------------------------------|---|--|--|
| 1 Art - Works of art | | | | |
| 2 Art - Historical treasures | | | | |
| 3 Art - Fractional interests | | | | |
| 4 Books and publications | | | | |
| 5 Clothing and household goods | | | | |
| 6 Cars and other vehicles | <input checked="" type="checkbox"/> | 1 | 6,129. | SELLING PRICE |
| 7 Boats and planes | | | | |
| 8 Intellectual property | | | | |
| 9 Securities - Publicly traded | <input checked="" type="checkbox"/> | 14 | 108,838. | SELLING PRICE |
| 10 Securities - Closely held stock | | | | |
| 11 Securities - Partnership, LLC, or trust interests | | | | |
| 12 Securities - Miscellaneous | | | | |
| 13 Qualified conservation contribution - Historic structures | | | | |
| 14 Qualified conservation contribution - Other | | | | |
| 15 Real estate - Residential | | | | |
| 16 Real estate - Commercial | | | | |
| 17 Real estate - Other | | | | |
| 18 Collectibles | | | | |
| 19 Food inventory | | | | |
| 20 Drugs and medical supplies | | | | |
| 21 Taxidermy | | | | |
| 22 Historical artifacts | | | | |
| 23 Scientific specimens | | | | |
| 24 Archeological artifacts | | | | |
| 25 Other (_____) | | | | |
| 26 Other (_____) | | | | |
| 27 Other (_____) | | | | |
| 28 Other (_____) | | | | |
| 29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement | 29 | | 1 | |

| | Yes | No |
|---|-------------------------------------|-------------------------------------|
| 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? | <input checked="" type="checkbox"/> | |
| b If "Yes," describe the arrangement in Part II. | | <input checked="" type="checkbox"/> |
| 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? | <input checked="" type="checkbox"/> | |
| 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? | <input checked="" type="checkbox"/> | |
| b If "Yes," describe in Part II. | | <input checked="" type="checkbox"/> |
| 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II. | | |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2022

Part II

Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE O
(Form 990)

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 Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

THE SEEING EYE, INC.

Employer identification number
22-1539721

FORM 990, PART III, LINE 1

THE PRIMARY PURPOSE OF THE ORGANIZATION IS TO ENHANCE THE INDEPENDENCE,

DIGNITY AND SELF-CONFIDENCE OF PEOPLE WHO ARE BLIND OR VISUALLY

IMPAIRED THROUGH THE USE OF SEEING EYE(R) DOGS. IN PURSUIT OF THIS

MISSION, THE ORGANIZATION BREEDS AND RAISES PUPPIES TO BECOME SEEING

EYE DOGS (OR OBTAINS THEM OCCASIONALLY BY PURCHASE OR EXCHANGE):

TEACHES INSTRUCTORS THE SCIENCE AND TECHNIQUE OF TRAINING SEEING EYE

DOGS AS GUIDES FOR BLIND AND VISUALLY IMPAIRED PEOPLE, INSTRUCTS BLIND

AND VISUALLY IMPAIRED PEOPLE IN THE PROPER USE AND HANDLING OF THE

DOGS: CONDUCTS AND SUPPORTS RESEARCH ON CANINE HEALTH AND DEVELOPMENT:

AND INFORMS THE PUBLIC ABOUT THE ROLE OF GUIDE DOGS AND THE

CAPABILITIES OF BLIND AND VISUALLY IMPAIRED PEOPLE TO LIVE

INDEPENDENTLY.

FORM 990, PART III, LINE 4A

PROVIDING SEEING EYE DOGS TO BLIND AND VISUALLY IMPAIRED: THIS PROGRAM

INCLUDES: BREEDING AND WHELPING OF APPROPRIATE SIZED AND TYPE OF DOG AT

OUR BREEDING FACILITY; APPROXIMATELY FOURTEEN MONTHS SOCIALIZATION OF

THE PUPPIES AT HOMES OF VOLUNTEER PUPPY RAISERS; MAINTENANCE OF A

VETERINARY HOSPITAL AND KENNELS; SUPPORT OF RESEARCH, TRAINING AND

DEVELOPMENT PROJECTS RELATED TO PROLONGING AND IMPROVING THE WORKING

LIFE OF GUIDE DOGS; FOUR MONTH TRAINING OF DOGS BY PROFESSIONAL

INSTRUCTORS; SCREENING, SELECTION OF APPLICANTS; ARRANGING FOR THE

ROUND TRIP TRAVEL OF OUR STUDENTS TO AND FROM OUR TRAINING FACILITY;

PROVISION OF LODGING, FOOD AND COUNSELING SERVICES TO OUR STUDENTS

DURING THEIR 18 TO 25 DAYS OF TRAINING IN THE PROPER USE OF THEIR

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2022

232211 10-28-22

13340209 721252 1035570-1077507

54
2022.05040 THE SEEING EYE, INC.

10355701

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

SEEING EYE DOG; AND AFTER CARE SUPPORT FOR THE LIFE OF THE
STUDENT/SEEING EYE DOG PARTNERSHIP.

FORM 990, PART V, LINE 3B:

THE ORGANIZATION HAS FILED AN EXTENSION FOR FORM 990-T AND WILL FILE THE
RETURN BEFORE THE EXTENSION DUE DATE.

FORM 990, PART VI, SECTION B, LINE 11B:

THE ORGANIZATION HAS ENGAGED THE SERVICES OF ITS INDEPENDENT ACCOUNTING
FIRM TO ASSIST MANAGEMENT IN THE PREPARATION AND REVIEW OF A DRAFT OF THE
FORM 990. THE BOARD OF TRUSTEES HAS DELEGATED ITS AUDIT COMMITTEE THE
RESPONSIBILITY TO REVIEW AND APPROVE THE FORM 990 PRIOR TO FILING.

SUBSEQUENT TO THE APPROVAL OF THE AUDIT COMMITTEE, AND PRIOR TO FILING, A
COPY OF THE FORM 990 IS FORWARDED TO ALL MEMBERS OF THE BOARD OF TRUSTEES
FOR THEIR REVIEW.

FORM 990, PART VI, SECTION B, LINE 12C:

ALL OFFICERS, KEY EMPLOYEES AND MEMBERS OF THE BOARD OF TRUSTEES HAVE BEEN
FORWARDED A COPY OF THE ORGANIZATION'S CONFLICT OF INTEREST POLICY. ON AN
ANNUAL BASIS, ALL OFFICERS, KEY EMPLOYEES AND MEMBERS OF THE BOARD OF
TRUSTEES ARE PROVIDED A COPY OF SUCH POLICY, AND ARE REQUIRED TO
COMPLETE A DISCLOSURE FORM TO CONFIRM THEY HAVE REVIEWED AND AGREED TO
ABIDE BY SUCH POLICY, AND ARE TO REPORT ANY CONFLICTS OF INTEREST TO THE
ORGANIZATION.

FORM 990, PART VI, SECTION B, LINE 15:

PRESIDENT: THE COMPENSATION COMMITTEE OF THE BOARD OF TRUSTEES (WHICH IS

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

COMPRISED OF TRUSTEES WHO ARE INDEPENDENT MEMBERS OF THE BOARD OF TRUSTEES) IS RESPONSIBLE FOR REVIEWING THE PERFORMANCE OF THE ORGANIZATION'S PRESIDENT/CEO AT LEAST ANNUALLY. THIS REVIEW IS DONE IN ACCORDANCE WITH THE ORGANIZATION'S EXECUTIVE COMPENSATION POLICY, WHICH REQUIRES THE REVIEW OF BENCHMARK COMPENSATION DATA AND DOCUMENTED SUBSTANTIATION OF COMPENSATION RECOMMENDATIONS. COMPENSATION RECOMMENDATIONS FROM THE COMPENSATION COMMITTEE ARE REVIEWED AND APPROVED BY THE BOARD OF TRUSTEES.

OFFICERS OR KEY EMPLOYEES: PURSUANT TO THE ORGANIZATION'S EXECUTIVE COMPENSATION POLICY, THE PRESIDENT/CEO IS RESPONSIBLE TO CONDUCT PERFORMANCE REVIEWS, COMPARE SALARY BENCHMARKS AND MAKE COMPENSATION RECOMMENDATIONS TO THE COMPENSATION COMMITTEE. ALL SUCH COMPENSATION RECOMMENDATIONS REQUIRE THE APPROVAL OF THE COMPENSATION COMMITTEE.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, ME, MD, MA, MI, MN, MS, MT, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI

FORM 990, PART VI, SECTION C, LINE 19:

THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST. THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS AND FORM 990 ARE ALSO AVAILABLE THROUGH THE ORGANIZATION'S WEBSITE.

FORM 990, PART VI LINE 1B

SUSAN GNALL, GLENN HOAGLAND, AND MARGARET HOWARD ARE NOT INDEPENDENT VOTING MEMBERS OF THE BOARD.

Name of the organization

THE SEEING EYE, INC.

Employer identification number

22-1539721

FORM 990, PART VII, SECTION A

HUGH D'ANDRADE, ESQ., MICHAEL W RANGER, AND THOMAS DUFFY ARE NON-VOTING
MEMBERS OF THE BOARD.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:PENSION & POSTRETIREMENT BENEFITS - CHANGES OTHER THAN NET

PERIODIC COSTS 3,506,612.

INCREASE IN VALUE OF SPLIT-INTEREST AGREEMENT 13,213.

DONATED SERVICES -40,780.

CHANGE IN VALUE OF PERPETUAL TRUSTS -1,720,045.

NET PERIODIC PENSION & POSTRETIREMENT CHANGE OTHER THAN

SERVICE COST 106,450.

TOTAL TO FORM 990, PART XI, LINE 9 1,865,450.

FORM 990, PART XII, LINE 2C, OVERSIGHT OF AUDIT CHANGES IN PROCEDURES:

THE ORGANIZATION HAS NOT CHANGED ITS PROCEDURES REGARDING THE OVERSIGHT
OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND SELECTION OF AN
INDEPENDENT ACCOUNTANT SINCE THE PRIOR YEAR.

Forms included in Electronic Filing

| Form 990/990-EZ/990-PF | Form 990-T |
|---|-------------------|
| EXPORTED ON 02/09/2024 12:29:55 FORM 990 | |

215551 03-06-23

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2022.05040 THE SEEING EYE, INC.

10355701

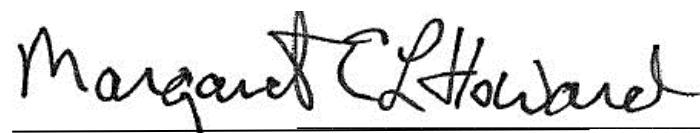
**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestroni Foundation, Inc.**

Exhibit 6
The Seeing Eye 2024 Budget

The Seeing Eye
Budgeted Operating Expenditures
Fiscal Year 2024

| | |
|---------------------------|---------------------|
| Salaries | \$13,387,213 |
| Benefits | \$6,258,000 |
| Occupancy Costs | \$1,733,794 |
| Canine Support | \$1,821,511 |
| Capital & Major Projects | \$2,050,000 |
| Interest/Bank Fees | \$1,751,210 |
| Direct Fundraising | \$2,469,500 |
| Professional Fees | \$1,120,063 |
| Travel & Vehicle Expenses | \$461,973 |
| Contracted Services | \$849,308 |
| Office Expenses | \$304,317 |
| Student Support | \$406,100 |
| External communications | \$499,216 |
| Outreach Services | \$130,000 |
| <u>Other expenses</u> | <u>\$480,750</u> |
| TOTAL | \$33,722,954 |

I hereby verify the authenticity of these figures.



Margaret E. Howard, President and CEO

October 1, 2023
Date

**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestro Foundation, Inc.**

Exhibit 7

The Seeing Eye 2023 Annual Report



2023

annual report



People who are blind or low vision come from across the United States and Canada to The Seeing Eye campus in Morristown, New Jersey, to learn how to work with and care for our extraordinary dogs. These graduates – students, retirees, attorneys, authors, homemakers, factory workers – are now pursuing their goals with independence, dignity, and self-confidence. We hope you enjoy some of their stories contained throughout this report.

Contents

- 02 LETTER FROM THE PRESIDENT AND CEO**
- 04 LETTER FROM THE OFFICERS**
- 05 BOARD OF TRUSTEES AND OFFICERS**
- 06 COMMITTED MEMBERS**
- 28 WHAT DOES IT TAKE TO BE A SEEING EYE INSTRUCTOR?**
- 38 2023 EVENTS AND PASSAGES**
- 50 FINANCIAL STATEMENTS**
- 53 VETERINARY RECOGNITION AWARDS**

Letter from the PRESIDENT AND CEO OF THE SEEING EYE



My name is

Peggi Howard

and I am the President & CEO of The Seeing Eye. It is my pleasure to welcome you to The Seeing Eye's annual report, covering Fiscal Year 2023.

Our fiscal year began October 1, 2022, and ended September 30, 2023.

Midway through fiscal year, The Seeing Eye celebrated its 18,000th match since our founding in 1929. As of September 30, 2023, The Seeing Eye has created 18,166 Seeing Eye teams. During the COVID-19 pandemic, we served more students than any other program in North America.

We created Seeing Eye partnerships for 228 people who are blind or low vision. As of September 30, 2023, there were 1,506 active Seeing Eye graduates throughout the United States and Canada. New, more flexible models in Instruction & Training, and continued in-home training, permitted The Seeing Eye to serve some individuals who could not train on our campus.

We accepted 261 applicants to our program. (Some candidates accepted in FY2022 attended in FY2023, and some accepted in FY2023 will attend in FY2024.)

ON THE COVER

Being a Seeing Eye instructor is a job that requires a lot of walking, a lot of patience, and a lot of love! Top left, Seeing Eye Senior Instructor Victoria Lombardi gets a kiss from a chocolate Labrador retriever. Bottom left, Seeing Eye Director of Instruction and Training Jim Kessler works a yellow Labrador/golden retriever on the streets of Morristown. Top right, Seeing Eye Associate Instructor Ray Engleking is guided around a head-height obstruction by a yellow Labrador retriever. Middle right, Seeing Eye Apprentice Instructor Dan Hedden, under blindfold, is guided across a Morristown street by a black Labrador/golden retriever cross while under the watchful eye of Brian McKenna, The Seeing Eye's Wohlers Family Foundation Master Instructor and Senior Manager of Apprentice Training. Bottom right, Seeing Eye Instructor Alexis Wisniewski-Chesson praises a German shepherd while waiting at a street crossing.

Photos in this issue by Seeing Eye staff members, volunteers, and puppy raisers.

HIGHLIGHTS OF FISCAL YEAR 2023:

- Seeing Eye instructors made 359 in-person service calls to graduates and new applicants in 44 states, as well as 12 in-person service calls in Puerto Rico. We also made 28 in-person service calls to graduates and applicants in six Canadian provinces. In total, Seeing Eye instructors made 399 visits. We also continue to provide virtual assistance.
 - At The Seeing Eye Breeding Station in Chester, 415 puppies were whelped from 58 litters: 24 Labrador retriever litters, 19 Labrador/golden retriever cross litters, nine German shepherd litters, and six golden retriever litters.
 - Thanks to the dedication and diligence of our Seeing Eye puppy raisers, and the hard work and expertise of our Seeing Eye instructors, we enjoy a high success rate of Seeing Eye puppies who return to campus for guide dog training. This fiscal year, we had 418 grown dogs returned to us by volunteer puppy raisers, and 223 completed formal training and graduated from the program. Another 44 dogs completed training and were selected for our breeding program.
 - The Seeing Eye continues to be a leader in advocacy for the rights of people who use guide dogs to have equal access to public places. This fiscal year, The Seeing Eye introduced a free app that provides information about the rights of guide dog handlers to have access to public places and to be free of interference from people and other dogs. The app can be downloaded from Apple's App Store at <https://apps.apple.com/app/the-seeing-eye-advocacy/id6446094763> or from the Google Play Store for Android at <https://play.google.com/store/apps/details?id=com.thegrandscheme.theseeingeyeadvocacy>. More information about guide dog access can be found at www.SeeingEye.org/access or at www.GuideDogatWork.org.
- the Google Play Store for Android at <https://play.google.com/store/apps/details?id=com.thegrandscheme.theseeingeyeadvocacy>. More information about guide dog access can be found at www.SeeingEye.org/access or at www.GuideDogatWork.org.
- Nearly 900 people attended Family Day, our annual thank-you to puppy raisers, held August 12 on The Seeing Eye campus. The Seeing Eye recognized three families and two individuals to the "21 Club" for raising at least 21 Seeing Eye puppies. In addition, 23 puppy raisers who are high school juniors or seniors were recognized with Seeing Eye Service Scholarships.
 - We also thanked our campus volunteers at our Volunteer Reception, held September 19. Forty-two volunteers were recognized for their first, fifth, 10th, 15th, 20th, or 25th year of service to The Seeing Eye. In addition, we congratulate 10-year volunteer Loreli Stochaj, who was presented with The Seeing Eye's Kirby Award for Volunteer Excellence.
- Your generous support makes it possible for us to carry out our life-changing work of breeding, raising, and training the world's best guide dogs, and instructing people who are blind in their care and handling.
- Thank you for being a part of The Seeing Eye family!
- Margaret E.L. "Peggi" Howard, D.Litt.**
President & CEO
The Seeing Eye, Inc.



Letter from the OFFICERS OF THE SEEING EYE

Ninety-five years ago, our founder Dorothy Harrison Eustis knew the greatest challenge that lay ahead wasn't in training guide dogs or instructing people in how to use them, but in getting others to accept them.

“If the blind man’s dog can’t be with him in the places he has to go,” Dorothy asked, “of what value is it to him? ”

Since our founding, The Seeing Eye has championed the right of people who use service dogs to go anywhere any other member of the public may go — stores, restaurants, hotels, and public transportation. In the United States, the Americans with Disabilities Act gives people who use service animals the right to equal access to public places. Similar rights are afforded in Canada under the Canadian Human Rights Act. In some areas, even more rights are enumerated under state, provincial, and territorial laws.

Despite this, many of our graduates today face challenges from people who don't know or choose not to follow the law.

That's why, as we enter our 95th anniversary year of 2024, The Seeing Eye has recommitted itself to advocating on behalf of guide dog users that they have the right to go anywhere any other member of the public may go. We have created a new department of Advocacy and Government Relations and have named Dave Johnson, our former Director of Instruction & Training, as its director. Seeing Eye graduate Melissa Allman, an attorney, will continue in her role as Senior Specialist of Advocacy and Government Relations.



Board Members

LEFT TO RIGHT:

Cynthia R. Bryant
David Hertz
Catherine A. Kiernan
Margaret E.L. "Peggi" Howard, D.Litt.

In the coming year and beyond, The Seeing Eye will spread awareness about the rights of guide dog users through outreach to law enforcement personnel, politicians, corporations, and the media. This focus on communications and connections to foster awareness will be a priority for The Seeing Eye and we hope you will join us in making the world a more accessible place for all of us.

Handwritten signatures of Cynthia R. Bryant and David Hertz.

Cynthia R. Bryant, LL.M.
Chair

David Hertz
Vice Chair

Handwritten signature of Catherine A. Kiernan.

Catherine A. Kiernan
Vice Chair

Handwritten signature of Margaret E.L. "Peggi" Howard, D.Litt.

Margaret E.L. "Peggi" Howard, D.Litt.
President & CEO



BOARD OF TRUSTEES AND OFFICERS

EXECUTIVE OFFICE AND LEADERSHIP TEAM

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*Graduate of The Seeing Eye

April and Gloria



returned home to Minnesota after a trip to Washington, D.C.

April is an addictions counselor and is working on getting her master's degree in social work.

"Gloria brightens up the office with her sweet and friendly personality. Sneaking snuggles between clients makes my whole day better, and her enthusiasm at seeing people she knows makes everyone feel special," April said.

"She's a fantastic guide, always excited about new adventures and up for long walks. She loves a challenge, and you can really see her thinking when she's figuring out the best path around an obstacle. At home, she's all play and cuddles. She loves tug and romping around with her kitten brother," April said.

"She gives me confidence and the courage to try new things. I feel safe knowing we'll find our way home together."

COMMITTED MEMBERS

Membership listings include gifts received between Oct. 1, 2022 and Sept. 30, 2023.



THE SEEING EYE SOCIETY (\$25,000+)

Through their generous donations, the members of The Seeing Eye Society are ensuring that The Seeing Eye will continue its mission of enhancing the independence, dignity, and self-confidence of people who are blind or low vision through the use of Seeing Eye dogs.

This membership listing and the listings on the following pages are for gifts received between Oct. 1, 2022, and Sept. 30, 2023.

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DOROTHY HARRISON EUSTIS SOCIETY (\$10,000 - \$24,999)

Dorothy Harrison Eustis had a determined, forthright spirit and a love for working dogs and her fellow man. This Society honors her courage and perseverance as founder of The Seeing Eye.

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The Dinner Party and Online Auction



The Seeing Eye's annual Online Auction was held April 27 through May 10, concluding with The Dinner Party on May 10 at Baltusrol Golf Club in Springfield, New Jersey.

Nearly 600 items with a total value exceeding \$100,000 were up for auction bids, creating a buzz online as well as at The Dinner Party, which had more than 200 people in attendance.



Some of the featured items in last year's Online Auction were a virtual meet and greet with TV producer DJ Nash, creator and showrunner of *A Million Little Things* and *Growing Up Fisher*; New York Giants club seat tickets; a private tour of The Seeing Eye's Breeding Station, and one-of-a-kind, handmade leather dog collars.

The Dinner Party's featured speakers were Seeing Eye Master Instructor Shannon Manahan and Seeing Eye Trustee – and graduate – Cliff Aaron. Also speaking at the event were Board Chair and graduate Cynthia Bryant; Baltusrol hosts Reed and Michelle Kean; CNBC television personality and Seeing Eye puppy raiser Guy Adami; New Jersey State Senator Anthony Bucco and Assemblywoman Aura Dunn; and a videotaped message from Congresswoman Mikie Sherrill.

Thanks to all of the remarkable work of the Auction committee, as well as the Dinner Party Committee, the event raised more than \$300,000!

Thank you to all who attended, participated, donated, and made this special event truly special!

This year's online auction will begin May 30 and close on June 11. For more information about how you can help, including donating items, please go to www.SeeingEye.org/auction. There will be more information to come about this year's Dinner Party, which will be a 95th anniversary gala.

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Five members wish to remain anonymous

MORRIS FRANK SOCIETY

(\$5,000 - \$9,999)

Morris Frank's determination as the pioneer guide dog user opened the door to independent living for thousands of blind people forevermore.

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Sunshine... and Puppies!

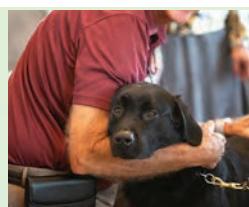
In February, more than 80 friends of The Seeing Eye gathered at the Imperial Golf Club in Naples, Florida, for a special event hosted by Ron and Christine Krawczyk.

Those in attendance heard from Seeing Eye graduate Marcus Engel, a speaker, author, and podcaster who draws from his own experiences as the survivor of a horrific car crash to teach medical students about compassionate care.

Also in attendance was Brian McKenna, The Seeing Eye's Wohlers Family Foundation Master Instructor and Senior Manager of Apprentice Training, who gave a demonstration of Seeing Eye training with Eddie, a 2-year-old black Labrador/golden retriever cross.

Also in attendance was President and CEO Peggy Howard, Chair of the Board of Trustees Cynthia Bryant, and Area Coordinator Shannon Rager with her Seeing Eye puppy Echo, a 5-month-old yellow Lab/golden retriever cross.

Pictured from left to right: Christine Krawczyk, Donald Altorfer, Seeing Eye President and CEO Peggy Howard, James Grauso, Susan Grauso, Ronald Krawczyk, and Patricia Altorfer.



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Five members wish to remain anonymous

JACK HUMPHREY SOCIETY

(\$1,000 - \$4,999)

The Seeing Eye's first instructor and geneticist, Jack Humphrey trained Buddy, the first Seeing Eye dog, and Morris Frank, the first guide dog user. This Society honors him and all the Seeing Eye instructors who have followed in his footsteps.

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Kyle and Hugh

KYLE COON of Carbondale, Colorado, was matched with his first Seeing Eye dog, a golden retriever named Tyrone, in 2009. He returned in December to be matched with his third, a black Labrador retriever named Hugh. Kyle and Hugh were the 18,000th team created by The Seeing Eye!



The photo shows Kyle walking on a trail in the woods with his girlfriend, Jessica, as Hugh leads the way.

"In harness, Hugh loves to work. He gets laser focused especially when he's in a less familiar area. He really leans into his harness like he's a sled dog and I'm the sled," Kyle said.

"Out of harness he goes through moments of complete relaxation to bouncing around and rolling on the ground. He loves his chest being scratched and rubbed, and always knows when it's meal time because he'll come and just put his head on my lap and won't budge until there's food in his bowl. Overall he's super calm and loves playing with his other dog friends when they're also out of harness."

Kyle, a Paralympian who participates in the Triathlon, is training for the 2024 Paralympics, to be held in Paris, France, from August 28 to September 8. You can keep up with he and Hugh's latest adventures at www.KyleCoon.com. He also has a podcast, *Kicking It with the KTrain*, available from Spotify and Apple.



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| | | Mr. Nicholas Manago | Mrs. Nancy McCoy-Cohen | Mr. Steven D. Meyer | |

* deceased

THE SEEING EYE ANNUAL REPORT 2023

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| | | | | | |
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* deceased

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continued >>

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* deceased

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Mr. Arthur Zucker
Mr. & Mrs. Sander Zulauf
Mr. & Mrs. Carl W. Zvanut
Ms. Delores C. Zydlo
31 members wish to
remain anonymous

GRADUATE SOCIETY

Any Seeing Eye graduate who contributes to the annual campaign becomes a member of the Graduate Society.

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Ms. Lynne Adema
Mr. Vikram Agarwal
Ms. Eileen Akers
Miss Sara J. Alkmin
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Dr. Janice A. Bartleson
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continued >>

GRADUATE SOCIETY: Alan and Freddy

Alan Conway of Gatineau, Quebec, returned to The Seeing Eye in April for his sixth Seeing Eye dog, a yellow Labrador/golden retriever cross named Freddy. Alan was matched with his first dog, a black Labrador retriever named Dana, in 1979.

"Freddy is a very serious worker in harness," Alan said. "He makes quite an impression. People often describe him as princely."

The photo shows Alan smiling as he stands with his arm around Freddy, who is sitting on an elevated platform for the photo.

Alan said Freddy, as befitting his regal presence,

isn't "overly playful." He prefers to calmly chew his bone.

Alan belongs to a 60-person choir and Freddy accompanies him to practices. "He seems to enjoy the music," Alan said, "as well as the music my wife and I listen to at home."

In addition to being a graduate of The Seeing Eye, Alan also is a donor, making him a member of The Seeing Eye's Graduate Society. Any graduate who donates to The Seeing Eye, in any amount, becomes a member of that year's Graduate Society.



Kay and Margie



KAY CHASE is working with her eighth Seeing Eye dog, a German shepherd named Margie. The photo shows Kay smiling as she stands with her arm around Margie, who is sitting on an elevated platform.

This year, Kay was inducted into the Half Century Club, recognizing those graduates who have been working with a Seeing Eye dog for 50 years or more. Kay was matched with her first dog, a German shepherd named Orline, in 1973.

"I was a sophomore at Macalester College in Saint Paul, Minnesota. I'd had my first year of college using my cane, and I was doing pretty well with it, but I wanted to go faster," Kay said.

"In high school I had read about a girl who got a Seeing Eye dog, and how she could move so quickly and safely through her environment. I thought, 'that's what I want to do, too!'"

Even after 50 years, Kay said, The Seeing Eye has new things to teach her.

"There are so many new challenges today, and The Seeing Eye does a great job of preparing us for them," Kay said. "I appreciate the professionalism and the patience of the instructors. Every time I come, the program gets better and better."

COMMITTED MEMBERS Membership listings include gifts received between Oct. 1, 2022 and Sept. 30, 2023.



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| Miss Debra Hernstrom | Miss Natalie Johnson* | Mr. William Kociaba | Miss Vanessa Anne Lowery | Ms. Dora L. Martinez | |

continued >>

* deceased



The Seeing Eye HALF CENTURY CLUB

In 2023, six Seeing Eye graduates were added to the Half Century Club, signifying the milestone of working with Seeing Eye dogs for 50 years or more.

Karen Bailey Sandra Clark Katherine Schneider
Kay Chase Deborah Deyo-Howe Carol White



...join the ranks of other alumni previously named to the Half Century Club:

| | | | | |
|--------------------|------------------|----------------------|-------------------|-------------------|
| Elizabeth Aldworth | Kathleen Cima | Tracey Frost | Lois Mills | Laura Sloate |
| Agnes Allen | Dolores Coombs | Philip Hall | Harry Monk | Marlys Stevens |
| Annette Anderson | Diane Davis | Gerald Handel | Michael Moran | Kathy Szinnyey |
| James Barnes | Mary Davis | Leonard Harris | Frank Morrissey | David Szumowski |
| Randy Black | James Devan | Mary Hilton | Edwin Myers | Lorraine Teehan |
| Audley Blackburn | Kathy Devin | Andrew Hoffman | Deanna Noriega | Rosemary Teehan |
| Ruth Blair | Daryl Diller | Carol Holmes | John B. Nugent | John Turner |
| Nanette Boak | Gerard Doody | Betty Huffman | Linda Paul | Elba Velez |
| Susan Bowmaster | Joyce Driben | Laurence Hyschuk | Barbara Potts | Douglas Wakefield |
| Arnold Bowser | Catherine DuBois | Walter Keith | Raymond Raynor | Donald Walhout |
| Kathy Brack | Hon. Davis Duty | Karen Keninger | Michael Reed | Brian Wallach |
| Carol Bradley | Sylvia Ebert | Joe Klatt | Kirk Reiser | Lloyd White |
| Cynthia Brown | Albert Evans | Norma Krajczar | Elizabeth Rilling | |
| Mari Bull | Kathleen Faul | James A. Kutsch, Jr. | Marilyn Rodda | |
| Joan Buzzia | Eugenia Firth | Jane Lang | Sandra Ruconich | |
| Brenda Carney | Clare Fox | David Loux | Sylvie Sammons | |
| Dorothy Casabianca | Cristina Frias | MaryAnne Lynskey | Susan Shevlin | |
| Louise Chuha | Janice Frost | Toula McEllen | Bradley Shorser | |



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Mr. John W. Meier
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Mr. Harry Monk
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Mr. Michael A. Young
Ms. Vita Zavoli
Miss McKenzie J. Zilkowsky
Six members wish to
remain anonymous

* deceased





Marcus and James

MARCUS ENGEL returned to The Seeing Eye in March 2023 to be matched with his fifth Seeing Eye dog, a black Labrador/golden retriever cross named James. Marcus was matched with his first dog, a black Labrador retriever named Dasher, in 1995.

Marcus, who lives in Orlando, Florida, is an adjunct professor, speaker, author, podcaster, and consultant. As a college freshman, Marcus was nearly killed when a drunken driver ran a red light and crashed into his car. Marcus survived, but required two years of rehab, more than 350 hours of reconstructive facial surgery, and was blinded.

Marcus now uses his experiences as a patient to speak to nurses, doctors, and other healthcare providers about providing compassionate care. You can read more of his story and find his podcast at MarcusEngle.com.

The photo shows Marcus and James at Notre Dame University in South Bend, Indiana, where Marcus was teaching compassion science to premed students. They returned to the campus in January. “It was James’s fourth trip to the campus, which he loves,” Marcus said.

“In harness and out of harness, James is always enthusiastic. He’s super affectionate, more than any of my previous Seeing Eye dogs. We bonded faster than any of the previous four, too.”

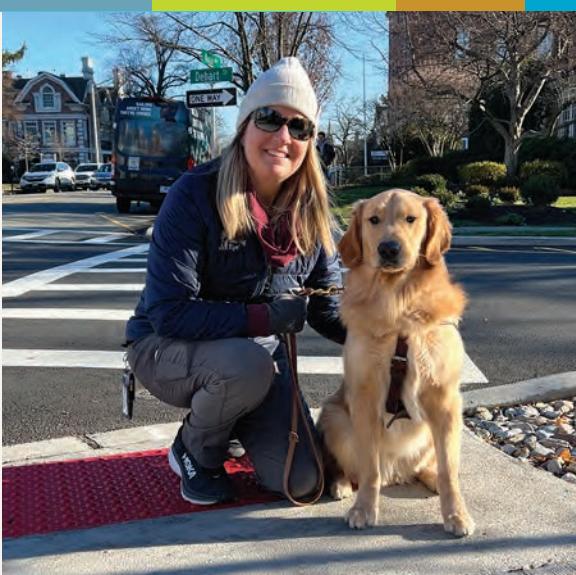


JIM KESSLER, Director of Instruction & Training



GREAT JOB!

What does it take to be a Seeing Eye Instructor?



It's one of the most physically demanding, mentally challenging, and spiritually rewarding jobs you can imagine. It requires patience, compassion, perceptiveness, endurance, and intelligence.

"Being a Seeing Eye instructor is the kind of job you must love," said Jim Kessler, who was named The Seeing Eye's Director of Instruction & Training on January 1, 2024.

“Being a Seeing Eye instructor is the kind of job you must love.”

— Jim Kessler, Director of Instruction & Training

Becoming a Seeing Eye instructor begins with an apprenticeship program that includes learning from other instructors, working with dogs, and spending a week under blindfold. In addition to learning how to train and care for dogs, they also learn about blindness, orientation and mobility, and public access laws.

By design, The Seeing Eye considers applicants from a wide variety of backgrounds. "I have a Bachelor of Science degree in business administration and was working in New York City in financial services before I came to The Seeing Eye in September 2001," Jim said. "You train dogs here, but most of it is about working with people and teaching our students how to safely work with a guide dog."

Qualities that are sought for in an applicant are flexibility, patience, the ability to relate to others, and an overall love for teaching, Jim said.

The job requires a lot of walking... six to eight miles a day! Even that's not enough activity for Jim, who is an avid cyclist as well as a marathon runner. Certainly, Seeing Eye instructors know they will get their 10,000 steps in... and then some.

An instructor will typically have seven dogs in their strings, and each dog is trained on four different routes. These routes will increase in difficulty as the dog progresses. It is the instructor's job to increase their expectations of the dog, Jim said.

The first Seeing Eye instructor, Jack Humphrey, developed his own techniques for training dogs. If a dog made a mistake during training – such as not stopping for a curb or walking too close to a tree – the instructor would turn around and go back, going over the same ground until the dog no longer made the mistake. Then the instructor would praise the dog.

"We've learned a lot over the last 95 years, and this has guided us in developing our training philosophy today" Jim said. "Repetition and praise are the foundation of how we train Seeing Eye dogs."

Seeing Eye instructors also teach a skill called intelligent disobedience – perhaps the most difficult task one can ask of a dog. "Our dogs solve problems, make decisions, and even disobey commands that could put the team in danger," Jim said. For example, Seeing Eye dogs learn to not cross a street if there's oncoming traffic, or to avoid the edge of a subway platform if no train car is present. The dog handler can order the dog to go forward, but the dog refuses the command until it is safe to proceed.

After the dog is trained, the Seeing Eye instructor goes into class with individuals who come from across the United States and Canada to The Seeing Eye's campus in Morristown, New Jersey, to learn how to

work with and care for the dogs. Each dog is carefully selected for the person, and "the making of the match" is as much an art as it is a science. The students, who arrive on a Monday, are matched with their dogs on Wednesday. Three weeks later they are going home together.

"Every match we make here is special," Jim said. "That person is going home with that dog with more mobility, more confidence, and more independence. It's why I love this job."

Jim replaces Dave Johnson, who is marking his 40th anniversary of working at The Seeing Eye. Dave had served as Director of Instruction & Training since 2009.

"The job of being an instructor is very different from what it was when I started in 1984," Dave recalls. "Instructors now work with fewer students while in class, improving our student-to-instructor ratio. There are many new technologies available today for people who are blind, but in general both pedestrians and drivers are more distracted and more aggressive than ever. The Seeing Eye continually evolves to meet the challenges of people who are blind."

Dave is now Director of Advocacy and Government Relations. In his new position, Dave will oversee The Seeing Eye's commitment to ensure people with guide dogs can go anywhere any other member of the public can go, including restaurants, businesses, mass transit, and rideshare services. For more information, go to www.SeeingEye.org/advocacy.

“
Repetition and praise are the foundation of how we train Seeing Eye dogs.”
— Jim Kessler, Director of Instruction & Training



Yohannes and Arno



YOHANNES DERNOZ of Silver Springs, Maryland, came to The Seeing Eye in March 2023 to be matched with a black Labrador/golden retriever cross named Arno. He was matched with his first dog, a black Labrador retriever, in June 2000.

"Arno is a good boy, he is sweet and quite observant," Yohannes said. "Especially when we are walking about or when he is working."

Yohannes, who is an instructor of anatomy and physiology, a masseuse, and a bodywork therapist, said Arno is a high-energy dog — perfect for his busy lifestyle. "We both like to move at a quick pace," he said. "And when he's not working, he still has the energy to PLAY! He loves to play fetch and tug, and he loves to chase his ball." Yohannes said Arno also enjoys keeping the ball in his mouth, and the game is to catch him!

"He also loves to go through people's legs, mainly mine, and it must accompany a scratch on the back. He does not get tired of this move," Yohannes said.

"People tell me Arno's cute, which is great because it balances things out — he's both the beauty and the brains of our union!"

COMMITTED MEMBERS Membership listings include gifts received between Oct. 1, 2022 and Sept. 30, 2023.



SHEPHERD SOCIETY

With appreciation from The Seeing Eye, the Shepherd Society was established to recognize individuals who have provided 25 or more years of financial support to The Seeing Eye.

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Lori and Ping

LORI HYSERT of Edmonton, Alberta, graduated from The Seeing Eye in January 2023 with Ping, a German shepherd. Ping is Lori's ninth Seeing Eye dog; she was matched with her first in 1978.

"I was just a kid! I was 18," Lori said. "I remember that trip so vividly, because we went into New York City, and that was the first time I'd been there."

Lori learned a lot in that class, and not just from her instructors. "I met the most interesting students in class, from all over. Everything, all of it, was such a new experience for me. Dog-wise, people-wise, it really opened my horizons to all the things possible."

Ping is a big hit wherever he goes, Lori said. "He's got that one floppy ear. Everyone loves that he's got one ear up and one ear down." The photo shows Lori and Ping in front of a large fountain in front of The Mirage Hotel and Casino in Las Vegas, Nevada. In September, they're off to their next adventure: Ireland.

"Ping loves to play with his ball, but unlike most dogs, he wants to be the one to throw the ball! I put my hand out and he throws it to me. He's pretty accurate!"



Jeff and Bodine



Pastor **JEFF BILLS** came to The Seeing Eye in April for his first Seeing Eye dog — at age 65.

"I knew almost nothing about guide dogs. I knew they existed, that was about it," Jeff said. "My vision was getting worse and I went out as little as possible. I was very tentative about going out alone. My wife, Marilyn, had to be my 'Seeing Eye wife.' Getting a Seeing Eye dog changed my life, and it changed my wife's life, too. Now I have the independence I wanted thanks to Bodine." The photo shows Jeff and Bodine standing outside the entrance to the worship space.

Bodine, a yellow Labrador/golden retriever cross, is frequently at Jeff's side as he greets the congregants at Hope United Methodist Church in Voorhees, New Jersey.

"I've been nicknamed the 'six-legged pastor,'" Jeff quipped.

"I sit in the front row, and he sits under my chair. When I get up to speak, he just lies there and watches me," Jeff said. "But the moment I say the word 'Amen,' Bodine jumps to his feet and is ready to go!"

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Family Day

On August 12, 2023, The Seeing Eye celebrated Family Day, a recognition of the dedication, generosity, and patience of our puppy raisers. Hundreds of people were in attendance.

This year's inductees into the 21 Club, those families or individuals who have raised 21 or more puppies for The Seeing Eye, were the Lax family of Maplewood, New Jersey; Trisha Wagaman of Greencastle, Pennsylvania; Margaret Sheneman of Flemington, New Jersey; the Hoff family, also of Flemington; and the Piasecki family of Perkasie, Pennsylvania, as the newest members of the "21 Club."



In addition, 23 students were recognized with Puppy Raiser Scholarships. All the recipients are college-bound high school seniors who raised at least two puppies for The Seeing Eye, including one during their junior or senior year, and who attended at least 70 percent of their puppy club's meetings and activities. Each applicant also must submit an essay about what being a puppy raiser meant to him or her.

Family Day was sponsored by Helen Skiba-Powell. Also making donations were Best Provisions, Demarest Farms, Judy and Rich Dolinko, and Sysco.

If you're interested in raising a puppy for The Seeing Eye, go to our website at <http://www.SeeingEye.org/raise> or call us at (800) 539-4425 ext. 1769.

Left: Mike Dougherty of Hawley, Pennsylvania, speaks to puppy raisers with Gritty, his second Seeing Eye dog, lying at his feet. Mike graduated with Gritty, a black Labrador retriever, in the first class of Fiscal Year 2023.

Welcome... to The Seeing Eye!

On September 23, 2023, The Seeing Eye held its first open house in more than a decade. The event provided the public with a rare opportunity to tour The Seeing Eye's Washington Valley campus, including areas not included in our regularly scheduled public visit programs.

Approximately 900 guests braved a steady downpour to attend the event, where they met Seeing Eye graduates, instructors, and puppy raisers. Of course, there were many Seeing Eye dogs, dogs in training, and puppies on hand as well! Presentations and educational information about etiquette, the rights of guide dog handlers, the care and training of our dogs, and archival materials about Seeing Eye history were available to view in stations throughout the facility.

The Seeing Eye also now offers Walk & Learn events in downtown Morristown for those looking to get a closer look behind the scenes. Scheduled in the spring and fall, the 90-minute program begins at the Jane H. Booker Student Center in Downtown Morristown. Attendees learn about how a guide dog team navigates while walking on the streets of Morristown with a Seeing Eye graduate.

If you are interested in attending one of our regularly scheduled visit program events, or an upcoming Walk & Learn event, please visit www.SeeingEye.org/visit or email visit@seeingeye.org.



FOND FAREWELLS AND WELCOME NEW FACES



passages

NANCY SMITH retired from The Seeing Eye in August after 43 years at The Seeing Eye. She started in June 1980 as a kennel assistant, and two years later was promoted to canine health technician. In 1995, she was named a supervisor, and in 2009, was promoted to assistant manager of The Seeing Eye's Breeding Station in Chester.

LUKAS FRANCK, The Seeing Eye's Senior Consultant for Special Projects, retired in September 2023. Lukas joined The Seeing Eye in 1978. Over his long career, Lukas created hundreds of Seeing Eye teams and provided follow-up support to many more. In April, Lukas was honored with the Ken Lord Award, the highest honor bestowed by the International Guide Dog Federation. His work on traffic safety has made the world a more accessible place not just for guide dog teams but all pedestrians.

DEBORAH MORRONE-COLELLA, who joined The Seeing Eye in 2014 as the Director of Donor & Public Relations, retired in December.

JEFF McMULLEN, Senior Manager of Instruction and Training, retired in December after 33 years, and creating hundreds of life-changing matches, at The Seeing Eye.

Among the many new hires at The Seeing Eye this year include **DAPHNE HALPERN**, who was named Director of Philanthropy in November. Daphne's multi-faceted non-profit executive career includes previous experience as Vice President at Pratt Institute, Hunter College, and the New York Philharmonic, and as a Senior Executive Consultant at CCS, a strategic fundraising consulting firm. Daphne oversees the Donor and Public Relations team at The Seeing Eye.



Moving into a new role is **DAVE JOHNSON**, who began at The Seeing Eye in 1984. Dave, who had been The Seeing Eye's Director of Instruction & Training since 2009, is now Director of Advocacy and Government Relations. Dave's new role will be to safeguard guide dog teams' right to access public buildings, businesses, and transportation, including rideshare vehicles.



JIM KESSLER, who joined The Seeing Eye in 2001 and has served as Assistant Director of Instruction & Training since April 2016, began his role as Director of Instruction & Training on January 1, 2024.



Also taking on a new role is **TRACIE GUTHAIM**, who has worked at The Seeing Eye since 2019. Tracie, a state-certified veterinary technician, was named manager of The Seeing Eye's Breeding Station in September.



*It's rare these days to see people retiring after 30, 35, 40 years at the same place.
The Seeing Eye is very special not just for our students, but for our employees.*

— Peggi Howard, President & CEO

“ ”



Matt and Fancy



MATT CHAO of Newton, Massachusetts, first came to The Seeing Eye in 1984 to be matched with a chocolate Labrador retriever named Josie; he returned in April to be matched with his fifth dog, a black Labrador/golden retriever cross named Fancy.

The photo shows Matt smiling as he stands next to Fancy, who is sitting on an elevated platform.

Matt began sailing as a high school student at the Perkins School for the Blind. He's now on a sailboat racing team that has won a silver medal and two bronzes!

"The blindness is not who I am. The sailor is who I am," Matt said. "I just happen to be totally blind."

Matt doesn't race with Fancy, though. "How do you train a dog to sit on the windward side... especially retrievers who love the water?" he asked with a grin.

But on dry land, the two are almost inseparable. "She has come into her own, both as a worker and companion. She's a hit wherever we go."

COMMITTED MEMBERS Membership listings include gifts received between Oct. 1, 2022 and Sept. 30, 2023.



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 Mr. & Mrs. Ben Parisi
 Marion E. Paul
 Mrs. Judy E. Peltier
 Mr. Louis Pepe
 Scott & Melanie Pepperman
 Ms. Zucel Perez
 Mr. and Mrs. Jack Peterson
 Miss Camille Petrecca
 Dianne & Beverly Petty
 David & Lisa Pfeffer
 Mrs. Lisa Pfleider
 Mrs. Jeannie Phillips
 Mr. & Mrs. Thomas Piasecki
 Samantha Pieklo
 Cheryl L. Pitz
 Deacon Robert Pladek
 Martha & Howard Polin
 Mr. Sean Pollock
 Dena L. Polston
 Andrea C. Popick
 Mr. Charles A. Prescott
 Ralph & Sandy Price
 Ms. Ellen L. Quimper
 Claire Durand Racamato
 Dave & Janet Sanders
 Aurora Randazzise
 Mildred & John Rasweiler
 Buddy & Nancy Richman*
 Ms. Virginia Riggs
 Everett Roberts
 Mrs. Marion S. Roberts
 Ms. Rachel Robinson
 Miss Marilyn Rodda
 Dr. Frederick Roden
 Claire Barlow Roffino
 Mr. Thom Rogers &
 Mr. James W. Stoecker

HERITAGE SOCIETY: A Chance Encounter, A Lifetime of Giving

David Pfeffer's interest in The Seeing Eye began when he was a college student at the University of Texas at Austin. He had a class with a student who had a guide dog.

"I never met her, never spoke to her, but I saw the bond she shared with this dog. It was amazing," David said. "On the days it rained, she would dry off the dog before she dried off herself. That's how much she loved this dog. I've always loved dogs and I never forgot it."

David now lives in Houston and is a supply chain professional for HP, Inc. He and his wife, Lisa, a senior recruiter for Houston Methodist Willowbrook Hospital, are not only long-time Seeing Eye donors but they also are members of The Seeing Eye's Heritage Society. Founded in 1989, the Heritage Society recognizes those who have notified us of a legacy gift in their financial portfolios or estate plans.

Over the years, David and Lisa have made donations large enough to name several dogs: Indy, Ray, Bagel, Toby, Hanna, and Blitz.

David said one day – but hopefully not too soon – they will name a dog Dug in honor of their current dog, a German pointer. David said this year Dug celebrated his "bark mitzvah" as he turned 13!

If you have included The Seeing Eye in your legacy plans or would like more information about the Heritage Society, please call 973-539-4425 ext. 1950 or email donate@seeingeye.org.



Richard & Lisa Roiseman
Diane Romano
Barbara Ina Rosen
in memory of Rose & Max Rosen
Howard and Lisa Rosen
Elyse G. Rosenfield
Mr. Kenneth Rosenthal
Eleanor M. Rowe
Cynthia Rowlett
Jan Rumbaugh
David A. Salo
Sylvia Sammons
Mrs. Kathleen A. Santaus
Doris R. Satterwhite
Susan Schechter
Mrs. Linda D. Schmider
Patricia & Richard Schnadig
Stephanie Marie Schnatz
Katherine Schneider, Ph.D.
Mr. David A. Schuh
Ms. Betsy Schuhart
Narrin Schwartz
Mary Dell Scobey & Stan Scobey
Mr. & Mrs. Robert Scott
Ms. Pamella C. Scotto
Noel & W. Syndor* Settle
Helen E. Sheehan
Irene Sidun
Mr. & Mrs. Robert Silver
Harris Singer
Judith L. Sissick
Helen Skiba-Powell
Stephen and Marcia Slaton
Ann C. Smith
Cornelia J. Smith*
Mr. Gerald Smith
Mrs. Lenore Smith
Susan V. Smith
Mrs. Marian Sparkes
Doreen Sproviere
Mrs. Dolores Beston-Stamper
Ms. Valorie Stanard
Mrs. Lois A. Stange*
Theodore W. Stanley
Mrs. Carlene Starke
Michael P. & Donna L. Stein Trust
Mark & Barbara Steinberg
Judith Stephens
Eva Marie Stevens
Jo Anne Stevens

Mrs. Marilyn Stiglitz
Mrs. Gloria Strei
Donald Stripling
Delores Strysko
Dawn M. Suvino
David & Janice Szumowski
Jo Taliaferro
Ms. Carol Jean Telloeken
Irmgard Thoma
Laura A. Thomson
Leon A. Tierney, Jr.
Jane Toleno
Kathy Towson
Miriam Travis
Eileen Trotta
Valerie Tudor
Mr. John Turner
Ms. Susan Tylka
Carol A. Ungro
Ms. Peg Van Patton
Shirley M. Vavra
Mark Vellen
Ms. Karen Wales
Dr. Brian Wallach
Frank & Mimi Walsh
Sally A. Webb
Eric Weitze
Linnette Whalen & Eric Whalen
Miss Suzanne Whalen
Gary E. and Beverly A. White
Mrs. Marie Whitlatch
Ms. Theresa Wierszlo
Virginia & James M. Wild
Ms. Diane Wilgan
Matthew C. & Bonna L. Williamson
Michael & Pamela Doubleday Wilson
Susan C. Wingfield
Vicky Winslow
Ms. Karen A. Wood
Mr. Gregory T. Yockey &
Ms. Carol A. Derolf
Joyce B. Young
Mr. & Mrs. Russell S. Young
Pamela & Robert Zisner
Richard & Simone Zoladz
37 members wish to
remain anonymous

BEQUESTS

A bequest may include an outright gift, a percentage of the estate, or the remainder of the estate after specific gifts are disbursed. The Seeing Eye received or was notified of bequests from the deceased donors listed below.

Estate of Norma N. Acosta
Estate of James R. Allen
Estate of Audrey Anderson
Estate of Louis T. Antonucci Jr.
Estate of Valeria Baptist
Estate of Annamarie Barbieri
Estate of Michael Lawrence Barnett
Estate of Betty Passmore Bass Trust
Estate of Norma H. Baum
Estate of Karen Bay
Estate of Charmlan D. Black
Estate of Jean Heather Margaret Cane
Estate of Edward Clayton Castle
Estate of Thomas J. Cherry
Estate of Gail Christopher
Estate of Betsy J. Coleman
Estate of Steven L. Conrad
Leo B. Conroy Trust TUW
Estate of Shirley B. Conroy
Estate of Lore M. Corson
Estate of Rose B. Corslund
Estate of Amelia Marie Cosgrove
Estate of Albert D'Angelo
Estate of Lois N. DeConca
Estate of Marilyn & Michael Dicken
Estate of Phyllis M. Dizza
Estate Joan D. Doherty
Estate of Elizabeth C. Eaton
Estate of Robert S. Eickwald
Don & Ann Elzinga Family Trust
Estate of Mary E. Fasano
Estate of Eleanor A. Finnin
Estate of David C. and
Elizabeth Fitch Family Trust
Estate of Jane B. Florick
Estate of Carol Forke
Estate of Jane Fouraker
Estate of Virginia A. Gaffey
Estate of Paul Gamarello
Estate of Jeanette Garofalo

BEQUEST CHALLENGE INSPIRES LEGACY PLANNING

Jeanne C., a long-time Seeing Eye donor and member of The Seeing Eye Heritage Society for more than 15 years, believes in the power of legacy gifts. Legacy gifts include bequests in a will, beneficiary designations, and life income gifts like Charitable Gift Annuities. All of these gifts – bequest commitments – provide for the strong future of The Seeing Eye, ensuring that The Seeing Eye will be here for new and returning students when they need their guide dog partner for day-to-day independence. **Jeanne will donate \$500 for every new bequest commitment to The Seeing Eye through December 31, 2024 and up to \$15,000! Are you considering a legacy gift to The Seeing Eye? Help us meet Jeanne's bequest challenge!**

To find out more about the bequest challenge and how to include The Seeing Eye in your legacy planning, go to: <https://legacy.seeingeye.org/why-give/bequest-challenge>.



Estate of Jean K. Garvin
Estate of Myra Gaynor
Estate of Jill H. Goldberg
Estate of Alice N. Gordon
Estate of John F. Gordon
Estate of Joan A. Grandinetti
Estate of Marie M. Grannan
Estate of John Gray
Estate of Virginia Harriss
Estate of Matilde B. Herndon
Estate of Cynthia M. Hettinger
Estate of Arline Hildebrandt
Estate of Theodora W. Hooton
Estate of Helen K. Hopkins
Estate of Donald C. Horneff, Sr.
Estate of Carole L. Itkin
Estate of Helen Jacko
Estate of Dolores J. Jennings
Estate of Betty Jericek
Estate of Helen Ruggles Johnston
Estate of Charles D. Kalfadelis
Estate of Deborah Kaufman
Estate of Toni M. Knie
Estate of Joan Kopeske
Estate of Mary Kopeske
Estate of Loretta Krone
Estate of Margaret Krupa
Estate of Arlene T. Kryspin
Estate of Anne M. Kushel
Estate of Jean LeBreton
Estate of Karen Lindemann
Estate of C. Allen Ludlum, III
Estate of Theodore Macdonald
Estate of Trudy S. Mason
Estate of John S. McEvoy
Estate of Joseph T. McEvoy
Estate of David R. McShane
Estate of Richard G. Mercner
Estate of Anita Murray
Estate of Christine Nadell
Estate of Barbara W. Ollila
Estate of Margaret E. Otto
Estate of Gail P. Overend
Estate of Charles A. Pardell
Estate of Samuel J. Parsons
Estate of Daniel Patterson
Estate of Shirley A. Paulson
Estate of Theodore C. Paulson
Estate of Gail Jeanette Petre
Estate of William J. Pimblott
Estate of Howard F. Prass
Estate of Elbert E. Proctor
Estate of Carolyn Roeder
Estate of Muriel Rogers
Estate of June C. Romano
Estate of Regina M. Rubenstein
Estate of Thea Rush
Estate of Marcia N. Samuel
Estate of Barbara Scheelje
Estate of Louise Scheril
Estate of Betty Schindler
Estate of Marilyn C. Shulman
Estate of Bernadette D. Sephton
Estate of Cornelia Jane Smith
Estate of Minford I. Smith
Estate of Ingrid Anna Sockel
Estate of Lois A. Stange
Estate of G. John Svolos
Estate of Paula R. Terry
Estate of Marjorie Tune
Estate of Carol R. Tweitmann
Estate of Jane W. Van Brimer
Estate of John Wagner, III
Estate of Dorothy Weidowke
Estate of Mary K. Wick
Estate of John M. Wieser
Estate of Dwight R. Wilson Jr.
Estate of Pauline Winterhalder
Estate of Mary L. Ziegler
Estate of Emily J. Zirkel

TRUSTS

The following named trusts have been established to provide a legacy of ongoing support to The Seeing Eye.

Jesse & Hertha Adams Trust
George V. Alloways Trust
James Annenberg La Vea Charitable Foundation Trust
Margaret D. Barber Trust
Josephine D. Bedle Trust
The Bette Fritz Bielefeldt Living Trust
Caroline B.R. Cepek Trust
Adrienne Chamberlain Trust
Flora B. Cherry Trust
Margaret S. Colyer Charitable Trust
Alice A. Elsasser Trust
The Emory M. and Laura E. Ford Charitable Fund
A. Somers Gardner Trust
Griffith Charitable Trust
Francis Abbott (Pitts) Gunn Trust
The Marion and Herbert Hess Charitable Trust
Blanche Hyslop Fund at the Boston Foundation
Helen St. John Iverson Trust
Kathe Kasten Trust
May I. Kaufman Trust
Elliot Howard Krevens Trust
Jean S. Lancaster Trust
George K. Large Trust
Virginia W. Little Charitable Trust
Zoe Blunt MacDonald Trust
Estelle A. Manning Trust
James Howard and Mary Jo Mayer
Johnson Foundation
Florence Power-Ott Trust
Robert B. Ransom Trust
Josephine V. Rogers Trust
Idalia Roth Trust
Jack P. Sanders & Marguerite E. Sanders Memorial Fund
Aldo Scafati Charitable Lead Annuity Trust
Angeline R. Schad Trust, in memory of Charles Schad
Catherine D. Sharpe Trust

T. Max & Cardella Stanger Trust

Dollie Swarts Trust
Esther F. Teplitz Trust
Edward R. Tinker Trust
Truman-Hess Memorial Fund
Albert A. Walters Foundation
Allison Pierce Wood Trust
G.C. for Allison Wood Trust
Sarah Wolfberg Endowment Fund
Toby Wolfberg Endowment Fund
George H. Zendt Trust
The Grace and Albert Zeky Memorial Endowment Fund
Minnie E. Zschiripe Trust

Michael J. Kosloski Foundation Endowment

Aaron and Rachel Meyer Foundation Endowment
Dale and Lois Osier / Thomas and Elaine Osier Hathaway Endowment for Professional Development
PETCO Foundation Endowment
Sandy Hill Foundation Endowment
Toni Stabile Endowment
Vincent A. Stabile Canine Health Center Endowment
Vincent A. Stabile Endowment
Eleanor Merriam Tate Fund

Brooklawn Middle School

Brownie Troop #98177
Bucks Co. Assn for the Blind & Visually Impaired Lions Club
Camp Daniel
Camp Veritans
Campbell Hall Episcopal School
Carroll Kennel Club
Third Grade at Central Elementary School
Central NJ Alumnae Panhellenic Assn Foundation
Chatham Day School
Chatham-Madison Kiwanis Club
Community Church of Cedar Grove
Cooperstown Elementary School
Crawford-Rodriguez Elementary School
Cub Scout Pack #88
DallasTown Area Intermediate School
Denville Senior Citizens Association
Divine Mercy Academy
Don Bosco Columbiettes
East Dover Elementary School
Eatontown Lions Club Foundation
Lions Club - Elizabeth Cubanos
Fairfield Grace United Methodist Church
ABC Daycare Academy
Fanwood Lions Club Foundation - District 16J
Alexander Lincoln Elementary School
Fanwood Presbyterian Church - Thrift Shop
All Saints Academy
Allamuchy Township Senior Citizens Club
Lions Club of Bellefonte
Belleville School 4
All Saints Academy
Senior Citizens Club
Lions Club of Ferguson, Missouri
First Presbyterian Church of Metuchen
Fanwood Lions Club
Franklin Lakes Lions Club
Franklin Elementary School
George Washington School
Woman's Club of the Denville-Rockaway Area
Lions Club of Haddonfield
Woman's Club of the Denville-Rockaway Area
Girl Scout Troop #60029
The Goddard School - Morganville
Good Years Club of Mine Hill
Grandview Elementary School
Grandview School
Great Western School
Green Brook Lions Club
Lions Club of Haddonfield
Colin Halligan

continued >>

NAMED ENDOWMENTS

The following named endowments provide support in perpetuity for various programs of The Seeing Eye. Endowment income allows The Seeing Eye to have a steady stream of financial resources each year.

Josephine Aresty Endowment
Ralph Hazler Baer and Laura M. Baer Fund
Bernice Barbour Foundation Endowment
Margaret Ann Barbour Endowment
The Anton and Augusta Birkel Foundation Harness Endowment
Jane H. Booker Endowment Fund for Canine Genetics
Edward A. Bragalone Endowment
Dolores A. Colombo Fund
Vincent De Cosmo Endowment Fund for the Blind
David M. Crowley Foundation Endowment
Janice G. Drake Endowment for Veterinarian Services
Linda Feinne-Roth Manager of Puppy Development Endowment
Fludzinski Foundation Endowment
Bruce J. Heim Foundation Endowment
Hermione Foundation Endowment
Sally A. Jumper Endowment
Kirk Library Fund

PENNIES FOR PUPPIES® PROGRAM

The following organizations participated in our Pennies for Puppies® (for schools and youth groups) and Dollars for Dogs® (for businesses and civic organizations) fundraising programs.

ABC Daycare Academy
Abraham Lincoln Elementary School
Alexander Hamilton School
All Saints Academy
Allamuchy Township Senior Citizens Club
Lions Club of Bellefonte
Belleville School 4
Benjamin Franklin School
Berkeley Ladies Senior Citizens
Berlin Community School
Beth Tikvah Congregation
Bethel Mennonite School
Bethune Middle School
Women's Literary Club of Bound Brook
Boy Scouts of America Troop #49
Brandywine Living of Middlebrook Crossing
Friends of The Brick Township Library
Bridgewater Woman's Club
Brookfield Woman's Group



COMMITTED MEMBERS Membership listings include gifts received between Oct. 1, 2022 and Sept. 30, 2023.



Maureen and Richard



MAUREEN MILLER came to The Seeing Eye in January 2023 to be matched with her first Seeing Eye dog, a black Labrador retriever named Richard. The photo shows Maureen smiling with one arm around Richard, who has his head tilted as he looks at the photographer.



Maureen works for the University of Pennsylvania in Philadelphia as a grants manager, primarily focused on grants for research in physics, astronomy, theoretical mathematics, and earth and environmental sciences. “Penn is a research university, so all the instructors are researchers as well, so I manage the proposals to fund their research,” she said.

“I live within walking distance of my office, so it only takes us between 15 or 20 minutes to get to work,” she said. “And the best part of all – with all this rain we’ve been having, I can’t see the puddles. I have ruined so many shoes by stepping in puddles. I have not stepped in a puddle since I got Richard. He steers me right around them. That doesn’t sound like much but it’s a big accomplishment. He saves my shoes.”

Stephen and Frank



DR. STEPHEN SHIRK, a retired psychology professor who taught for more than 30 years at the University of Denver, was matched in March 2023 with Frank, a black Labrador/golden retriever cross.

"I got my first Seeing Eye dog at the ripe ol' age of 69," Stephen said.

The photo shows Stephen smiling as he stands with one arm around Frank, who is sitting on an elevated platform.

Stephen and Frank have left the mountains of Colorado for the North Carolina coast. "I live in a pretty small town and Frank is well known to most folks. They know his name, but not mine," Stephen said. "Frank has really taken to this lifestyle. When the weather is warm, he moseys along like a Southern gentleman."

When Frank is happy, he lets everyone know about it. "He makes some great sounds. It's somewhere between a sea lion and a seal."

COMMITTED MEMBERS Membership listings include gifts received between Oct. 1, 2022 and Sept. 30, 2023.



PENNIES FOR PUPPIES® *continued*

Hasbrouck Heights Lions Club, Inc.
Hillcrest School
Hillsdale Library
Hope United
 Methodist Church - VBS
James Caldwell Elementary School
KinderCare Learning Center
Kiwanis Club of Greenbriar
Knights of Pythias,
 Benjamin N. Cardozo Lodge
Lakeview Elementary School
Leisure Village East
Leitchfield Lions Club
Lincoln-Hubbard Elementary School
Linden Lions Club
Lions Head South Association
Little Schuylkill Lions Club
Livingston Historical Society
Mahwah High School
Medford Lakes Lions Club
The Methodist Church of Parsippany
Metuchen Lions Club
Milford Lions Club
Mine Hill Seniors
Monmouth University
 Guggenheim Memorial Library
Montgomery Lower Middle School
Montgomery Woman's Club
Montville Township Women's Club
Moorestown Lions Club
Morris County Library
Morristown Beard School
Morristown Jewish Center
 Beit Yisrael
Mount Tabor Elementary School
Netcong Elementary School
Netherlands Reformed
 Christian School
North Arlington Woman's Club
Ohr Shraga School
Ola Edwards Community School
Palisades Country Day School
Palisades Pre-School & Kindergarten
Senior Citizen #1 Club of Paramus
Park Avenue School
Pearl R. Miller School
Pizazz! Dance Academy
Presbyterian Church of
 Chatham Township
Cloister Inn at Princeton University

Colonial Club of Princeton
The McGraw Center -
 Princeton University
Princeton University Class of 2024
Princeton University -
 Quadrangle Club
Rahway Woman's Club
Rockefeller College -
 Princeton University
Lions Club of Rutherford
Saddle River Day School
Saddle River Valley Lions Club
Saint David's School
Shining Star Temple #1
 Pythian Sisters
Shongum Elementary School
Sights for Hope
Society of the Transfiguration
South Brunswick Lions Club
Sparta United Methodist Church
St. Aloysius Church-Seniors Group
St. Ann's Columbiettes
St. Cecilia's Church, St. Monica Guild
St. James School
St. John's University Softball Team
St. John the Baptist De La Salle
 Prime Time Senior Group
Succasunna
 United Methodist Church
Swarthmore Presbyterian Church
Taylor Mill School
Temple Sholom Religious School
Temple Sharey Tefilo-Israel
Tewksbury Elementary School
Toll Brothers Legal Department
TOMA Elite Martial Arts
Trinity Episcopal Day School
Lions Club Of Unionville
United Methodist Women
United Steel Workers, Local 10-86
Village Elementary School
Watching Elementary School
Waynesboro Area Lioness Lions Club
Waynesboro Moose Lodge #1191
West Morris Central High School
Westmont Lions Club Foundation, Inc.
Westmont Montessori School
Town Of Wright/
 Schoharie Valley Lions Club

PEER TO PEER FUNDRAISERS

The list below consists of individuals who have raised \$500 or more through virtual fund-raisers such as The Seeing Eye's Puppy Calendar contest, Just Giving, or Facebook.

Active Learning Centers &
 Lehigh Valley Martial Arts
Carolyn Armbruster
Melissa Baumgartner
John Bonanno
Sherry Gerwer Byk
James Caldwell Elementary School
Tracy Crimmins
Leigh Demeter
Bonnie Lee DiCola
David DuBois
Victor Fassano
Gayll A. Fisher
Ian M. Fleming
In memory of Kristin Fleschner
Seeing Eye Graduates in honor of
 Lucas Franck
Jim Freiss
Bill Gironda
Kevin Green
Thelma Green
Alex Hubbard
Rachel Jacobs
Linda Kabis
Karaoke for a Cause
Janet Keeler
Wendy Kern
Jeanne Kollmer
KPMG LLP
Carol Krajewski
Brett Krajewski
Michele Loihle
Cody Martin
Patrick McCoy
Kate Mickle
Ellen Miele
Erin Montgomery
Glenn Morse
Carmella Passaro
John Ratto
Penny Rowe

Nancy Rue
Taylor Sabol
Debbie Scheblein
Marj Schneider
Audrey Sepanic
Bekah Strazza
Doug Stuart
Jacqueline Sweigart
Taylor Trent
Diane Trout
William Ude
Elizabeth Valente

MATCHING GIFTS

Some employers match their employees' gifts to nonprofits. You can check if your employer matches your donations by going to www.SeingEye.org/matching. Matching gifts were received from the following organizations.

Abbott Laboratories
AbbVie Employee Engagement Fund
ActiveCampaign Matching Gifts
Adobe Systems, Inc
AIG Matching Gifts
Alexion Pharmaceuticals
 Matching Gifts
AllianceBernstein
 Matching Gift Center
AMC Networks Matching Gifts
American Express Foundation
AstraZeneca Power of Us:
 Employee Matching Gifts and
 Volunteerism Program
AT&T Foundation
Automatic Data Processing Inc.
 Matching Gift Program
Baird Foundation, Inc.
Bank of America
 Matching Gifts Program
The Bank of New York
 Mellon Community Partnership
Barings
BASF Corporation

continued >>

Paul and Lincoln

PAUL SCHMOLD of
Edmonton, Alberta,
graduated from
The Seeing Eye in
August 2023 with his
first Seeing Eye dog, a
black Labrador/golden
retriever cross named
Lincoln.



The photo shows Paul and Lincoln standing on the snow-covered prairie of Northern Alberta. Paul is wearing a Santa hat, black jacket, blue jeans, and boots as he holds Lincoln's leather leash. Lincoln, in harness, calmly sits beside him.

"Lincoln is a perfect winter pup," Paul said. "Fearless and fast. The snow and cold hasn't limited me at all with Lincoln at my side. I got a little emotional after taking transit in to work with him in the dark and snowy early hours. I feel so fortunate."

MATCHING GIFTS *continued*

| | | | | | |
|------------------------------------|-----------------------------------|------------------------------------|------------------------------|-------------------------------------|---------------------------------|
| Bayer HealthCare Matching Gifts | Comcast Employee Giving Program | The Arthur J. Gallagher Foundation | IBM Corporation | Medtronic Foundation | UPS Foundation |
| Ben and Jerry's Foundation | Costco Wholesale Corporation | Getty Images | Matching Grants Programs | Merck Partnership for Giving | USAA Matching Gifts |
| Benjamin Moore & Co. | Matching Gifts | Gilead Foundation | The IFF Foundation Inc. | MFS Gives | Vanguard Community Fund |
| BlackRock Matching Gift Program | Crown Castle | GitHub Matching Gifts | Independence Blue Cross | Microsoft Corporation | Verisk Analytics Matching Gifts |
| Bluetooth SIG Inc. | Matching Charitable | Give With Liberty | Matching Grants Program | Matching Gifts Program | Verizon Foundation |
| Boston Scientific | Gifts Program | Glenmede Matching Gifts | Intel Foundation | MMC Matching Gifts to Education | VISA Matching Gifts |
| Bristol-Myers Squibb | Crum & Forster | Goldman, Sachs & Company | IQVIA Matching Gifts Program | Moss Adams Matching Gifts | VMware Matching Gifts |
| Matching Gift Foundation | CVS Health Charity Program | Matching Gift Program | Johnson & Johnson | Motorola Solutions Foundation | Wells Fargo |
| Burns & McDonnell Foundation | Deutsche Bank Americas Foundation | Google, Inc. | Family of Companies | Novartis US Foundation | Community Support Campaign |
| Matching Gifts Fund | Matching Gifts Program | The Hanover Insurance Group | Matching Gift Program | Oracle Corporation | WestRock Foundation |
| Caterpillar Foundation | Dominion Foundation | The Hartford Insurance Group | Johnson Controls Foundation | Paramount Matching Gifts | Zelis Heath Care Matching Gifts |
| The Centene Charitable Foundation | Matching Gift Program | Hearst Gives Back | Keysight Matching Gifts | Pfizer Foundation | Zoetis Foundation |
| Chevron Humankind | Draper | Herman O. West Foundation | Kimberly Clark Foundation | Matching Gifts Program | ZS Associates |
| The Chubb Corporation | Eaton Corporation Matching Gifts | Hewlett Packard Enterprise | MasterCard International | Phillips-Van Heusen Foundation Inc. | |
| Cigna Foundation | Epic Games | Foundation | Matching Gifts Program | Pimco Foundation | |
| Cisco Systems, Inc. Matching Gifts | Exelon Corporation Foundation | The Horizon Foundation | The MCJ Amelior Foundation | Piper Sandler Companies | |
| Colgate-Palmolive Company | Expedia Matching Gifts Program | for New Jersey | MEAG New York | Matching Gift Program | |





COMMITTED MEMBERS Membership listings include gifts received between Oct. 1, 2022 and Sept. 30, 2023.



STATEMENTS OF FINANCIAL POSITION

| | September 30 | |
|---|---------------------|----------------|
| | 2023 | 2022 |
| ASSETS | | |
| Cash and cash equivalents | \$ 3,163,000 | \$ 5,012,000 |
| Prepaid expenses and other assets | 488,000 | 217,000 |
| Investments | 326,619,000 | 299,826,000 |
| Beneficial interests in perpetual trusts held by others | 31,373,000 | 33,093,000 |
| Beneficial interests in other charitable trusts | 3,828,000 | 3,782,000 |
| Land, buildings and equipment, net | 41,959,000 | 43,296,000 |
| | <hr/> | <hr/> |
| | \$ 407,430,000 | \$ 385,226,000 |
| | <hr/> | <hr/> |

LIABILITIES AND NET ASSETS

Liabilities:

| | | |
|---|--------------|--------------|
| Accounts payable and accrued expenses | \$ 2,846,000 | \$ 2,900,000 |
| Accrued pension and postretirement benefits | 4,231,000 | 8,518,000 |
| Interest payable | 348,000 | 348,000 |
| Finance lease obligation | 2,162,000 | 2,218,000 |
| Bonds payable, net | 34,536,000 | 34,892,000 |
| | <hr/> | <hr/> |
| | 44,123,000 | 48,876,000 |
| | <hr/> | <hr/> |

Net Assets:

| | | |
|----------------------------|----------------|----------------|
| Without donor restrictions | 320,249,000 | 291,875,000 |
| With donor restrictions | 43,058,000 | 44,475,000 |
| | <hr/> | <hr/> |
| Total net assets | 363,307,000 | 336,350,000 |
| | <hr/> | <hr/> |
| | \$ 407,430,000 | \$ 385,226,000 |
| | <hr/> | <hr/> |

Reproduced from the September 30, 2023 financial statements audited by EisnerAmper LLP. For a complete copy of our September 30, 2023 audited financial statements, please visit www.seeingeye.org/about-us/financials.

STATEMENTS OF ACTIVITIES

Year Ended September 30, 2023 (With summarized information for the year ended September 30, 2022)

| | Without Donor Restrictions | With Donor Restrictions | Total 2023 | Total 2022 |
|---|---------------------------------------|------------------------------------|-----------------------|-----------------------|
| Operating revenue, gains and other support: | | | | |
| Contributions | \$ 8,988,000 | \$ 215,000 | \$ 9,203,000 | \$ 10,274,000 |
| Legacies | 8,907,000 | — | 8,907,000 | 10,784,000 |
| Trust income | 1,659,000 | — | 1,659,000 | 1,739,000 |
| Investment assets appropriated for operations | 15,060,000 | 164,000 | 15,224,000 | 14,146,000 |
| Other revenues | 225,000 | — | 225,000 | 167,000 |
| Net assets released from restrictions | 335,000 | (335,000) | — | — |
| | 35,174,000 | 44,000 | 35,218,000 | 37,110,000 |
| Operating expenses: | | | | |
| Program services | 24,653,000 | — | 24,653,000 | 23,311,000 |
| Management and general | 1,561,000 | — | 1,561,000 | 1,811,000 |
| Fundraising | 4,375,000 | — | 4,375,000 | 3,776,000 |
| | 30,589,000 | — | 30,589,000 | 28,898,000 |
| Increase in net assets from operating activities | 4,585,000 | 44,000 | 4,629,000 | 8,212,000 |
| Other changes: | | | | |
| Investment gain (loss), net | 35,268,000 | 377,000 | 35,645,000 | (33,442,000) |
| Investment assets appropriated for operations | (15,060,000) | (164,000) | (15,224,000) | (14,146,000) |
| Unrealized gain (loss) on beneficial interests in perpetual trusts held by others | — | (1,720,000) | (1,720,000) | 3,348,000 |
| Change in value of split-interest agreements | (33,000) | 46,000 | 13,000 | (848,000) |
| Net periodic pension and postretirement change other than service cost | 106,000 | — | 106,000 | 543,000 |
| Gain on disposal of fixed assets | 1,000 | — | 1,000 | — |
| Pension and postretirement—other changes | 3,507,000 | — | 3,507,000 | 7,352,000 |
| | 23,789,000 | (1,461,000) | 22,328,000 | (37,193,000) |
| Change in net assets | 28,374,000 | (1,417,000) | 26,957,000 | (28,981,000) |
| Net assets - beginning of year | 291,875,000 | 44,475,000 | 336,350,000 | 365,331,000 |
| Net assets - end of year | \$ 320,249,000 | \$ 43,058,000 | \$ 363,307,000 | \$ 336,350,000 |

Reproduced from the September 30, 2023 financial statements audited by EisnerAmper LLP. For a complete copy of our September 30, 2023 audited financial statements, please visit www.seeingeye.org/about-us/financials.



The Seeing Eye

Veterinary Recognition Awards

EACH YEAR, THE SEEING EYE RECEIVES NOMINATIONS FROM OUR GRADUATES AND PUPPY RAISERS FOR OUR **VETERINARY RECOGNITION AWARDS**. THESE VETERINARIANS, AND MANY OTHERS WHO REMAIN UNNAMED, HAVE GONE “ABOVE AND BEYOND” AS THEY PROVIDED EXTRAORDINARY SERVICE AND CARE TO SEEING EYE DOGS IN ALL STAGES OF THEIR LIVES. OUR PUPPIES, OUR DOGS-IN-TRAINING, AND THE SEEING EYE DOGS WORKING WITH THEIR OWNERS ALL BENEFIT GREATLY FROM THE GENEROSITY OF THESE VETERINARIANS AND THEIR STAFF MEMBERS.



THIS YEAR, THE SEEING EYE RECOGNIZES

Dr. Brad Brown, DVM

Long Animal Hospital
2523 South Blvd.
Charlotte, NC 28209

Pocono Peak Veterinary Center

2149 West Main St.
Stroudsburg, PA 18360

Dr. Claudia Richter, DVM

Pacific Veterinary Behavior Consulting
106-3833 Henning Drive
Burnaby, BC V5C 6N5



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Eye®

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The puppy club from
Lancaster County,
Pennsylvania, visited
Longwood Gardens
in Kennett Square in
December.

From left: Bryan
Weaver and Toma,
a chocolate Labrador
retriever; Kim Eaby
and Lars, a black
Labrador/golden
retriever cross;
Paula Cook and
Justi, a female black
Labrador/golden
retriever cross; Mark
North and Krispy, a
chocolate Labrador
retriever; and
Katherine Martin
and Guardian, a
yellow Labrador
retriever.



THANK YOU TO OUR PUPPY RAISERS!

The Seeing Eye has approximately 500 families participating in our Puppy Raising program, with clubs in New Jersey, Delaware, Eastern Pennsylvania, Northern Maryland, and Southern New York. Puppy raisers range in age from children (ages 9 and up) to retirees, and every age in between. We also have "puppy sitters" who volunteer to watch puppies being raised by another family on a short-term basis. If you are interested in puppy raising or puppy sitting, please go to www.SeingEye.org/raise or call us at (973) 539-4425 ext. 1769.

THANK YOU for all that you do for
The Seeing Eye!

The Seeing Eye

President & CEO

Margaret E.L. "Peggi" Howard, D.Litt

Editor

Craig Garretson
Senior Communications Officer

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The Seeing Eye follows the guidelines recommended by the Council of U.S. Dog Guide Schools for the humane care and training of dogs to be guides, and the instruction and graduate services offered to people who are blind or low vision.

The Seeing Eye is an accredited member of the International Guide Dog Federation. The mission of The Seeing Eye is to enhance the independence, dignity and self-confidence of people who are blind, through the use of specially trained Seeing Eye dogs.



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This annual report is printed on recyclable paper.
Please recycle this issue... or share it with a friend!

**The Seeing Eye
2024 Application to
The Alfiero & Lucia Palestro Foundation, Inc.**

Exhibit 8

Additional Materials

- A. *The Seeing Eye Guide Magazine*
- B. *Partners Magazine*

Spring 2024 | Volume 90, Number 1

THE SEEING EYE®

GUIDE

A MAGAZINE FOR FRIENDS OF THE SEEING EYE





A Seeing Eye Perspective

You may have heard about the first Seeing Eye® dog, Buddy... but what about the second?

In 1928, Morris Frank was at Dorothy Harrison Eustis's Fortunate Fields in Vevey, Switzerland, where he was matched with a bright, eager 18-month-old German shepherd named Kiss. Morris, a college student and insurance salesman who had turned 20 years old just a month earlier, couldn't imagine calling out "Come here, Kiss!" on the college of Vanderbilt University. He promptly renamed her Buddy.

Jack Humphrey, who had trained Kiss to guide a person who is blind, developed many of the highly specialized and successful training and instruction techniques we still use today. And one of them was to always have more than one dog in mind for an incoming student. If for whatever reason Kiss wasn't a good match, Jack had a second trained dog ready to go: a steadfast German shepherd named Gala.

Morris then returned to the United States and on January 29, 1929, he co-founded with Dorothy a school called The Seeing Eye. A few days later, the first Seeing Eye students arrived.

Today, every month we can accommodate as many as 24 students in one class, but in that first class were just two.

Dr. Raymond Harris, from Savannah, Georgia, was matched with a German shepherd named Tartar, and Dr. Howard Buchanan of Monmouth, Illinois, was at last the match for Gala. Each man was a physician who had become blind several years earlier.

Soon after returning home to Illinois, Dr. Buchanan wrote:

"Gala is doing fine. I go everywhere alone, getting into places I want, sometimes with a little trouble, but generally without trouble and always get home safe and thankful to God that I did it without having to ask some

member of my family or friend to go with me. I do not have to stay at home now, because I hate to ask my wife to stop her work or my daughter to stop her play to go with me."

And now we are having another Gala... one to celebrate our 95th anniversary. And you're invited! More information about the event can be found later in this issue.

We know that this Gala will be as extraordinary as the first!

Sincerely,

Margaret E.L. "Peggi" Howard, D.Litt.
President & CEO
The Seeing Eye

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- 6** The Seeing Eye Thanks Its Volunteers
- 8** News Highlights

ON THE COVER: Seeing Eye graduate Kyle Street, with his Seeing Eye® dog Bayley, spoke to Uber drivers about the rights of service animal users.

See story on Page 2. Photo by Megan Fischer



LETTER TO THE EDITOR



Mackenzie walking
Verbena, who is wearing
a Seeing Eye Puppy
Raising Program vest.

Dear Seeing Eye,

My name is Mackenzie, I am 10 years old, and I have been Verbena's primary puppy raiser for the past year (my family also helped). Verbena is very smart and extremely caring. She enjoys doing puzzles, playing fetch, chewing on Benebones, and just playing in general. Verbena can sometimes get distracted or off task, but I was always able to get her back on track. Some of my favorite memories with her are going to Virginia Tech and seeing a football game with her, going to the playground when she was a baby, and taking her to my Girl Scout meetings so my troop could learn about The Seeing Eye and much, much more.

Here are some reasons why Verbena would be an amazing guide dog and some for why she would be an equally great breeder. Verbena would be great for a guide dog because she loves people, she knows commands well, she knows how to ignore other people or dogs when she is "working" (she is still working on listening all the time). Verbena is also one of the most loving, kindest, sweetest dogs you will ever know.

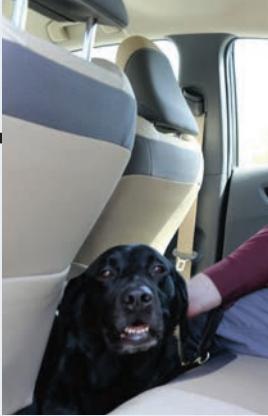
She is also great for breeding because she's smart, gentle, loving, and more. Verbena also has a little black Lab stuffed animal from when she was a baby and now, she pretends it's her baby and sometimes licks it to give it a bath. These are just some of the amazing things about Verbena. I hope you take good care of her, and she doesn't get into any trouble. I'll miss her but I know she'll be in great hands. Looking forward to hearing about all the amazing things she does!

Mackenzie
Verbena's puppy raiser

**The Seeing Eye needs puppy raisers
as well as puppy sitters.**

For more information, go to www.SeingEye.org/raise.

Advocating for Equal Access



**A PERSON WITH A
SEEING EYE DOG HAS
THE RIGHT TO
GO ANYWHERE
ANY OTHER MEMBER
OF THE PUBLIC CAN GO.
UNFORTUNATELY, OUR
GRADUATES STILL
FACE CHALLENGES.**

Public access has always been a focus of The Seeing Eye. As Dorothy Harrison Eustis herself once asked: "If the blind man's dog can't be with him in the places he has to go, of what value is it to him?"

For much of his life, Morris Frank worked tirelessly to spread the word about the then-revolutionary concept that a dog could safely guide a blind person... and that person and guide dog could go anywhere that any other member of the public could go, even if it meant walking past a "No Dogs Allowed!" sign.

Those efforts continue today. Most states, provinces, and territories in North America have passed laws granting equal access to people with guide dogs –

and, in the United States, service animals are covered by the Americans with Disabilities Act – yet some business owners and individuals continue to insist that dogs aren't permitted because of allergies, shedding, religious observances, or a fear of dogs. But none of these excuses are valid reasons to deny equal access.



Above: Dave Johnson, The Seeing Eye's Director of Advocacy & Government Relations, answers questions from rideshare drivers.

Photo by Megan Fischer

To support our graduates who are facing these issues, The Seeing Eye has created a new Advocacy & Government Relations Department, headed by Dave Johnson. He began at The Seeing Eye in 1984 and since 2009 served as the Director of Instruction & Training since 2009. (Jim Kessler, who joined The Seeing Eye in 2001 and has served as Assistant Director

of Instruction & Training since April 2016, is now Director of Instruction & Training.)

"The law is on the side of our graduates," Dave said. "In the United States and Canada, a person with a guide dog can go almost anywhere any other member of the public can go. Unfortunately, many business owners and employees either do not know the law or choose to ignore it."

Our graduates face obstacles when it comes to air travel, with new regulations requiring paperwork to prove their guide dog is a legitimate service animal; hotels that try to charge extra "room cleaning" fees; and restaurants that insist people with guide dogs must sit outside or in an isolated part of the dining room.

Rideshare service denials are another common and frustrating issue. On April 25, The Seeing Eye's recently created Department of Advocacy and Government Relations hosted a group of rideshare drivers to promote awareness of their responsibilities as providers of a public service. (Even if a rideshare driver is operating his or her own personally owned vehicle, their use of it for a rideshare service means it is a public place.) Under the law, customers aren't required to tell drivers ahead of time if they have a service animal, show identification proving that it is a service animal, or pay an extra fee, explained Melissa Allman, The Seeing Eye's Senior Specialist for Advocacy and Government Relations.

Kyle Street, a Seeing Eye graduate who lives in Bayonne, New Jersey, and commutes to Manhattan every day for his job as Lead Genius at the Apple Store in Grand Central Station, spoke to the rideshare service drivers who attended the event. Kyle frequently encounters difficulties with rideshare services like Uber



Left: Kyle Street demonstrates how a Seeing Eye dog would typically ride in an Uber. Bayley, a black Labrador/golden retriever cross, sits on the floor of the car at Kyle's feet. *Photo by Megan Fischer*

Below: Danielle Trevino McCann says she and her Seeing Eye dog, a black Labrador/retriever cross named Cammie, have been denied service by rideshare drivers.



Left: Dave Johnson, Director of Advocacy and Government Relations, and Melissa Allman, Senior Specialist, Advocacy and Government Relations, invited drivers from Uber to The Seeing Eye to inform them about the rights of guide dog users when it comes to rideshare vehicles. Melissa is with her Seeing Eye dog, a yellow Labrador/golden retriever cross named Luna.
Photo by Tom Pender.

and Lyft while working with his Seeing Eye dog, a male black Labrador/golden retriever cross named Bayley.

What typically happens, Kyle said, is that he uses the app to call for a ride. The app informs him that the car is approaching. Often he'll hear the car as it slows down... then speeds off without stopping. Then the app informs him that the driver has cancelled the pickup.

"They see me waiting with Bayley, and they drive off because they don't want him in the car," Kyle said.

On more than one occasion, Kyle has had his hand on the car's door handle when the driver sees the dog and drives away, a potentially dangerous situation for both Kyle and Bayley.

Kyle's wife, Siobhan, also is a Seeing Eye graduate, and their 8-year-old son James is a hockey player, requiring a lot of early-morning practices that require a rideshare service.

"When we go as a family, that's when it really hurts, because James doesn't understand why they wouldn't want us, and our dogs, in their car."

Maryland resident Danielle Trevino McCann was matched with her first Seeing Eye dog in 2004; she was recently matched Cammie, a black Labrador/golden retriever cross.

"Last March, I was out with colleagues after a hugely successful day in my career. I had just been added to a big project at work and the group working on it all went out for dinner," said Danielle, a membership building coordinator for the National Federation of the Blind in Baltimore. "Three of us decided to share an Uber to head home. When the driver pulled up, one of my colleagues opened the door and immediately, the driver started yelling 'No dogs! No dogs!' We tried to explain that Cammie is a trained guide dog and that legally, he had to transport us. He refused to listen and argued with us. Eventually, we stepped away from the car and he pulled away. I remember this situation so vividly because it had been such a memorable day for me and this driver ruined it," Danielle said.

On another occasion, a rideshare driver insisted that Danielle put her Seeing Eye dog in the trunk of the car! Danielle of course refused and the driver eventually relented – "but spent the entirety of the ride on his phone complaining about how disgusting my dog was, and how if I really needed to go somewhere, I should have had my 'caretaker' drive me."

Yvonne Peters of Winnipeg, Manitoba, has faced similar issues with rideshare services in Canada. Complicating the issue, she said, are people who try to pass off their pets as service animals. These pets

continued >>

Advocating for Equal Access

may not be as well behaved or well groomed as Seeing Eye dogs, leading to a misperception that service animals are a nuisance. But requiring owners of legitimate service animals to provide identification – as some have advocated for – wouldn't address the issue, Yvonne said. "Fakers can always find a way to produce fake ID cards. And because most public facilities fall under provincial jurisdiction, people wishing to travel across Canada would have to have a wallet full of identification cards to ensure access. A better approach is to educate service providers about how service animals should behave in public," she said.



Above: Melissa Allman, The Seeing Eye's Senior Specialist for Advocacy & Government Relations, addresses rideshare drivers in The Seeing Eye's multi-purpose room.

Photo by Megan Fischer

But he has faced access issues in hotels and restaurants, as well as interference from pedestrians and unleashed or poorly controlled dogs. "It can be a tremendous challenge," he said. "Equal access is a constant battle."

The Seeing Eye provides information about the rights and responsibilities of service animal users at SeeingEye.org/advocacy. Information about proper etiquette around guide dogs can be found at GuideDogAtWork.org.

The Seeing Eye hopes that through awareness and training, guide dog handlers and other service animal users will be treated the same as any other member of the public. That's the case with N.J. Transit, said Seeing Eye graduate and Trustee Pat McKenna.

Pat, the Assistant Division Director of the New Jersey Commission of the Blind and Visually Impaired, has an hour-long daily commute that includes a bus, a train, and a light rail, all operated by N.J. Transit. He said it's typically an easy ride for him and his Seeing Eye dog, a black Labrador/golden retriever cross named Raven.

"N.J. Transit is magnificent. The training they do for their staff is extremely impressive," he said. While with Raven, he said, the employees treat him like any other passenger – which is all he asks.



Right: Seeing Eye teams can go anywhere, including mass transit like the New York City subway.



In this photo from 1938, Morris Frank and Buddy, the first Seeing Eye dog, descend from an airplane. Morris and Buddy traveled the country to spread the word about The Seeing Eye, and in the process paved the way for the generations of guide dog teams that came after.

Morris Frank: Leading the Way

"All the laws were the other way. They all were against dogs in public places, by the health laws and things," Morris Frank recalled when discussing his early years with Buddy and The Seeing Eye.

In the days before passage of the Americans with Disabilities Act, each state – and sometimes, each individual business – had its own policies concerning guide dogs. Morris and Buddy fought for the right to enter stores, restaurants, and hotels, but also – of critical importance to a team who traveling the country to spread the word about The Seeing Eye – transportation. Guide dogs often weren't allowed at all in taxis or buses, and if traveling by plane, ship, or train, they had to be stowed as cargo.

A chance encounter during a holiday dinner helped pave the way for Morris and Buddy to travel by rail together, Morris wrote in his book, *First Lady of The Seeing Eye*. He and

*“ All the laws
were the other way.
They all were against
dogs in public places,
by the health laws
and things. ”*

Buddy were guests for Thanksgiving dinner at a home in Connecticut, and he was seated next to a young woman who was quite taken by the beautiful German shepherd lying placidly at his feet.

She asked him what was the biggest challenge he faced while working with Buddy. Was it traffic lights, or speeding cars, or rude pedestrians? Morris said in fact his biggest problem was with trains, which wouldn't allow Buddy into the passenger cars. Morris frequently

traveled by railroad, but Buddy had to be kept in a carrier in the baggage car. And of course that meant Morris couldn't use her for the duration of the trip.

A month later, the New York, New Haven & Hartford Railroad unexpectedly announced guide dogs were now permitted in passenger cars. Morris, pleasantly surprised, called the railroad's public relations department to ask why the sudden change in heart.

"Remember that girl who sat next to you at Thanksgiving dinner?" the employee replied. "She is the daughter of one of the chief executives of the line. I don't know whether it was because of you or Buddy, but all through December she gave her father no peace. She pestered him until the 25th and finally said, 'I won't take a bite of Christmas dinner in this house until you promise to treat those dogs like the human beings they are!'"

Thank You Volunteers



Above: Loreli Stochaj holding The Seeing Eye's Kirby Award for Volunteer Excellence. The award is a framed portrait of a German shepherd titled Fortunate Fields, inset with a plaque recognizing Loreli for her outstanding service. With Loreli are, from left, her long-time friend Amy Chambers; Janice Tierney, her former principal who allowed Loreli to bring her Seeing Eye puppies to the school; and Loreli's wife, Chris Carswell, who also volunteers at The Seeing Eye.

Loreli Stochaj

*awarded
The Seeing Eye's
Kirby Award
for Volunteer Excellence*



The Seeing Eye has as many on-campus volunteers – more than 160! – as full-time employees, providing support to our organization in a variety of roles.

At a reception held September 19, 2023, in the Ranger Dining Hall at the Washington Valley campus, we thanked our volunteers for their contributions through the year. While all volunteers are recognized, we particularly highlight those who are celebrating a milestone anniversary – one, five, 10, 15, 20, or even 25 years of volunteering!

Of special note was Loreli Stochaj, a 10-year on-campus volunteer who was recognized with The Seeing Eye's Kirby Award for Volunteer Excellence. Loreli has volunteered in a variety of roles at The Seeing Eye with Puppy Development and Donor & Public Relations. She also has raised 11 puppies, and has been puppy club leader since 1999.

When Loreli isn't volunteering at The Seeing Eye, she's working... at The Seeing Eye! She was hired as a part-time employee, first in Puppy Development and now in Donor & Public Relations.

The Seeing Eye thanks Marty Eigen, Flip Peters, and Thaddeus Expose for providing the live music at the year reception, and to the employees of the Food Service & Housekeeping and Facilities Management departments for their service before, during, and after this event.

If you're interested in volunteering at The Seeing Eye, go to www.SeeingEye.org/volunteer or email volunteers@seeingeye.org.



Above: Seeing Eye President & CEO Peggi Howard presents a gift in recognition of his five years of volunteer service to Kurt Schansinger. In the background is Linda Swanson, The Seeing Eye's Senior Specialist of Human Resources, who oversees The Seeing Eye's on-campus volunteer program.



Above: Volunteers mingle with Seeing Eye staff during the cocktail hour at the reception.

One Year of Volunteer Service

Sabrina Eversen, Lea Johnson, Ruth Lopes

Five Years of Volunteer Service

Pauline Alexander, Grace Banach, Harold Bell, Christina Carswell, Lynda Cyrus, James Evans, Drew Gibbon, Nora Fischer, Susan Jay, Bob Kallas, Rita LaBrutto, Marjorie Moore, Tricia Nussenbaum, Robyn Oplinger, Robyn Roebuck, Kurt Schansinger, Beverly Schindler, Frank Sweigart, Paula Webber

Ten Years of Volunteer Service

Claire Christjohn, Joseph Conti, Pam Kallas, Kathleen Lederer, Leonard Lederer, Michele Loihle, Deborah Maull, Kristin Tavares, Loreli Stochaj, Colleen White

Fifteen Years of Volunteer Service

Mac Hinshaw, Myrna Laracuente, Penny Newell, Johanna Ostar, Robert Parker, Bernie Schoenfeld

Twenty Years of Volunteer Service

Janet Keeler, Joyce Novak

Twenty-Five Years of Volunteer Service

Geoffrey Dobson, Roger Woodhour

TRUSTEES ELECTED TO SEEING EYE BOARD



Deb Hughes, an executive at Automatic Data Processing (ADP), Inc., and C. Patterson "Pat" McKenna, a Seeing Eye graduate and assistant division director of The New Jersey Commission for the Blind and Visually Impaired, have been elected to The Seeing Eye's Board of Trustees.

Deb lives in Hillsborough, New Jersey, and serves as Senior Vice President, Transformation Communications and Change Management & HR for Enterprise-Wide Functions and COO-Business Support, for ADP. Deb and her husband, Allen, live in Hillsborough with their three rescue dogs and enjoy spending weekend time together at Allen's antique stores in Milford, New Jersey.

Pat, an attorney who lives in Highland Park, New Jersey, has been working with Seeing Eye dogs for more than 20 years. He was matched with his first Seeing Eye dog, a black Labrador retriever named Asta, in 2001. Last year he was matched with Raven, a black Labrador/golden retriever cross. Pat and his wife, Sital, have two children and live with Pat's retired Seeing Eye dog, a yellow Labrador retriever named Finn, and a pet dog named Omi.



Deb Hughes



C. Patterson "Pat" McKenna



The Seeing Eye was founded in 1929, and this year we are celebrating our 95th anniversary!



Pixie, a 9-month-old yellow Labrador retriever, gets a sneak peek at some of the items available in this year's Online Auction. *Photo by Rob Kneller.*

Gala and Online Auction

The Seeing Eye's 95th Anniversary Gala will be held Tuesday, June 11, at the Mountain Ridge Country Club in West Caldwell, New Jersey.

This year, we are delighted to honor Seeing Eye President and CEO, Peggy Howard, with the Dorothy Harrison Eustis Humanitarian Award. We are also excited to welcome Seeing Eye graduate and Paralympian, Kyle Coon, as our keynote speaker. Kyle and his Seeing Eye dog Hugh represent our 18,000th partnership and are a true testament to the legacy that we are so proud to commemorate.

Guests will enjoy an elaborate cocktail reception and dinner; a puppy kissing booth; special guests and entertainment; and live, silent, virtual auctions with truly unique items and experiences; and a brief but memorable program.

We hope to see you for an unforgettable evening of celebration with Seeing Eye puppies, graduates, staff, supporters, and friends.

Also that evening, we will close our annual Online Auction, which will run from May 30 through June 11.

For more information about either event, go to www.SeeingEye.org/gala or call us at 973-539-4425 and ask for Donor & Public Relations.

The Seeing Eye thanks its corporate partners



Transforming Lives™



Donating is **easy**, the pick-up is **free**, and your **gift is tax-deductible**.

For more information, go to
<https://careeasy.org/nonprofit/The-Seeing-Eye-Inc>

BAUSCH + LOMB



The Seeing Eye is proud to recognize our corporate partners who have made a significant commitment to providing independence for people who are blind or visually impaired through Seeing Eye® dogs.

If your company would like to get involved, please visit SeeingEye.org/Partner for more information.

www.SeeingEye.org



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What's in store?

The Seeing Eye's upgraded online store offers Seeing Eye-branded plush puppies, caps, T-shirts, insulated water bottles, and more!

Check out what's available at
www.SeingEye.org/store.

The Seeing Eye

President & CEO Margaret E.L. "Peggi" Howard, D.Litt
Editor Craig Garretson,
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Seeing Eye® is a registered trademark for guide dogs of The Seeing Eye, Inc., and is its registered service mark for training dogs as guides and instructing individuals who are blind or low vision in their use and care. The Seeing Eye admits and offers students of any race, color, religion, nationality, ethnicity, gender, gender identity, gender expression, sexual orientation, or ancestry all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, religion, nationality, ethnicity, gender, gender identity, gender expression, sexual orientation, or ancestry in administration of its educational policies, admissions policies, scholarship and loan programs, and other school-administered programs.

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PARADE

TALES FROM THE SEEING EYE





“Champ is an unbelievable dog. He’s changed my life completely.”

*-Marlin Nagtegaal,
Seeing Eye graduate*

WE ARE PROUD TO SHARE THESE AMAZING STORIES.

CYNTHIA BRYANT & Summer



My name is Cynthia Bryant, and I am the Chair of The Seeing Eye's Board of Trustees. I'm also a Seeing Eye graduate. The photo shows me with my Seeing Eye® dog, Summer, a yellow Labrador/golden retriever cross. I'm sitting on a low stone wall around a flower garden and Summer, in harness, is sitting next to me.

Since 1929, The Seeing Eye has been creating life-changing partnerships between people and dogs. Every month, we bring people who are blind or visually impaired from across the United States and Canada to our campus in Morristown, New Jersey, to learn how to work with and care for these amazing dogs.

The Seeing Eye has created more than 18,000 matches since our founding, and each one is an amazing story. Here are just a few of them.



MAUREEN MILLER & Richard



Maureen Miller is working with her first Seeing Eye® dog, a black Labrador retriever named Richard. The photo shows Maureen with her arm around Richard, who is in harness and sitting on a raised platform. Maureen is smiling and Richard has his head cocked as he looks at the photographer.

“I am so thrilled that I came to The Seeing Eye and met Richard. It was the right decision for both of us. He’s just phenomenal – he’s such a great dog.”

When in harness, Richard is very professional. “Everyone calls him Sir Richard. He is so well behaved, so focused. People say, ‘that dog looks so serious!’ I say, ‘you ought to see him out of harness.’ When the harness comes off, you see a complete change in personality. When that harness comes off, he turns back into a puppy!”

JEFF BILLS & Bodine

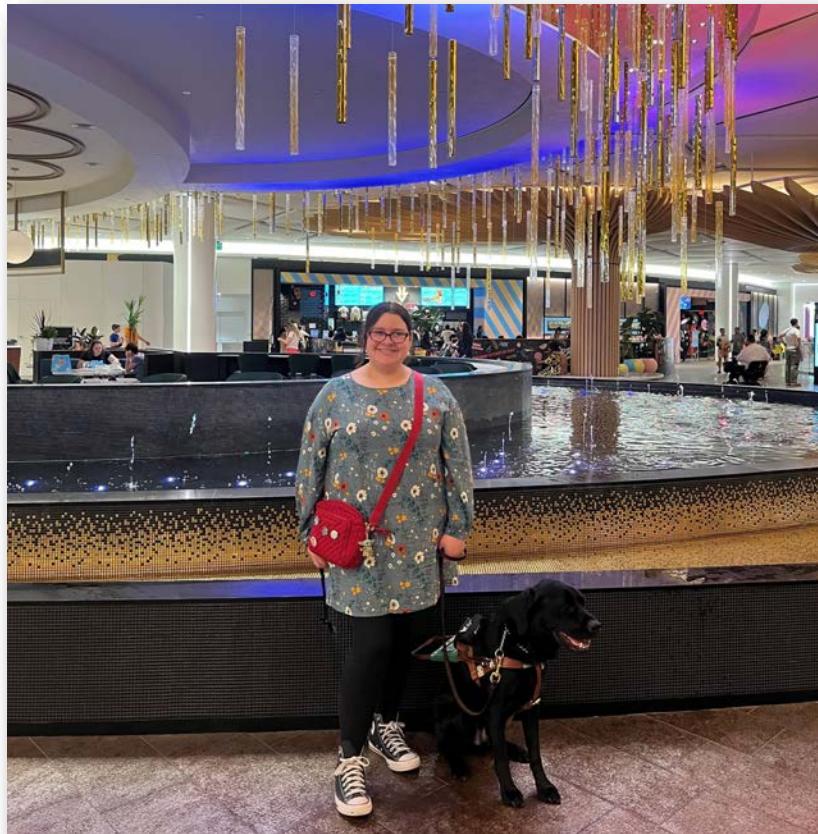


At age 65, Pastor Jeff Bills was matched with his first Seeing Eye® dog, a yellow Labrador/golden retriever cross named Bodine.

The photo shows Pastor Bill standing alongside Bodine outside Hope United Methodist Church in Voorhees, New Jersey – their usual spot before and after services.

“I knew almost nothing about guide dogs. I knew they existed, that was about it,” Jeff said. “My vision was getting worse and I went out as little as possible. I was very tentative about going out alone. My wife, Marilyn, had to be my ‘Seeing Eye wife’. Bodine changed my life, and it changed my wife’s life, too. Now I have the independence I wanted thanks to Bodine.”

DEVORAH GOLD & Kona



Devorah Gold, of South Bend, Indiana, likes to keep busy. Always has. And as the oldest of six siblings, that's no surprise!

The photo shows Devorah with her Seeing Eye® dog, a black Labrador/golden retriever cross, Kona, at the American Dream Mall in New Jersey. “It is enormous and another place I wouldn’t be able to get around without his help. As you can see, Kona loves his job and we have a great time going places together,” she said.

“He’s an amazing dog and I’m so lucky to have him in my life, both for the companionship and the independence he gives me.”

ROBERT ARRABITO & *Ralph*



Robert Arrabito of Toronto, Ontario, first came to The Seeing Eye in 1989 to be matched with his first Seeing Eye® dog, a golden retriever named Ralph.

“When I first went to The Seeing Eye, I didn’t know one end of a dog from the other,” he said. “They gave me a male golden retriever and I just fell in love with him. And I loved the name Ralph because it reminded me of *The Honeymooners*. So when I returned to The Seeing Eye for my second dog, I asked for another male golden retriever... and that he also be named Ralph!”

Robert is now working with “Ralph III.” The photo shows Robert smiling with his arm around Ralph, a golden retriever who also appears to be smiling!

“He is a big help in everything I do, whether that’s getting back and forth to work or getting outside for a leisurely walk at lunch time.”



SOFIA PANTEL DEL CUETO & Roselle



Sofia Pantel del Cueto of San Juan, Puerto Rico, is currently working with her second Seeing Eye® dog, a black Labrador retriever named Roselle. The photo shows Sofia, with her eyes closed, crouching next to Roselle as she hugs her.

Sofia is the founder of Abre Tus Ojos (Open Your Eyes), a nonprofit organization dedicated to spreading awareness about accessibility, inclusion, and capabilities of people who are blind. She also serves on the board of three other nonprofit organizations in Puerto Rico.

“Roselle is a great Seeing Eye dog, carefully maneuvering us around the obstacle-filled sidewalks on the island,” Sofia said. “She is a very happy dog – when she is isn’t sleeping, she is wagging her tail in pure delight. She enjoys sunbaths in the morning with our housecat, who snuggles with her. She is very sweet and enjoys soft plushy stuffed animals to play and cuddle with.”



BILL MEINECKE & Wexlie



Bill Meinecke of Virginia Beach, Virginia, is now working with his seventh Seeing Eye® dog, a yellow Labrador/golden retriever cross named Wexlie. The photo shows Bill with his arm around Wexlie.

But it was more than 50 years ago when he first came to The Seeing Eye. On July 13, 1969 – exactly one week before Neil Armstrong stepped onto the surface of the moon – Bill was matched with Sandra, a German shepherd.

And, just as it was in space, for Bill that first walk with Sandra was both one small step and one giant leap.

“When I first picked up the harness and said ‘forward!’, I was excited and a little scared at the same time,” Bill said. “Can I really trust this dog? That was proven to me when she took me around a big tree in the middle of the sidewalk.”



CAITLIN HIGGINS & *Lucky*



Caitlin Higgins of Calgary, Alberta, is currently taking online courses while volunteering at a bingo hall... where, naturally, everyone wants a little luck. And her Seeing Eye® dog, a black Labrador retriever, is named Lucky!

“Everyone there loves her,” Caitlin said. “They’re always waiting for me to take off her harness so they can say hi.”

The photo shows Caitlin hiking with Lucky in Yoho National Park in British Columbia, on the edge of a large lake with picturesque mountains in the distance behind her.

“I hear it all the time. ‘You’re so lucky to have Lucky!’ And I am. She’s a very good puppy. She’s always her happy little self.”



COLIN BAXTER & Chase



Colin Baxter was a student at Texas Tech University in Lubbock when he was matched with his first Seeing Eye® dog, a yellow Labrador retriever named Chase. Today, Colin and Chase are still found around campus, where Colin works as a section coordinator in the Admissions Department.

“Chase is the perfect guide dog for me,” Colin said.

The photo above shows Colin smiling and posing with his arm around Chase, who is in harness and sitting on a raised platform alongside Colin.

A key moment in Colin’s life occurred when his now fiancée spotted him in class with Chase at his side. “She fell in love with Chase and then decided that she liked me,” Colin jokes.



MATT CHAO & Fancy



Seeing Eye graduate Matt Chao first learned how to sail as a high school student at Perkins School for the Blind in Watertown, Massachusetts. After graduating with a bachelor's degree in history from Brandeis University and a master's degree in counseling education from Springfield College, he returned to sailing through a program offered by the Carroll Center for the Blind. Now he's on a competitive racing team – and he's won a silver medal and two bronze medals.

"It is a challenge just to get recognized as a competitive sailor. The blindness is not who I am. The sailor is who I am," Matt said. "I just happen to be totally blind."

The photo shows Matt standing next to his fifth Seeing Eye® dog, a black Labrador/golden retriever named Fancy. When Matt is racing, he doesn't sail with Fancy. "How do you train a dog to sit on the windward side... especially retrievers who love the water?" he asked with a grin.

KEIANNA PARKER & Martin



Keianna Parker of Chicago first came to The Seeing Eye in 2005 to be matched with a black Labrador retriever named Earnest. She recently returned to be matched with a yellow Labrador/golden retriever cross named Martin. The photo shows Keianna as she leans close to Martin, who is sitting on a raised platform for the photo.

“Martin is the most chill, personality wise,” Keianna said. “He would very much rather relax and have a tummy rub than play ball like the other ‘kids’. However, when it comes to going out to work, he is all in!”

Keianna works for the Chicago Lighthouse, an organization that provides services to people who are blind or visually impaired. She works for a call center, assisting patients who are calling to make appointments.

“I will forever be grateful to The Seeing Eye for the gift of my Martin,” Keianna said. “He has definitely helped bring me back to myself. I love every adventure that we have together.”



JOHN TROTT & Emerald



John Trott of Westfield, New Jersey, is working with his first Seeing Eye® dog, a black Labrador retriever named Emerald. The photo shows John smiling as he crouches next to Emerald by the seaside in Atlantic Highlands.

“Emerald’s my little jewel,” John said.

A long-time pharmaceutical executive, John came to The Seeing Eye after a degenerative eye disease had caused his vision to deteriorate to the point where independent travel was difficult. His wife encouraged him to get a guide dog from The Seeing Eye.

“I was so darn impressed. Everyone there is so nice, so professional, and so helpful,” John said.



INSPIRING STORIES

The difference The Seeing Eye makes in the lives of people with blindness and low vision can be best explained by the graduates of our program – people whose lives are enhanced by their daily experiences with their dogs.

The Seeing Eye is the world's oldest guide dog school. We breed, raise, and train the world-famous Seeing Eye® dogs, and every month bring people who are blind or have low vision from across the United States and Canada to our campus in Morristown, New Jersey, to learn how to care for and work with these amazing dogs.

We are a charitable organization supported solely by donations from individuals, corporations, and foundations.

Please help us by visiting www.SeeingEye.org/SupportUs or by calling (800) 539-4425.

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