DLN: 93493320016366

Return of Organization Exempt From Income Tax

Department of the Treasury

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 ▶ Information about Form 990 and its instructions is at <u>www IRS gov/form990</u>

Interr	al Re	venue Se	rvice					Inspection
A F	or ti	ne 2015	calendar year, or tax year b	peginning 07-01-2015 , and ending 06-30	0-2016			
_		f applicab s change	UNITED WAY OF MID-HODS				oyer iden	itification number
I	nitial r	change return	Doing business as DUTCHESS-ORANGE REGIO					
_	/term	ninated ed return	Number and street (or P O 75 MARKET STREET	om/suite		hone numl) 471-1		
		ion pendi	City or town, state or provi POUGHKEEPSIE, NY 12601	nce, country, and ZIP or foreign postal code		G Gross	receipts \$	3,109,221
			F Name and address of	f principal officer	H(a) I	s this a grou	n return	for
			JEANNIE MONTANO 75 MARKET ST POUGHKEEPSIE,NY	12601	s	ubordinates No	7	⊤ Yes √
T Ta	ıx-ex	empt stat	•		1	re all subord ncluded?	dinates	□Yes □ No
	ebsi	ite: ► \	WWW UWDOR ORG) () ¬ (IIISEIT NO) 4947(a)(1) 01 527	I	f "No," attac		(see instructions)
						Group exemp		
K For	m of	organızat	ion ✓ Corporation Trust	Association Other >	L Year	of formation 1	.987 M	State of legal domicile N
Pā	rt I	Su	mmary					
Governance		то ви́з	_	mission or most significant activities HER COMMUNITY BY RAISING RESOU ICE IN PEOPLE'S LIVES	RCES AND DE	EVELOPING	PARTNI	ERSHIPS THAT
зоуеп	2	Check	this box ▶ ☐ if the organiz	ation discontinued its operations or dispo	sed of more th	nan 25% of it	ts net as	sets
	3	Numbe	er of voting members of the	governing body (Part VI, line 1a)			3	19
S e s			-	mbers of the governing body (Part VI, line			4	19
Activities &			·	yed in calendar year 2015 (Part V, line 2	-		5	22
Ac	6	Total	number of volunteers (estim	ate ıf necessary)			6	1,431
				from Part VIII, column (C), line 12 .			7a	0
	b	Net unr	related business taxable inc	ome from Form 990-T, line 34			7b	
						Prior Year		Current Year
σį	8		,	VIII, line 1h)		2,724	,928	2,503,993
ën uë Aë	10		-	column (A), lines 3, 4, and 7d)	: : 	81	,511	116,85
Ę.	11		· · · · · · · · · · · · · · · · · · ·	mn (A), lines 5, 6d, 8c, 9c, 10c, and 11e)			,020	99,43
	12		al revenue—add lines 8 thro	ough 11 (must equal Part VIII, column (A		2,849	,459	2,720,278
	13			id (Part IX, column (A), lines 1-3)		1,646	,437	1,527,479
	14	Ber	efits paid to or for members	(Part IX, column (A), line 4)				(
8	15	Sal: 5 - 1		employee benefits (Part IX, column (A), li	nes	973	,760	1,012,64
Expenses	16	a Pro	ifessional fundraising fees (I					
푎	b		l fundraising expenses (Part IX, co					
	17		er expenses (Part IX, colun		510	434,989		
	18 19		•	17 (must equal Part IX, column (A), line I act line 18 from line 12	· —	3,130		2,975,111 -254,833
Net Assets or Fund Balances		· · · ·	ende less expenses subtre	accime to non-line 12		ing of Current		End of Year
ssel Bala	20	Tot	al assets (Part X, line 16)			6,243	,308	5,575,26
P P	21	Tot	al liabilities (Part X, line 26		861	,715	588,75	
	22	_		ubtract line 21 from line 20	•	5,381	,593	4,986,51
Unde my k	nowl arer	nalties ledge ar has any	nd belief, it is true, correct, a knowledge ***** gnature of officer EANNIE MONTANO PRESIDENT & C	ave examined this return, including accor and complete Declaration of preparer (oth				
		 	ype or print name and title	Draparada signatura	Data	I	DTIN	
Pai	Ч		Print/Type preparer's name BRENDA K SANTORO	Preparer's signature BRENDA K SANTORO	Date 2016-11-10	Check If self-employed	PTIN P00305	062
Pre		rer	Firm's name D'ARCANGELC) & CO LLP		Firm's EIN		03
	μai	nly	Firm's address ► 510 HAIGHT A	VE		Phone no (84	5) 473-77	74

POUGHKEEPSIE, NY 12603

Par	t IV Checklist of Required Schedules			_
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 🕏	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 9	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		No
5	Is the organization a section $501(c)(4)$, $501(c)(5)$, or $501(c)(6)$ organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	Yes	
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 2	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 🔰	10	Yes	
	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			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	Yes	
	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		No
	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11 c		No
	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11 d		No
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Yes	
	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12 a	Yes	
	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $$5,000$ of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		No
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</i> "Yes," complete Schedule F, Parts III and IV	16		No
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)	17	1	No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Yes	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Ш	1 990 (2015)			Page •
;	rt IV Checklist of Required Schedules (continued)			
L	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Yes	

Pa	checklist of Required Schedules (continued)	
	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or	
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	

22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part

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,"

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

b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . .

c Did the organization maintain an escrow account other than a refunding escrow at any time during the year

d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . .

b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior

a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L,

32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?

35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?

year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?

Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons?

Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family

Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV

b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L,

c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was

Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M .

Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified

33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations

entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 . . . Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related

and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?

sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I

Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV,

b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled

Did the organization conduct more than 5% of its activities through an entity that is not a related organization

Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N. Pait I.

an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV . . .

Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes,"

25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.

instructions for applicable filing thresholds, conditions, and exceptions)

23

24a

24b

24c

24d

25a

25b

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28a

28b

28c

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35a

35b

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Yes

Form 990 (2015)

Yes

- Yes

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Νo

Νo

Nο

Part V	Statements	Regarding	Other 1	IRS Filinas	and Tax	Complianc

Pai	t 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			
		Check it Schedule O contains a response of 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 8			
b	Enter	the number of Forms W-2G included in line 1a Enter -0 - if not applicable 1b 0			
С	Did th	ne organization comply with backup withholding rules for reportable payments to vendors and reportable			
		ng (gambling) winnings to prize winners?	1 c	Yes	
2a	Tax S	the number of employees reported on Form W-3, Transmittal of Wage and Statements, filed for the calendar year ending with or within the year covered			
L	•	east one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Yes	
U		If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		103	
3a	Did th	ne organization have unrelated business gross income of \$1,000 or more during the year?	3a		No
b	If "Ye	es," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		
4a	over,	y time during the calendar year, did the organization have an interest in, or a signature or other authority a financial account in a foreign country (such as a bank account, securities account, or other financial unt)?	4a		No
b	If"Y∈	es," enter the name of the foreign country			
	See II	nstructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts			
_	(FBAI	·	_		
		the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No No
		ny taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
С	If"Y∈	es," to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a		the organization have annual gross receipts that are normally greater than \$100,000, and did the nization solicit any contributions that were not tax deductible as charitable contributions?	6a		No
b		es," did the organization include with every solicitation an express statement that such contributions or gifts not tax deductible?	6b		
7	Organ	nizations that may receive deductible contributions under section 170(c).			
	servi	ne organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ces provided to the payor?	7a		No
		es," did the organization notify the donor of the value of the goods or services provided?	7b		
	file Fo	ne organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to	7 c		No
d	If"Y∈	es," indicate the number of Forms 8282 filed during the year			
e	Did th	ne organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No
f	Did th	ne organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7 f		No
g	If the requir	organization received a contribution of qualified intellectual property, did the organization file Form 8899 as red?	7 g		No
h	Form	organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a	7h		No
8	Did a	soring organizations maintaining donor advised funds. donor advised fund maintained by the sponsoring organization have excess business holdings at any time g the year?			No
Qa	•	ne sponsoring organization make any taxable distributions under section 4966?	8 9a		No No
		ne sponsoring organization make any taxable distributions under section 4500°	9b		No
10		on 501(c)(7) organizations. Enter			
а		tion fees and capital contributions included on Part VIII, line 12 10a			
b	Gross	s receipts, included on Form 990, Part VIII, line 12, for public use of club			
11	Section	on 501(c)(12) organizations. Enter			
а	Gross	s income from members or shareholders			
b		s income from other sources (Do not net amounts due or paid to other sources st amounts due or received from them)			
12a	Section	on 4947(a)(1) non-exempt charitable trusts.Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If"Ye	es," enter the amount of tax-exempt interest received or accrued during the			
13	year Secti	on 501(c)(29) qualified nonprofit health insurance issuers.			
a		e organization licensed to issue qualified health plans in more than one state? Note. See the instructions for ional information the organization must report on Schedule O	13 a		
b		the amount of reserves the organization is required to maintain by the states			
r		the die organization is need seed to issue qualified nearth plans			
		ne organization receive any payments for indoor tanning services during the tax year?	14a		No
		es," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14a 14b		14.0
,	- I C	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	_ 75		

Form 990 (2015) Page **6** Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI Section A. Governing Body and Management Yes No 1a Enter the number of voting members of the governing body at the end of the tax 19 1a If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O Enter the number of voting members included in line 1a, above, who are 1b 19 independent Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any 2 Νo Did the organization delegate control over management duties customarily performed by or under the direct 3 Νo supervision of officers, directors or trustees, or key employees to a management company or other person? Did the organization make any significant changes to its governing documents since the prior Form 990 was 4 Νo 5 Νo Did the organization become aware during the year of a significant diversion of the organization's assets? Did the organization have members or stockholders? 6 Νo 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or 7a Νo Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, Νo Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following The governing body? Yes **b** Each committee with authority to act on behalf of the governing body? Yes

Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the a organization's mailing address? If "Yes," provide the names and addresses in Schedule O Nο Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

10a Νo **10a** Did the organization have local chapters, branches, or affiliates? . **b** If "Yes," did the organization have written policies and procedures governing the activities of such chapters, 10h affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing 11a Yes **b** Describe in Schedule O the process, if any, used by the organization to review this Form 990 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 Yes Were officers, directors, or trustees, and key employees required to disclose annually interests that could give 12h Yes c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe 12c Yes Did the organization have a written whistleblower policy? 13 Yes Did the organization have a written document retention and destruction policy? . 14 Yes 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? Yes a The organization's CEO, Executive Director, or top management official 15a 15b Yes If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions) 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a **16**a Νo **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

Section C. Disclosure

List the States with which a copy of this Form 990 is required to be filed▶

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

organization's exempt status with respect to such arrangements?

▼ Own website ▼ Another's website ▼ Upon request □ Other (explain in Schedule O)

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

State the name, address, and telephone number of the person who possesses the organization's books and records ▶CAROLYN ZAZZARINO 75 MARKET STREET POUGHKEEPSIE, NY 12601 (845) 471-1900

16b

Part VII

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

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

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

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

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

hours per week (list any hours for related any hours below dotted line) 1	Check this box if neither the organization no		ganıza	tion	com	pen	sated	lany	y current officer, o	director, or truste	e
Column		Average hours per week (list any hours for related organizations below	unle	ore to see officer of the structure of the second of the structure of the second of th	(do han erso cer tor/t	not one n is and rus	box, both a e employee	an	Reportable compensation from the organization (W- 2/1099-	Reportable compensation from related organizations (W- 2/1099-	Estimated amount of other compensation
SOARD CHAIR	(1) BARRY ROTHEFI D	2 00					<u> </u>				
X			Х		×				0	0	0
X			х		×				0	0	0
X		1	х		x				0	0	0
X			х		x				0	0	0
BOARD MEMBER		1	х		×				0	0	0
X		1	х						0	0	0
BOARD MEMBER (9) ARTHUR DEDOMINICIS 2 00 0			х						0	0	0
(9) AKTHOK DEDOMINICIS			х						0	0	0
BOARD MEMBER		2 00	х						0	0	0
(10) MAUREEN HALAHAN 2 00 0 0 BOARD MEMBER X 0 0 0		L	х						0	0	0
(11) STEVEN V LANT 2 00 0 0 BOARD MEMBER		1	х						0	0	0
(12) RICHARD MAYFIELD 2 00 0 0 BOARD MEMBER		1	х						0	0	0
(13) MICHELLE S O'REILLY BOARD MEMBER X 0 0		1	х						0	0	0
(14) DIANE M PASSARO 2 00 0 0 0 0		1	х						0	0	0

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

(A) Name and Title	(B) A verage hours per week (list any hours for related	(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-	(E) Reportable compensation from related organizations (W- 2/1099-	(F) Estimated amount of other compensation from the	
	organizations below dotted line)	Individual trustee or director	Institutional Trustwe	Officer	key employee	Highest compensated employee	Former	MISC)	MISC)	organization and related organizations	
(15) JAMES ROLLINS SR	2 00	×						0	0	0	
BOARD MEMBER										_	
(16) MICHAEL ROSENBERG	2 00	x						o	O	0	
BOARD MEMBER (17) ALLAN J ROSS	2 00										
BOARD MEMBER		x						o	O	0	
(18) SCOTT SWEENEY	2 00										
BOARD MEMBER		X						0	C	0	
(19) HERB K WHITE	2 00	,									
BOARD MEMBER		×						O	C	0	
(20) JEANNIE MONTANO	40 00			x				104,003	0	16,658	
PRESIDENT &				^				104,003		10,030	
(21) CAROLYN ZAZZARINO	40 00			,				70.045		6 244	
VP, FINANCE				X				78,015	0	6,241	
1b Sub-Total				<u> </u>							
c Total from continuation sheets to Part VII	I. Section A .			▶							
d Total (add lines 1b and 1c)	•			•			1	82,018		22,899	
Total number of individuals (including but n \$100,000 of reportable compensation from			ed al	bove	e) w	ho red	eiv	ed more than			

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

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 ►

services rendered to the organization? If "Yes," complete Schedule J for such person .

Νo

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Form 99		<u> </u>						Page 9
Part V	1 1 1	Statement o						_
		Check If Schedu	ile O contains a respor	ise or note to any lin	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
र र	1 a	Federated camp	paigns 1a	205,665				
tributions, Gifts, Grants Other Similar Amounts	ь	Membership du	es 1b					
<u>ال</u> ام	С	Fundraising eve	ents 1c					
ffs. F A	d	Related organiz	ations 1d					
: <u>5</u>	e	Government grants		195,088				
nns, Sin		_						
utic ier	f	similar amounts no	ns, gifts, grants, and 1f t included above	2,103,240				
Contributions, Gifts, Grants and Other Similar Amounts	g	1a-1f \$	ons included in lines	126,500	2 502 002			
<u>ه</u> ک	h	Total. Add lines	: la-lf		2,503,993			
Program Service Revenue	2a b			Business Code				
MC.	С							
3	d							
an	e	A II - + h - u u u u u u u u						
rogr	f	All other progra	m service revenue					
<u> </u>	g		2a-2f					
	3		ome (including dividend ar amounts)		91,902			91,902
	4		tment of tax-exempt bond p	-				
	5	Royalties		▶				
	_		(ı) Real	(II) Personal				
	6a	Gross rents						
	ь	Less rental expenses						
	с	Rental income or (loss)						
	d	Net rental inco	me or (loss)					
			(ı) Securities	(II) O ther				
	7a	Gross amount from sales of assets other than inventory	359,609					
	ь	Less cost or	224.660					
		other basis and sales expenses	334,660					
	c	Gain or (loss)	24,949		24.040	24.040		
enne	d 8a	Net gain or (los Gross income fi events (not incl \$	rom fundraising		24,949	24,949		
Other Revenue	_	See Part IV, lin	а	147,216				
ŏ	b c		penses b loss)from fundraising e	54,283	92,933			92,933
			rom gaming activities	Stelled 1 1 p	·			,
	l		penses b loss) from gamıng activ	vities				
	10a	Gross sales of returns and allo						
	ь	Less cost of go	oods sold b					
	С		loss) from sales of inve					
		Miscellaneous		Business Code	6 50.			
	11a	MISCELLANEC	OUS INCOME		6,501	6,501		
	b							
	C	A II + 1- ·						
	d e	All other revenu	ı	•				
					6,501			
	12	lotal revenue.	See Instructions	• • • •	2,720,278	31,450		184,835

Part IX Statement of Functional Expenses

Sec	
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	t include amounts reported on lines 6b, , 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and		окранова	general expenses	скраново
	domestic governments See Part IV, line 21	1,472,908	1,472,908		
2	Grants and other assistance to domestic individuals See Part IV, line 22	54,571	54,571		
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16	34,371	34,371		
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	259,934	102,275	65,850	91,809
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	576,482	227,333	142,792	206,357
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	31,572	12,137	9,267	10,168
9	Other employee benefits	69,587	27,012	19,697	22,878
LO	Payroll taxes	52,55.	,,	22,021	
		75,067	29,026	19,267	26,774
L1	Fees for services (non-employees)				
а	Management				
b	Legal	690	297	146	247
С	Accounting	37,200	16,021	7,865	13,314
d	Lobbying				
е	Professional fundraising services See Part IV, line 17				
f	Investment management fees	30,332	30,332		
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	26,574	8,674	3,390	14,510
L2	Advertising and promotion	2,691	1,883	135	673
L3	Office expenses	83,238	35,750	14,857	32,631
L4	Information technology	42,376	24,046	8,483	9,847
L5	Royalties				
L6	Occupancy	77,489	44,203	15,774	17,512
L7	Travel	14,120	8,590	1,576	3,954
L8	Payments of travel or entertainment expenses for any federal, state, or local public officials				
L9	Conferences, conventions, and meetings	26,395	15,674	7,169	3,552
20	Interest				
21	Payments to affiliates	24,589	12,295	6,147	6,147
22	Depreciation, depletion, and amortization	33,861	19,316	6,892	7,653
23	Insurance	14,595	7,297	3,649	3,649
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
а	CAMPAIGN ADMIN FEES	14,709			14,709
b	DUES & SUBSCRIPTIONS	5,857	3,731	862	1,264
c	OTHER PROGRAM COSTS	273	273		
d					
е	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	2,975,110	2,153,644	333,818	487,648
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ► ☐ if following SOP 98-2 (ASC 958-720)				

99,857

5,575,268

152,504

293,063

75,000

68,190

588,757

3,782,618

920,150

283,743

4,986,511

5,575,268

Form 990 (2015)

162,288

6,243,308

208,156

401,329

171,880

80.350

861,715

4,136,602

961.248

283,743

5,381,593

6,243,308

15

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17

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Form '	990 (2	2015)					Page 11		
Par	t X	Balance Sheet					_		
		Check if Schedule O contains a response or note to any line	e in this	s Part X					
					(A) Beginning of year		(B) End of year		
	1	Cash-non-interest-bearing			1,074,988	1	662,447		
	2	Savings and temporary cash investments			442,839	2	459,011		
	3	Pledges and grants receivable, net			967,294	3	852,796		
	4	Accounts receivable, net			11,187	4	50,070		
	5	Loans and other receivables from current and former offic key employees, and highest compensated employees Co Schedule L		5					
Assets	6	section 4958(f)(1)), persons described in section 4958(contributing employers and sponsoring organizations of s	Loans and other receivables from other disqualified persons (as defined under section $4958(f)(1)$), persons described in section $4958(c)(3)(B)$, and contributing employers and sponsoring organizations of section $501(c)(9)$ voluntary employees' beneficiary organizations (see instructions) Complete Par II of Schedule L						
Y ss	7	Notes and loans receivable, net		7					
•	8	Inventories for sale or use				8			
	9	Prepaid expenses and deferred charges			15,344	9	22,972		
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	903,393					
	b	Less accumulated depreciation	10b	558,443	372,433	10 c	344,950		
	11	Investments—publicly traded securities			3,196,935	11	3,083,165		
	12	Investments—other securities See Part IV, line 11 .				12			
	13	Investments—program-related See Part IV, line 11 .				13			
	14	Intangible assets				14			

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Net Assets or Fund Balances

Other assets See Part IV, line 11 .

Grants payable

Deferred revenue .

Tax-exempt bond liabilities

Complete Part X of Schedule D

Unrestricted net assets

Accounts payable and accrued expenses

Total assets. Add lines 1 through 15 (must equal line 34)

Escrow or custodial account liability Complete Part IV of Schedule D .

key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L

Secured mortgages and notes payable to unrelated third parties

Unsecured notes and loans payable to unrelated third parties .

and other liabilities not included on lines 17-24)

Capital stock or trust principal, or current funds

Total liabilities and net assets/fund balances

Total liabilities. Add lines 17 through 25 .

lines 27 through 29, and lines 33 and 34.

Temporarily restricted net assets

Permanently restricted net assets

complete lines 30 through 34.

Total net assets or fund balances

Loans and other payables to current and former officers, directors, trustees,

Other liabilities (including federal income tax, payables to related third parties,

Organizations that follow SFAS 117 (ASC 958), check here ▶ 🕡 and complete

Organizations that do not follow SFAS 117 (ASC 958), check here ▶ □ and

Paid-in or capital surplus, or land, building or equipment fund .

Retained earnings, endowment, accumulated income, or other funds

If the organization changed its method of accounting from a prior year or checked "Other," explain in

If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate

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?

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

If the organization changed either its oversight process or selection process during the tax year, explain in

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

Consolidated basis

b Were the organization's financial statements audited by an independent accountant?

Consolidated basis

Cash ✓ Accrual Other

Both consolidated and separate basis

Both consolidated and separate basis

1 Accounting method used to prepare the Form 990

a separate basis, consolidated basis, or both

Single Audit Act and OMB Circular A-133?

Schedule O

Schedule O

Separate basis

Separate basis

basis, consolidated basis, or both

If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on

2b

2c

3a

3b

Yes

Yes

2a

Νo

Nο

Form 990 (2015)

Additional Data

Software ID:

Software Version: **EIN:** 06-1045698

Name: UNITED WAY OF MID-HUDSON VALLEYING D/B/A UNITED WAY OF THE

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 287,284 including grants of \$ 287,284) (Revenue \$

DONOR DIRECTED GIFTS- GRANTS TO 501(C)(3) CHARITIES DIRECTED BY THE ORGANIZATION'S DONORS

efile GRAPHIC print - DO NOT PROCESS As Filed Data -

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

SCHEDULE A

(Form 990 or

Internal Revenue Service Name of the organization

D/B/A UNITED WAY OF THE

UNITED WAY OF MID-HUDSON VALLEYING

990EZ)

Part I

1

2

3

Treasury

Department of the

DLN: 93493320016366 OMB No 1545-0047

Public Charity Status and Public Support Complete if the organization is a section 501(c)(3) organization or a section

06-1045698

Employer identification number

4947(a)(1) nonexempt charitable trust. ► Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at

www.irs.gov/form990.

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

A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii).(Attach Schedule E (Form 990 or 990-EZ))

A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).

Open to Public Inspection

4				erated in conjunction v	vith a hospital	described in s	ection 170(b)(1)(A)(iii). Enter the
5	Г	hospital's name, city, and state 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	$\overline{}$	A federal, state, or loc		•	described in s	ection 170(b)	(1)(A)(v).	
7	<u> </u>	· · ·	ormally receiv	ves a substantial part	of its support f	٠,	nental unit or from the g	eneral public
8		A community trust des				rt II)		
9		receipts from activitie from gross investmen	es related to it t income and i e 30,1975 S	s exempt functions—sunrelated business table esection 509(a)(2).	ubject to cert xable income ((Complete Par	ain exceptions less section 5 t III)	tributions, membership, and (2) no more than 11 tax) from businesse on 509(a)(4).	331/3% of its suppor
11 a	<u> </u>	one or more publicly s the box in lines 11a th	upported orga rough 11d tha	nizations described in at describes the type o	section 509(a of supporting o	a)(1) or sectio rganization an	nctions of, or to carry on 509(a)(2) See sectio d complete lines 11e, 1 organization(s), typical	n 509(a)(3). Check .1f, and 11g
h	 -	supported organization organization You mus	n(s) the power t complete Pa	to regularly appoint o	r elect a major B.	rity of the direc	ctors or trustees of the ported organization(s), b	supporting
	į		pporting organ	nization vested in the s			manage the supported	
c		supported organization	n(s) (see instr	uctions) You must co	mplete Part I\	/, Sections A,	•	,
d	Γ		ated The orga	nızatıon generally mu	st satisfy a dis	tribution requ	n with its supported org irement and an attentiv	
e		Check this box if the contegrated, or Type III					is a Type I, Type II, T	ype III functionally
f	Enter	the number of support	_				· · · · · · ·	
g		Provide the following i	nformation abo	out the supported orga	inization(s)			
Name of s		(ii)EIN supported organization		(iii) Type of organization (described on lines 1- 9 above (see instructions))	(iv Is the orga listed in your docum	anızatıon governing	(v) A mount of monetary support (see instructions)	(vi) A mount of other support (see instructions)
					Yes	No		
Total								
For P	aperw	ork Reduction Act Noti	ce, see the In	structions for Form 99	00 or 990EZ.	Cat No 11		990 or 990-EZ) 2015

Page 2 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
------------	--------	---------

(01	Calendar year fiscal year beginning in)	(a)2011	(b) 2012	(c) 2013	(d)2014	(e) 2015	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any unusual grants)	3,512,602	3,318,140	2,789,604	2,740,926	2,596,925	14,958,197
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	3,512,602	3,318,140	2,789,604	2,740,926	2,596,925	14,958,197
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)						277,831
6	Public support. Subtract line 5						14,680,366
	from line 4	1					· · ·
	ection B. Total Support						
10)	Calendar year fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d)2014	(e) 2015	(f) Total
7	Amounts from line 4	3,512,602	3,318,140	2,789,604	2,740,926	2,596,925	14,958,197
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	42,931	43,832	41,849	65,513	91,902	286,027
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)	71,357	52,468	59,869	10,097	6,501	200,292
11	Total support. Add lines 7						15,444,516

12 Gross receipts from related activities, etc (see instructions)

through 10

First five 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, 13

Section C. Computation of Public Support Percentage

box and stop here. The organization qualifies as a publicly supported organization

- Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f)) 14 95 050 % Public support percentage for 2014 Schedule A, Part II, line 14 15 95 540 %
- 16a 33 1/3% support test—2015. 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 ▶ 🗸 b 33 1/3% support test - 2014. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this
- 17a 10%-facts-and-circumstances test 2015. 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
 - b 10%-facts-and-circumstances test 2014. 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
- Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

Sche	dule A (Form 990 or 990-EZ) 2015						Page 3
Pā	Support Schedule						
	(Complete only if you						under Part
50	II. If the organization ction A. Public Support	Talls to qualif	y under the te	sts listed below	, please comple	ete Part II.)	
36	Calendar year		1	1			1
(or f	iscal year beginning in)	(a) 2011	(b) 2012	(c)2013	(d) 2014	(e) 2015	(f) ⊤otal
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						
	Amounts included on lines 1, 2,						
7 a	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						
	Add lines 7a and 7b						
8	Public support. (Subtract line 7c						
Sa	from line 6) ction B. Total Support						<u> </u>
36			1	T	1		
/orf	Calendar year iscal year beginning in) ▶	(a)2011	(b) 2012	(c)2013	(d)2014	(e) 2015	(f) Total
9	Amounts from line 6						
LOa	Gross income from interest,						
LVa	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 Add lines 10a and 10b						
C	Net income from unrelated						
11	business activities not included						
	in 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,						
14	11, and 12) First five years.If the Form 990 is f	or the organizati	on's first secon	third fourth or	fifth tay year ac a	section 501/cV	3) organization
		or the organizati	on a mat, second	i, ama, iouitii, 0f	municax year as a	. accion aut(c)(o , organization, ► □
e -	check this box and stop here	lie Cunnert 5	larcantasa				P
ъе	ction C. Computation of Pub	nc support P	rercentage				

15 Public support percentage for 2015 (line 8, column (f) divided by line 13, column (f)) 15 Public support percentage from 2014 Schedule A, Part III, line 15 $\,$ 16

Section	D. (Compu	tation	of	Invest	ment	Income	Percent	tage
---------	------	-------	--------	----	--------	------	--------	---------	------

18

17	nvestment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f))	

Investment income percentage from 2014 Schedule A, Part III, line 17	18
23.1/20/ support tosts 2015 if the organization did not shock the box on line 14, and line 15 to more than	22

19a 33 1/3% support tests—2015. 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—2014. 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

17

Part IV Supporting Organizations

(Complete only if you checked a box on line 11 of Part I If you checked 11a of Part I, complete Sections A and B If you checked 11b of Part I, complete Sections A, D, and E If you checked 11d of Part I, complete Sections A, D, and E If you checked 11d of Part I, complete Sections A, D, and D, and C, molete Part V, V

	I, complete Sections A and D, and complete Part V)	a circo	Ned II	a 011 a
Se	ction A. All Supporting Organizations			
			Yes	No
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	1		
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)	2		
3а	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below	3a		
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	3b		
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	3 c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below	4a		
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	4b		
c	by or in connection with its supported organizations 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	4c		
	organization was used exclusively for section 170(c)(2)(B) purposes Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) 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)	5a		
	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?	5b		
C	Substitutions only. Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) 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 .	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990)	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part II of Schedule L (Form 990)	8		
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 .	9a		
b	Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .	9b		
c	Did a disqualified person (as defined in line 9(a)) 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 .	9c		
0a	Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer b below	10 a		
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)	10b		
1	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?	11a		
b	A family member of a person described in (a) above?	11b		
_	A 250% controlled entity of a person described in (a) or (b) above 21f "Ves" to a boar a provide detail in Part VI	110		

Part IV Supporting Organizations (continued)

Part IV	Supporting	Organizations	(continuea)

Se	ection B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's 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 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		
Se	ection 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		
Se	ection 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, (1) a written notice describing the type and amount of support provided during the prior tax year, (2) a copy of the Form 990 that was most recently filed as of the date of notification, and (3) 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 in (2), 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		
-	notion E. Tuno III Eurotionally, Intoquated Connecting Overninations			
1 a	The organization is the parent of each of its supported organizations. Complete line 3 below The organization supported a governmental entity. Describe in Part VI how you supported a government entity instructions.			
2	Activities Test Answer (a) and (b) below.		Yes	No
ā	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	2 a		
t	Did the activities described in (a) 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 (a) and (b) 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? <i>Provide details in Part VI</i>	3a		
Ŀ	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		

Pa	t V Type III Non-Functionally Integrated 509(a)(3) Suppor	ting O	rganizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying tr	ust on N	Nov 20,1970 See inst	ructions. All other
	Type III non-functionally integrated supporting organizations must complete S	Sections	A through E	
	Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		(optional)
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)	H -		
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)	1		
а	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)	1 d		
е	Discount claimed for blockage or other factors (explain in detail in Part VI)			
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 1-1/2% 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 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 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 A mount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7	Check here if the current year is the organization's first as a non-functionally-instructions)		ed Type III supporting o	organization (see

1.7	Type III Non-Functionally Integr	ated 509(a)(3) Suppo	rting Organizations (co	ontinuea)
Se	ection D - Distributions			Current Year
1	Amounts paid to supported organizations to accom	plish exempt purposes		
2	A mounts paid to perform activity that directly furth excess of income from activity			
3				
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval rec	quired)		
6	Other distributions (describe in Part VI) See instru	ıctions		
	Total annual distributions. Add lines 1 through 6			
<u> </u>	Total allidat distributions. Add lines 1 tillough o			
8	Distributions to attentive supported organizations t details in Part VI) See instructions	o which the organization is r	esponsive (provide	
9	Distributable amount for 2015 from Section C, line	6		
10	Line 8 amount divided by Line 9 amount			
			/ii)	/iii)
	ection E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2015	(iii) Distributable A mount for 2015
1	Distributable amount for 2015 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2015 (reasonable cause requiredsee instructions)			
3	Excess distributions carryover, if any, to 2015			
a				
<u>b</u>				
C				
	From 2013			
	Total of lines 3a through e			
	Applied to underdistributions of prior years			
h	Applied to 2015 distributable amount			
	Carryover from 2010 not applied (see instructions)			
	Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 [Distributions for 2015 from Section D, line 7 \$			
а	Applied to underdistributions of prior years			
b	Applied to 2015 distributable amount			
С	Remainder Subtract lines 4a and 4b from 4			
5	Remaining underdistributions for years prior to 2015, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6	Remaining underdistributions for 2015 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7	Excess distributions carryover to 2016. Add lines 33 and 4c			
8	Breakdown of line 7			
а				
b				
c	Excess from 2013			
d	From 2014			
	From 2015			
_				/E 000 000 ET) (204 E

Schedule A ((Form 990 or 990-EZ) 2	015 Page	e 8					
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).								
		Facts And Circumstances Test						
R	eturn Reference	Explanation						
PART II, LIN	NE 10	SPECIAL EVENTS 26,346 ADMINISTRATIVE FEES 157,348 MISCELLANEOUS INCOME 16,598	8					

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SCHEDULE D (Form 990)

Department of the

Treasury

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.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

DLN: 93493320016366OMB No 1545-0047

2015

Open to Public Inspection

Na UN	nal Revenue Service me of the organization ITED WAY OF MID-HUDSON VALLEYINC		Empl	oyer identification number
	THE Organizations Maintaining Donor Complete if the organization answere	Advised Funds or Other Similar F		or Accounts.
	Complete if the organization answere	(a) Donor advised funds	(b)	Funds and other accounts
1	Total number at end of year	(a) Donor advised funds	(0)	runus and other accounts
2	Aggregate value of contributions to (during year)			2,503,99
3	Aggregate value of grants from (during year)	15,239		1,512,24
4	Aggregate value at end of year	3,000		1,312,21
5	Did the organization inform all donors and donor a funds are the organization's property, subject to t		or advis	sed ⊤Yes √N o
6	Did the organization inform all grantees, donors, a used only for charitable purposes and not for the conferring impermissible private benefit?	benefit of the donor or donor advisor, or for a	ny othei	r purpose ⊤Yes √ N o
Pa	rt II Conservation Easements. Comple	ete if the organization answered "Yes" o	n Forn	n 990, Part IV, line 7.
1	Purpose(s) of conservation easements held by the Preservation of land for public use (e.g., recreeducation)	eation or Preservation of a		ically important land area
	Protection of natural habitat	Preservation of a	certifie	d historic structure
2	Preservation of open space Complete lines 2a through 2d if the organization easement on the last day of the tax year	held a qualified conservation contribution in t	he form:	of a conservation
				Held at the End of the Year
а	Total number of conservation easements		2a	
b	Total acreage restricted by conservation easeme	ents	2b	
c	Number of conservation easements on a certified	` '	2c	
d	Number of conservation easements included in (o historic structure listed in the National Register	e) acquired after 8/17/06, and not on a	2d	
3	Number of conservation easements modified, traitax year	nsferred, released, extinguished, or terminate	ed by the	e organization during the
4	Number of states where property subject to cons	ervation easement is located ▶		
5	Does the organization have a written policy regar violations, and enforcement of the conservation e	3, ,	dling of	☐ Yes ☐ No
6	Staff and volunteer hours devoted to monitoring, year	inspecting, handling of violations, and enforci	ing cons	servation easements during the
	-			
7	A mount of expenses incurred in monitoring, insperience \$	ecting, handling of violations , and enforcing c	onserva	ition easements during the year
8	Does each conservation easement reported on III (B)(I) and section $170(h)(4)(B)(II)$?	ne 2(d) above satisfy the requirements of sec	tion 17	0(h)(4) Yes No
9	In Part XIII, describe how the organization repor balance sheet, and include, if applicable, the text the organization's accounting for conservation ea	of the footnote to the organization's financial		· ·
Par	Organizations Maintaining Collect Complete if the organization answere	tions of Art, Historical Treasures, ed "Yes" on Form 990, Part IV, line 8.	or Oth	ner Similar Assets.
1 a	If the organization elected, as permitted under SF works of art, historical treasures, or other similar service, provide, in Part XIII, the text of the footi	assets held for public exhibition, education,	or resea	arch in furtherance of public
b	If the organization elected, as permitted under SF works of art, historical treasures, or other similar service, provide the following amounts relating to	assets held for public exhibition, education,		
	(i) Revenue included on Form 990, Part VIII, line 1	Į.	> \$	
(ii) Assets included in Form 990, Part X	1		

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the

following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

Revenue included on Form 990, Part VIII, line 1

Assets included in Form 990, Part X

Sche	dule D	(Form 990) 2015							Page 2
Pari	****	Organizations Maintaining (continued)	Collections of Art,	, His	storic	al Trea	sures, or (Other Similar A	ssets
3		g the organization's acquisition, acc ction items (check all that apply)	ession, and other record	ls, cl	heck ar	y of the	following that	are a significant us	e of its
а		Public exhibition		d		Loan or	exchange prog	grams	
b	· .	Scholarly research		e	_	Other			
c		•							
4		Preservation for future generations	's collections and ovnlar	n hai	w thou	furthar th	no organizatio	n's avampt purposa	ın
*	Part >	de a description of the organization XIII	s conections and explai	11 110	willey	iuitiiei ti	ne organizacioi	is exempt purpose	III
5	asset	g the year, did the organization soli is to be sold to raise funds rather th	an to be maintained as j						s No
Par	t IV	Escrow and Custodial Arra Complete if the organization of Part X, line 21.		orm	990, F	art IV,	line 9, or re	ported an amour	ıt on Form 990,
1a		e organization an agent, trustee, cu ded on Form 990, Part X?	stodian or other interme	dıary	for co	ntributioi	ns or other ass	sets not Ye	s No
b	If"	"Yes," explain the arrangement in P	art XIII and complete th	ne fol	llowing	table		Am	ount
c	Beg	ginning balance					10		
d	A d	ditions during the year					1d		
e	Dis	stributions during the year					1e		
f		ding balance					1f		
2 a	Did th	ne organization include an amount o	in Form 990, Part X, line	21,	for esc	row or c	ustodial accou	int liability? Ye	s No
b	T E '11' -		. VIII . Charl. have . £ . ha					D VIII	
	rt V	es," explain the arrangement in Part Endowment Funds. Comple							
					or year		Two years back	(d)Three years back	(e)Four years back
1a	Begir	nning of year balance	2,189,823		2,353,1	.19	2,046,516	1,864,122	1,976,655
b	Contr •	ributions · · · · · · ·							
c	Net II losse	nvestment earnings, gains, and es	-31,197		17,3	35	357,743	281,486	-59,056
d		ts or scholarships · · · ·						46,569	2,500
е		r expenditures for facilities programs • • • • • • •	58,026		180,6	31	51,140	52,523	50,977
f	A dmı	nistrative expenses							
g	End c	of year balance	2,100,600		2,189,8	23	2,353,119	2,046,516	1,864,122
2	Provi	de the estimated percentage of the	current vear end balanc	e (lır	ne 1a. c	:olumn (a	a)) held as		
а		d designated or quasi-endowment >	40.720.0/			(-	,,		
ь		anent endowment ▶ 13 510 %							
c	'	orarily restricted endowment > Dercentages on lines 2a, 2b, and 2c	45 760 % should equal 100%						
3a	organ	here endowment funds not in the po nization by	_	tion	that ar	e held ar	nd administere	_	Yes No
	• •	nrelated organizations		•			•	—	(i) Yes
h		elated organizations es" on 3a(ii), are the related organiz					•	<u> </u>	(ii) No
4		ribe in Part XIII the intended uses							,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Par	t VI	Land, Buildings, and Equip							
		Complete if the organization of Description of property	answered 'Yes' to For	<u>m 9</u>	90, Pa		ne 11a.See	Form 990, Part X	
		Description of property				her basıs	Cost or other ba		(C)DOOK Value
				· _			12,0		12,000
	Buildin	-					80,0	<u> </u>	
C	Leaser	nold improvements		- 1			688,3	379,8	77 308,431

d Equipment . .

e Other

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

8,519

344,950

114,566

. . . ▶

123,085

Part VII Investments—Other Securities. C See Form 990, Part X, line 12.			es' on Form 990, Part IV, line 11b.
(a) Description of security or catego (including name of security)	ry	(b) Book value	(c)Method of valuation Cost or end-of-year market value
(1)Financial derivatives (2)Closely-held equity interests			
(3)O ther			
Total. (Column (b) must equal Form 990, Part X, col (B) line 12)	•		
Part VIII Investments—Program Related. Complete if the organization answer	ed 'Yes' on Form 990), Part IV, line 11c.s,	ee Form 990 Part X line 13
(a) Description of investment		(b) Book value	(c) Method of valuation
			Cost or end-of-year market value
Total. (Column (b) must equal Form 990, Part X, col (B) line 13) Part IX Other Assets. Complete if the organiza	tion answered 'Ves' on	Form 990 Part IV line	11d See Form 990 Part Y line 15
J	scription	TOTH 990, Pare IV, line	(b) Book value
Total. (Column (b) must equal Form 990, Part X, col (B) lin	e 15)		•
Part X Other Liabilities. Complete if the or See Form 990, Part X, line 25.	rganızatıon answered	d 'Yes' on Form 990,	Part IV, line 11e or 11f.
1. (a) Description of liability	(b) Book value	2	
Federal income taxes			
ENERGY PENETRATION FUND PAYABLES	68,1	9.0	
ENERGY FENERALISM TOND TATABLES	00,1		
		_	
		_	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	▶ 68,1		
2. Liability for uncertain tax positions. In Part XIII, proorganization's liability for uncertain tax positions under			
XIII 🔽	, v = 1 .0, on	12774 01 01	

1

2

b

b

c

d

3

2,372,805

317,616

110,393

2,720,278

-140,250

56.110

287.284

54.283

4c

2e

d Other (Describe in Part XIII) . . . 2d 54.283 -29.857 е Add lines 2a through 2d 2e Subtract line 2e from line 1 2,402,662 3 Amounts included on Form 990, Part VIII, line 12, but not on line 1 а Investment expenses not included on Form 990, Part VIII, line 7b. 4a 30.332

2a

2b

2c

4b

2c

2d

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. Total expenses and losses per audited financial statements . . . Amounts included on line 1 but not on Form 990, Part IX, line 25

Total revenue Add lines 3 and 4c.(This must equal Form 990, Part I, line 12)

1 2,767,887 2 Donated services and use of facilities . 2a 56,110 Prior year adjustments . . . 2b

Subtract line 2e from line 1 3 2,657,494 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b. 30,332 287,284 Other (Describe in Part XIII) 317,616

b Add lines **4a** and **4b** 4c Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) 5 2,975,110

Part XIII Supplemental Information

Total revenue, gains, and other support per audited financial statements . . .

Amounts included on line 1 but not on Form 990, Part VIII, line 12

Net unrealized gains (losses) on investments

Other (Describe in Part XIII)

Donated services and use of facilities .

Recoveries of prior year grants . . .

Add lines 4a and 4b

Other (Describe in Part XIII) . .

Add lines 2a through 2d . .

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b,

Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional

information

Return Reference Explanation THE ORGANIZATION'S INTENDED USE OF ITS ENDOWMENT FUNDS IS TO PROVIDE LONG SCHEDULE D. PAGE 2, PART V.

Schedule D (Form 990) 2015		Page 5
Part XIII Supplemental In	nformation <i>(continued)</i>	
Return Reference	Explanation	
SCHEDULE D, PAGE 4, PART XI, LINE 2D	SPECIAL EVENT EXPENSES 54,283	
SCHEDULE D, PAGE 4, PART XI, LINE 4B	DONOR DESIGNATED AMOUNTS 287,284	
SCHEDULE D, PAGE 4, PART XII, LINE 2D	SPECIAL EVENT EXPENSES 54,283	
SCHEDULE D, PAGE 4, PART XII, LINE 4B	DONOR DESIGNATED AMOUNTS 287,284	

Schedule D (Form 990) 2015

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DLN: 93493320016366

SCHEDULE G (Form 990 or 990-EZ)

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, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a

Attach to Form 990 or Form 990-EZ

▶ Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www irs gov/form990

OMB No 1545-0047

2015

Open to Public Inspection

ame of the organization NITED WAY OF MID-HUDSO P/B/A UNITED WAY OF THE	N VALLEYINC					Employer ide 06-1045698	ntification number
				ation answered "Yes" his part.	on Form	990, Part IV	', line 17.
1 Indicate whether the organ	nization raised fund	ls througl	n any of th	ne following activities C	heck all tl	hat apply	
a Mail solicitations				e Solicitation of n	on-goverr	nment grants	
b	icitations			f Solicitation of g	overnmen	t grants	
c Phone solicitations				g	ing event	s	
d	5						
 Did the organization have or key employees listed in services? If "Yes," list the ten higher 	Form 990, Part VI	II) or ent	ity in coni	nection with professiona	l fundraisi	ing Y	es No undraiser is
to be compensated at leas				inscrey parsuant to agree	and an		
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	fundrai cust cont	Did ser have ody or crol of outlons?	(iv) Gross receipts from activity	(or re fundrai	ount paid to stained by) ser listed in sol (i)	(vi) A mount paid to (or retained by) organization
1		Yes	No				
1							
2							
3							
4							
5							
6							
7							
′							
8							
9							
10							
otal			•				
List all states in which the o registration or licensing Y	rganızatıon ıs regis	stered or	licensed (to solicit contributions c	or has bee	n notified it is e	exempt from

chedule G	(Form 990 or 990-EZ) 2015				Pag
art II	Fundraising Events.				
	Complete if the organization fundraising event contribution receipts greater than \$5,000	ons and gross income		,	' '
		(-)[(h) [(-)O+b	

	receipts greater than \$5,000	J.			
		(a)Event #1 CELEBRATION OF	(b)Event #2 ANNUAL KICKOFF	(c)O ther events	(d) Total events (add col (a) through
		(event type)	(event type)	(total number)	col (c))
Revernie					
Rev	1 Gross receipts	114,750	29,312		144,062
	2 Less Contributions				
	3 Gross income (line 1 minus line 2)	114,750	29,312		144,062
	4 Cash prizes				
	5 Noncash prizes				
"	6 Rent/facility costs				
Expenses	7 Food and beverages				
ed X	8 Entertainment				
т Д	9 Other direct expenses	44,030	9,024		53,054
Direct	10 Direct expense summary Add lines	4 through 9 in column (d)		53,054
	11 Net income summary Subtract line 1	.0 from line 3, column (c	1)		91,008
Pai	Complete If the organization Form 990-EZ, line 6a.	answered "Yes" on I	Form 990, Part IV, line	19, or reported mo	re than \$15,000 on
Revenue		(a) Bıngo	(b)Pull tabs/Instant bingo/progressive bingo	(c)O ther gaming	(d) Total gaming (add col (a) through col (c))
Re	1 Gross revenue				
ses	2 Cash prizes				
Expenses	3 Noncash prizes				
Direct E	4 Rent/facility costs				
₫	5 Other direct expenses				
		☐ Yes%	┌ Yes%	☐ Yes %	
	6 Volunteer labor	☐ No	├ No	☐ No	
	7 Direct expense summary Add lines	2 through 5 ın column (c	1)		
	8 Net gaming income summary Subtra	act line 7 from line 1, col	umn (d)		
	,				•
9 a	Enter the state(s) in which the organiza Is the organization licensed to conduct	-	<u>-</u>		Yes No
ь	If "No," explain	-			•
,					;
10a	Were any of the organization's gaming l		nded or terminated during	the tax vear?	
ь	If "Yes," explain	2.232, 2.2390		,	163 140
_					

efile GRAPHIC print - DO NOT PROCESS As Filed Data -DLN: 93493320016366 OMB No 1545-0047 Schedule I Grants and Other Assistance to Organizations, (Form 990) 2015 Governments and Individuals in the United States Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22. Open to Public Attach to Form 990. Department of the Inspection ▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990. Treasury Internal Revenue Service Name of the organization Employer identification number UNITED WAY OF MID-HUDSON VALLEYINC 06-1045698 D/B/A UNITED WAY OF THE **General Information on Grants and Assistance** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient Part II that received more than \$5,000 Part II can be duplicated if additional space is needed (a) Name and address of (c) IRC section (d) A mount of cash **(b)** EIN (e) A mount of non-(f) Method of (a) Description of (h) Purpose of grant organization if applicable grant cash valuation non-cash assistance or assistance or government (book, FMV, assistance appraisal, other) See Additional Data Table Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 40 For Paperwork Reduction Act Notice, see the Instructions for Form 990. Cat No 50055P Schedule I (Form 990) 2015

(a) Type of grant or assistance

Schedule I (Form 990) 2015

(f)Description of non-cash assistance

Part III can be duplicated if additional space is needed

(c)A mount of

(b) Number of

(a), , po or grant or decision.		recipients	cash grant	non-cash assistance	FMV, appraisal, other)	(1)2 coonpacts of non-sectional
(1) HOME HEATING ASSISTANC	E	41	54,571			
Part IV Supplemental I	nformat	ion. Provide the info	rmation required in P	art I, line 2, Part III,	column (b), and any other	additional information.
Return Reference	Explanatio	on				

(d)A mount of

(e) Method of valuation (book.

SCHEDULE I, PAGE 1, PART I, LINE 2

APPLICANT IS REQUIRED TO FILL OUT A COMMUNITY IMPACT APPLICATION APPLICATIONS ARE REVIEWED BY AREA COUNCIL VOLUNTEERS IF APPROVED FOR FUNDING, THE APPLICANT MUST SIGN A PARTNERSHIP AGREEMENT IN ADDITION TO A CONTRACT THE PARTNERSHIP AGREEMENT REQUIRES THAT THE AGENCY (1) BE A 501(C)(3) ORGANIZATION, (2) SUBMIT AUDITED FINANCIAL

STATEMENTS AND FORM 990, (3) SUBMIT A MID-YEAR REVIEW REPORT, AND (4) PROVIDE AN ACCOUNTING OF HOW THE FUNDS WERE SPENT THE COUNCIL RESERVES THE RIGHT TO OBSERVE FUNDED PROGRAMS Schedule I (Form 990) 2015

Additional Data

RHINEBECK, NY 12572 BIG BROTHERS BIG

VAILS GATE, NY 12584

SISTERS-ORANGE PO BOX 426 14-1597893

Software ID: Software Version:

EIN: 06-1045698

Name: UNITED WAY OF MID-HUDSON VALLEYINC

D/B/A UNITED WAY OF THE

Form 990,Schedule I, Pa	Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.											
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	, , ,	(h) Purpose of grant or assistance					
ASTOR SERVICES FOR CHILDREN AND FAM PO BOX 5005 RHINEBECK,NY 12572	14-1397918	3	70,000				EDUCATION					
ASTOR SERVICES FOR CHILDREN AND FAM PO BOX 5005	14-1397918	3	10,000				INCOME					

15,000

EDUCATION

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance other) or government assistance BOYS AND GIRLS CLUB OF 14-1506144 35,000 EDUCATION NEWBURGH 285 LIBERTY STREET TION

		_			
CENTER 69 CATHARINE STREET POUGHKEEPSIE,NY 12601					
CATHARINE STREET	14-6037154	3	20,000		EDUCAT
NEWBURGH,NY 12550					

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

224 MAIN ST GOSHEN, NY 10924

CATHOLIC CHARITIES 32-0151827 10,000 INCOME COMM CENTER - OC

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) A mount of non- (f) Method of valuation (a) Description of (h) Purpose of grant organization ıf applicable grant cash (book, FMV, appraisal, non-cash assistance or assistance or government assistance other) CATHOLIC CHARITIES 32-0151827 15.000 HEALTH COMM CENTER - OC 224 MAIN ST GOSHEN, NY 10924 CATHOLIC CHARITIES 13-5562185 10,000 INCOME COMM CENTER -POK 218 CHURCH ST

COMM CENTER -POK
218 CHURCH ST
POUGHKEEPSIE,NY 12601

CENTER FOR GOVERNMENT 16-0754774 3 10,000

RESEARCH
1 SOUTH WASHINGTON ST

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

SUITE 400

ROCHESTER, NY 14614

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) A mount of non- (f) Method of valuation (a) Description of (h) Purpose of grant organization ıf applicable cash (book, FMV, appraisal, non-cash assistance or assistance grant or aovernment assistance other) CORNELL COOPERATIVE 14-6036882 25,000 HEALTH EXTENSION DUTC 2715 ROUTE 44 SUITE ONE MILLBROOK, NY 12545 CORNELL COOPERATIVE 14-6036882 30,000 INCOME EXTENSION DUTC

2715 ROUTE 44 SUITE ONE MILLBROOK, NY 12545

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

CHILD ABUSE PREVENTION 14-1584091 30,000 HEALTH CENTER

249 HOOKER AVE

POUGHKEEPSIE, NY 12601

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) A mount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance or government assistance other) CHILD ABUSE PREVENTION 14-1584091 10,000 INCOME CENTER 249 HOOKER AVE

INCOME

POUGHKEEPSIE,NY 12601					
DUTCHESS COUNTY COMMUNITY ACTION AG 77 CANNON ST	14-1611857	3	23,000		INCOME
POUGHKEEPSIE,NY 12601					

30,000

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

DUTCHESS COUNTY

77 CANNON ST

COMMUNITY ACTION AG

POUGHKEEPSIE, NY 12601

14-1611857

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance other) or government assistance **DUTCHESS COUNTY** 14-1611857 10,000 INCOME COMMUNITY ACTION AG 77 CANNON ST POUGHKEEPSIE, NY 12601 ЧΕ

DUTCHESS COUNTY COMMUNITY ACTION AG 77 CANNON ST POUGHKEEPSIE,NY 12601	14-1611857	3	20,000		INCOME
DUTCHESS OUTREACH 29 N HAMILTON ST SUITE	22-2339537	3	15,000		INCOME

222

POUGHKEEPSIE, NY 12601

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) A mount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance or government assistance other) FAMILY SERVICES 14-1338399 20,000 HEALTH 29 NORTH HAMILTON STREET POUGHKEEPSIE, NY 12601 FOOD BANK OF THE 22-2470885 50,000 INCOME

HUDSON VALLEY
965 ALBANY SHAKER ROAD
LATHAM,NY 12110

GIRLS ON THE RUN HUDSON
VALLEY
237 HUDSON STREET
OFFICE A

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

CORNWALLONHUDSON, NY

12520

(a) Name and address of (b) EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (a) Description of (h) Purpose of grant organization ıf applıcable cash (book, FMV, appraisal, non-cash assistance or assistance grant or aovernment assistance other) 14-1626657 15,000 GRACE SMITH HOUSE **IEDUCATION** PO BOX 5205 POUGHKEEPSIE.NY 12602

GRACE SMITH HOUSE	14-1626657	3	35,000		HEALTH
PO BOX 5205					
POUGHKEEPSIE,NY 12602					

PO BOX 5205

POUGHKEEPSIE.NY 12602

GRACE SMITH HOUSE 14-1626657 10,000 INCOME

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applicable cash (book, FMV, appraisal, non-cash assistance or assistance grant or government assistance other) 14-1596731 10,000 INCOME HONOREHG INC 38 SEWARD AVENUE MIDDLETOWN, NY 10940 ΜE

HOUSE OF FAITH MINISTRY	26-0121573	3	10,000		INCOME
INC PO BOX 1326					
WAPPINGERS FALLS, NY					

25,000

HEALTH

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

12590

46-3267308

HUDSON VALLEY SEED INC

380 MAIN STREET BEACON, NY 12508

(a) Name and address of (b) EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (a) Description of (h) Purpose of grant organization ıf applıcable cash (book, FMV, appraisal, non-cash assistance or assistance grant or aovernment assistance other) 22-2456648 20,000 HUDSON RIVER HOUSING HEALTH 313 MILL STREET 1 E

INCOME

POUGHKEEPSIE, NY 12601					
HUDSON RIVER HOUSING	22-2456648	3	27,000		INCOME
313 MILL STREET					
POUGHKEEPSIE,NY 12601					

10,000

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

HUDSON RIVER HOUSING

POUGHKEEPSIE.NY 12601

313 MILL STREET

22-2456648

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) A mount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable cash (book, FMV, appraisal, non-cash assistance or assistance grant or government assistance other) JEWISH FAMILY SERVICES 14-1731791 10,000 INCOME OF ORANGE CO

EDUCATION

720 ROUTE 17 M MIDDLETOWN,NY 10940					
LEGAL SERVICES OF THE HUDSON VALLEY 325 MAIN ST POUGHKEEPSIE,NY 12601	14-1710952	3	10,000		INCOME

40,000

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

LITERACY CONNECTIONS

POUGHKEEPSIE, NY 12601

OF THE HV 325 MAIN STREET 14-1710952

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable cash (book, FMV, appraisal, non-cash assistance or assistance grant or government assistance other) MEDIATION CENTER OF 14-1762932 15,000 HEALTH **DUTCHESS COUNTY** 147 UNION ST SUITE 102 DOLICHVEEDCIE NV 12601

POUGHKEEPSIE,NY 12001					
MENTAL HEALTH ASSOCIATION ORANGE C 73 JAMES P KELLY WAY MIDDLETOWN,NY 10940	14-6024124	3	20,000		HEALTH

22-3021355 70,000 MID HUDSON CHILDREN'S MUSUEM

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

POUGHKEEPSIE, NY 12601

IEDUCATION 75 NORTH WATER STREET

(a) Name and address of (b) EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (h) Purpose of grant (g) Description of organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance or government assistance other) 27-4649035 20,000 NEWBURGH ARMORY UNITY EDUCATION CENTER 321 SOUTH WILLIAM ST NEWBURCH NV 12550 ΜE

5,950

EDUCATION

14-1736237	3	10,000				INCOME
	14-1736237	14-1736237 3	14-1736237 3 10,000	14-1736237 3 10,000	14-1736237 3 10,000	14-1736237 3 10,000

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

MILLERTON, NY 12546

14-1456248

INSPIRE

2 FLETCHER ST GOSHEN, NY 10924

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance other) or government assistance POUGHKEEPSIE FARM 15,000 HEALTH PROJECT PO BOX 3143

COUNTY PO BOX 649

NEWBURGH, NY 12550

PO BOX 649 NEWBURGH,NY 12550 SAFE HOMES OF ORANGE	14-1679391	3	25,000		HEALTH
SAFE HOMES OF ORANGE COUNTY	14-1679391	3	15,000		EDUCATION
POUGHKEEPSIE, NY 12603					

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) Amount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance orassistance or government assistance other) SAFE HOMES OF ORANGE 14-1679391 7,000 INCOME COUNTY PO BOX 649 NEWBURGH, NY 12550 06-1036715 6 500 INCOME THE CDEATED HVEAMILY

HEALTH CENTER 2570 US HIGHWAY 9W SUITE 10 CORNWALL,NY 12518	00-1030/13	7	0,300		INCOME
UNITED WAY OF	13-1997636	3	24,000		INCOME

UNITED WAY OF WESTCHESTER & PUTNAM

336 CENTRAL PARK AVE WHITE PLAINS, NY 10601

(a) Name and address of **(b)** EIN (c) IRC section (d) A mount of cash (e) A mount of non- (f) Method of valuation (g) Description of (h) Purpose of grant organization ıf applıcable grant cash (book, FMV, appraisal, non-cash assistance or assistance or government assistance other) UNITED WAY OF 13-1997636 42,864 DONOR DIRECTED WESTCHESTER & PUTNAM 336 CENTRAL PARK AVE TION

6,002

DONOR DIRECTED

WHITE PLAINS, NY 10601					
VASSAR COLLEGE URBAN EDUCATION INIT 124 RAYMOND AVENUE POUGHKEEPSIE,NY 12604	14-1338587	3	25,000		EDUCATI

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

COMMUNITY HEALTH

1240 NORTH PITT 3RD FL ALEXANDRIA, VA 22314

CHARITIES

13-6167225

(a) Name and address of (d) A mount of cash **(b)** EIN (c) IRC section (e) A mount of non- (f) Method of valuation (a) Description of (h) Purpose of grant organization if applicable grant cash (book, FMV, appraisal, non-cash assistance or assistance other) or government assistance 22-2570476 8,440 DONOR DIRECTED COMMUNITH HEALTH CHARITIES OF NY PO BOX 759093 BALTIMORE, MD 21275 INDEPENDENT CHARITIES 94-3067804 5,910 DONOR DIRECTED OFAMERICA

1100 LARKSPUR LANDING

LARKSPUR, CA 94939

CIRCLE

efile GRAPHIC print - DO NOT PROCESS | As Filed Data -

Noncash Contributions

▶Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

► Attach to Form 990.

(Form 990)

Department of the Treasury

▶Information about Schedule M (Form 990) and its instructions is at <u>www.irs.gov/form990</u>

DLN: 93493320016366OMB No 1545-0047

2015

Open to Public Inspection

	ne of the organization TED WAY OF MID-HUDSON VALLEYINC				Employ	yer identification r	umber	
	A UNITED WAY OF THE				06-10	45698		
P	art 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 detern oncash contribution	_	nts
1	Art—Works of art							
2	Art—Historical treasures .				\perp			
3	Art—Fractional interests				↓			
4	Books and publications				—			
	Clothing and household goods	Х		111,099	THRIF	T SHOP VALUE		
	Cars and other vehicles							
7	Boats and planes				-			
	Intellectual property			15.404				
9	Securities—Publicly traded .	X	6	15,401	. IFM V			
	Securities—Closely held stock . Securities—Partnership, LLC,				+-			
11	or trust interests							
12	Securities—Miscellaneous							
13	Qualified conservation contribution—Historic							
	structures				+			
	Qualified conservation contribution—Other							
	Real estate—Residential .				+			
16	Real estate—Commercial				+			
17					+			
	Collectibles Food inventory				+			
20	Drugs and medical supplies .				+			
	Taxidermy				+			
	Historical artifacts				+			
	Scientific specimens				_			
	Archeological artifacts						-	
25	Other ► ()							
	Other ▶ ()							
	Other ▶ ()							
28	O ther ▶ ()							
29	Number of Forms 8283 received for which the organization comple				29			
30	a During the year, did the organiza	ation receiv	e by contribution any prope	rty reported in Part I, lines	1 thro	ugh 28, that	Yes	No
	it must hold for at least three ye			•	ired to	be used		
	for exempt purposes for the enti	re holding p	period?			· · · 30a	ц	Νo
- 1	f "Yes," describe the arrangem	ent in Part 1	II					

Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

If the organization did not report an amount in column (c) for a type of property for which column (a) is checked,

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash

contributions? . . .

b If "Yes," describe in Part II

describe in Part II

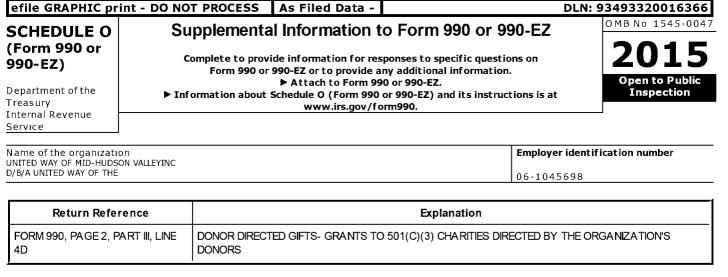
31

32a

Νo

Νo

Schedule M (Form 990) (2015)



Return Reference	Explanation
FORM 990,	THE VICE PRESIDENT OF FINANCE AND ADMINISTRATION, TOGETHER WITH THE INDEPENDENT ACCOUNTING FIRM,
PAGE 6, PART	PREPARES THE FORM 990 IT IS PRESENTED TO AND REVIEWED IN DETAIL WITH THE AUDIT COMMITTEE FOR ACCURACY
VI, LINE 11B	AND COMPLETENESS THE AUDIT COMMITTEE AUTHORIZES IT TO BE PRESENTED TO THE EXECUTIVE COMMITTEE WITH A
	RECOMMENDATION TO FILE THE CHAIRMAN OF THE AUDIT COMMITTEE TOGETHER WITH THE VICE PRESIDENT OF FINANCE
	AND ADMINISTRATION PRESENTS THE 990 TO THE EXECUTIVE COMMITTEE LINKING THE DATA TO THE ANNUAL AUDIT
	REPORT THE EXECUTIVE COMMITTEE AUTHORIZES THE RELEASE OF THE 990 TO THE FULL BOARD WITH A
	RECOMMENDATION TO FILE THE RETURN IS DISTRIBUTED TO THE BOARD MEMBERS FOR REVIEW AND DISCUSSION AT A
	BOARD MEETING A RESOLUTION IS ADOPTED TO APPROVE THE FILING OF THE RETURN

Return Reference	Explanation
FORM 990,	ANNUALLY ALL MEMBERS OF THE BOARD, OFFICERS AND EMPLOYEES ARE REQUIRED TO COMPLETE OR UPDATE AND
PAGE 6, PART	RECERTIFY COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY BY SIGNING AND DATING A COPY OF THE POLICY IN
VI, LINE 12C	ADDITION EACH VOTE SHEET FOR ANY RESOLUTION FOR THE GRANTING OF FUNDS PRESENTED TO THE BOARD
	INCLUDES THE STATEMENT "ARE YOU RELATED TO ANY OF THE RECEIPIENTS OR DO YOU STAND TO BENEFIT FROM THE
	RECEIPIENTS RECEIVING THESE FUNDS? IF SO, PLEASE DISCLOSE, ANY MEMBER WITH A POSITIVE RESPONSE MUST
	RECUSE THEMSELVES "

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 15A	THE PRESIDENT AND CEO COMPLETES A SELF-EVALUATION USING A PRE-DETERMINED EVALUATION FORM WITH FIVE SPECIFIC QUESTIONS THESE FIVE QUESTIONS ARE ANSWERED IN WRITTEN ESSAY-STYLE FORMAT A SECOND SECTION IS A SCALE-STYLE FORMAT WITH QUESTIONNAIRE THAT RANKS PERFORMANCE WITHIN A 1-5 FORMAT THIS EVALUATION IS THEN PRESENTED TO THE BOARD CHAIR THE BOARD CHAIR REQUESTS THE GOVERNANCE COMMITTEE AND BOARD MEMBERS TO COMPLETE AN EVALUATION ON THE PRESIDENT USING THE SAME EVALUATION TOOLS THESE ARE THEN COMBINED AND THE BOARD CHAIR, THE PAST CHAIR, AND THE CEO MEET TO DISCUSS THE RESULTS A MUTUAL PLAN IS DEVELOPED FOR NEXT YEAR'S GOALS AND OBJECTIVES THE CHAIR AND PAST CHAIR DISCUSS THE RESULTS IN EXECUTIVE SESSION WITH THE GOVERNANCE COMMITTEE AND THEN THE FULL BOARD WHERE A BOARD VOTE IS MADE TO ACCEPT THE RECOMMENDATIONS THE CHAIR AND PAST CHAIR DECIDE ON SALARY INCREASES USING SALARY INFORMATION FROM A NUMBER OF SOURCES THE PRINCIPAL SOURCE IS THE UWW HUMAN CAPITAL STUDY EXECUTIVE SALARY REPORT WHICH PROVIDES SALARY COMPARISONS FOR UNITED WAYS OF COMPARABLE SIZE, COMPLEXITY AND LOCATION OTHER SOURCES USED INCLUDE A SUMMARY OF OTHER LOCAL NON-PROFIT ORGANIZATION'S SALARIES THROUGH COMPARISONS OF 990'S

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 15B	EACH STAFF PERSON COMPLETES A SELF-EVALUATION USING A PRE-DETERMINED EVALUATION FORM THE FORM IS REVIEWED BY THEIR SUPERVISOR AND THE SUPERVISOR'S COMMENTS ARE ADDED PERFORMANCE IS SCORED USING A WEIGHTED SYSTEM BASED UPON EACH EMPLOYEE'S JOB DESCRIPTION THE EVALUATION IS PRESENTED TO THE PRESIDENT FOR REVIEW AND APPROVAL THE COMPLETED EVALUATION IS DISCUSSED WITH THE EMPLOYEE AND A MUTUAL PLAN IS DEVELOPED FOR THE NEXT YEAR'S GOALS AND OBJECTIVES THE PRESIDENT MAKES THE RECOMMENDATION FOR SALARY ADJUSTMENTS AND THEY ARE APPROVED BY THE BOARD AS PART OF THE ANNUAL BUDGET APPROVAL PROCESS

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 19	THE ORGANIZATIONAL DOCUMENTS ARE A PUBLIC RECORD FILED WITH NYS ATTORNEY GENERAL'S OFFICE A FINANCIAL OVERVIEW, THE CONFLICT OF INTEREST FORM, THE AUDIT REPORT AND THE ANNUAL REPORT ARE ACCESSIBLE IN THE ACCOUNTABILITY SECTION OF ABOUT US ON OUR WEBSITE HTTP://www.uwdor.org/accountability