

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII. ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ANTHONY ODIERNO CHAIR	5.00 0	X		X				0	0	0
(2) GUY H MCMICHAEL III VICE CHAIR	5.00 0	X		X				0	0	0
(3) ROGER CAMPBELL SECRETARY	5.00 0	X		X				0	0	0
(4) JUSTIN CONSTANTINE DIRECTOR	5.00 0	X						0	0	0
(5) KEVIN DELANEY DIRECTOR (TERM ENDED 4/7/15)	5.00 0	X						0	0	0
(6) CHARLES BATTAGLIA DIRECTOR (TERM ENDED 9/30/15)	5.00 0	X						0	0	0
(7) ROBB VAN CLEAVE DIRECTOR (TERM ENDED 3/24/15)	5.00 0	X						0	0	0
(8) ROBERT NARDELLI DIRECTOR	5.00 0	X						0	0	0
(9) RICHARD M JONES DIRECTOR	5.00 0	X						0	0	0
(10) DAWN HALFAKER DIRECTOR (TERM ENDED 1/15/15)	5.00 0	X						0	0	0
(11) STEVEN NARDIZZI CHIEF EXECUTIVE OFFICER	60.00 0			X				430,766.	0	27,073.
(12) ALBION GIORDANO CHIEF OPERATING OFFICER	60.00 0			X				341,487.	0	34,075.
(13) RONALD W BURGESS CHIEF FINANCIAL OFFICER	60.00 0			X				299,677.	0	26,801.
(14) JEREMY CHWAT CHIEF PROGRAM OFFICER	60.00 0			X				298,748.	0	27,712.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) ADAM SILVA CHIEF DEVELOPMENT OFFICER	60.00 0			X				303,277.	0	8,464.
(16) JOHN T HAMRE III DIRECT RESPONSE EVP	50.00 0				X			197,653.	0	14,312.
(17) JONATHAN SULLIVAN ENGAGEMENT EVP	50.00 0				X			167,877.	0	30,150.
(18) CHARLIE ABELL POLICY AND GOVT AFFAIRS EVP	50.00 0					X		188,195.	0	5,613.
(19) LEN STACHITAS STRATEGIC GIVING EVP	50.00 0					X		182,550.	0	30,574.
(20) ADDIE POUDRIER HUMAN RESOURCES EVP	50.00 0					X		182,002.	0	23,224.
(21) AYLA TEZEL COMMUNICATIONS EVP	50.00 0					X		178,597.	0	23,106.
(22) AMBER ALLRED GENERAL COUNSEL EVP	50.00 0					X		177,353.	0	14,330.
1b Sub-total								1,370,678.	0	115,661.
c Total from continuation sheets to Part VII, Section A								1,577,504.	0	149,773.
d Total (add lines 1b and 1c)								2,948,182.	0	265,434.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 35

- 3 Did the organization list any **former** officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ATTACHMENT 3		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶ 82