

NDF NON-PROFIT APPLICATION CHECKLIST

Legal Name of Applicant Organization: Louisville Urban League		
Program Name: Louisville Urban League Program	Request Amount: \$5,000	Yes/No/NA
Request form: Is the NDF request form signed by all Council Member(s) appropriating funding?		Yes
Request form: Is the funding proposed less than or equal to the request amount?		YES
Request form: Have all known Council or Staff relationships to the Agency been adequately disclosed on the cover sheet?		Yes
Application Page 1: Has prior Metro funds committed/granted been disclosed?		YES
Application Page 1: Is the application properly signed and dated by authorized signatory?		YES
Application Page 3: Reimbursement funding – One or two boxes checked if any expenses are incurred before the grant award period. Is all required documentation included?		YES
Application Pages 3 – 5: Is the proposed public purpose of the program well-documented?		YES
Application 4: Is there adequate documentation of how the proceeds of the fundraiser will be spent?		YES
Application Budget Page 6: Does the application budget reflect only the revenue and expenses of the project/program (page 6) if the request is not an operating budget request? Is all detail schedules included for “Metro, Non Metro and Total” expense funds for client assistance, community events & festivals and other expenses? And does the Non-Metro Revenue equal the Non-Metro expenses?		YES
Faith Based Organizations: Is the signed Faith Based Form signed and included?		NO
Jefferson County Only: Will all funding be spent in Louisville/Jefferson County?		YES
Capital Project(s) request: Is the cost estimate(s) from proposed vendor(s) included?		N/A
Good Standing: Is the entity in good standing with: <ul style="list-style-type: none"> • Kentucky Secretary of State – include Secretary of State website information on organization • Louisville Metro Government – check OMB monthly report filed in Council Financial Reports • Internal Revenue Service – most recent Form 990 included 		YES
Separate Taxing Districts: If Metro funding is for a separate taxing district, is the funding appropriated for a program outside the legal responsibility of that taxing district?		N/A
Small Cities: Is the resolution included agreeing to partner with Louisville Metro on the capital project? (IRS Determination letter not required, Form 990 not required, but KY SOS acknowledgement is)		N/A
Operating Requests: Is recommended operating funding less than or equal to 33% of total operating budget?		N/A
IRS Exempt Proof: Is proof of Tax Exempt status of 501(c) 3, 4, 6, 19, 1120-H included?		YES
Operating Budget: Is the organization’s current fiscal year operating budget included?		YES
Ordinance Required: Is the amount committed by Council members greater than \$5,000 to any one project/program within an organization in this fiscal year.		NO
Board Members: Is the entity’s board member list (with term length/term limits) included?		YES
Staff: Is a list of the highest paid staff included with their expected annual personnel costs?		YES
Annual Audit: Is the most recent annual audit (if required by organization) included?		YES
Rent Requests: Is a copy of signed lease included?		N/A
Articles of Incorporation: Are the Articles of Incorporation of the organization included?		YES
IRS Form W-9: Is the IRS Form W-9 included?		YES
Evaluation Forms: Are the evaluation forms (if program participants are given evaluation forms) included?		N/A
Affirmative Action: Affirmative Action/Equal Employment Opportunity plan and/or policy statement included (if required by the organization)?		N/A
Prepared by:		Date:



LOUISVILLE METRO COUNCIL NEIGHBORHOOD DEVELOPMENT FUND APPLICATION

SECTION 1 – APPLICANT INFORMATION

Legal Name of Applicant Organization: **Louisville Urban League**
(as listed on: <http://www.sos.ky.gov/business/records>)

Main Office Street & Mailing Address: 1535 West Broadway, Louisville, KY 40203

Website: www.lul.org

Applicant Contact:	Artie Robertson	Title:	Senior VP/COO
Phone:	502-566-3413	Email:	arobertson@lul.org
Financial Contact:	Audrey Poppe	Title:	Accounting Manager
Phone:	502-566-3418	Email:	apoppe@lul.org

Organization's Representative who attended NDF Training: Martin Lindsey

GEOGRAPHICAL AREA(S) WHERE PROGRAM ACTIVITIES ARE (WILL BE) PROVIDED

Program Facility Location(s):	1535 West Broadway, Louisville, KY 40203		
Council District(s):	4	Zip Code(s):	40203

SECTION 2 – PROGRAM REQUEST & FINANCIAL INFORMATION

PROGRAM/PROJECT NAME: Louisville Urban League Programming

Total Request: (\$)	5,000.00	Total Metro Award (this program) in previous year: (\$)	5,000.00
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Purpose of Request (check all that apply):

- Operating Funds (generally cannot exceed 33% of agency's total operating budget)
- Programming/services/events for direct benefit to community or qualified individuals
- Capital Project of the organization (equipment, furnishing, building, etc)

The Following are Required Attachments:

<input checked="" type="checkbox"/> IRS Exempt Status Determination Letter	<input type="checkbox"/> Signed lease if rent costs are being requested
<input checked="" type="checkbox"/> Current Year Projected Budget	<input checked="" type="checkbox"/> IRS Form W9
<input checked="" type="checkbox"/> List of Board of Directors (include term & term limits)	<input type="checkbox"/> Evaluation forms if used in the proposed program
<input checked="" type="checkbox"/> Current financial statement	<input checked="" type="checkbox"/> Annual audit (if required by organization)
<input checked="" type="checkbox"/> Most recent IRS Form 990 or 1120-H	<input type="checkbox"/> Faith Based Organization Certification Form, if required
<input checked="" type="checkbox"/> Articles of Incorporation	<input checked="" type="checkbox"/> Staff including the 3 highest paid staff
<input type="checkbox"/> Cost estimates from proposed vendor if request is for capital expense	

For the current fiscal year ending June 30, list all funds appropriated and/or received from Louisville Metro Government for this or any other program or expense, including funds received through Metro Federal Grants, from any department or Metro Council Appropriation (Neighborhood Development Funds). Attach additional sheet if necessary.

Source:	External Agency	Amount: (\$)	11,700.00
Source:	CDBG	Amount: (\$)	76,400.00
Source:		Amount: (\$)	

Has the applicant contacted the BBB Charity Review for participation? Yes No
 Has the applicant met the BBB Charity Review Standards? Yes No

Applicant's Initials



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SECTION 3 – AGENCY DETAILS

Describe Agency's Vision, Mission and Services:

Celebrating 94 years of positive impact in Louisville, the Louisville Urban League (the League) is a 501 (c)3 community service organization dedicated to creating economically stable families and successful school-aged youth. We are committed to assisting targeted groups in taking advantage of the opportunities that exist in our community to gain and increase their self-sufficiency. We accomplish this by serving approximately than 12,000 individuals and families annually in the areas of Workforce Development, Housing and Financial Literacy, Neighborhood Revitalization and Youth Development & Education with a heavy emphasis on science , technology, engineering, and math (STEM).

Our programs and services help to improve living conditions and enhance the lives of people in our communities. The Louisville Urban League is a member agency of the Metro United Way and is a National Urban League affiliate. We are well-regarded by peer organizations as having a high level of effectiveness, competence, proven management, and a strong strategic direction. We are committed to measuring outcomes and examining the lasting impact of our efforts. The generous support we receive from our corporate and individual donors has allowed us to continue our important work and mission of offering solutions to common barriers to success.

In the realm of financial empowerment our new Financial Empowerment Center (FEC) introduced in March 2015 is a one-stop shop offering one-on-one financial coaching and supportive financial services to help families build or rebuild their financial lives and achieve financial stability. The FEC's integrative services approach include: Employment and Career Development, Income Supports as well as Financial Coaching and Education.

Another major initiative the league has helped introduce in the last year is Zones of Hope. The League has partnered with the Louisville Cities United Collaborative, a consortium of concerned organizations and community members responding to the social crises among the young African American male population. The goal is to develop an effective strategy for transforming the culture of violence into a culture of hope among black males. Louisville has five Zones of Hope: the Newburg, Russell, Parkland, Shawnee and California communities. A more resilient, empowered community has been developed through the Zones of Hope initiative which focuses on reducing violence, increasing educational and employment opportunities and improving the narrative surrounding young men and boys of color.

In the area of education attainment, the League is also a leader. We are a signature partner in 55,000 Degrees, a public-private partnership formed to achieve a goal of 55,000 new bachelor's and associates degrees by 2020 (40,000 bachelor's degrees and 15,000 associates degrees). As a result of the vision and initiative of the League's President/CEO, a sub goal of 15,000 degrees was established by a group of African American leaders called the 15K Degrees Initiative whose goal is that 15,000 of the 55,000 be attained by African Americans. The League is supporting both initiatives through its programing and advocacy. Educational attainment is a key asset for individuals in today's workforce and to meet the needs of employers by the year 2020.



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SECTION 4 – PROGRAM/PROJECT NARRATIVE

A: Describe the program/project start and end dates, a description of the program/project and applicable data with regards to specific client population the program will address (attach related flyers, planning minutes, designs, event permits, proposals for services/goods, etc.):

As mentioned earlier, in 94 years of positively impacting the city of Louisville, the Louisville Urban League annually serves approximately 12,000 families each year. The fundamental objective is to enable those who are striving toward the mainstream to achieve economic self-reliance and enjoy their rights as equal citizens under the law. We are committed to assisting African Americans, other minorities and the disadvantaged to take advantage of the opportunities that exist in our community's economic environment to gain and increase their sense of self-sufficiency. Major areas of focus include career services and workforce development, home ownership, financial literacy and mortgage default counseling and youth development and education with heavy emphasis on science, technology, engineering and math (STEM).

The goals that guide implementation of LUL services are: economically stable families, successful school-aged youth, and education attainment.

Over the past year our efforts to promote education, grow jobs and enhance neighborhoods have empowered:

- 887 school-aged youth to receive academic assistance, cultural enrichment and leadership training; 100% of our youth advanced to their next grade level.
- Over 3,000 received job search assistance with 184 clients receiving full or part-time employment.
- 42 families completed training and purchased homes with a total mortgage investment of \$3.6 million.
- Assisted 165 families in the foreclosure process to save their homes through our default mortgage counseling with a value of homes saved totalling \$15.7 million.
- More than 4000 individuals received free electronic tax preparation refunding \$5.6 million.

B: Describe specifically how the funding will be spent including identification of funding to sub grantee(s):

The requested funding will be used for sponsorship of three major program fund-raising and awareness events of the Louisville Urban League: Opportunity Open (August 24, 2015) one Team of 4, Annual Report Luncheon (December 4, 2015) one Table of 10, Diversity Gala (TBD) 10 guests. Proceeds from these events support the programs and services offered by the Louisville Urban League to the nearly 12,000 clients served annually.



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C: If this request is a fundraiser, please detail how the proceeds will be spent:

Proceeds from these fund-raising events support the helping programs and services offered by the Louisville Urban League to the nearly 12,000 clients served each year. Program areas include career and workforce development, housing and financial literacy counseling, youth development and education attainment.

D: For Expenditure Reimbursement Only – The grant award period begins with the Metro Council approval date and ends on June 30 of Metro fiscal year in which the grant is approved. If any part of this funding request is for funds to be spent before the grant award period, identify the applicable circumstances:

Effective October 24, 2013, reimbursements should not be made unless an emergency can be demonstrated by the primary council sponsor. The funding request is a reimbursement of the following expenditures (attach invoices or proof of payment):

- ✓ Attach a copy of invoices and/or receipts to provide proof of purchase of activities associated with the work plan identified in this application.
- ✓ Attach a copy of cancelled checks to provide proof of payment of the invoices or receipts associated with the work plan identified in this application.

The funding request is a reimbursement of the following expenditures that will probably be incurred after the application date, but prior to the execution of the grant agreement:

- ✓ If selecting this option, the invoice, receipt and payment documentation should not be available as of the date of this application.

The Grantee will be required to submit financial reporting in accordance with the reporting schedule provided in the grant agreement.

Catering costs for events. Includes food and non-alcoholic beverages.



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E: Describe the program's benefits to those being served (measurable outcomes). Include the program's process for collecting data and the indicators that will be tracked to measure the benefits to those being served:

Support from Louisville Metro helps to enhance efforts to empower the community by promoting education, employment and improving neighborhoods. Impact is measured in the following ways:

School aged youth receive academic assistance, cultural enrichment and leadership training. Attendance data is collected at programs and exposure tours along with students successful matriculation to the next grade after each school year.

The LUL Center for Workforce Development (CWD) tracks the number of adults served by the registration of clients in the career center and computer lab. After completing our workforce training programs the CWD receives feedback from employers on unemployed and underemployed individuals who are successfully employed whether part time or full time .

The Center for Housing & Financial Empowerment (CFE) tracks the number of families that complete training and those that purchased homes along with the total mortgage investment involved in their home purchases. CFE also tracks families in foreclosure and number of homes saved.

LUL partners with the Volunteer Income Tax Assistance (VITA) agency by providing our computer labs during tax season. The total number of client filers and total value of their collective refunds are tracked.

F: Briefly describe any existing collaborative relationships the organization has with other community organizations. Describe what those partners are bringing to the relationship in general and to this program/project specifically.

There is no other agency in Metro Louisville that offers the services and programs under an umbrella like the Louisville Urban League's. The League maintains a healthy and positive collaborative spirit by partnering with organizations with shared goals.

Some of those organizations include:

- Rebound ,Inc. (housing development arm of LUL).
- Urban Youth Golf/First Tee programs (leadership and collaboration).
- Louisville Metro Office of Youth Development (program collaboration).
- Jefferson County Public Schools (program collaboration).
- Kentuckiana Works (program collaboration).
- Kentucky Housing Corporation (program collaboration).
- Greater Louisville Construction and Building Trades Council (program collaboration).

Louisville Urban League leadership and staff members are actively involved in the community by volunteering their expertise in the areas of workforce development, housing, home ownership, financial fitness, youth development and education.



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SECTION 5 – PROGRAM/PROJECT BUDGET SUMMARY

THE PROGRAM/PROJECT BUDGET SHOULD REALISTICALLY ESTIMATE WHAT AMOUNT IS NEEDED FROM METRO GOVERNMENT AND WHAT IS EXPECTED FROM OTHER SOURCES.

Program/Project Expenses	Column 1	Column 2	Column (1+2)=3
	Proposed Metro Funds	Non-Metro Funds	Total Funds
A: Personnel Costs Including Benefits			
B: Rent/Utilities			
C: Office Supplies			
D: Telephone			
E: In-town Travel			
F: Client Assistance (Attach Detailed List)			
G: Professional Service Contracts			
H: Program Materials			
I: Community Events & Festivals (Attach Detail List)			
J: Small Equipment			
K: Capital Equipment			
L: Other Expenses (Attach Detail List)	5,000	188,750	193,750
*TOTAL PROGRAM/PROJECT FUNDS	5,000	188,750	193,750
% of Program Budget	2.6 %	97.4 %	100%

List funding sources for total program/project costs in Column 2, Non-Metro Funds:

Other State, Federal or Local Government	
United Way	
Private Contributions (do not include individual donor names)	188,750
Fees Collected from Program Participants	
Other (please specify)	
Total Revenue for Column 2 Expenses **	188,750

*Total of Column 1 MUST match "Total Request on Page 1, Section 2"

**Must equal or exceed total in column 2.



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Detail of In-Kind Contributions for this PROGRAM only: Includes Volunteers, Space, Utilities, etc. (Include anything not bought with cash revenues of the agency).

Donor*/Type of Contribution	Value of Contribution	Method of Valuation
N/A	N/A	N/A
<i>Total Value of In-Kind</i> <i>(to match Program Budget Line Item.</i> Volunteer Contribution & Other In Kind)		

* DONOR INFORMATION REFERS TO WHO MADE THE IN KIND CONTRIBUTION. VOLUNTEERS NEED NOT BE LISTED INDIVIDUALLY, BUT GROUPED TOGETHER ON ONE LINE AS A TOTAL NOTING HOW MANY HOURS PER PERSON PER WEEK

Agency Fiscal Year Start Date: July 1

Does your Agency anticipate a significant increase or decrease in your budget from the current fiscal year to the budget projected for next fiscal year? NO YES

If YES, please explain:



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SECTION 6 – CERTIFICATIONS & ASSURANCES

By signing Section 7 of the Grant Application, the authorized official signing for the applicant organization certifies and assures to the best of his or her knowledge and/or belief the following Assurances and Certifications. If there is any reason why one or more of the assurances or certifications listed cannot be certified or assured, please explain in writing and attach to this application.

Standard Assurances

1. Applicant understands this application and its attachments as well as any resulting grant agreement, reports and proof of expenditure is subject to Kentucky's open records law.
2. Applicant will establish safeguards to prohibit employees or any person that receives compensation from awarded funds from using their position for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
3. Applicant and any sub grantee will give Louisville Metro Government access to and the right to examine all paper or electronic records related to the awarded grant for up to five years of the grant agreement date.
4. Applicant assures compliance with the grant requirements and will monitor the performance of any third party (sub-grantee).
5. The Agency is in good standing with the Kentucky Secretary of State, Louisville Metro Government, the Jefferson County Revenue Commission, the Internal Revenue Service, and the Louisville Metro Human Relations Commission.
6. Applicant understands failure to provide the services, programs, or projects included in the agreement will result in funds being withheld or requested to be returned if previously disbursed.
7. Applicant understands they must return to Louisville Metro any unexpended funds by July 31 following the Metro Louisville's fiscal year end
8. Applicant understands they must provide proof of all expenditures (canceled checks, receipts, paid invoices). The Applicant understands the failure to provide proof of expenditures as required in the grant agreement could result in funding being withheld or request to be returned if previously disbursed.
9. Applicant understands if this application is approved, the grant agreement will identify an award period that begins with the Metro Council approval date, and will end with June 30 of the fiscal year in which the grant is approved. Expenditures associated with this award expected to occur prior to the award period (approval date) must be disclosed in this application in order to be considered compliant with the grant agreement.
10. Applicant understands if we choose to incur expenditures prior to the approval of the application by the Metro Council, there is no guarantee that funding will be reimbursed, as the Council may choose not to award the application.
11. Applicant understands if the grant agreement is not returned to Louisville Metro within 90 days of its mailing to the applicant, the approval is automatically revoked.

Standard Certifications

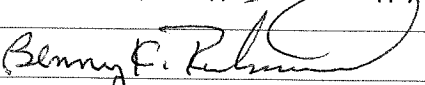
1. The Agency certifies it will not use Louisville Metro Government funds for any religious, political or fraternal Activities.
2. The Agency has a written Affirmative Action/Equal Opportunity Policy.
3. The Agency does not discriminate in employment or in provision of any service/program/activity/event based on age, color, disabled status, national origin, race, religion, sex, gender identity or sexual orientation, or Vietnam era veteran status.
4. The Agency certifies it will not require clients, recipients, or beneficiaries to participate in religious, political, fraternal or like activities in order to receive services/benefits provided with Louisville Metro Government funds.
5. The Agency understands the Americans with Disabilities Act (ADA) and makes reasonable accommodations.

Relationship Disclosure: List below any relationship you or any member of your Board of Directors or employees has with any Councilperson, Councilperson's family, Councilperson's staff or any Louisville Metro Government employee.

N/A

SECTION 7 – CERTIFICATIONS & ASSURANCES

I certify under the penalty of law the information in this application (including, without limitation, "Certifications and Assurances") is accurate to the best of my knowledge. I am aware my organization will not be eligible for funding if investigation at any time shows falsification. If falsification is shown after funding has been approved, any allocations already received and expended are subject to be repaid. I further certify that I am legally authorized to sign this application for the applying organization and have initialed each page of the application.

Signature of Legal Signatory:		Date:	8-3-2015
Legal Signatory: (please print):	Benjamin K. Richmond	Title:	President/CEO
Phone:	502-566-3410	Extension:	
Email:	brichmond@lul.org		



Request for Taxpayer Identification Number and Certification

**Give form to the
 requester. Do not
 send to the IRS.**

Print or type
 See Specific instructions on page 2.

Name (as shown on your income tax return) Louisville Urban League, Inc.	
Business name, if different from above	
Check appropriate box: <input type="checkbox"/> Individual/Sole proprietor <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Limited liability company. Enter the tax classification (D=disregarded entity, C=corporation, P=partnership) ▶ <input type="checkbox"/> Exempt payee <input type="checkbox"/> Other (see instructions) ▶	
Address (number, street, and apt. or suite no.) 1535 West Broadway	Requester's name and address (optional)
City, state, and ZIP code Louisville, KY 40203	
List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Social security number
or
Employer identification number

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here

Signature of
 U.S. person ▶

Date ▶

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States is in the following cases:

- The U.S. owner of a disregarded entity and not the entity,

Generally, individuals (including sole proprietors) are not exempt from backup withholding. Corporations are exempt from backup withholding for certain payments, such as interest and dividends.

Note. If you are exempt from backup withholding, you should still complete this form to avoid possible erroneous backup withholding.

The following payees are exempt from backup withholding:

1. An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2),
 2. The United States or any of its agencies or instrumentalities,
 3. A state, the District of Columbia, a possession of the United States, or any of their political subdivisions or instrumentalities,
 4. A foreign government or any of its political subdivisions, agencies, or instrumentalities, or
 5. An international organization or any of its agencies or instrumentalities.
- Other payees that may be exempt from backup withholding include:
6. A corporation,
 7. A foreign central bank of issue,
 8. A dealer in securities or commodities required to register in the United States, the District of Columbia, or a possession of the United States,
 9. A futures commission merchant registered with the Commodity Futures Trading Commission,
 10. A real estate investment trust,
 11. An entity registered at all times during the tax year under the Investment Company Act of 1940,
 12. A common trust fund operated by a bank under section 584(a),
 13. A financial institution,
 14. A middleman known in the investment community as a nominee or custodian, or
 15. A trust exempt from tax under section 664 or described in section 4947.

The chart below shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 15.

IF the payment is for . . .	THEN the payment is exempt for . . .
Interest and dividend payments	All exempt payees except for 9
Broker transactions	Exempt payees 1 through 13. Also, a person registered under the Investment Advisers Act of 1940 who regularly acts as a broker
Barter exchange transactions and patronage dividends	Exempt payees 1 through 5
Payments over \$600 required to be reported and direct sales over \$5,000 ¹	Generally, exempt payees 1 through 7 ²

¹See Form 1099-MISC, Miscellaneous Income, and its instructions.

²However, the following payments made to a corporation (including gross proceeds paid to an attorney under section 6045(f), even if the attorney is a corporation) and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, and payments for services paid by a federal executive agency.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have and are not eligible to get an SSN, your TIN is your IRS individual taxpayer identification number (ITIN). Enter it in the social security number box. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN. However, the IRS prefers that you use your SSN.

If you are a single-member LLC that is disregarded as an entity separate from its owner (see *Limited liability company (LLC)* on page 2), enter the owner's SSN (or EIN, if the owner has one). Do not enter the disregarded entity's EIN. If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note. See the chart on page 4 for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local Social Security Administration office or get this form online at www.ssa.gov. You may also get this form by calling 1-800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/businesses and clicking on Employer Identification Number (EIN) under Starting a Business. You can get Forms W-7 and SS-4 from the IRS by visiting www.irs.gov or by calling 1-800-TAX-FORM (1-800-829-3676).

If you are asked to complete Form W-9 but do not have a TIN, write "Applied For" in the space for the TIN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, generally you will have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note. Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon.

Caution: A disregarded domestic entity that has a foreign owner must use the appropriate Form W-8.

Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if items 1, 4, and 5 below indicate otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). Exempt payees, see *Exempt Payee* on page 2.

Signature requirements. Complete the certification as indicated in 1 through 5 below.

1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983. You must give your correct TIN, but you do not have to sign the certification.

2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.

**LOUISVILLE URBAN LEAGUE
2015 - 2016 BOARD OF DIRECTORS**

(1) - 1 st Term (2) - 2 nd Term + Year Term Ends	NAME Executive Committee Title *Filling an Un-Expired Term	BUSINESS ADDRESS
(1) 2016	Axson, Mozell, H.	President Axson Insurance & Financial Services 5143 South Lakeland Drive, Suite 4 Lakeland, FL 33813 Cell 863-899-7036 FAX: 863-940-4760 maxson@financialguide.com
(1) 2017	Bellissimo, Mike Assistant: Dena McCurdy 812-989-5051 dmccurdy@humana.com	Enterprise Vice President, Commercial Service Operations Humana, Inc. 101 East Main Street Louisville, KY 40202 476-6020 mbellissimo@humana.com
(1) 2016	Comstock, Joella	Mid-South WiES Deep Drive Specialist Kroger 12501 Shelbyville Rd. Louisville, KY 40243 244-7957 Joella.comstock@kroger.com
(1) 2016	Cowger, Cecy ** Vice Chair, Development	Retired ████████████████████ Crestwood, KY 40014 ██████████ ████████████████████
(2) 2015	Croft, Dawn **Vice-Chair Administration	Corporate Attorney YUM! Brands, Inc. 1441 Gardiner Lane Louisville, KY 40213 874-2856 FAX: 874-8323 Dawn.franklincroft@yum.com
(1) 2015	Daniels, Conrad **Member-At-Large	Vice President Operations and Technology Houston-Johnson, Inc 13202 Complete Court Louisville, KY 40203 638-8030 cdaniels@houston-johnson.com
(1) 2015	Decker, Sharon	Senior Vice President Director of Mortgage Lending Fifth Third Bank 401 South 4 th Street Louisville, KY 40202 562-5550 FAX: 301-8572 sharon.decker@53.com

**LOUISVILLE URBAN LEAGUE
2015 - 2016 BOARD OF DIRECTORS**

(1) - 1 st Term (2) - 2 nd Term + Year Term Ends	NAME Executive Committee Title *Filling an Un-Expired Term	BUSINESS ADDRESS
(1) 2015	Koczot, Walter	The Glenview Trust Company Principal 4969 U. S. Highway 42, Suite 2000 Louisville, KY 40222 379-6035 FAX: 212-7800 Walt.koczot@glenviewtrust.com
(1) 2017	Lee, Lorri Assistant: Lori Wilson 812-969-6395 lwilson@caesars.com	Director of Security Horseshoe Southern Indiana Casino and Hotel 11999 Casino Center Drive SE Elizabeth, IN 47112 812-969-6307 FAX: 812-969-6095 llee2@harrahs.com
(1) 2017	Meyer, Tracey Lynn	Vice President of Enterprise Applications Trover Solutions 9390 Bunsen Parkway Louisville, KY 40220 214-5014 FAX: tmeyer@troversolutions.com
(1) 2017	McCray, TerryL Assistant: Wanda Moore 774-3373	Agent/Owner State Farm Insurance Agency 1827 West Broadway Louisville, KY 40203 774-3373 FAX: 772-3797 terryl@terrylmccray.com
(2) 2016	Miller, Eric	Senior Director of Human Resources Churchill Downs Racetrack 700 Central Ave. Louisville, KY 40204 638- 3840 FAX: 636 4845 eric.miller@kyderby.com
(1) 2016	Nepaul, Mike **Vice Chair Programs Assistant: Donna Jennings 247-2000 donna Jennings@ups.com	Vice President Louisville Air and Freight Operations UPS 911 Grade Lane Louisville, KY 40213 247-2024 FAX: 247-2028 air1man@ups.com

**LOUISVILLE URBAN LEAGUE
2015 - 2016 BOARD OF DIRECTORS**

(1) - 1 st Term (2) - 2 nd Term + Year Term Ends	NAME Executive Committee Title *Filling an Un-Expired Term	BUSINESS ADDRESS
(1) 2016	Ruiz, Ben	CEO & Creative Director Adhawks Advertising & Public Relations, Inc. 507 North Watterson Trail Louisville, KY 40299 589-3224 ben@adhawks.com
(1) 2016	Shook, Melanie Assistant: Nikki Curl 653-3898 FAX: 429-9414 Nikki.curl@neustar.biz	Vice President of Customer Experience Neustar, Inc. 1650 Lyndon Farm Court Louisville, KY 40241 653-3881 FAX: 653-3881 Melanie.shook@neustar.biz
Ex-Officio	Smith-Carson, Sheila	Louisville Urban League Guild President [REDACTED] Louisville, KY 40220 [REDACTED] [REDACTED]
(2) 2015	Snow, Elliot	Quality Leader, Appliance Manufacturing General Electric, Home & Business Solutions 4000 Buechel Bank Road, AP3-215 Louisville, KY 40225 452-4317 FAX: 452-0221 elliot.snow@ge.com
(2) 2016	Veer, Purna	President V-Soft Consulting Group, Inc. 2115 Stanley Gault Parkway, Suite 200 Louisville, KY 40223 412-5868 FAX: 412-5869 purna@vsoftconsulting.com

**Louisville Urban League
Fundraising Events
FY 2015-2016**

	Opportunity Open Golf Classic	Annual Report Luncheon	Diversity Gala	Total All Events	Louisville Metro Funds	Non- Metro Funds
Revenues						
Sponsorships	20,000	7,500	40,000	67,500	5,000	62,500
Ticket Sales	40,000	26,250	60,000	126,250		126,250
Total Revenues	\$ 60,000	\$ 33,750	\$ 100,000	\$ 193,750	\$ 5,000	\$ 188,750
Expenses						
Venue Charges	7,200	2,000	3,000	12,200		12,200
Food Costs	7,754	12,688	12,000	32,442	5,000	27,442
Beverage Costs	924	-	3,000	3,924		3,924
Promotion	1,500	2,500	1,500	5,500		5,500
Entertainment Costs	-	-	10,000	10,000		10,000
Awards and Giveaways	9,370	350	500	10,220		10,220
Equipment Rental	125	850	4,000	4,975		4,975
Printing & Postage	250	2,000	1,500	3,750		3,750
Misc.	250	150		400		400
Total Event Expenses	27,372	20,538	35,500	83,410	5,000	78,410
Proceeds for Program Services	\$ 32,628	\$ 13,212	\$ 64,500	\$ 110,340	\$ -	\$ 110,340
TOTAL EXPENSE	\$ 60,000	\$ 33,750	\$ 100,000	\$ 193,750	\$ 5,000	\$ 188,750

Net Proceeds support the programs and services of the Louisville Urban League.

THE LOUISVILLE URBAN LEAGUE, INC.

**FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION**

Years Ended June 30, 2014 and 2013



Independent Auditors' Report

To the Board of Directors
The Louisville Urban League, Inc.
Louisville, Kentucky

We have audited the accompanying financial statements of The Louisville Urban League, Inc. (a not-for-profit organization), which comprise the statements of financial position as of June 30, 2014 and 2013, and the related statements of activities, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Louisville Urban League, Inc. as of June 30, 2014 and 2013, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

THE LOUISVILLE URBAN LEAGUE, INC.

STATEMENTS OF FINANCIAL POSITION

June 30, 2014 and 2013

Assets	<u>2014</u>	<u>2013</u>
Cash and cash equivalents (Notes 1 and 10)	\$ 903,456	\$ 754,386
Certificates of deposit (Note 1)	37,000	37,000
Accounts and grants receivable, net of allowance for uncollectible accounts of \$0 for 2014 and \$2,800 for 2013 (Notes 1 and 8)	730,133	845,943
Investments (Notes 1, 2 and 10)	38,805	29,496
Property and equipment, net (Notes 1 and 4)	846,605	950,444
Prepaid expenses	8,058	7,208
Deferred compensation plan (Note 3)	<u>136,340</u>	<u>101,499</u>
Total assets	<u>\$ 2,700,397</u>	<u>\$ 2,725,976</u>
 Liabilities and Net Assets		
Accounts payable and accrued expenses	\$ 172,705	\$ 175,085
Deferred compensation plan (Note 3)	136,340	101,499
Defined benefit plan payable (Note 7)	226,868	363,935
Mortgage payable (Note 5)	<u> </u>	<u>25,104</u>
Total liabilities	<u>535,913</u>	<u>665,623</u>
 Net Assets		
Unrestricted	1,545,731	1,443,856
Temporarily restricted (Note 9)	<u>618,753</u>	<u>616,497</u>
Total net assets	<u>2,164,484</u>	<u>2,060,353</u>
Total liabilities and net assets	<u>\$ 2,700,397</u>	<u>\$ 2,725,976</u>

See Notes to Financial Statements.

2013

Unrestricted	Temporarily Restricted	Total
\$ 590,219	\$ 59,350	\$ 649,569
82,500	1,745,806	1,828,306
1,250	324,712	325,962
370		370
936		936
70,440	281,605	352,045
2,240,468	(2,240,468)	
400	(400)	
2,986,583	170,605	3,157,188
1,480,469		1,480,469
576,721		576,721
565,208		565,208
112,842		112,842
2,735,240		2,735,240
182,360		182,360
109,783		109,783
3,027,383		3,027,383
(40,800)	170,605	129,805
58,639		58,639
17,839	170,605	188,444
1,426,017	445,892	1,871,909
\$ 1,443,856	\$ 616,497	\$ 2,060,353

	<u>2014</u>	<u>2013</u>
Reconciliation of Net Increase in Total Net Assets to Net Cash Provided by (Used in) Operating Activities		
Net increase in total net assets	\$ <u>104,131</u>	\$ <u>188,444</u>
Adjustments to reconcile net increase in total net assets to net cash provided by (used in) operating activities:		
Depreciation	130,572	137,033
Unrealized gain on investments	(39)	(936)
Allowance for doubtful accounts	(2,766)	(125)
Donations of stock	(9,270)	
Loss on disposal of property and equipment		103
Change in assets and liabilities:		
(Increase) decrease in:		
Accounts and grants receivable	118,576	(262,891)
Prepaid expenses	(850)	(3,224)
Increase (decrease) in:		
Accounts payable and accrued expenses	(2,380)	(25,432)
Defined benefit plan payable	<u>(137,067)</u>	<u>(39,080)</u>
Total adjustments	<u>96,776</u>	<u>(194,552)</u>
Net cash provided by (used in) operating activities	\$ <u>200,907</u>	\$ <u>(6,108)</u>

NOTES TO FINANCIAL STATEMENTS

Investments:

Investments are valued at fair market value as determined based on quoted prices in active markets (see Note 2). The carrying amount of cash and cash equivalents reported in the statement of financial position approximates fair value because of the short maturity of those instruments. Donated investments are recorded at their fair market value as of the date received.

Receivables:

The valuation of accounts, pledges and grants receivable is based upon a detail analysis of past due accounts and the history of uncollectible accounts. Estimated uncollectible accounts increase the allowance for doubtful accounts and when the account is written off, the allowance for doubtful accounts is decreased.

Property, equipment and depreciation:

The League has a policy to capitalize property and equipment with a cost of \$1,000 or greater with a useful life greater than one year. Property and equipment are stated at cost. Cost is determined by purchase price or, for contributed property, fair market value at the date contributed to the League. Depreciation is provided on the straight-line method over the estimated useful lives of the property as follows:

Building	30 years
Furniture and equipment	5 to 10 years

Contributions:

Contributions are considered to be available for unrestricted use unless specifically restricted by the donor.

The League records donated services that require specific expertise and would normally have been purchased, and donated services that create or enhance non-financial assets, at fair market value. Those donated services that do not meet these specific criteria are not reflected in the financial statements. No amounts have been reflected in the financial statements for personal volunteer services inasmuch as no objective basis is available to measure the value of such services.

NOTES TO FINANCIAL STATEMENTS

Subsequent events:

Subsequent events have been evaluated through September 8, 2014, which is the date the financial statements were available to be issued.

Note 2. Investments and Fair Value Measurements

Accounting principles generally accepted in the United States of America establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy are described as follows:

- Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the League has the ability to access.
- Level 2 – Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active or inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of observable inputs and minimize the use of unobservable inputs.

All assets have been valued using a market approach. Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2014 and 2013.

Common stock in Louisville Development Bancorp, Inc. – The stock is valued based upon the book value of the company, which is an estimate of fair value.

NOTES TO FINANCIAL STATEMENTS

Note 3. Investment-Deferred Compensation

The League has a deferred compensation agreement with its President. In accordance with the Plan agreement, the League contributes 3% of the President's base salary per year beginning in 2004. Benefit payments from the Plan to the President will be made in accordance with Plan provisions.

Fair market value of the trust investments at Mutual of America as of June 30, 2014 and 2013 is summarized below:

	<u>2014</u>	<u>2013</u>
Level 1 inputs:		
Cash equivalents	\$ 18,944	\$ 15,745
Equity mutual funds:		
Growth funds	57,462	41,934
Growth and value funds	<u>59,934</u>	<u>43,820</u>
	<u>\$136,340</u>	<u>\$101,499</u>

Note 4. Property and Equipment

Property and equipment of the League consist of furniture, equipment, and a building located at 1535 West Broadway in Louisville, Kentucky. The building was first occupied on December 4, 1990. The capitalized building and equipment costs and related accumulated depreciation as of June 30, 2014 and 2013 are shown below:

	June 30, 2014		
	Cost	Accumulated Depreciation	Net Book Value
Building	\$1,687,295	\$1,133,352	\$553,943
Land	179,771		179,771
Equipment and furniture	<u>549,822</u>	<u>436,931</u>	<u>112,891</u>
	<u>\$2,416,888</u>	<u>\$1,570,283</u>	<u>\$846,605</u>
	June 30, 2013		
	Cost	Accumulated Depreciation	Net Book Value
Building	\$1,687,295	\$1,064,378	\$622,917
Land	179,771		179,771
Equipment and furniture	<u>540,838</u>	<u>393,082</u>	<u>147,756</u>
	<u>\$2,407,904</u>	<u>\$1,457,460</u>	<u>\$950,444</u>

NOTES TO FINANCIAL STATEMENTS

	<u>2014</u>	<u>2013</u>
Change in Plan Assets:		
Fair value of plan assets at beginning of year	\$1,215,270	\$1,108,853
Actual return on plan assets	207,861	141,499
Employer contributions		12,000
Benefits and expense charges paid	<u>(33,665)</u>	<u>(47,082)</u>
Fair value of plan assets at end of year	<u>\$1,389,466</u>	<u>\$1,215,270</u>
Funded status at end of year	<u>\$ (226,868)</u>	<u>\$ (363,935)</u>
Accrued pension costs recognized in the statement of financial position	<u>\$ 226,868</u>	<u>\$ 363,935</u>
Accumulated benefit obligation	<u>\$1,616,334</u>	<u>\$1,579,205</u>
Amounts Recognized in Change in Unrestricted Net Assets Separate from Expenses but Not Yet Included in Net Periodic Benefit Cost:		
Net (gain) loss	\$ (50,729)	\$ 75,032
Transition obligation	<u>131,600</u>	<u>165,344</u>
Amounts recognized in change in net assets	<u>\$ 80,871</u>	<u>\$ 240,376</u>
Components of Net Periodic Benefit Cost and Other Amounts Recognized in Statement of Activities		
Net Periodic Benefit Cost:		
Service cost	\$ 6,415	\$ 16,214
Interest cost	55,060	46,501
Actual return on plan assets	(207,861)	(141,499)
Amortization of transition asset	33,744	33,744
Amortization of net (loss) gain	<u>135,080</u>	<u>76,599</u>
Net periodic benefit cost	<u>\$ 22,438</u>	<u>\$ 31,559</u>

NOTES TO FINANCIAL STATEMENTS

All plan assets are Level 1 investments and are based on quoted market prices in active markets for identical assets.

The expected long-term rate of return on plan assets assumption of 7.25% was selected using the building block approach described by the Actuarial Standards Board in Actuarial Standards of Practice No. 27-Selection of Economic Assumptions for Measuring Pension Obligations. Based on the League's investment allocation for the pension plan in effect as of the beginning of the fiscal year, a best estimate range was determined for both the real rate of return (net of inflation) and for inflation based on historical 30 year period rolling averages. An average inflation rate within the range equal to 3.25% was selected and added to the real rate of return range to arrive at a best estimate range of 6.64%-9.05%. A rate of 7.25% which is near the low-end of the best estimate range was selected.

No plan assets are expected to be returned to the League during fiscal year 2015.

Cash flows:

The League expects to contribute approximately \$50,000 to the plan during the year ended June 30, 2015.

The benefits expected to be paid in each of the next five years and the aggregate amount of benefits expected to be paid in the subsequent five years reflect lump sum distributions based upon normal retirement age and are as follows:

2015	\$463,000
2016	214,000
2016	15,000
2018	20,000
2019	8,000
Years 2020 - 2024	399,000

Note 8. Concentration of Revenues and Receivables

For the years ended June 30, 2014 and 2013, the League was awarded grants of \$324,712 and \$325,962, respectively, from Metro United Way of Kentucky, and grants of \$1,027,031 and \$733,793, respectively, from the National Urban League which are included in grants and public support. These grants collectively represent 42% and 34% of total revenues, and 50% and 47% of accounts and grants receivable for the years ended June 30, 2014 and 2014, respectively.

THE LOUISVILLE URBAN LEAGUE, INC.

SCHEDULES OF EXPENSES
 Years Ended June 30, 2014 and 2013
 (Unaudited)

	<u>2014</u>	<u>2013</u>
Salaries and wages	\$ 2,045,244	\$ 1,704,544
FICA Tax (employer match)	146,175	124,936
Unemployment tax	8,148	8,016
Workers compensation insurance	32,352	36,530
Health insurance	78,415	92,463
Group life/AD and D insurance	5,063	6,274
Disability insurance	16,461	17,596
Defined benefit plan expense	28,698	36,716
Defined contribution	47,558	52,585
401(k) match	19,645	20,293
Deferred compensation expenses	13,624	13,624
Space rental/allocation	690	395
Electric and gas usage	26,233	25,093
Water and sewer	4,333	4,157
Property and casualty insurance	28,243	26,859
Building maintenance and repair	10,290	16,795
Janitorial services	26,600	24,251
Landscaping/lawn maintenance	9,490	7,012
Pest control	1,205	1,256
Dumpster rental	1,273	1,533
Security services	43,285	43,692
Interest expense	376	2,623
Telephone expenses	12,997	16,668
Building depreciation	68,974	66,208
Equipment depreciation	61,598	70,825
Supplies and consumables	17,147	18,975
Postage	9,903	6,996
Reference materials	11,421	12,786
Dues and subscriptions	12,902	11,578
Organizational dues	18,210	18,065
Copier expenses	15,933	18,055
Contractual services	165,802	202,008

LOUISVILLE URBAN LEAGUE

**SCHEDULES OF SUPPORT, REVENUE AND EXPENSES
BY PROGRAM SERVICES**

Year Ended June 30, 2014

(Unaudited)

	Employment Placement	Construction One Stop	Mature Workers	I CAN BE	2014 Total Center for Workforce Development	2013 Total Center for Workforce Development
Public Support and Revenue	<u>\$ 308,199</u>	<u>\$ 55,169</u>	<u>\$1,055,018</u>	<u>\$</u>	<u>\$ 1,418,386</u>	<u>\$ 1,383,820</u>
Expenses						
Salaries/personnel costs	89,246	20,754	936,443	63,078	1,109,521	838,735
Payroll taxes	5,902	1,501	70,784	4,850	83,037	65,175
Employee insurance	14,481	4,143	33,985	9,181	61,790	49,783
Retirement	5,384	1,379	9,510	4,075	20,348	25,595
Participant support	35	135	773	6,449	7,392	14,820
Contractual services	3,342	26,948	22,261	9,425	61,976	86,818
Subscription/reference materials	527		1,800	152	2,479	283
Office supplies	1,907	145	1,095	883	4,030	5,625
Copier supplies and maintenance	4,028	153	3,141	3,558	10,880	13,272
Telephone service	572	187	1,003	441	2,203	3,222
Printing	1,840			2,291	4,131	1,940
Postage	2,118	166	2,527		4,811	2,943
Travel	80	32	1,359	564	2,035	1,297
Office rent	40,059	15,751	43,600	15,829	115,239	117,034
Interest						33
Miscellaneous			220	122	342	420
Marketing	5,262		2,580	8,100	15,942	4,224
Organizational dues	75		75		150	375
Conferences	960		35		995	560
Workshops and events	11,167		25	643	11,835	29,268
Support service allocation	<u>24,715</u>	<u>8,353</u>	<u>30,819</u>	<u>14,879</u>	<u>78,766</u>	<u>179,408</u>
Total expenses	<u>211,700</u>	<u>79,647</u>	<u>1,162,035</u>	<u>144,520</u>	<u>1,597,902</u>	<u>1,440,830</u>
Increase (decrease) in total net assets	96,499	(24,478)	(107,017)	(144,520)	(179,516)	(57,010)
Net assets, beginning of year	<u>551,893</u>	<u>(508,039)</u>	<u>(111,666)</u>	<u>63,108</u>	<u>(4,704)</u>	<u>52,306</u>
Net assets, end of year	<u>\$ 648,392</u>	<u>\$ (532,517)</u>	<u>\$ (218,683)</u>	<u>\$ (81,412)</u>	<u>\$ (184,220)</u>	<u>\$ (4,704)</u>

LOUISVILLE URBAN LEAGUE

**SCHEDULES OF SUPPORT, REVENUE AND EXPENSES
BY PROGRAM SERVICES**

Year Ended June 30, 2014

(Unaudited)

	Project <u>Ready</u>	Youth Golf <u>Program</u>	Street <u>Academy</u>	Parent Leadership <u>Academy</u>	2014 Total <u>Youth</u>	2013 Total <u>Youth</u>
Public Support and Revenue	\$ 115,876	\$ 59,554	\$ 130,435	\$ 23,825	\$ 329,690	\$ 305,618
Expenses						
Salaries/personnel costs	103,959	44,186	70,248	7,490	225,883	225,196
Payroll taxes	8,289	3,369	7,101	616	19,375	19,884
Employee insurance	8,290	2,517	2,286	529	13,622	20,256
Retirement	3,909	2,585	517	564	7,575	10,515
Participant support	782	8,750	548		10,080	10,429
Contractual services	566	171	10,827	520	12,084	12,193
Subscription/reference materials	649		60	20	729	649
Office supplies	1,314	160	362	80	1,916	2,328
Copier supplies and maintenance	1,277	87	107	69	1,540	1,768
Telephone service	1,555	226	325	38	2,144	3,196
Printing		1,446			1,446	375
Postage	136	12	333	136	617	694
Public relations	729	800		85	1,614	1,270
Travel	4,480	104	10,138	8	14,730	17,739
Office rent	47,308	4,167	2,023	1,758	55,256	71,696
Marketing	1,233	1,533	880	2,907	6,553	9,315
Miscellaneous			175	40	215	
Conferences	610				610	161
Workshops and events	7,626	3,453	3,151	1,291	15,521	35,663
Support service allocation	22,803	8,796	12,705	1,731	46,035	61,503
Total expenses	<u>215,515</u>	<u>82,362</u>	<u>121,786</u>	<u>17,882</u>	<u>437,545</u>	<u>504,830</u>
Increase (decrease) in total net assets	(99,639)	(22,808)	8,649	5,943	(107,855)	(199,212)
Net assets, beginning of year	<u>(909,813)</u>	<u>(13,956)</u>	<u>(39,029)</u>	<u>4,172</u>	<u>(958,626)</u>	<u>(759,414)</u>
Net assets, end of year	<u>\$ (1,009,452)</u>	<u>\$ (36,764)</u>	<u>\$ (30,380)</u>	<u>\$ 10,115</u>	<u>\$ (1,066,481)</u>	<u>\$ (958,626)</u>

THE LOUISVILLE URBAN LEAGUE, INC.

NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS

Year Ended June 30, 2014

Note 1. Basis of Presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal grant activity of The Louisville Urban League, Inc. (the "League") under programs of the federal government for the year ended June 30, 2014. The information in this Schedule is presented in accordance with the requirements of the Office of Management and Budget (OMB) Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. Because the Schedule presents only a selected portion of the operations of the League, it is not intended to and does not present the financial position, changes in net assets or cash flows of the League.

Note 2. Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in OMB Circular A-123, *Cost Principles for Non-Profit Organizations*, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Pass-through entity identifying numbers are presented where available.

Note 3. Subrecipients

Of the federal expenditures presented in the Schedule, the League provided federal awards to subrecipients as follows:

<u>Program Title</u>	<u>Federal CFDA Number</u>	<u>Amount Provided</u>
Kentuckiana Works Construction/ Skilled Trades Pipeline Pilot Project	17.278	<u>\$24,437</u>

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether The Louisville Urban League, Inc.'s financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Deming, Malone, Leisner & Ostroff

Louisville, Kentucky
September 8, 2014

We believe that our audit provides a reasonable basis for our opinion on compliance for each major federal program. However, our audit does not provide a legal determination of The Louisville Urban League, Inc.'s compliance.

Opinion on Each Major Federal Program

In our opinion, The Louisville Urban League, Inc. complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2014.

Report on Internal Control Over Compliance

Management of The Louisville Urban League, Inc. is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered The Louisville Urban League, Inc.'s internal control over compliance with the requirements that could have a direct and material effect on a major federal program to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each major federal program and to test and report on internal control over compliance in accordance with OMB Circular A-133, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of The Louisville Urban League, Inc.'s internal control over compliance.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

THE LOUISVILLE URBAN LEAGUE, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2014

Section 1 – Summary of Auditors’ Result (Under Section 505(d)(1) of OMB Circular A-133)

1. The auditors’ report expresses an unmodified opinion on the audit of the financial statements of The Louisville Urban League, Inc. for the year ended June 30, 2014.
2. Internal control over financial reporting:
 - Material weakness identified? ___ Yes X No
 - Significant deficiency identified? ___ Yes X None reported
3. The audit did not disclose instances of noncompliance which are material to the financial statements of The Louisville Urban League, Inc.
4. Internal control over major programs:
 - Material weakness identified? ___ Yes X No
 - Significant deficiency identified? ___ Yes X None reported
5. An unmodified opinion was issued on compliance for the major federal program of The Louisville Urban League, Inc. for the year ended June 30, 2014.
6. The audit did not disclose audit findings required to be reported under Section 510(a) OMB Circular A-133.
7. The program tested as a major program was:

Federal CFDA Number

Name of Major Federal Program

Department of Labor:

17.235

Senior Community Service Employment Program

8. The dollar threshold used to distinguish between Type A and Type B programs was \$300,000.
9. The auditee did qualify as a low-risk auditee.

Internal Revenue Service

Department of the Treasury

**P. O. Box 2508
Cincinnati, OH 45201**

Date: March 27, 2002

Louisville Urban League
1535 W. Broadway
Louisville, KY 40203-3515

Person to Contact:
Steve Miliano 31-04024
Customer Service Specialist
Toll Free Telephone Number:
8:00 a.m. to 6:30 p.m. EST
877-829-5500
Fax Number:
513-263-3756
Federal Identification Number:
[REDACTED]

Dear Sir or Madam:

This letter is in response to your request for a copy of your organization's determination letter. This letter will take the place of the copy you requested.

Our records indicate that a determination letter issued in April 1963 granted your organization exemption from federal income tax under section 501(c)(3) of the Internal Revenue Code. That letter is still in effect.

Based on information subsequently submitted, we classified your organization as one that is not a private foundation within the meaning of section 509(a) of the Code because it is an organization described in sections 509(a)(1) and 170(b)(1)(A)(vi).

This classification was based on the assumption that your organization's operations would continue as stated in the application. If your organization's sources of support, or its character, method of operations, or purposes have changed, please let us know so we can consider the effect of the change on the exempt status and foundation status of your organization.

Your organization is required to file Form 990, Return of Organization Exempt from Income Tax, only if its gross receipts each year are normally more than \$25,000. If a return is required, it must be filed by the 15th day of the fifth month after the end of the organization's annual accounting period. The law imposes a penalty of \$20 a day, up to a maximum of \$10,000, when a return is filed late, unless there is reasonable cause for the delay.

All exempt organizations (unless specifically excluded) are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of \$100 or more paid to each employee during a calendar year. Your organization is not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the excise taxes under Chapter 42 of the Code. However, these organizations are not automatically exempt from other federal excise taxes.

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



U. S. TREASURY DEPARTMENT
 INTERNAL REVENUE SERVICE
 DISTRICT DIRECTOR
 P. O. Box 1146
 Louisville 1, Kentucky

April 25, 1963

IN REPLY REFER TO
 Form 2954
 A:431:EHM
 LOU-EO-63-11

Urban League of Louisville
 209 West Market Street
 Louisville, Kentucky

PURPOSE
Charitable
FORM 990A REQUIRED
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
ACCOUNTING PERIOD END- ING
December 31st

Gentlemen:

Based upon the evidence submitted, it is held that you are exempt from Federal income tax as an organization described in section 501(c)(3) of the Internal Revenue Code, as it is shown that you are organized and operated exclusively for the purpose shown above. Any questions concerning taxes levied under other subtitles of the Code should be submitted to us.

You are not required to file Federal income tax returns so long as you retain an exempt status, unless you are subject to the tax on unrelated business income imposed by section 511 of the Code and are required to file Form 990-T for the purpose of reporting unrelated business taxable income. Any changes in your character, purposes or method of operation should be reported immediately to this office for consideration of their effect upon your exempt status. You should also report any change in your name or address. Your liability for filing the annual information return, Form 990A, is set forth above. That return, if required, must be filed after the close of your annual accounting period indicated above.

Contributions made to you are deductible by donors as provided in section 170 of the Code. Bequests, legacies, devises, transfers or gifts to or for your use are deductible for Federal estate and gift tax purposes under the provisions of section 2055, 2106 and 2522 of the Code.

You are not liable for the taxes imposed under the Federal Insurance Contributions Act (social security taxes) unless you file a waiver of exemption certificate as provided in such Act. You are not liable for the tax imposed under the Federal Unemployment Tax Act. Inquiries about the waiver of exemption certificate for social security taxes should be addressed to this office.

This is a determination letter.

Very truly yours,

G. C. Hooks
 G. C. Hooks
 District Director

Form **990**

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

OMB No. 1545-0047

2012

Department of the Treasury
Internal Revenue Service

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

Open to Public Inspection

A For the 2012 calendar year, or tax year beginning **JUL 1, 2012** and ending **JUN 30, 2013**

B Check if applicable:
 Address change
 Name change
 Initial return
 Terminated
 Amended return
 Application pending

C Name of organization: **THE LOUISVILLE URBAN LEAGUE, INC.**
 Doing Business As
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1535 WEST BROADWAY
 City, town, or post office, state, and ZIP code
LOUISVILLE, KY 40203

D Employer identification number: [REDACTED]

E Telephone number: **(502) 561-6830**

F Name and address of principal officer: **MR. BENJAMIN RICHMOND**
1535 WEST BROADWAY, LOUISVILLE, KY 40203

G Gross receipts \$ **3,156,355.**

H(a) Is this a group return for affiliates? Yes No
H(b) Are all affiliates included? Yes No
 If "No," attach a list. (see instructions)

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

J Website: ▶ **WWW.LUL.ORG**

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: **1921** **M** State of legal domicile: **KY**

H(c) Group exemption number ▶

Part I Summary

1 Briefly describe the organization's mission or most significant activities: TO PROVIDE EMPLOYMENT ASSISTANCE, HOUSING ASSISTANCE AND COUNSELING, YOUTH DEVELOPMENT AND	
2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
Activities & Governance	3 Number of voting members of the governing body (Part VI, line 1a) 3 29
	4 Number of independent voting members of the governing body (Part VI, line 1b) 4 29
	5 Total number of individuals employed in calendar year 2012 (Part V, line 2a) 5 139
	6 Total number of volunteers (estimate if necessary) 6 300
	7a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
	b Net unrelated business taxable income from Form 990-T, line 34 7b 0.
	8 Contributions and grants (Part VIII, line 1h) 1,947,721. 2,706,512.
9 Program service revenue (Part VIII, line 2g) 226,570. 349,648.	
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 931. 267.	
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 68,445. 31,140.	
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 2,243,667. 3,087,567.	
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0. 0.	
14 Benefits paid to or for members (Part IX, column (A), line 4) 0. 0.	
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 1,491,454. 2,100,264.	
16a Professional fundraising fees (Part IX, column (A), line 11e) 0. 0.	
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 41,099.	
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 817,947. 858,434.	
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 2,309,401. 2,958,698.	
19 Revenue less expenses. Subtract line 18 from line 12 <65,734.> 128,869.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16) 2,606,852. 2,725,976.
	21 Total liabilities (Part X, line 26) 734,943. 665,623.
	22 Net assets or fund balances. Subtract line 21 from line 20 1,871,909. 2,060,353.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here ▶ *Benjamin Richmond* Signature of officer **1-27-14** Date

MR. BENJAMIN RICHMOND, PRESIDENT/CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: **JEFFREY K MCCAFFREY** Preparer's signature: *Jeffrey K McCaffrey* Date: **1/23/14** Check if self-employed: PTIN: [REDACTED]

Firm's name ▶ **DEMING MALONE LIVESAY & OSTROFF PSC** Firm's EIN ▶ [REDACTED]

Firm's address ▶ **9300 SHELBYVILLE RD STE 1100**
LOUISVILLE, KY 40222-5187 Phone no. **(502) 426-9660**

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

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Part IV Checklist of Required Schedules

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1a	44		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
2a	139		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
6b			
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
7h			
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
8			
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		
9a			
b	Did the organization make a distribution to a donor, donor advisor, or related person?		
9b			
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b	

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

Check if Schedule O contains a response to any question 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 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) KENNEDY HELM MEMBER AT LARGE	1.00	X						0.	0.	0.
(2) CONDRAD DANIELS BOARD MEMBER	1.00	X						0.	0.	0.
(3) FRAN BERG BOARD MEMBER	1.00	X						0.	0.	0.
(4) DR. SANDRA E BROOKS BOARD MEMBER	1.00	X						0.	0.	0.
(5) JAMES CLAY SMITH BOARD MEMBER	1.00	X						0.	0.	0.
(6) JOELLA COMSTOCK BOARD MEMBER	1.00	X						0.	0.	0.
(7) ELLIOTT SNOW BOARD MEMBER	1.00	X						0.	0.	0.
(8) BERNANRD CRAYTON VICE CHAIR PROGRAMS	1.00	X		X				0.	0.	0.
(9) CYNTHIA FEDERICO BOARD MEMBER	1.00	X						0.	0.	0.
(10) DAWN FRANKLIN CROFT BOARD MEMBER	1.00	X						0.	0.	0.
(11) JIMMY L. GILLISPIE, JR. MEMBER AT LARGE	1.00	X						0.	0.	0.
(12) SHARON DECKER BOARD MEMBER	1.00	X						0.	0.	0.
(13) PURNA VEER BOARD MEMBER	1.00	X						0.	0.	0.
(14) H. DAVID HALE CHAIRPERSON	1.00	X		X				0.	0.	0.
(15) DANIEL HALL SECRETARY	1.00	X						0.	0.	0.
(16) NORRIS HAMILTON BOARD MEMBER	1.00	X						0.	0.	0.
(17) WALTER KOCZOT BOARD MEMBER	1.00	X		X				0.	0.	0.

THE LOUISVILLE URBAN LEAGUE, INC.

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

Table with 7 columns: (A) Name and title, (B) Average hours per week, (C) Position (Individual trustee or director, Institutional trustee, Officer, Key employee, Highest compensated employee, Former), (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Rows include Gerald Reynolds, Martha Pumphrey, Richard Rowland, Benjamin Richmond, and Artie Robertson.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response to any question in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the United States. See Part IV, line 21				
2 Grants and other assistance to individuals in the United States. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	328,347.	169,334.	159,013.	
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	1,416,369.	1,284,560.	131,809.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	90,368.	38,490.	51,878.	
9 Other employee benefits	132,228.	107,170.	25,058.	
10 Payroll taxes	132,952.	113,635.	19,317.	
11 Fees for services (non-employees):				
a Management				
b Legal	56.	56.		
c Accounting	20,170.	16,889.	3,281.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	182,618.	151,050.	16,339.	15,229.
12 Advertising and promotion	31,093.	20,373.	9,463.	1,257.
13 Office expenses	114,366.	80,516.	31,414.	2,436.
14 Information technology				
15 Royalties				
16 Occupancy		249,408.	<269,611.>	20,203.
17 Travel	50,510.	29,716.	20,341.	453.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	2,624.	33.	2,591.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	137,033.		137,033.	
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a SUPPORT SERVICES	117,678.	339,308.	<221,630.>	
b MISCELLANEOUS	91,018.	91,018.		
c FOOD & BEVERAGE	48,390.	28,864.	18,005.	1,521.
d MAINTENANCE	48,058.		48,058.	
e All other expenses	14,820.	14,820.		
25 Total functional expenses. Add lines 1 through 24e	2,958,698.	2,735,240.	182,359.	41,099.
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)

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,087,567.
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,958,698.
3	Revenue less expenses. Subtract line 2 from line 1	3	128,869.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,871,909.
5	Net unrealized gains (losses) on investments	5	936.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	58,639.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	2,060,353.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	X	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	X	

Form 990 (2012)

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	2149474.	1918892.	1996056.	1947721.	2706512.	10718655.
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	2149474.	1918892.	1996056.	1947721.	2706512.	10718655.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						10718655.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7 Amounts from line 4	2149474.	1918892.	1996056.	1947721.	2706512.	10718655.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	18,226.	30,425.	1,188.	931.	370.	51,140.
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 IV.)	112,925.	146,464.	200,388.			459,777.
11 Total support. Add lines 7 through 10						11229572.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 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, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f))	14	95.45 %
15 Public support percentage from 2011 Schedule A, Part II, line 14	15	92.46 %
16a 33 1/3% support test - 2012. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input checked="" type="checkbox"/>	
b 33 1/3% support test - 2011. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
17a 10% -facts-and-circumstances test - 2012. 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 IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
b 10% -facts-and-circumstances test - 2011. 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 IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	<input type="checkbox"/>	

Schedule B
(Form 990, 990-EZ,
or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.

OMB No. 1545-0047

2012

Name of the organization

Employer identification number

THE LOUISVILLE URBAN LEAGUE, INC.

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust not treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note. Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II.

Special Rules

For a section 501(c)(3) organization filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi) and received from any one contributor, during the year, a contribution of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 for use *exclusively* for religious, charitable, scientific, literary, or educational purposes, or the prevention of cruelty to children or animals. Complete Parts I, II, and III.

For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions for use *exclusively* for religious, charitable, etc., purposes, but these contributions did not total to more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Do not complete any of the parts unless the **General Rule** applies to this organization because it received nonexclusively religious, charitable, etc., contributions of \$5,000 or more during the year ▶ \$ _____

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

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2012)

Name of organization

Employer identification number

THE LOUISVILLE URBAN LEAGUE, INC.



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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ 331,790.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
8		\$ 126,485.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
9		\$ 135,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
10		\$ 937,351.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
11		\$ 120,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)

Name of organization

Employer identification number

THE LOUISVILLE URBAN LEAGUE, INC.



Part III

Exclusively religious, charitable, etc., individual contributions to section 501(c)(7), (8), or (10) organizations that total more than \$1,000 for the year. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once) ▶ \$

Use duplicate copies of Part III if additional space is needed.

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

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

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

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____ %
 - b Permanent endowment _____ %
 - c Temporarily restricted endowment _____ %
- The percentages in lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|--------|----|
| (i) unrelated organizations | 3a(i) | |
| (ii) related organizations | 3a(ii) | |
| b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		179,771.		179,771.
b Buildings		1,687,295.	1,064,378.	622,917.
c Leasehold improvements				
d Equipment		540,838.	393,082.	147,756.
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) ▶ 950,444.



Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return			
1	Total revenue, gains, and other support per audited financial statements	1	3,157,188.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	936.
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	68,685.
e	Add lines 2a through 2d	2e	69,621.
3	Subtract line 2e from line 1	3	3,087,567.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	3,087,567.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return			
1	Total expenses and losses per audited financial statements	1	3,027,383.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	68,685.
e	Add lines 2a through 2d	2e	68,685.
3	Subtract line 2e from line 1	3	2,958,698.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	2,958,698.

Part XIII Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2: THE LEAGUE IS EXEMPT FROM FEDERAL, STATE AND LOCAL

INCOME TAXES AS A NOT-FOR-PROFIT ORGANIZATION AS DESCRIBED UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. THE LEAGUE FILES AN INFORMATIONAL TAX RETURN AS REQUIRED BY FEDERAL REGULATIONS AND A COPY IS FILED WITH THE KENTUCKY ATTORNEY GENERAL. HOWEVER, INCOME FROM CERTAIN ACTIVITIES NOT DIRECTLY RELATED TO THE LEAGUE'S TAX-EXEMPT PURPOSE MAY BE SUBJECT TO TAXATION AS UNRELATED BUSINESS INCOME. MANAGEMENT DOES NOT BELIEVE THAT THE LEAGUE HAS UNRELATED BUSINESS INCOME FOR THE YEARS ENDED JUNE 30, 2013

SCHEDULE G
(Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

2012

Open To Public Inspection

Department of the Treasury
 Internal Revenue Service

Complete if the organization answered "Yes" to 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. ▶ See separate instructions.

Name of the organization **THE LOUISVILLE URBAN LEAGUE, INC.** Employer identification number [REDACTED]

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a** Mail solicitations
 - b** Internet and email solicitations
 - c** Phone solicitations
 - d** In-person solicitations
 - e** Solicitation of non-government grants
 - f** Solicitation of government grants
 - g** Special fundraising events
- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No
- b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			

Total ▶

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

- 11 Does the organization operate gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity operated in:

	Yes	No
13a		
13b		
- a The organization's facility _____ %
 - b An outside facility _____ %
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ _____

Address ▶ _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.
- c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

- 16 Gaming manager information:
- Name ▶ _____
- Gaming manager compensation ▶ \$ _____
- Description of services provided ▶ _____
- Director/officer
 Employee
 Independent contractor

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

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

THE LOUISVILLE URBAN LEAGUE, INC.

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(i) BENJAMIN RICHMOND PRESIDENT, CEO	160,905.	0.	0.	19,461.	9,104.	189,470.	0.
(ii)	0.	0.	0.	0.	0.	0.	0.
(iii)							
(iv)							
(v)							
(vi)							
(vii)							
(viii)							
(ix)							
(x)							
(xi)							
(xii)							
(xiii)							
(xiv)							
(xv)							
(xvi)							
(xvii)							
(xviii)							
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(xlvii)							
(xlviii)							
(xlvix)							
(xli)							
(xlii)							
(xliii)							
(xliiii)							

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

2012

Open to Public
Inspection

Name of the organization

THE LOUISVILLE URBAN LEAGUE, INC.

Employer identification number

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

EDUCATION PROGRAMS TO THE LOUISVILLE COMMUNITY.

FORM 990, PART III, LINE 2, NEW PROGRAM SERVICES:

MATURE WORKERS PROGRAM, FEDERAL TRAINING PROGRAM FOR PEOPLE OVER 55.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

ADVOCACY

EXPENSES \$ 250,140. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION B, LINE 11: ARTIE ROBERTSON, COO, IS GIVEN A COPY OF FORM 990 TO REVIEW AND ASK ANY QUESTIONS PRIOR TO FILING. THE COO ALSO E-MAILS A DRAFT COPY OF FORM 990 TO ALL BOARD MEMBERS AFTER HE HAS REVIEWED IT.

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

EACH YEAR, THE LOUISVILLE URBAN LEAGUE BOARD IS REQUIRED, UNDER THE NATIONAL URBAN LEAGUE TERMS OF AFFILIATION, TO APPRAISE THE PERFORMANCE OF THE PRESIDENT/CEO. THE PERFORMANCE PLAN AND APPRAISAL IS CONDUCTED BY THE BOARD CHAIR, AND THE EXECUTIVE COMMITTEE REVIEWS AND GIVES APPROVAL. FOLLOWING, THE PERFORMANCE PLAN AND ACCOMPLISHMENTS ARE DISCUSSED AND REVIEWED BETWEEN THE CEO AND THE EXECUTIVE COMMITTEE. THE PLAN UTILIZES A RATING SYSTEM FROM ONE TO FIVE, AND A COPY OF THE APPROVED SIGNED PERFORMANCE APPRAISAL IS FORWARDED TO THE NATIONAL URBAN LEAGUE. ANNUALLY, EACH FULL-TIME EMPLOYEE RECEIVES A PERFORMANCE

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

Schedule O (Form 990 or 990-EZ) (2012)

232211
01-04-13

Name of the organization

THE LOUISVILLE URBAN LEAGUE, INC.

Employer identification number

STATEMENT. EACH YEAR DURING TRAINING SESSIONS, THE POLICY IS AGAIN REVIEWED AND DISCUSSED WITH EMPLOYEES AND WITH BOARD MEMBERS. THE FILES ARE ALSO MONITORED EACH YEAR TO ASSURE THAT EACH EMPLOYEE AND BOARD MEMBER HAS A SIGNED CONFLICT OF INTEREST STATEMENT. BEFORE ENTERING INTO AGREEMENTS FOR SERVICES OR PURCHASES WITH INDIVIDUALS, ORGANIZATIONS, OR BUSINESSES, A REVIEW IS DONE BY THE SR. VICE PRESIDENT/CHIEF OPERATING OFFICER AND/OR THE PRESIDENT/CEO TO ASSURE THAT NO EMPLOYEE OR BOARD MEMBER WOULD BENEFIT FINANCIALLY FROM SUCH SERVICES OR PRODUCTS. SHOULD A CONFLICT OF INTEREST BE IDENTIFIED, IT IS DOCUMENTED, AND OPTIONS FOR ELIMINATING THE CONFLICT ARE REVIEWED TO DETERMINE THE APPROPRIATE ACTION.

FORM 990, PART VI, SECTION B, LINE 15A: SEE LOUISVILLE URBAN LEAGUE'S COMPENSATION POLICY AS DESCRIBED ON SCHEDULE O FOR FORM 990, PART VI, SECTION B, LINE 15A.

FORM 990, PART VI, SECTION C, LINE 19: ANYONE APPEARING IN PERSON AT THE OFFICE OF THE LOUISVILLE URBAN LEAGUE DURING NORMAL WORKING HOURS MAY REQUEST TO INSPECT THE THREE MOST RECENT ANNUAL INFORMATION RETURNS (FORM 990), EXCLUDING THE LIST OF SIGNIFICANT DONORS (SCHEDULE B) THAT IS ATTACHED TO FORM 990, BUT INCLUDING THE ACCOMPANYING SCHEDULE A AND THE LOUISVILLE URBAN LEAGUE'S ORIGINAL APPLICATION FOR RECOGNITION OF ITS TAX-EXEMPT STATUS (FORM 1023 OR FORM 1024), FILED WITH THE IRS, AND ALL ACCOMPANYING SCHEDULES AND ATTACHMENTS. THE CONFLICT OF INTEREST POLICY IS NOT NORMALLY DISSEMINATED TO THE PUBLIC.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:
POST RETIREMENT RELATED CHANGES OTHER THAN NET PERIODIC

BENEFIT COSTS

58,639.

232212
01-04-13

Schedule O (Form 990 or 990-EZ) (2012)

Application for Extension of Time To File an Exempt Organization Return

OMB No. 1545-1709

▶ **File a separate application for each return.**

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** and check this box **X**
- If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** (on page 2 of this form).

Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868.

Electronic filing (e-file). You can electronically file Form 8868 if you need a 3-month automatic extension of time to file (6 months for a corporation required to file Form 990-T), or an additional (not automatic) 3-month extension of time. You can electronically file Form 8868 to request an extension of time to file any of the forms listed in Part I or Part II with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, which must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/efile and click on *e-file for Charities & Nonprofits*.

Part I Automatic 3-Month Extension of Time. Only submit original (no copies needed).

A corporation required to file Form 990-T and requesting an automatic 6-month extension - check this box and complete

Part I only

All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization or other filer, see instructions. THE LOUISVILLE URBAN LEAGUE, INC.	Employer identification number (EIN) or <div style="background-color: black; width: 100px; height: 15px;"></div>
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 1535 WEST BROADWAY	Social security number (SSN)
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. LOUISVILLE, KY 40203	

Enter the Return code for the return that this application is for (file a separate application for each return) 011

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 990-T (corporation)	07
Form 990-BL	02	Form 1041-A	08
Form 4720 (individual)	03	Form 4720	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

LOUISVILLE URBAN LEAGUE

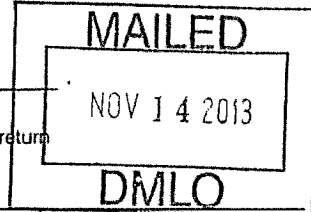
• The books are in the care of ▶ **1535 WEST BROADWAY - LOUISVILLE, KY 40203**
 Telephone No. ▶ **(502) 561-6830** FAX No. ▶ _____

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and EINs of all members the extension is for.

1 I request an automatic 3-month (6 months for a corporation required to file Form 990-T) extension of time until **FEBRUARY 15, 2014**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

▶ calendar year _____ or
 ▶ tax year beginning **JUL 1, 2012**, and ending **JUN 30, 2013**

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period



3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

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

Form 8868 (Rev. 1-2013)

Anita W. McGruder

Objective: Accomplished Human Resources Professional with valuable experience in areas of Human Resources. Always seeking the challenge to continue the use of my professional background in new areas.

Qualification Summary: High-energy administrator, dependable professional with good judgment and wisdom. Excellent knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, resource allocation, and coordination of people and resources. Strong ability to read and understand information and ideas presented in writing and to apply general rules to specific problems to produce answers that make sense.

Master of Business Communication
Spalding University

Education: Bachelor of Science in Business Administration
Spalding University

Associate of Science in Office Administration
Jefferson Community College

Interim Director, Youth Development & Education

Provide management and supervision of all youth development programs and activities assuring that they are consistent with the mission, goals and objectives of the Agency.

Executive Assistant to the President/CEO & Human Resources Manager

Louisville Urban League
Louisville, KY

Work Experience: Manage all aspects of the human resource department to assure that the agency has an adequately trained and professional staff, competitive employee benefit, and compensation plan. Responsible for maintaining agency policies and reviewing to assure they comply with all laws and regulations and are administered appropriately and in a timely manner. Responsible for providing administrative support and assisting the CEO and executive management with special projects including events planning and management.

Over five years experience in operations of financial management and nonprofit accounting including accounts payable, accounts receivable, billing, etc.

Promoted Positions within Louisville Urban League

- Human Resource Manager
- Human Resource Coordinator/Accounting Assistant
- Administrative Assistant
- Office Assistant/Trainer

Church Administrator

New Mt. Zion Baptist Church
Shelbyville, KY

Oversees operations supervising all ministry support teams and support staff including volunteers, Manages the finances, coordinating the scheduling and communication of programs and assist the Senior Pastor in strategic planning. Responsible for the supervision of property, legal, financial and business affairs. Oversees/administers the work of the finance ministry by encouraging teamwork and mutual support; in addition to providing leadership and nurture to team members.

AR. E. N. ROBERTSON, CF

EDUCATION

UNIVERSITY OF LOUISVILLE, Louisville, KY

Bachelor of Science in Business Administration, May 1999, Accountancy

WATTERSON COLLEGE, Louisville, KY

Associate Degree, March 1980, Computer Programming

EXPERIENCE

LOUISVILLE URBAN LEAGUE, INC., 1535 West Broadway, Louisville, KY 40203

SENIOR VICE PRESIDENT/COO July 2001 to present

- Responsible for leadership and management of all agency operations including program services, finance and administration, grant writing and development, human resources, information technology, and facilities management.
- Provide supervision and direction of all Departmental Directors.

VICE PRESIDENT/CFO May 1999 to June 2001

- Work with and prepare reports and information for the Board of Directors, as well as external stakeholders and funding sources.
- Provide leadership and direction including the development and revision of strategies, visions, missions, of the organization while working with department directors and other management team members to accomplish goals of the agency.
- Provide direct oversight, direction of multimillion-dollar federal contract programs including fiscal management, program development, and grant writing.
- Provide direct supervision to the Finance, Operation, and Human Resource departments.
- Responsible for negotiating all contracts between agency and external vendors and funding sources.

ASSISTANT VICE PRESIDENT/CFO November 1997 to May 1999

- Provide oversight, direction and management of all accounting staff and financial reporting functions of the organization and its subsidiaries. Oversee and coordinate development of annual budget for agency and subsidiaries. Monitor annual operating budget and provide monthly reports and analysis to executive management and Board of Directors. Establish formal fiscal operating procedures for organization.
- Prepare and process payroll including preparation of all payroll tax returns. Monitor and maintain fringe benefit plans including health, life and pension plans. Responsible for preparation and filing of 5500 tax return for pension plan.
- Manage all organizational assets including cash, investments, facilities, equipment and land. This includes responsibility for the operation, maintenance and security of the facilities. Maintaining and selecting insurance coverage and plans.
- Administer computer networks ensuring that hardware and software meet needs of the organization. Assess hardware and software needs and handle purchasing and installation of equipment. Trouble shoots problems and provides training to staff on network or software operations.

DIRECTOR OF OPERATIONS January 1990 to November 1997

- Directed and maintained all accounting functions for organization and subsidiaries, including budget preparation and monitoring, financial reporting to executive management and Board of Directors, development of accounting processes and procedures, preparation of payroll and payroll tax returns. Made recommendations to Board of Directors concerning selection of an audit firm to conduct annual audit. Served as principal contact with auditors and IRS during examination of fiscal records.
- Personnel administration duties included employee recruitment and orientation, administration of employee benefits plans, maintenance of personnel files. Worked with personnel committee of the board to review and establish personnel policies, procedures, and benefit programs.

BENJAMIN K. RICHMOND

Battle Creek, MI 49017
Willing to relocate

Business: (616) 962-5553

OBJECTIVE To secure a position as Chief Executive Officer of an Urban League Affiliate.

QUALIFICATIONS

- Strong leadership skills
- Strong management skills
- Experienced in developing programs in line with the Urban League mission
- Excellent fund raising skills
- Have an ability to work with a variety of people
- Experienced in data collection and analysis
- Skilled in budget development and fiscal management
- Excellent skill in community organizing and community relations
- Knowledgeable in minority economic development
- Knowledgeable in developing special programs for youth development

EXPERIENCE Battle Creek Area Urban League, Battle Creek, Michigan, June 1982 - Present
President/Chief Executive Officer

Serve as the agency's chief administrator. Responsible for formulating and administering agency policies and developing long range goals and objectives relative to the agency's mission/purpose. Additional responsibilities include overseeing program development and implementation, community relations staff development, fund raising and fiscal management.

- Developed a stable, loyal and productive staff
- Established credibility with funding sources
- Supervised staff size of 40 people
- Increased annual revenues from \$72,500 to over \$900,000
- Revitalized and strengthened the agency's program and fiscal operations
- Developed a Community Crime Prevention Program
- Developed a Summer Youth Development and Employment Program
- Developed a Work Experience Program for Upward Bound Program students
- Developed an Intergenerational Program for senior citizens and youth, 13-16
- Developed a Young Single Parent Program
- Developed a Youth Employment Program for a Linear Park construction in the City of Battle Creek
- Participated in developing a local Minority Business Development Service
- Played an active role in helping the City of Battle Creek to develop its 1990 economic development thrust

RELATED WORK EXPERIENCE Madison Urban League, Madison, Wisconsin, 1979-1982
Director of Operations

Responsible for directing programs in the area of economic development and employment. Additional duties include proposal writing, fund raising, budget development, public speaking, developing relations with community agencies, funding sources and private sector businesses.

- Supervised day-to-day activities of employees
- Planned and coordinated training activities for employees
- Assisted community agencies and private sector employers in developing Equal Employment Opportunity plans
- Instituted office procedures which facilitated efficient retrieval of client data
- Established a clerical skills training program with emphasis on word processing techniques

BENJAMIN K. RICHMOND

64 Yale Street

Business: (616) 962-5553

Willing to relocate

OBJECTIVE

To secure a position as Chief Executive Officer of an Urban League Affiliate.

QUALIFICATIONS

- Strong leadership skills
- Strong management skills
- Experienced in developing programs in line with the Urban League mission
- Excellent fund raising skills
- Have an ability to work with a variety of people
- Experienced in data collection and analysis
- Skilled in budget development and fiscal management
- Excellent skill in community organizing and community relations
- Knowledgeable in minority economic development
- Knowledgeable in developing special programs for youth development

EXPERIENCE

Battle Creek Area Urban League, Battle Creek, Michigan, June 1982 - Present
President/Chief Executive Officer

Serve as the agency's chief administrator. Responsible for formulating and administering agency policies and developing long range goals and objectives relative to the agency's mission/purpose. Additional responsibilities include overseeing program development and implementation, community relations staff development, fund raising and fiscal management.

- Developed a stable, loyal and productive staff
- Established credibility with funding sources
- Supervised staff size of 40 people
- Increased annual revenues from \$72,500 to over \$900,000
- Revitalized and strengthened the agency's program and fiscal operations
- Developed a Community Crime Prevention Program
- Developed a Summer Youth Development and Employment Program
- Developed a Work Experience Program for Upward Bound Program students
- Developed an Intergenerational Program for senior citizens and youth, 13-16
- Developed a Young Single Parent Program
- Developed a Youth Employment Program for a Linear Park construction in the City of Battle Creek
- Participated in developing a local Minority Business Development Service
- Played an active role in helping the City of Battle Creek to develop its 1990 economic development thrust

RELATED WORK EXPERIENCE

Madison Urban League, Madison, Wisconsin, 1979-1982
Director of Operations

Responsible for directing programs in the area of economic development and employment. Additional duties include proposal writing, fund raising, budget development, public speaking, developing relations with community agencies, funding sources and private sector businesses.

- Supervised day-to-day activities of employees
- Planned and coordinated training activities for employees
- Assisted community agencies and private sector employers in developing Equal Employment Opportunity plans
- Instituted office procedures which facilitated efficient retrieval of client data
- Established a clerical skills training program with emphasis on word processing techniques

**Louisville Urban League
Fundraising Events
FY 2015-2016**

	Opportunity Open Golf Classic	Annual Report Luncheon	Diversity Gala	Total All Events	Louisville Metro Funds	Non- Metro Funds
Revenues						
Sponsorships	20,000	7,500	40,000	67,500	5,000	62,500
Ticket Sales	40,000	26,250	60,000	126,250		126,250
Total Revenues	\$ 60,000	\$ 33,750	\$ 100,000	\$ 193,750	\$ 5,000	\$ 188,750
Expenses						
Venue Charges	7,200	2,000	3,000	12,200		12,200
Food Costs	7,754	12,688	12,000	32,442	5,000	27,442
Beverage Costs	924	-	3,000	3,924		3,924
Promotion	1,500	2,500	1,500	5,500		5,500
Entertainment Costs	-	-	10,000	10,000		10,000
Awards and Giveaways	9,370	350	500	10,220		10,220
Equipment Rental	125	850	4,000	4,975		4,975
Printing & Postage	250	2,000	1,500	3,750		3,750
Misc.	250	150		400		400
Total Event Expenses	27,372	20,538	35,500	83,410	5,000	78,410
Proceeds for Program Services	\$ 32,628	\$ 13,212	\$ 64,500	\$ 110,340	\$ -	\$ 110,340
TOTAL EXPENSE	\$ 60,000	\$ 33,750	\$ 100,000	\$ 193,750	\$ 5,000	\$ 188,750

Net Proceeds support the programs and services of the Louisville Urban League.

THE LOUISVILLE URBAN LEAGUE, INC.

General Information

Organization Number	0053488
Name	THE LOUISVILLE URBAN LEAGUE, INC.
Profit or Non-Profit	N - Non-profit
Company Type	KCO - Kentucky Corporation
Status	A - Active
Standing	G - Good
State	KY
File Date	8/31/1921
Organization Date	8/31/1921
Last Annual Report	5/11/2015
Principal Office	1535 W. BROADWAY LOUISVILLE, KY 40203
Registered Agent	BENJAMIN K. RICHMOND 1535 W. BROADWAY LOUISVILLE, KY 40203

Current Officers

Chairman	<u>Daniel Hall</u>
President	<u>Benjamin K Richmond</u>
Secretary	<u>Fran Berg</u>
Treasurer	<u>Gerald Reynolds</u>
Director	<u>Elliott Snow</u>
Director	<u>H David Hale</u>
Director	<u>Dawn Franklin Croft</u>
Director	<u>Cynthia Federico</u>
Director	<u>Fran Berg</u>
Director	<u>Joella Comstock</u>
Director	<u>Daniel Hall</u>
Director	<u>Eric Miller</u>
Director	<u>Purna Veer</u>
Director	<u>Demetrius Holloway</u>
Director	<u>Sharon Decker</u>
Director	<u>Condrad Daniels</u>
Director	<u>Walter Koczot</u>
Director	<u>Diane Porter</u>
Director	<u>Gerald Reynolds</u>
Director	<u>Mozell Axson</u>
Director	<u>Cecy Cowger</u>
Director	<u>Mike Nepaul</u>
Director	<u>Jeffrey Norton</u>

0053488.09

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Trey Grayson
Secretary of State
Received and Filed
10/08/2007 2:11:41 PM
Fee Receipt: \$16.00

**AMENDED AND RESTATED
ARTICLES OF INCORPORATION
OF
THE URBAN LEAGUE OF LOUISVILLE**

The Urban League of Louisville, a non-profit corporation organized and existing under Chapter 273 of the Kentucky Revised Statutes (the "Corporation"), submits the following statement for the purpose of amending and restating its Articles of Incorporation (the "Amended and Restated Articles") in their entirety, and does hereby certify as follows:

FIRST: The original Articles of Incorporation of the Corporation (the "Initial Articles") were filed with the Kentucky Secretary of State on August 31, 1921.

SECOND: Pursuant to the provisions of KRS Chapter 273.263(4), the following amendments are incorporated into these Amended and Restated Articles and that except for the designated amendments, the Amended and Restated Articles currently set forth, without change, the corresponding provisions of the Initial Articles as theretofore amended, and that the Amended and Restated Articles together with the designated amendments supersede the Initial Articles and all amendments thereto.

THIRD: Pursuant to KRS 273.273(3), the foregoing amendment and restatement of the Initial Articles correctly sets forth the provisions of the Initial Articles as theretofore amended, and have been duly adopted by the Directors of the Corporation in a meeting of the Board of Directors on January 17, 2007, as required by law, and supersede the Initial Articles and all amendments thereto.

FOURTH: Articles I through IX of the Corporation's Initial Articles are hereby amended so that as amended (the "Amendment"), the Articles shall read in its entirety as follows:

ARTICLE I

The name of the non-stock, nonprofit corporation shall be The Louisville Urban League, Inc. (the "League").

ARTICLE II

The mailing address of the League's principal office and the street address of its registered office, shall be 1535 West Broadway, Louisville, Kentucky 40203. The registered agent at said address shall be Benjamin K. Richmond.

ARTICLE IV

In carrying out the corporate purpose, no part of the net earnings of the League shall inure to the benefit of or be distributable to any of its directors, officers or any other private individual, entity or organization except that the League shall be authorized to pay reasonable compensation for services rendered, to make reimbursement for reasonable and appropriate expenses and to make payments and distributions in furtherance of its purpose as set forth in these Articles of Incorporation. No substantial part of the activities of the League shall be the carrying on of propaganda, attempting to influence legislation, (except as permitted by Code section 501(h)) or participating in, or intervening in (including the publishing or distributing of statements) any political campaign on behalf of (or in opposition to) any candidate for public office.

ARTICLE V

The business of the League shall be conducted by a Board of Directors consisting of not less than ten (10) persons. The names of each of the individuals who are the Corporation's initial directors are as follows:

H. E. Hall

Lee P. Miller

W. H. Perry, Jr.

J. A. C. Lattimore

ARTICLE VI

The League shall have one or more classes of members. The designation of such class or classes of members, the manner of election or appointment and the qualifications and rights of the members of each class shall be as set forth in the League's bylaws. The League shall have no capital stock.

ARTICLE VII

Bylaws of the League, as duly adopted or from time to time altered, amended, or repealed by the Board of Directors of the League, shall set forth provisions for the regulation of the internal affairs of the League, including, but not limited to: (1) the composition of and the manner for election and removal of the members of the Board of Directors; (2) the designations and duties of officers of the League, and the manner of their selection; and (3) such other matters as may be determined by the Board of Directors.