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CLIENT'S COPY



District IV Human Resource Dev. Council 2229 5th Ave Havre, MT 59501

District IV Human Resource Dev. Council:

Enclosed is the organization's 2018 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has been prepared for electronic filing. If you wish to have it transmitted electronically to the IRS, please sign, date, and return Form 8879-EO to our office. We will then submit the electronic return to the IRS. Do not mail a paper copy of the return to the IRS. Return Form 8879-EO to us by November 15, 2019.

Return 8879-EO to us as soon as possible but not later than the due date of your return.

We sincerely appreciate the opportunity to serve you. Please contact us if you have any questions concerning the tax return.

Best regards,

Gordon Thompson, CPA

Form 8879-EO

Department of the Treasury

IRS e-file Signature Authorization for an Exempt Organization

For calendar year 2018, or fiscal year beginning $\underline{JUL} \ \underline{1}$, 2018, and ending $\underline{JUN} \ \underline{30}$, 20 $\underline{19}$

Do not cond to the IPS Keep for your records

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

2018

OMB No. 1545-1878

Internal Revenue Service ► Go to www.irs.gov/Form8879EO for the latest information. Name of exempt organization Employer identification number DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-0295420 Name and title of officer KATHY TERBOVITZ CFO Type of Return and Return Information (Whole Dollars Only) Part I Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount, if any, from the return. If you check the box on line 1a, 2a, 3a, 4a, or 5a, below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, or 5b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I. **b** Total revenue, if any (Form 990, Part VIII, column (A), line 12) ______ **1b** _____ **4** , **215** , **697**. 1a Form 990 check here ► X b Total revenue, if any (Form 990-EZ, line 9) ______ 2b ____ 2a Form 990-EZ check here **b Total tax** (Form 1120-POL, line 22) ______ **3b** _____ 3a Form 1120-POL check here b Tax based on investment income (Form 990-PF, Part VI, line 5) 4b 4a Form 990-PF check here b Balance Due (Form 8868, line 3c) 5b _____ 5a Form 8868 check here ▶ **Declaration and Signature Authorization of Officer** Part II Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2018 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal. Officer's PIN: check one box only X | authorize ANDERSON ZURMUEHLEN & CO., P.C. to enter my PIN ERO firm name Enter five numbers, but as my signature on the organization's tax year 2018 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to

Part III Certification and Authentication

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

enter my PIN on the return's disclosure consent screen.

program, I will enter my PIN on the return's disclosure consent screen.

81066838594

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2018 electronically filed return for the organization indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163**, Modernized e-File (MeF) Information for Authorized IRS *e-file* Providers for Business Returns.

As an officer of the organization, I will enter my PIN as my signature on the organization's tax year 2018 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State

ERO's signature \blacktriangleright Date \blacktriangleright 11/04/19

ERO Must Retain This Form - See Instructions

Do Not Submit This Form to the IRS Unless Requested To Do So

LHA For Paperwork Reduction Act Notice, see instructions.

Form **8879-EO** (2018)

823051 10-26-18

Officer's signature

EXTENDED TO MAY 15, 2020

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.

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

Open to Public Inspection

OMB No. 1545-0047

A I	For the	2018 calendar year, or tax year beginning $$ JUL $$ $$ $$ $$ $$ $$ $$ $$ and $$ $$	ending J	<u>UN 30, 2019</u>			
	Check if applicable	C Name of organization		D Employer identifie	cation number		
	Addres		<u> </u>				
F	Name change		Room/suite	81-0295420			
	return Final return/	2229 5TH AVE	nuulii/Suite	E Telephone number 406-265-6743			
_	termin- ated Amend	, , , , , , , , , , , , , , , , , , , ,		G Gross receipts \$	4,215,697.		
Ļ	return	HAVRE, MI 39301		H(a) Is this a group re			
	tion pendin	F Name and address of principal officer:		for subordinates			
_	Toy ove	mpt status:	r 527	H(b) Are all subordinates in			
		e: ► HRDC4 • ORG	1 521	H(c) Group exemptio	list. (see instructions)		
		organization: X Corporation	L Year		1 State of legal domicile: MT		
		Summary	12		. State of regar definions.		
ø.	1	Briefly describe the organization's mission or most significant activities: ${ m \underline{TO} \ \ PA}$					
Governance		PEOPLE IN THEIR EFFORT TO ACHIEVE ECONOMIC	C STAE	BILITY AND T	O ADVOCATE		
erna	2	Check this box if the organization discontinued its operations or dispose					
ŏ	3			3	12 12		
		Number of independent voting members of the governing body (Part VI, line 1b)			115		
Activities &	5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)			113		
Ę	6	Total number of volunteers (estimate if necessary)			0.		
Ą	l /a	Total unrelated business revenue from Part VIII, column (C), line 12 Net unrelated business taxable income from Form 990-T, line 38		1	0.		
	5	Net differenced business taxable income from 1 offi 330-1, life 30		Prior Year	Current Year		
	8	Contributions and grants (Part VIII, line 1h)		3,659,802.	3,530,474.		
nue	9	Program service revenue (Part VIII, line 2g)		744,120.	684,821.		
Revenue	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		7,761.	402.		
č	11 (Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		5,627.	0.		
		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		4,417,310.	4,215,697.		
	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.		
S	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		2,336,206.	2,537,933.		
Expenses	16a I	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.		
ž.	. b		0.	1 500 565	1 506 400		
ш	''	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		1,709,767.	1,726,428.		
	1	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		4,045,973.	4,264,361.		
		Revenue less expenses. Subtract line 18 from line 12		371,337.	-48,664.		
Assets or	<u> </u>	Total assets (Part X, line 16)	Ве	ginning of Current Year 3,044,965.	End of Year 2,954,298.		
ASSe Rals	20 21	Total liabilities (Part X, line 16)		813,116.	771,113.		
Net/	22	Net assets or fund balances. Subtract line 21 from line 20		2,231,849.	2,183,185.		
	art II	Signature Block		2/202/0150	2/200/2001		
Und	er pena	ties of perjury, I declare that I have examined this return, including accompanying schedules	and stateme	ents, and to the best of my	knowledge and belief, it is		
true	, correc	t, and complete. Declaration of preparer (other than officer) is based on all information of whi	ch preparer	has any knowledge.			
Sig	n	Signature of officer		Date			
Her	e e	KATHY TERBOVITZ, CFO					
		Type or print name and title	T r	Date Check	T PTIN		
D	.	Print/Type preparer's name Preparer's signature		;			
Paid	1	GORDON THOMPSON, CPA GORDON THOMPSON, Firm's name ANDERSON ZURMUEHLEN & CO., P.C.	CPAL	1/04/19 self-employ	P00105551 81-0385940		
	parer Only	Firm's name ANDERSON ZURMUEHLEN & CO., P.C. Firm's address 330 4TH STREET		Firm's EIN ▶	UI-0303340		
036	Jiny	HAVRE, MT 59501		Phone no 40	6-265-6724		
May	v the IF	S discuss this return with the preparer shown above? (see instructions)		Li none no. 4 o	X Yes No		
ivia	,				100 140		

Pa	t III Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission:
	AS A COMMUNITY ACTION PROGRAM AGENCY, THE COUNCIL'S GOALS ARE TO
	SERVE, ADVISE, EDUCATE, AND MOST IMPORTANTLY, AID SOCIETY IN PROJECTS
	AIMED AT BREAKING THE CYCLE OF POVERTY. THE SERVICES OFFERED BY
	DISTRICT IV ARE DEVELOPED TO ENABLE LOW-INCOME INDIVIDUALS IN HILL,
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes X No
	If "Yes," describe these changes on Schedule O.
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and
	revenue, if any, for each program service reported.
4a	(Code:) (Expenses \$1,924,224 • including grants of \$) (Revenue \$)
	HEAD START: SERVICES TO DISADVANTAGED PRESCHOOL CHILDREN
4b	(Code:) (Expenses \$ 243,771 • including grants of \$) (Revenue \$ 97,679 •)
	SECTION 8: HOUSING ASSISTANCE
4c	(Code:) (Expenses \$ 496,479 • including grants of \$) (Revenue \$ 14,708 •)
	WEATHERIZATION: WEATHERIZATION ASSISTANCE
4d	
	(Expenses \$ 1,138,281. including grants of \$) (Revenue \$ 472,138.)
4e	
	Form 990 (2018)

DISTRICT IV HUMAN RESOURCE DEV. COUNCIL

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		<u> X</u>
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
	If "Yes," complete Schedule D, Part IV	9		<u> </u>
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent			,,
	endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		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.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,	١	v	
	Part VI	11a	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? If "Yes," complete Schedule D, Part VII	11b		<u> </u>
С	Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total			x
a	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		
u		11d		х
	Part X, line 16? If "Yes," complete Schedule D, Part IX Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	116		
•	the organization's siability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		х
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
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? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		<u> X</u>
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		<u> X</u>
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? If "Yes," complete Schedule G, Part I	17		<u> </u>
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			17
	1c and 8a? If "Yes," complete Schedule G, Part II	18		<u> </u>
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			v
00	complete Schedule G, Part III	19		X
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		
_	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		х
	domestic government on it artize, condimitive, interity if "Yes," complete Schedule I, Parts I and II	41		

	·		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes." complete			
	Schedule L. Part I	25b		x
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or			
	former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes."			
	complete Schedule L. Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial			
	contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member			
	of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV			
	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		х
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		X
	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer,			
·	director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		x
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
00	contributions? If "Yes," complete Schedule M	30		x
31	Did the organization liquidate, terminate, or dissolve and cease operations?			
٠.	If "Yes," complete Schedule N, Part I	31		x
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
O_	Schedule N, Part II	32		x
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	- OL		
00	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		x
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
5 r	Part V, line 1	34	х	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X	
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		x
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		x
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		x
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
		38	х	
Pai	Note. All Form 990 filers are required to complete Schedule O rt V Statements Regarding Other IRS Filings and Tax Compliance			
	Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable			
	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b 0			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
,	(gambling) winnings to prize winners?	1c	х	
	<u> </u>			(2010)

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued) Yes No 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, 115 filed for the calendar year ending with or within the year covered by this return Х **b** If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) Х 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? За **b** If "Yes," has it filed a Form 990-T for this year? *If* "No" to line 3b, 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)? Х 4a **b** If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). Х **5a** Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? X Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5b c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit Х any contributions that were not tax deductible as charitable contributions? 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). Х Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? 7a If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required X to file Form 8282? d If "Yes," indicate the number of Forms 8282 filed during the year Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? X Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 8 Sponsoring organizations maintaining donor advised funds. Did the sponsoring organization make any taxable distributions under section 4966? 9a Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 9b 10 Section 501(c)(7) organizations. Enter: a Initiation fees and capital contributions included on Part VIII, line 12 10a Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 11 Section 501(c)(12) organizations. Enter: Gross income from members or shareholders Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 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 Section 501(c)(29) qualified nonprofit health insurance issuers. a Is the organization licensed to issue qualified health plans in more than one state? 13a Note. See the instructions for additional information the organization must report on Schedule O. 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 Enter the amount of reserves on hand X Did the organization receive any payments for indoor tanning services during the tax year? b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 14b Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or Х excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N. X Is the organization an educational institution subject to the section 4968 excise tax on net investment income?

Form 990 (2018)

If "Yes," complete Form 4720, Schedule O.

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

	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 12			
	If there are material differences in voting rights among members of the governing body, or if the governing			
	body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2		Х
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
	of officers, directors, or trustees, or key employees to a management company or other person?	3		Х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6	Did the organization have members or stockholders?	6		Х
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or			
	more members of the governing body?	7a		Х
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or			
	persons other than the governing body?	7b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
а	The governing body?	8a	Х	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			
	organization's mailing address? If "Yes." provide the names and addresses in Schedule O	9		Х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		Х
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,			
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe			
	in Schedule O how this was done	12c	Х	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	Х	
15	Did the process for determining compensation of the following persons include a review and approval by independent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	X	
	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a			
	taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ▶ NONE			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s	only) a	availab	ole
	for public inspection. Indicate how you made these available. Check all that apply.			
	Own website Another's website X Upon request Other (explain in Schedule O)			
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and	financ	ial	
	statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records			
	KATHY TERBOVITZ - 406-265-6743			
	2229 5TH AVE, HAVRE, MT 59501			

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

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See 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 organizati		orga I	niza			nper	sate			
(A)	(B)	(C) Position						(D)	(E)	(F)
Name and Title	Average	(do not check more than one			than o		Reportable	Reportable	Estimated	
	hours per week	box, unless person is both an officer and a director/trustee)					compensation from	compensation from related	amount of other	
	(list any	tor						the	organizations	compensation
	hours for	direc.				ъ В		organization	(W-2/1099-MISC)	from the
	related	tee or	ustee			ensate		(W-2/1099-MISC)	,	organization
	organizations	al trus	nal tr		loyee	om p				and related
	below	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
(1) FRANK DEPREIST	1.00	lu	lus	#0	, Ke	iĘ i	For			
(1) FRANK DEPREIST DIRECTOR	1.00	Х						0.	0.	0.
(2) DAWN BISHOP-MOORE	1.00	Λ						0.	0.	0.
DIRECTOR	1.00	Х						0.	0.	0.
(3) MARK PETERSON	1.00	Λ						0.	0.	0.
VICE PRESIDENT	1.00	Х		X				0.	0.	0.
(4) CHRISTINA MARSH	1.00	22		21				•	•	.
PRESIDENT	1100	х		Х	Ì			0.	0.	0.
(5) VALDEAN EL ASSAD	1.00								•	•
DIRECTOR		Х						0.	0.	0.
(6) JOSETTE WOODS	1.00								-	-
DIRECTOR		Х						0.	0.	0.
(7) GLENDA HANSON	1.00									
DIRECTOR		Х						0.	0.	0.
(8) JAMIE LARSON	1.00									
DIRECTOR		Х						0.	0.	0.
(9) MARIT ITA	1.00									
DIRECTOR		Х						0.	0.	0.
(10) AMANDA MEYER	1.00									
SECRETARY/TREASURER		Х		Х				0.	0.	0.
(11) ERIC OWENS	1.00									
DIRECTOR	1.00	Х						0.	0.	0.
(12) MICHAEL CORCORAN	1.00									•
DIRECTOR	40.00	Х						0.	0.	0.
(13) KATHY TERBOVITZ	40.00			,,				F.C. CO.2		6 001
FISCAL OFFICER	40.00			Х				56,693.	0.	6,021.
(14) CARILLA FRENCH	40.00			,,				60 613	0	1 (07
EXECUTIVE DIRECTOR				Х				60,613.	0.	1,697.
		ł								
		1								
								L	l .	000

Form 990 (2018)

Form		IV HUMA	N	RE	<u>:SO</u>	UR	CE	D	EV. COUNCIL	81-0295	420	Pa	age {
Par	t VII Section A. Officers, Directors, Trus	tees, Key Emp	oloy	ees,	and	l Hiç	ghes	t Co	ompensated Employee	s (continued)			
	(A)	(B)				C)			(D)	(E)		(F)	
	Name and title	Average	(do		Pos heck		ì than d	one	Reportable	Reportable	Es	stimate	ed
		hours per	box	, unle	ss per	rson i	s both	n an	compensation	compensation	ar	nount	of
		week		Jei ai	lu a u	liecto	Tritus	(66)	from	from related		other	
		(list any hours for	irecto						the organization	organizations (W-2/1099-MISC)	1	pensa	
		related	e or d	tee			sated		(W-2/1099-MISC)	(88-27 1099-181130)		rom th janizat	
		organizations	ruste	l trus		ee (ee	mpen		(** 27 1033 141100)		ı ~	d relat	
		below	Individual trustee or director	Institutional trustee	_	Key employee	st co	-ia			1	anizati	
		line)	Indivi	Instit	Officer	Key e	Highest compensated employee	Former					
		-									<u> </u>		
							ľ						
1b	Sub-total								117,306.	0.		7,7	18.
	Total from continuation sheets to Part VI								0.	0.			0.
d	Total (add lines 1b and 1c)							<u> </u>	117,306.	0.		7,7	18.
2	Total number of individuals (including but n	ot limited to th	ose	liste	d ab	ove) wh	o re	ceived more than \$100	,000 of reportable			
	compensation from the organization												0
												Yes	No
3	Did the organization list any former officer,	•			•	•	•						
	line 1a? If "Yes," complete Schedule J for s										3		<u> </u>
4	For any individual listed on line 1a, is the su												
	and related organizations greater than \$150	0,000? If "Yes,	" co	mple	ete S	Sche	edule	J fo	or such individual		4		X
5	Did any person listed on line 1a receive or a												77
	rendered to the organization? If "Yes." com	plete Schedule	J fo	or su	ıch ı	oers	on .				5		X
	tion B. Independent Contractors												
1	Complete this table for your five highest co	•	•							•	ation fro	om	
	the organization. Report compensation for	the calendar ye	ear e	ndir	ng w	ith c	or wi	thin	the organization's tax y	ear.			

the organization. Report compensation for the calendar year ending with or within		1 (2)
(A)	(B)	(C)
Name and business address	Description of services	Compensation
SNYDER & SONS	WEATHERIZATION	
1350 WILSON AVE, HAVRE, MT 59501	MEASURES	206,137.
2 Total number of independent contractors (including but not limited to those listed	d above) who received more than	
\$100,000 of compensation from the organization		

Form **990** (2018)

	Statement	of	Rev	enu	ıe
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		Check if Schedule O conta	ains a response	or note to any lin	e in this Part VIII			
				<u> </u>	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
SS	1 2	Federated campaigns	1a					312 314
ant		Membership dues						
20 50		Fundraising events						
fts,		Related organizations						
ig ig		Government grants (contribution		426,571.				
Sin		All other contributions, gifts, grant		120,0,121				
uti	•	similar amounts not included abov	· I I	103,903.				
ĢË	a	Noncash contributions included in lines 1						
Contributions, Gifts, Grants and Other Similar Amounts	_	Total. Add lines 1a-1f			3,530,474.			
<u> </u>		Total Add III Ioo Ta Ti		Business Code				
Φ	2 a	MISC INCOME & R	EIMBURS	900099	224,979.	224,979.		
Program Service Revenue		PROGRAM FEES		900099	214,874.	214,874.		
Ser		EQUIPMENT & BUI	LDING R	900099	147,289.	147,289.		
an Ve		SECTION 8		900099	97,679.	97,679.		
Be	e				,			
Pro		All other program service rever	nue					
		Total. Add lines 2a-2f			684,821.			
	3	Investment income (including						
		other similar amounts)			402.	ì		402.
	4	Income from investment of tax						
	5	Royalties						
			(i) Real	(ii) Personal				
	6 a	Gross rents						
	b	Less: rental expenses						
		Rental income or (loss)						
		Net rental income or (loss)						
	7 a	Gross amount from sales of	(i) Securities	(ii) Other				
		assets other than inventory						
	b	Less: cost or other basis						
		and sales expenses						
	С	Gain or (loss)						
	d	Net gain or (loss)						
anc	8 a	Gross income from fundraising including \$						
ě.		contributions reported on line						
Other Revenu		Part IV, line 18	,					
Į.	b	Less: direct expenses						
Ò		Net income or (loss) from fund						
		Gross income from gaming ac						
		Part IV, line 19	a					
	b	Less: direct expenses						
		Net income or (loss) from gam						
	10 a	Gross sales of inventory, less i	returns					
		and allowances	а					
	b	Less: cost of goods sold						
	С	Net income or (loss) from sales	s of inventory					
[Miscellaneous Revenue		Business Code				
	11 a							
	b							
	С							
		All other revenue						
	е	Total. Add lines 11a-11d						
	12	Total revenue. See instructions		and the second s	4,215,697.	684,821.	0.	402.

Part IX | Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) Check if Schedule O contains a response or note to any line in this Part IX (**D**) Fundraising (C) Management and general expenses Do not include amounts reported on lines 6b. Program service expenses Total expenses 7b, 8b, 9b, and 10b of Part VIII. expenses Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, 76,249. 117,306. 41,057. trustees, and key employees Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 1,985,744. 1,788,558. 197,186. Other salaries and wages 7 Pension plan accruals and contributions (include 25,864. 22,502. 3,362. section 401(k) and 403(b) employer contributions) 132,610. 115,768. 16,842.Other employee benefits 9 276,409 249,594. 26,815. 10 Payroll taxes Fees for services (non-employees): Management Legal 9,063. 9,063 Accounting Lobbying Professional fundraising services. See Part IV, line 17 Investment management fees Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.) Advertising and promotion 12 Office expenses 13 Information technology 14 15 Royalties 117,850. 102,685. 15,165. 16 Occupancy 101,346. 99,288. 2,058. 17 18 Payments of travel or entertainment expenses for any federal, state, or local public officials Conferences, conventions, and meetings 19 15,542. 15,542. 20 Payments to affiliates 21 116,750. 116,750. Depreciation, depletion, and amortization 22 52,427. 52,427. 23 Other expenses. Itemize expenses not covered 24 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.) 342,792. 320,967. 21,825. CONTRACTED SERVICES 301,099. SUPPLIES 294,737. 6,362. 270,494. 270,494. SUPPORT SERVICES 136,006. 136,006. d MEALS 263,059. 248,875. 14,184. e All other expenses 4,264,361. 3,802,755. $\overline{461},606.$ 0. Total functional expenses. Add lines 1 through 24e 25 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.

Form 990 (2018)

if following SOP 98-2 (ASC 958-720)

Check if Schedule O contains a response or note to any line in this Part X (A) Beginning of year End of year 322,840. 301,195. 1 Cash - non-interest-bearing Savings and temporary cash investments 2 235,223. 260,796. 3 3 Pledges and grants receivable, net 55,056. 78,251. 4 Accounts receivable, net Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete 5 Part II of Schedule L Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L 6 1,773,492. 1,813,442. Notes and loans receivable, net 7 8 Inventories for sale or use 9 Prepaid expenses and deferred charges **10a** Land, buildings, and equipment: cost or other 2,197,278. basis. Complete Part VI of Schedule D ______ 10a b Less: accumulated depreciation 10b 1,673,769. 634,609. 523,509. 10c 11 11 Investments - publicly traded securities Investments - other securities. See Part IV, line 11 12 12 Investments - program-related. See Part IV, line 11 13 13 14 Intangible assets 14 550. 300. 15 Other assets. See Part IV, line 11 15 3,044,965. 2,954,298. Total assets. Add lines 1 through 15 (must equal line 34) 16 16 289,602. 285,330. 17 Accounts payable and accrued expenses 17 18 18 Grants payable 19 Deferred revenue 19 20 Tax-exempt bond liabilities 20 21 21 Escrow or custodial account liability. Complete Part IV of Schedule D Loans and other payables to current and former officers, directors, trustees, Liabilities key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L 22 527,786. 481,511. Secured mortgages and notes payable to unrelated third parties 23 Unsecured notes and loans payable to unrelated third parties 24 24 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D 25 771,113. 813,116. **Total liabilities.** Add lines 17 through 25 26 Organizations that follow SFAS 117 (ASC 958), check here X and complete lines 27 through 29, and lines 33 and 34. Net Assets or Fund Balances 2,183,185. 2,231,849. 27 27 Unrestricted net assets 28 Temporarily restricted net assets 28 29 Permanently restricted net assets 29 Organizations that do not follow SFAS 117 (ASC 958), check here and complete lines 30 through 34. 30 30 Capital stock or trust principal, or current funds Paid-in or capital surplus, or land, building, or equipment fund 31 32 Retained earnings, endowment, accumulated income, or other funds 32 2,231,849. 2,183,185. Total net assets or fund balances 33 33 2,954,298. 3,044,965. Total liabilities and net assets/fund balances

Form **990** (2018)

Act and OMB Circular A-133?

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

Form **990** (2018)

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SCHEDULE A

Internal Revenue Service

(Form 990 or 990-EZ)

Department of the Treasury

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2018

Open to Public Inspection

Employer identification number Name of the organization DISTRICT IV HUMAN RESOURCE DEV. 81-0295420 Reason for Public Charity Status (All organizations must complete this part.) See instructions Part I The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 11 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization. Enter the number of supported organizations Provide the following information about the supported organization(s). (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other n your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) above (see instructions))

Schedule A (Form 990 or 990-EZ) 2018 DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-0295420 Page 2

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.)

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	2944632.	2979795.	4404893.	3659802.	3530474.	<u> 17519596.</u>
2	Tax revenues levied for the organ-						
	ization'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	2944632.	2979795.	4404893.	3659802.	3530474.	17519596.
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.						17519596.
	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
	Amounts from line 4	2944632.	2979795.	4404893.	3659802.	3530474.	17519596.
	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	5,189.	2,186.	9,008.	7,761.	402.	24,546.
9	Net income from unrelated business	•			,		
	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)		410,272.	303,162.			713,434.
11	Total support. Add lines 7 through 10		- ,				18257576.
	Gross receipts from related activities,	etc. (see instructio	ons)				,188,684.
	First five years. If the Form 990 is for	•	,				· · ·
	organization, check this box and stor	-			•		
Sec	ction C. Computation of Publi	c Support Per	centage				, <u> </u>
14	Public support percentage for 2018 (li	ine 6, column (f) di	vided by line 11, c	olumn (f))		14	95.96 %
15	Public support percentage from 2017	Schedule A, Part	II, line 14			15	95.80 %
	33 1/3% support test - 2018. If the o					ore, check this bo	x and
	stop here. The organization qualifies						
b	33 1/3% support test - 2017. If the o						
	and stop here. The organization qual	ifies as a publicly s	supported organiza	ation			
17a	10% -facts-and-circumstances test						
	and if the organization meets the "fac	ts-and-circumstand	ces" test, check th	is box and stop h	ere. Explain in Pa	rt VI how the orga	nization
	meets the "facts-and-circumstances"	test. The organizat	ion qualifies as a p	oublicly supported	organization		>
b	10% -facts-and-circumstances test						
	more, and if the organization meets th	ū				•	
	organization meets the "facts-and-circ		•		•		>
18	Private foundation. If the organization			•	,		s
				<u> </u>			or 990-EZ) 2018

Schedule A (Form 990 or 990-EZ) 2018 DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-0295420 Page 3

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

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

Section A. Public Support						
Calendar year (or fiscal year beginning in) ► 📗	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and						
membership fees received. (Do not						
include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that						
are not an unrelated trade or bus- iness under section 513						
4 Tax revenues levied for the organ-						
ization's benefit and either paid to						
or expended on its behalf						
5 The value of services or facilities						
furnished by a governmental unit to						
the organization without charge			`			
· · · · · · · · · · · · · · · · · · ·					+	+
6 Total. Add lines 1 through 5						<u> </u>
3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the			X			
amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						
Section B. Total Support						
Calendar year (or fiscal year beginning in) 🕨 📗	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income						
(less section 511 taxes) from businesses						
acquired after June 30, 1975					+	
c Add lines 10a and 10b						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for t	he organization's	first, second, thir	d, fourth, or fifth ta	x year as a section	n 501(c)(3) organiza	ation,
check this box and stop here		· · · · · · · · · · · · · · · · · · ·	······································	·	· · · · · · · · · · · · · · · · · · ·	.
Section C. Computation of Public	Support Per	centage				
15 Public support percentage for 2018 (lin	e 8, column (f), d	ivided by line 13,	column (f))		15	
16 Public support percentage from 2017 S	Schedule A, Part	III, line 15			16	
Section D. Computation of Invest					•	
17 Investment income percentage for 201			ine 13, column (f))		17	
18 Investment income percentage from 20	•				18	
19a 33 1/3% support tests - 2018. If the c	•					
more than 33 1/3%, check this box and						▶□
b 33 1/3% support tests - 2017. If the c	organization did n	ot check a box or	n line 14 or line 19a	, and line 16 is me	ore than 33 1/3%, a	
line 18 is not more than 33 1/3%, check						
20 Private foundation. If the organization	did not check a	box on line 14, 19	a, or 19b, check th	is box and see in:	structions	▶□

Part IV | Supporting Organizations

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

Section A. All Supporting Organizations

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

		.,	
		Yes	No
	_		
	1		
	2		
	3a		
	3b		
	3с		
	4a		
	4b		
	4c		
	F-		
	5a		
	5b		
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	edule A (Form 990 or 990-EZ) 2018 DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-02	9542	0 Ра	age 5
Pa	rt IV Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)	44-		
L	below, the governing body of a supported organization?	11a		
b	A family member of a person described in (a) above? A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11b 11c		
Sec	tion B. Type I Supporting Organizations	1110		
	and the supportant of the support of		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to		100	
-	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			
	controlled the organization's activities. If the organization had more than one supported organization,			
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported			
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did the organization operate for the benefit of any supported organization other than the supported			
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization.	2		
Sec	tion C. Type II Supporting Organizations			
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
800	the supported organization(s). tion D. All Type III Supporting Organizations	1		<u> </u>
Sec	tion b. All Type III Supporting Organizations		V	
4	Did the examination provide to each of its supported examinations, by the last day of the fifth month of the		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard.	3		
Sec	tion E. Type III Functionally Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)).		
а	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see inst	ructions)		
2	Activities Test. Answer (a) and (b) below.		Yes	No
а				
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes,			
	how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.	2a		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more	20		
_	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the			
	reasons for the organization's position that its supported organization(s) would have engaged in these			
	activities but for the organization's involvement.	2b		
3	Parent of Supported Organizations. Answer (a) and (b) below.			
а	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or			
	trustees of each of the supported organizations? Provide details in Part VI.	За		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each			
	of its supported organizations? If "Yes." describe in Part VI the role played by the organization in this regard.	3b		

Schedule A (Form 990 or 990-EZ) 2018 DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-0295420 Page 6

Pai	Type III Non-Functionally Integrated 509(a)(3) Supporting	Orga	nizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying	trust o	n Nov. 20, 1970 (explain in F	Part VI.) See instructions. Al
	other Type III non-functionally integrated supporting organizations must com	plete S	Sections A through E.	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):		A	
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other			
	factors (explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount,			
	see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by .035	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions)	6		
7	Check here if the current year is the organization's first as a non-functionally	integra	ated Type III supporting orga	anization (see
	instructions).	-		

Schedule A (Form 990 or 990-EZ) 2018

Schedule A (Form 990 or 990-EZ) 2018 DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-0295420 Page 7

Par	rt V Type III Non-Functionally Integrated 509	(a)(3) Supporting Orga	nizations (continued)	
Secti	ion D - Distributions		,	Current Year
1	Amounts paid to supported organizations to accomplish exe	mpt purposes		
2	Amounts paid to perform activity that directly furthers exemp	ot purposes of supported		
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations)	
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in Part VI). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which the	ne organization is responsive		
	(provide details in Part VI). See instructions.			
9	Distributable amount for 2018 from Section C, line 6			
10	Line 8 amount divided by line 9 amount			
Secti	ion E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1	Distributable amount for 2018 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2018 (reason-			
	able cause required- explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2018			
а	From 2013			
b	From 2014			
С	From 2015			
d	From 2016			
е	From 2017			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h	Applied to 2018 distributable amount			
i_	Carryover from 2013 not applied (see instructions)			
<u>j</u>	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2018 from Section D,			
	line 7: \$			
	Applied to underdistributions of prior years			
b	Applied to 2018 distributable amount			
С	Remainder. Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2018, if			
	any. Subtract lines 3g and 4a from line 2. For result greater			
	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2018. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2019. Add lines 3j			
_	and 4c.			
8_	Breakdown of line 7:			
	Excess from 2014			
	Excess from 2015			
	Excess from 2016			
	Excess from 2017 Excess from 2018			

Schedule A (Form 990 or 990-EZ) 2018

Schedule A	Form 990 or 990-EZ) 2018 DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-0295420 Page 8
Part VI	Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12;
	Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V,
	Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
	(See instructions.)

Schedule B

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

Department of the Treasury Internal Revenue Service

Name of the organization

Schedule of Contributors

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

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

0040

2018

OMB No. 1545-0047

DISTRICT IV HUMAN RESOURCE DEV. COUNCIL

Employer identification number

81-0295420

Organiz	ation type (check or	ne):
Filers of	:	Section:
Form 99	0 or 990-EZ	X 501(c)(3) (enter number) organization
		4947(a)(1) nonexempt charitable trust not treated as a private foundation
		527 political organization
Form 99	0-PF	501(c)(3) exempt private foundation
		4947(a)(1) nonexempt charitable trust treated as a private foundation
	501(c)(3) taxable private foundation if your organization is covered by the General Rule or a Special Rule.	
Check if	vour organization is	covered by the General Rule or a Special Rule
		7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.
General	Rule	
	-	filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.
Special	Rules	
X	For an organization	described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under
	any one contributor	and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from r, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; line 1. Complete Parts I and II.
	year, total contribut	described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the tions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the ty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address),
	year, contributions is checked, enter he purpose. Don't com	described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box ere the total contributions that were received during the year for an exclusively religious, charitable, etc., applete any of the parts unless the General Rule applies to this organization because it received nonexclusively etc., contributions totaling \$5,000 or more during the year
		at isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to

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

certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Schedule B (Form 990, 990-EZ, or 990-PF) (2018)

Name of organization Employer identification number

DISTRICT IV HUMAN RESOURCE DEV. COUNCIL

81-0295420

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	U.S. DEPT OF HEALTH & HUMAN SERVICES 200 INDEPENDENCE AVE, SW WASHINGTON, DC 20201	\$ 2,761,389.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	U.S. DEPT OF ENERGY 1000 INDEPENDENCE AVE, SW WASHINGTON, DC 20585	\$ 187,024.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3	U.S. DEPT OF JUSTICE 950 PENNSYLVANIA AVE, NW WASHINGTON, DC 20530	\$ 153,415.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4	U.S. DEPT OF LABOR 200 CONSTITUTION AVE, NW WASHINGTON, DC 20210	\$126,688.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5	U.S. DEPT OF EDUCATION 400 MARYLAND AVE SW WASHINGTON, DC 20202	\$ 93,201.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6	U.S. DEPT OF AGRICULTURE 1400 INDEPENDENCE ACE SW WASHINGTON, DC 20250	\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
		Calcadula D /Farra	000 000 EZ 000 DE) (0040)

Name of organization Employer identification number

DISTRICT IV HUMAN RESOURCE DEV. COUNCIL

81-0295420

(b) Description of noncash property given	(c)	
	FMV (or estimate) (See instructions.)	(d) Date received
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	(b) Description of noncash property given (b) Description of noncash property given (b) Description of noncash property given (b) Description of noncash property given	Description of noncash property given (b) Description of noncash property given (c) FMV (or estimate) (See instructions.) (b) Description of noncash property given (c) FMV (or estimate) (See instructions.) (c) FMV (or estimate) (See instructions.) (d) FMV (or estimate) (See instructions.) (e) FMV (or estimate) (See instructions.) (f) FMV (or estimate) (See instructions.) (g) FMV (or estimate) (See instructions.)

Name of organization **Employer identification number** DISTRICT IV HUMAN RESOURCE DEV. COUNCIL 81-0295420 Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) Use duplicate copies of Part III if additional space is needed. (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

▶ Attach to Form 990.

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

Open to Public Inspection

OMB No. 1545-0047

Name of the organization

DISTRICT IV HUMAN RESOURCE DEV. COUNCIL

Employer identification number 81-0295420

Pai	rt I Organi	zations Maintaining Donor Advised	d Funds or Other Similar Funds	or Accounts. Complete if the
	organizat	tion answered "Yes" on Form 990, Part IV, line	e 6.	
			(a) Donor advised funds	(b) Funds and other accounts
1	Total number at	end of year		
2		e of contributions to (during year)		
3	Aggregate value	e of grants from (during year)		
4	Aggregate value	e at end of year		
5	Did the organiza	ation inform all donors and donor advisors in v	vriting that the assets held in donor advise	ed funds
	are the organiza	tion's property, subject to the organization's	exclusive legal control?	Yes No
6	Did the organiza	ation inform all grantees, donors, and donor a	dvisors in writing that grant funds can be o	used only
	for charitable pu	irposes and not for the benefit of the donor or	donor advisor, or for any other purpose of	conferring
	impermissible p			
Pai	rt II Conse	rvation Easements. Complete if the org	ganization answered "Yes" on Form 990, F	Part IV, line 7.
1	Purpose(s) of co	onservation easements held by the organization	on (check all that apply).	
	Preservati	ion of land for public use (e.g., recreation or e	ducation) Preservation of a histo	orically important land area
	Protection	n of natural habitat	Preservation of a cert	ified historic structure
		ion of open space		
2	•	2a through 2d if the organization held a qualifi	ed conservation contribution in the form	
	day of the tax ye			Held at the End of the Tax Year
а		conservation easements		I I
b	•			
C		servation easements on a certified historic stru		
d		ervation easements included in (c) acquired a		
_		ional Register		
3	_	ervation easements modified, transferred, rele	eased, extinguished, or terminated by the	organization during the tax
	year ▶			
4		es where property subject to conservation eas		
5		zation have a written policy regarding the peri enforcement of the conservation easements it		Yes No
6	•	eer hours devoted to monitoring, inspecting, I		
Ü	Starr and volunt	cor riours devoted to morntoring, inspecting, i	nariding of violations, and emorning cons	civation casements during the year
7	Amount of expe	 nses incurred in monitoring, inspecting, hand	ling of violations, and enforcing conservat	tion easements during the year
•	▶ \$	ribos indured in mornioring, inspecting, mand	ing or violations, and emoroting conservat	non easements daring the year
8		ervation easement reported on line 2(d) above	e satisfy the requirements of section 170/h	n)(4)(B)(i)
	and section 170			
9		cribe how the organization reports conservation		
	include, if applic	cable, the text of the footnote to the organizati	ion's financial statements that describes t	the organization's accounting for
	conservation ea			
Pai	rt III Organi	zations Maintaining Collections of	Art, Historical Treasures, or Ot	her Similar Assets.
	Complete	e if the organization answered "Yes" on Form	990, Part IV, line 8.	
1a	If the organization	on elected, as permitted under SFAS 116 (AS	C 958), not to report in its revenue statem	ent and balance sheet works of art,
	historical treasu	res, or other similar assets held for public exh	ibition, education, or research in furtherar	nce of public service, provide, in Part XIII,
	the text of the fo	ootnote to its financial statements that describ	oes these items.	
b	If the organization	on elected, as permitted under SFAS 116 (AS	C 958), to report in its revenue statement	and balance sheet works of art, historical
	treasures, or oth	ner similar assets held for public exhibition, ed	lucation, or research in furtherance of pub	olic service, provide the following amounts
	relating to these	e items:		
	(i) Revenue inc	cluded on Form 990, Part VIII, line 1		
	(ii) Assets inclu	ided in Form 990, Part X		
2	If the organization	on received or held works of art, historical trea	asures, or other similar assets for financial	gain, provide
	-	nounts required to be reported under SFAS 11	· · · · · · · · · · · · · · · · · · ·	
а		ed on Form 990, Part VIII, line 1		
LHA	For Paperwork	Reduction Act Notice, see the Instructions	for Form 990.	Schedule D (Form 990) 2018

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		102,035.		102,035.
b Buildings		1,433,158.	1,063,689.	369,469.
c Leasehold improvements				
d Equipment		662,085.	610,080.	52,005.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equa	l Form 990. Part X. colun	nn (B). line 10c.)	>	523,509.

Schedule D (Form 990) 2018

(1) (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	(-) = = = = =	(/ =
(3) (4) (5) (6) (7) (8) (9)	(1)	
(3) (4) (5) (6) (7) (8) (9)	(2)	
(5) (6) (7) (8) (9)	(3)	
(6) (7) (8) (9)	(4)	
(6) (7) (8) (9)	(5)	
(8) (9)		
(9)	(7)	
	(8)	
Total. (Column (b) must equal Form 990. Part X. col. (B) line 15.)	(9)	
	Total. (Column (b) must equal Form 990. Part X. col. (B) line 15.)	

1.	(a) Description of liability	(b) Book value
(1)	Federal income taxes	
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total.	(Column (b) must equal Form 990. Part X. col. (B) line 25.)	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Schedule D (Form 990) 2018

(A) (B) (C) (D) (E) (F) (G) (H)

(1) (2) (3) (4) (5) (6)(7) (8) (9)

Schedule D (Form 990) 2018

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.

► Attach to Form 990 or 990-EZ. ► Go to www.irs.gov/Form990 for the latest information. 2018
Open to Public Inspection

OMB No. 1545-0047

Name of the organization

DISTRICT IV HUMAN RESOURCE DEV. COUNCIL

Employer identification number 81-0295420

FORM 990, PART LINE 1, DESCRIPTION OF ORGANIZATION MISSION: FOR SOCIAL AND ECONOMIC ADVANCEMENT. FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: BLAINE, AND LIBERTY COUNTIES IN MONTANA OF ALL AGES TO ATTAIN THE SKILLS, KNOWLEDGE, MOTIVATIONS, AND THE OPPORTUNITIES NEEDED FOR THEM TO BECOME FULLY SELF-SUFFICIENT. FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES: LOW INCOME ENERGY ASSISTANCE: ENERGY ASSISTANCE; FOOD BANK: FOOD FOR HOMELESS AND UNDERPRIVILEGED; CONTINUUM OF CARE: LOW INCOME HOUSING TEMPORARY ASSISTANCE FOR NEEDY FAMILIES/WORK READINESS SUPPORT; COMPONENT: WORK PLACEMENT; SUMMER YOUTH TRAINING; COMMUNITY SERVICES BLOCK GRANT: IMPROVEMENT OF POVERTY CONDITIONS; WIA ADULT: OCCUPATIONAL TRAINING AND ASSISTANCE; SKILLS TRAINING: OCCUPATIONAL TRAINING AND

BLOCK GRANT: CHILD CARE ASSISTANCE; NWE WEATHERIZATION: WEATHERIZATION

ASSISTANCE; WIA YOUTH: YOUTH OCCUPATIONAL OPPORTUNITIES; CHILD CARE

ASSISTANCE; DOMESTIC VIOLENCE: SHELTER FROM ABUSE; EMERGENCY HOMELESS

SHELTER: TEMPORARY HOUSING ASSISTANCE

EXPENSES \$ 1,138,281. INCLUDING GRANTS OF \$ 0. REVENUE \$ 472,138.

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

THE EXECUTIVE DIRECTOR REVIEWS THE FORM 990 AND THEN PRESENTS TO THE BOARD FOR APPROVAL BEFORE IT IS FILED.

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

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

Schedule O (Form 990 or 990-EZ) (2018)

832211 10-10-18

DISTRICT IV HUMAN RESOURCE DEV. COUNCIL	81-0295420
BOARD MEMEBERS ARE REQUIRED TO SIGN A CONFLICT OF INTEREST	STATEMENT
FORM 990, PART VI, SECTION B, LINE 15:	
THE BOARD OF DIRECTORS IS RESPONSIBLE FOR HIRING ALL OFFIC	ERS OF THE
ORGANIZATION. THE BOARD RESEARCHES COMPARABLE ORGANIZATIO	NS TO DETERMINE
REASONABLE COMPENSATION AND BENEFIT PACKAGES FOR THE ORGAN	IZATION'S
OFFICERS.	
FORM 990, PART VI, SECTION C, LINE 19:	
DURING OFFICE HOURS UPON REQUEST	
FORM 990, PART XII, LINE 2C:	
NO CHANGE FROM PRIOR YEAR IN THE ORGANIZATION'S FINANCIAL	STATEMENT
OVERSIGHT OR INDEPENDENT ACCOUNTANT SELECTION PROCESS.	

SCHEDULE R (Form 990)

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

Attach to Form 990.

Department of the Treasury Internal Revenue Service Name of the organization

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

OMB No. 1545-0047

Open to Public Inspection

Schedule R (Form 990) 2018

Name of	the organization DISTRICT IV HU	JMAN RESOURCE DEV.	COUNCIL			Employ 81	ver identifica -029542	ation nu 20	ımber
Part I	Identification of Disregarded Entities. Comple	te if the organization answered "Yes"	on Form 990, Part IV, line 33						
	(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total inco	(e) me End-of-year a	assets	(f Direct co ent	ntrolling	J
				1					
Part II	Identification of Related Tax-Exempt Organizations during the tax year.	ations. Complete if the organization a	answered "Yes" on Form 990,	, Part IV, line 34, b	ecause it had one o	or more relate	ed tax-exem	ıpt	
	(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section	(f) Direct co ent	ntrolling	Section 5 contr	olled
		_	J.		501(c)(3))			Yes	No
		-							
		_ -							

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

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(ł	ո)	(i)	(j)	(k)
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign	Direct controlling entity	Predominant income (related, unrelated, excluded from tax under	Share of total income	Share of end-of-year assets	alloca		Code V-UBI amount in box 20 of Schedule	mana	
		country)		sections 512-514)			Yes	No	K-1 (Form 1065)	Yes	No
ANTELOPE COURT, LP -											
47-1528821, 32 SOUTH TRACY AVE., BOZEMAN, MT 59715	RESIDENTIAL RENTAL-HOUSING	мт	N/A	N/A	N/A	N/A	N/A		N/A	N/Z	A N/A
BUFFALO COURT, LP - 27-1619690, 32 SOUTH TRACY AVE., BOZEMAN, MT 59715	RESIDENTIAL RENTAL-HOUSING	МТ	N/A	N/A	N/A	N/A	N/A			N/	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	Legal domicile (state or foreign	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	ent	tion b)(13) rolled tity?
		country)						Yes	No
DISTRICT IV HRDC, LLC - 27-1619437 2229 5TH AVENUE	RESIDENTIAL		DISTRICT IV						
HAVRE, MT 59501	RENTAL-HOUSING	MT	HRDC	C CORP			.01%		X
DISTRICT IV HRDC, LLC1 - 47-1566433									
2229 5TH AVENUE	RESIDENTIAL		DISTRICT IV						
HAVRE, MT 59501	RENTAL-HOUSING	MT	HRDC	C CORP			.01%		X

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Not	e: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.					Yes	No
1	During the tax year, did the organization engage in any of the following transactions	s with one or more re	elated organizations listed in	Parts II-IV?			
а	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	<i>'</i>			1a		X
b	Gift, grant, or capital contribution to related organization(s)				1b		X
С	Gift, grant, or capital contribution from related organization(s)				1c		X
					1d		X
е	Loans or loan guarantees by related organization(s)				1e		X
f	Dividends from related organization(s)				1f		X
	Sale of assets to related organization(s)				1g		X
	Purchase of assets from related organization(s)				1h		X
i	Exchange of assets with related organization(s)				1i		X
j	Lease of facilities, equipment, or other assets to related organization(s)				1j		X
•							
k	Lease of facilities, equipment, or other assets from related organization(s)				1k		Х
- 1	Performance of services or membership or fundraising solicitations for related organ				11		X
m	Performance of services or membership or fundraising solicitations by related organ				1m		X
	Sharing of facilities, equipment, mailing lists, or other assets with related organization				1n		X
	Sharing of paid employees with related organization(s)				10		X
р	Reimbursement paid to related organization(s) for expenses				1p		Х
	Reimbursement paid by related organization(s) for expenses				1q	Х	
·					•		
r	Other transfer of cash or property to related organization(s)				1r		Х
					1s		X
	If the answer to any of the above is "Yes," see the instructions for information on w	ho must complete th	nis line, including covered rel	ationships and transaction thresholds.			
	(a)	(b)	(c)	(d)			
	(a) Name of related organization	Transaction	Amount involved	Method of determining amount inv	olved		
		type (a-s)					
(1) 2	NTELOPE COURT, LP	Q	34,804.				
(2)]	SUFFALO COURT, LP	Q	48,877.				
(3)							
(4)							
(5)							

Page 4

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners sec 501(c)(3) orgs.?	(f) Share of total	(g) Share of end-of-year	Dispro tiona allocati	por- ate ons?	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Gener mana partr	al or Puging o	(k) ercentage ownership
		country)	sections 512-514)	Yes No		assets	Yes	No	(Form 1065)	Yes	No	
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Form **8868**

(Rev. January 2019)

Department of the Treasury Internal Revenue Service

Application for Automatic Extension of Time To File an Exempt Organization Return

File a separate application for each return.

► Go to www.irs.gov/Form8868 for the latest information.

OMB No. 1545-1709

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request 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/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

	Form 7004 to request an extension of time to file income	tax return	13.			
				Enter file	r's identifying	number
Type or	Name of exempt organization or other filer, see instruct	tions.		Employer	identification n	umber (EIN) or
print	DISTRICT IV HUMAN RESOURCE I	DEV.	COUNCIL		81-0295	420
File by the due date for filing your return. See	Number, street, and room or suite no. If a P.O. box, see 2229 5TH AVE			Social se	curity number (SSN)
instructions.	City, town or post office, state, and ZIP code. For a for HAVRE, MT 59501	eign addı	ess, see instructions.			
Enter the	Return Code for the return that this application is for (file	a separat	e application for each return)			0 1
Applicati	on	Return	Application			Return
ls For		Code	Is For			Code
Form 990	or Form 990-EZ	01	Form 990-T (corporation)			07
Form 990)-BL	02	Form 1041-A			08
Form 472	20 (individual)	03	Form 4720 (other than individual	l)		09
Form 990)-PF	04	Form 5227			10
Form 990	0-T (sec. 401(a) or 408(a) trust)	05	Form 6069			11
Form 990	0-T (trust other than above)	06	Form 8870			12
Teleph	KATHY TERBOVITZ books are in the care of \blacktriangleright 2229 5TH AVE $-$ 1 none No. \blacktriangleright 406-265-6743	HAVRE	, MT 59501 Fax No. ▶			
Teleph If the company of the company	cooks are in the care of ▶ 2229 5TH AVE − 1 chone No. ▶ 406−265−6743 organization does not have an office or place of business it is for a Group Return, enter the organization's four digit G organization of the group, check this box ▶ □ quest an automatic 6-month extension of time until corganization named above. The extension is for the organization calendar year or	in the Unitroup Exe and atta MAN	Fax No. ted States, check this box mption Number (GEN) ch a list with the names and EINs 15, 2020 , to	. If this is for of all member file the exem	the whole grou	n is for.
Teleph If the c If this box If this box If the c If this box If the c If th	cooks are in the care of ▶ 2229 5TH AVE − 1 chone No. ▶ 406−265−6743 organization does not have an office or place of business it is for a Group Return, enter the organization's four digit G organization of the group, check this box ▶ □ quest an automatic 6-month extension of time until corganization named above. The extension is for the organization calendar year or	in the Unitroup Exe and atta MAN nization's	Fax No. ted States, check this box mption Number (GEN) ch a list with the names and EINs 7 15, 2020 , to return for: d ending JUN 30, 201	. If this is for of all member file the exem	the whole ground the extension of the ex	n is for.
Teleph If the c If this box If the the	cooks are in the care of ▶ 2229 5TH AVE − 1 none No. ▶ 406−265−6743 organization does not have an office or place of business it is for a Group Return, enter the organization's four digit G organization for part of the group, check this box ▶ □ quest an automatic 6-month extension of time until organization named above. The extension is for the organization calendar year or □ x tax year beginning ULL 1 , 2018 organization named in line 1 is for less than 12 months, check this box ▶ □	in the Uniteroup Executed and attain interest in the Uniterous Executed AMAN MAN MAN MAN MAN MAN MAN MAN MAN MA	Fax No. Fax No	. If this is for of all member file the exem	the whole ground the extension of the ex	n is for. return for
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Teleph If the c If this box I I re the 2 If th 3a If th any b If th	cooks are in the care of ▶ 2229 5TH AVE − 1 cooks are in the care of ▶ 2229 5TH AVE − 1 cooks are in the care of ▶ 2229 5TH AVE − 1 cooks are in the care of ▶ 2229 5TH AVE − 1 cooks are in the care of ▶ 2229 5TH AVE − 1 cooks are in the care of business in the cooks are in the care of the care	in the Uniteroup Executed and attain in the Unit	Fax No. ted States, check this box mption Number (GEN) ch a list with the names and EINs 15, 2020 , to return for: d ending JUN 30, 201 n: Initial return enter the tentative tax, less refundable credits and	. If this is for of all member file the exem 9 Final return 3a	the whole grouers the extension pt organization .	n is for. return for
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LHA For Privacy Act and Paperwork Reduction Act Notice, see instructions. Form 8868 (Rev. 1-2019)