Form **990** Department of the Treasury Internal Revenue Service

Return of Organization Exempt from Income Tax

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

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

OMB No 1545 0047

2002

Open to Public Inspection

A For the 2002 calendar year, or tax year beginning , 2002, and ending ,

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

Please use IRS label or print or type. See specific instructions.

C Name of organization: National Committee on Pay Equity, Inc

Number street (or P O box if mail is not delivered to street addr) Room/suite: P O Box 34446

City town or country: Washington State: DC ZIP code + 4: 20043-4446

D Employer Identification Number: 52-1236016

E Telephone number: (202) 637-5232

F Accounting method: ☐ Cash ☒ Accrual ☐ Other (specify) ►

• **Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ)**

H and I are not applicable to section 527 organizations

H (a) Is this a group return for affiliates? ☐ Yes ☒ No

H (b) If Yes enter number of affiliates ►

H (c) Are all affiliates included? ☐ Yes ☐ No (If No attach a list See instructions)

H (d) Is this a separate return filed by an organization covered by a group ruling? ☐ Yes ☒ No

G Web site ►

J Organization type (check only one) ► ☒ 501(c) 3 ◄ (insert no) ☐ 4947(a)(1) or ☐ 527

K Check here ► ☐ if the organization's gross receipts are normally not more than $25 000 The organization need not file a return with the IRS, but if the organization received a Form 990 Package in the mail, it should file a return without financial data **Some states require a complete return**

I Enter 4 digit GEN ►

M Check ► ☐ if the organization is not required to attach Schedule B (Form 990, 990 EZ or 990 PF)

L Gross receipts Add lines 6b, 8b, 9b, and 10b to line 12 ► 80,263

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See Instructions)

REVENUE	1 Contributions, gifts grants, and similar amounts received				
	a Direct public support	1a	21,671		
	b Indirect public support	1b			
	c Government contributions (grants)	1c			
	d Total (add lines 1a through 1c) (cash $ ______ noncash $ ______)			1d	21,671
	2 Program service revenue including government fees and contracts (from Part VII, line 93)			2	70
	3 Membership dues and assessments			3	58,147
	4 Interest on savings and temporary cash investments			4	248
	5 Dividends and interest from securities			5	
	6a Gross rents	6a			
	b Less rental expenses	6b			
	c Net rental income or (loss) (subtract line 6b from line 6a)			6c	
	7 Other investment income (describe)			7	
	8a Gross amount from sales of assets other than inventory — (A) Securities: ; (B) Other:	8a			
	b Less cost or other basis and sales expenses	8b			
	c Gain or (loss) (attach schedule)	8c			
	d Net gain or (loss) (combine line 8c columns (A) and (B))			8d	
	9 Special events and activities (attach schedule)				
	a Gross revenue (not including $ ______ of contributions reported on line 1a)	9a			
	b Less direct expenses other than fundraising expenses	9b			
	c Net income or (loss) from special events (subtract line 9b from line 9a)			9c	
	10a Gross sales of inventory, less returns and allowances	10a			
	b Less cost of goods sold	10b			
	c Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)			10c	
	11 Other revenue (from Part VII, line 103)			11	127
	12 **Total revenue** (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)			12	80,263
EXPENSES	13 Program services (from line 44, column (B))			13	0
	14 Management and general (from line 44 column (C))			14	46,015
	15 Fundraising (from line 44, column (D))			15	0
	16 Payments to affiliates (attach schedule)			16	
	17 **Total expenses** (add lines 16 and 44, column (A))			17	46,015
NET ASSETS	18 Excess or (deficit) for the year (subtract line 17 from line 12)			18	34,248
	19 Net assets or fund balances at beginning of year (from line 73, column (A))			19	39,564
	20 Other changes in net assets or fund balances (attach explanation)			20	-16,751
	21 Net assets or fund balances at end of year (combine lines 18, 19, and 20)			21	57,061

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BAA For Paperwork Reduction Act Notice, see the separate instructions TEEA0101 09/05/02 Form **990** (2002)

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Part II Statement of Functional Expenses All organizations must complete column (A) Columns (B) (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others

Do not include amounts reported on line 6b 8b 9b 10b or 16 of Part I		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22 Grants and allocations (att sch) (cash $ ____ non cash $ ____)	22				
23 Specific assistance to individuals (att sch)	23				
24 Benefits paid to or for members (att sch)	24				
25 Compensation of officers, directors etc	25				
26 Other salaries and wages	26				
27 Pension plan contributions	27				
28 Other employee benefits	28				
29 Payroll taxes	29				
30 Professional fundraising fees	30				
31 Accounting fees	31	5,710	0	5,710	0
32 Legal fees	32				
33 Supplies	33	198	0	198	0
34 Telephone	34	1,922	0	1,922	0
35 Postage and shipping	35	2,053	0	2,053	0
36 Occupancy	36	5,394	0	5,394	0
37 Equipment rental and maintenance	37				
38 Printing and publications	38				
39 Travel	39				
40 Conferences, conventions, and meetings	40	311	0	311	0
41 Interest	41				
42 Depreciation depletion, etc (attach schedule)	42	1,614	0	1,614	0
43 Other expenses not covered above (itemize)					
a Bank Charges	43a	571	0	571	0
b Consultants	43b	25,632	0	25,632	0
c Dues and Subscriptions	43c	50	0	50	0
d Insurance	43d	1,671	0	1,671	0
e Miscellaneous	43e	889	0	889	0
44 Total functional expenses (add lines 22 43) Organizations completing columns (B) (D), carry these totals to lines 13 15	44	46,015	0	46 015	0

Joint Costs Check ► ☐ if you are following SOP 98 2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? ► ☐ Yes ☒ No

If Yes enter (i) the aggregate amount of these joint costs $ ____ (ii) the amount allocated to program services $ ____ (iii) the amount allocated to management and general $ ____ and (iv) the amount allocated to fundraising $

Part III Statement of Program Service Accomplishments

What is the organization s primary exempt purpose? ► See attached

All organizations must describe their exempt purpose achievements in a clear and concise manner State the number of clients served publications issued, etc Discuss achievements that are not measurable (Section 501(c)(3) & (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants & allocations to others)

	Program Service Expenses (Required for 501(c)(3) and (4) organizations and 4947(a)(1) trusts but optional for others)
a (Grants and allocations $)	
b (Grants and allocations $)	
c (Grants and allocations $)	
d (Grants and allocations $)	
e Other program services (Grants and allocations $)	
f **Total of Program Service Expenses** (should equal line 44, column (B), program services) ►	

Part IV Balance Sheets (See Instructions)

Note Where required, attached schedules and amounts within the description column should be for end of-year amounts only			(A) Beginning of year		(B) End of year
ASSETS 45 Cash – non interest bearing			31,229	45	32,305
46 Savings and temporary cash investments			24,895	46	25,056
47a Accounts receivable	47a	0			
b Less allowance for doubtful accounts	47b		3,298	47c	0
48a Pledges receivable	48a				
b Less allowance for doubtful accounts	48b			48c	
49 Grants receivable				49	
50 Receivables from officers directors, trustees, and key employees (attach schedule)				50	
51a Other notes & loans receivable (attach sch)	51a				
b Less allowance for doubtful accounts	51b			51c	
52 Inventories for sale or use				52	
53 Prepaid expenses and deferred charges			1,238	53	1,768
54 Investments – securities (attach schedule) ► ☐ Cost ☐ FMV				54	
55a Investments – land buildings, & equipment basis	55a				
b Less accumulated depreciation (attach schedule)	55b			55c	
56 Investments – other (attach schedule)				56	
57a Land buildings, and equipment basis	57a	3,102			
b Less accumulated depreciation (attach schedule)	57b	1,212	4 315	57c	1,890
58 Other assets (describe ► See Line 58 Stmt)			1,751	58	1 751
59 **Total assets** (add lines 45 through 58) (must equal line 74)			66,726	59	62 770
LIABILITIES 60 Accounts payable and accrued expenses			25,462	60	4,009
61 Grants payable				61	
62 Deferred revenue				62	
63 Loans from officers, directors, trustees, and key employees (attach schedule)				63	
64a Tax exempt bond liabilities (attach schedule)				64a	
b Mortgages and other notes payable (attach schedule)				64b	
65 Other liabilities (describe ► See Line 65 Stmt)			1,700	65	1,700
66 **Total liabilities** (add lines 60 through 65)			27,162	66	5,709
NET ASSETS OR FUND BALANCES **Organizations that follow SFAS 117, check here ►** ☒ and complete lines 67 through 69 and lines 73 and 74					
67 Unrestricted			22,813	67	57,061
68 Temporarily restricted			16,751	68	
69 Permanently restricted				69	
Organizations that do not follow SFAS 117, check here ► ☐ and complete lines 70 through 74					
70 Capital stock trust principal or current funds				70	
71 Paid in or capital surplus, or land building, and equipment fund				71	
72 Retained earnings, endowment accumulated income, or other funds				72	
73 **Total net assets or fund balances** (add lines 67 through 69 **or** lines 70 through 72, column (A) **must** equal line 19, column (B) **must** equal line 21)			39,564	73	57,061
74 **Total liabilities and net assets/fund balances** (add lines 66 and 73)			66,726	74	62,770

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization How the public perceives an organization in such cases may be determined by the information presented on its return Therefore please make sure the return is complete and accurate and fully describes in Part III the organization s programs and accomplishments

BAA

Part IV-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return (See instructions)

a	Total revenue, gains, and other support per audited financial statements	a	80,263
b	Amounts included on line a but not on line 12 Form 990		
(1)	Net unrealized gains on investments $		
(2)	Donated services and use of facilities $		
(3)	Recoveries of prior year grants $		
(4)	Other (specify) $		
	Add amounts on lines (1) through (4)	b	
c	Line a minus line b	c	80,263
d	Amounts included on line 12 Form 990 but not on line a		
(1)	Investment expenses not included on line 6b, Form 990 $		
(2)	Other (specify) $		
	Add amounts on lines (1) and (2)	d	
e	Total revenue per line 12, Form 990 (line c plus line d)	e	80,263

Part IV-B Reconciliation of Expenses per Audited Financial Statements with Expenses per Return

a	Total expenses and losses per audited financial statements	a	46,015
b	Amounts included on line a but not on line 17, Form 990		
(1)	Donated services and use of facilities $		
(2)	Prior year adjustments reported on line 20, Form 990 $		
(3)	Losses reported on line 20, Form 990 $		
(4)	Other (specify) $		
	Add amounts on lines (1) through (4)	b	
c	Line a minus line b	c	46,015
d	Amounts included on line 17 Form 990 but not on line a		
(1)	Investment expenses not included on line 6b Form 990 $		
(2)	Other (specify) $		
	Add amounts on lines (1) and (2)	d	
e	Total expenses per line 17 Form 990 (line c plus line d)	e	46,015

Part V List of Officers, Directors, Trustees, and Key Employees (List each one even if not compensated see instructions)

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (if not paid, enter -0-)	(D) Contributions to employee benefit plans and deferred compensation	(E) Expense account and other allowances
Board List - Please see attached				

75 Did any officer, director trustee, or key employee receive aggregate compensation of more than $100 000 from your organization and all related organizations of which more than $10,000 was provided by the related organizations? ☐ Yes ☒ No

If 'Yes attach schedule – see instructions

Part VI Other Information (See instructions)

		Line	Yes	No
76	Did the organization engage in any activity not previously reported to the IRS? If 'Yes,' attach a detailed description of each activity	76		X
77	Were any changes made in the organizing or governing documents but not reported to the IRS? If 'Yes' attach a conformed copy of the changes	77		X
78a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?	78a		X
b	If 'Yes,' has it filed a tax return on **Form 990-T** for this year?	78b		
79	Was there a liquidation dissolution, termination or substantial contraction during the year? If 'Yes,' attach a statement	79		X
80a	Is the organization related (other than by association with a statewide or nationwide organization) through common membership governing bodies, trustees officers etc, to any other exempt or nonexempt organization?	80a		X
b	If 'Yes' enter the name of the organization ► and check whether it is ☐ exempt **or** ☐ nonexempt			
81a	Enter direct or indirect political expenditures See line 81 instructions — 81a: 0			
b	Did the organization file **Form 1120-POL** for this year?	81b		X
82a	Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?	82a		X
b	If 'Yes' you may indicate the value of these items here Do not include this amount as revenue in Part I or as an expense in Part II (See instructions in Part III) — 82b:			
83a	Did the organization comply with the public inspection requirements for returns and exemption applications?	83a	X	
b	Did the organization comply with the disclosure requirements relating to quid pro quo contributions?	83b	X	
84a	Did the organization solicit any contributions or gifts that were not tax deductible?	84a		X
b	If 'Yes' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	84b		
85	*501(c)(4) (5), or (6) organizations* **a** Were substantially all dues nondeductible by members?	85a		
b	Did the organization make only in house lobbying expenditures of $2 000 or less?	85b		
	If 'Yes' was answered to either 85a or 85b, **do not** complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year			
c	Dues assessments and similar amounts from members — 85c:			
d	Section 162(e) lobbying and political expenditures — 85d:			
e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices — 85e:			
f	Taxable amount of lobbying and political expenditures (line 85d less 85e) — 85f:			
g	Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?	85g		
h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?	85h		
86	*501(c)(7) organizations* Enter **a** Initiation fees and capital contributions included on line 12 — 86a:			
b	Gross receipts included on line 12 for public use of club facilities — 86b:			
87	*501(c)(12) organizations* Enter **a** Gross income from members or shareholders — 87a:			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) — 87b:			
88	At any time during the year did the organization own a 50% or greater interest in a taxable corporation or partnership or an entity disregarded as separate from the organization under Regulations sections 301 7701 2 and 301 7701 3? If 'Yes' complete Part IX	88		X
89a	*501(c)(3) organizations* Enter Amount of tax imposed on the organization during the year under section 4911 ► 0 section 4912 ► 0 section 4955 ► 0			
b	*501(c)(3) and 501(c)(4) organizations* Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If 'Yes,' attach a statement explaining each transaction	89b		X
c	Enter Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ► 0			
d	Enter Amount of tax on line 89c above, reimbursed by the organization ► 0			

90a List the states with which a copy of this return is filed ► Washington, DC

b Number of employees employed in the pay period that includes March 12 2002 (See instructions) — 90b: 0

91 The books are in care of ► The Committee Telephone number ► (202) 637-5232

Located at ► 815 16th Street, Washington DC ZIP + 4 ► 20006

92 *Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of* ***Form 1041*** — Check here ► ☐
and enter the amount of tax exempt interest received or accrued during the tax year ► 92

Part VII Analysis of Income-Producing Activities (See instructions.)

Note Enter gross amounts unless otherwise indicated	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue					
a Publication					70
b					
c					
d					
e					
f Medicare/Medicaid payments					
g Fees & contracts from government agencies					
94 Membership dues and assessments					58,147
95 Interest on savings & temporary cash invmnts			14	248	
96 Dividends & interest from securities					
97 Net rental income or (loss) from real estate					
a debt financed property					
b not debt financed property					
98 Net rental income or (loss) from pers prop					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory					
101 Net income or (loss) from special events					
102 Gross profit or (loss) from sales of inventory					
103 Other revenue a					
b Miscellaneous					127
c					
d					
e					
104 Subtotal (add columns (B), (D) and (E))				248	58,344

105 **Total** (add line 104 columns (B) (D), and (E)) ► 58,592

Note *Line 105 plus line 1d Part I should equal the amount on line 12, Part I*

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See instructions.)

Line No ▼	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes)
93,94	The revenue is used to examine and educate the general public about
	the historical legal, and economic basis of the inequities in any
	pay between women and men, minorities and whites, in the United
	See Relationship of Activities to the Accomplishment of Exempt Purposes Statement

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See instructions.) N/A

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End of year assets
	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See instructions.)

a Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? ☐ Yes ☒ No

b Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? ☐ Yes ☒ No

Note *If 'Yes' to (b), file Form 8870 and Form 4720 (see instructions).*

Please Sign Here

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

► Constance T. Cordovilla | 7/28/03

Signature of officer | Date

► Constance T. Cordovilla. Treasurer, Nat'l Committee on Pay Equity

Type or print name and title

Paid Preparer's Use Only

Preparer's signature ► Robert M T Gibbs, CPA	Date 07/08/03	Check if self employed ► ☐	Preparer's SSN or PTIN (see General Instruction W) 212-90-2427
Firm's name (or yours if self employed), address, and ZIP + 4 ► Robert M T Gibbs, PC			
7976 Old Georgetown Road, Suite 6A		EIN ► 52-1884539	
Bethesda MD 20814		Phone no ► (301) 986-1772	

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k), 501(n), or Section 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information — (See separate instructions.)

► **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

OMB No 1545 0047

2002

Name of the organization: National Committee on Pay Equity, Inc

Employer identification number: 52-1236016

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees

(See instructions. List each one. If there are none, enter 'None.')

(a) Name and address of each employee paid more than $50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account and other allowances
None				
Total number of other employees paid over $50,000 ►	None			

Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services

(See instructions. List each one (whether individuals or firms). If there are none, enter 'None.')

(a) Name and address of each independent contractor paid more than $50,000	(b) Type of service	(c) Compensation
None		
Total number of others receiving over $50,000 for professional services ► None		

Part III Statements About Activities (See instructions)

		Yes	No
1 During the year, has the organization attempted to influence national state or local legislation including any attempt to influence public opinion on a legislative matter or referendum? If 'Yes enter the total expenses paid or incurred in connection with the lobbying activities ► $ 0 (**Must equal amounts on line 38,** Part VI A, or line i of Part VI B)	1		X
Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI A Other organizations checking Yes must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities			
2 During the year has the organization, either directly or indirectly engaged in any of the following acts with any substantial contributors, trustees directors officers creators, key employees, or members of their families or with any taxable organization with which any such person is affiliated as an officer director trustee majority owner or principal beneficiary? *(If the answer to any question is 'Yes attach a detailed statement explaining the transactions)*			
a Sale exchange or leasing of property?	2a		X
b Lending of money or other extension of credit?	2b		X
c Furnishing of goods, services or facilities?	2c		X
d Payment of compensation (or payment or reimbursement of expenses if more than $1 000)?	2d		X
e Transfer of any part of its income or assets?	2e		X
3 Does the organization make grants for scholarships fellowships student loans, etc? (See **Note** below)	3		X
4 Do you have a section 403(b) annuity plan for your employees?	4		X

Note *Attach a statement to explain how the organization determines that individuals or organizations receiving grants or loans from it in furtherance of its charitable programs 'qualify to receive payments*

Part IV Reason for Non-Private Foundation Status (See instructions)

The organization is not a private foundation because it is (Please check only **ONE** applicable box)

5 ☐ A church convention of churches or association of churches Section 170(b)(1)(A)(i)

6 ☐ A school Section 170(b)(1)(A)(ii) (Also complete Part V)

7 ☐ A hospital or a cooperative hospital service organization Section 170(b)(1)(A)(iii)

8 ☐ A Federal, state, or local government or governmental unit Section 170(b)(1)(A)(v)

9 ☐ A medical research organization operated in conjunction with a hospital Section 170(b)(1)(A)(iii) **Enter the hospital's name, city, and state** ►

10 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit Section 170(b)(1)(A)(iv) (Also complete the **Support Schedule** in Part IV A)

11a ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public Section 170(b)(1)(A)(vi) (Also complete the **Support Schedule** in Part IV A)

11b ☐ A community trust Section 170(b)(1)(A)(vi) (Also complete the **Support Schedule** in Part IV A)

12 ☐ 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 charitable etc 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) (Also complete the **Support Schedule** in Part IV A)

13 ☐ An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in **(1)** lines 5 through 12 above or **(2)** section 501(c)(4) (5) or (6) if they meet the test of section 509(a)(2) (See section 509(a)(3))

Provide the following information about the supported organizations (See instructions)

(a) Name(s) of supported organization(s)	**(b)** Line number from above

14 ☐ An organization organized and operated to test for public safety Section 509(a)(4) (See instructions)

Part IV-A Support Schedule (Complete only if you checked a box on line 10, 11, or 12) *Use cash method of accounting*

Note *You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting*

Calendar year (or fiscal year beginning in) ►	(a) 2001	(b) 2000	(c) 1999	(d) 1998	(e) Total
15 Gifts grants and contributions received (Do not include unusual grants See line 28)	21,671	272,289	95,997	305,199	695,156
16 Membership fees received	58,147	68,955	56,493	45,610	229,205
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable etc, purpose	197	639	981	1,144	2 961
18 Gross income from interest dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	248	3,441	2,734	5,110	11,533
19 Net income from unrelated business activities not included in line 18					
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					
21 The value of services or facilities furnished to the organization by a governmental unit without charge Do not include the value of services or facilities generally furnished to the public without charge					
22 Other income Attach a schedule Do not include gain or (loss) from sale of capital assets					
23 Total of lines 15 through 22	80,263	345,324	156,205	357,063	938,855
24 Line 23 minus line 17	80,066	344,685	155,224	355,919	935,894
25 Enter 1% of line 23	803	3,453	1,562	3,571	

26 Organizations described on lines 10 or 11 a Enter 2% of amount in column (e) line 24 ► 26a 18,718

b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1998 through 2001 exceeded the amount shown in line 26a Do not file this list with your return Enter the total of all these excess amounts ► 26b 451,628

c Total support for section 509(a)(1) test Enter line 24 column (e) ► 26c 935,894

d Add Amounts from column (e) for lines 18 11,533 19 ______ 22 ______ 26b 451,628 ► 26d 463,161

e Public support (line 26c minus line 26d total) ► 26e 472,733

f **Public support percentage (line 26e (numerator) divided by line 26c (denominator))** ► 26f 50 51 %

27 Organizations described on line 12

a For amounts included in lines 15 16, and 17 that were received from a disqualified person prepare a list for your records to show the name of and total amounts received in each year from, each disqualified person **Do not file this list with your return** Enter the sum of such amounts for each year

(2001) ____________ (2000) ____________ (1999) ____________ (1998) ____________

b For any amount included in line 17 that was received from each person (other than 'disqualified persons'), prepare a list for your records to show the name of and amount received for each year, that was more than the **larger** of **(1)** the amount on line 25 for the year or **(2)** $5,000 (Include in the list organizations described in lines 5 through 11, as well as individuals) **Do not file this list with your return** After computing the difference between the amount received and the larger amount described in **(1)** or **(2)**, enter the sum of these differences (the excess amounts) for each year

(2001) ____________ (2000) ____________ (1999) ____________ (1998) ____________

c Add Amounts from column (e) for lines 15 ______ 16 ______ 17 ______ 20 ______ 21 ______ ► 27c

d Add Line 27a total ______ and line 27b total ______ ► 27d

e Public support (line 27c total minus line 27d total) ► 27e

f Total support for section 509(a)(2) test Enter amount from line 23, column (e) ► 27f

g Public support percentage (line 27e (numerator) divided by line 27f (denominator)) ► 27g %

h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) ► 27h %

28 **Unusual Grants** For an organization described in line 10, 11 or 12 that received any unusual grants during 1998 through 2001 prepare a list for your records to show for each year the name of the contributor the date and amount of the grant and a brief description of the nature of the grant **Do not file this list with your return** Do not include these grants in line 15

Part V Private School Questionnaire (See instructions)
(To be completed ONLY by schools that checked the box on line 6 in Part IV)

N/A

			Yes	No
29	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter bylaws, other governing instrument or in a resolution of its governing body?	29		
30	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures catalogues and other written communications with the public dealing with student admissions programs and scholarships?	30		
31	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves?	31		
	If 'Yes please describe, if No please explain (If you need more space attach a separate statement)			
32	Does the organization maintain the following			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	32a		
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32b		
c	Copies of all catalogues brochures, announcements and other written communications to the public dealing with student admissions programs and scholarships?	32c		
d	Copies of all material used by the organization or on its behalf to solicit contributions?	32d		
	If you answered 'No to any of the above, please explain (If you need more space, attach a separate statement)			
33	Does the organization discriminate by race in any way with respect to			
a	Students rights or privileges?	33a		
b	Admissions policies?	33b		
c	Employment of faculty or administrative staff?	33c		
d	Scholarships or other financial assistance?	33d		
e	Educational policies?	33e		
f	Use of facilities?	33f		
g	Athletic programs?	33g		
h	Other extracurricular activities?	33h		
	If you answered Yes to any of the above please explain (If you need more space, attach a separate statement)			
34a	Does the organization receive any financial aid or assistance from a governmental agency?	34a		
b	Has the organization's right to such aid ever been revoked or suspended?	34b		
	If you answered Yes' to either 34a or b, please explain using an attached statement			
35	Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75 50, 1975 2 C B 587, covering racial nondiscrimination? If No,' attach an explanation	35		

Part VI-A **Lobbying Expenditures by Electing Public Charities** (See instructions)
(To be completed **ONLY** by an eligible organization that filed Form 5768)

Check ► **a** ☐ if the organization belongs to an affiliated group Check ► **b** ☐ if you checked a' and limited control' provisions apply

Limits on Lobbying Expenditures (The term expenditures means amounts paid or incurred)		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
36 Total lobbying expenditures to influence public opinion (grassroots lobbying)	36		0
37 Total lobbying expenditures to influence a legislative body (direct lobbying)	37		
38 Total lobbying expenditures (add lines 36 and 37)	38		0
39 Other exempt purpose expenditures	39		
40 Total exempt purpose expenditures (add lines 38 and 39)	40		0
41 Lobbying nontaxable amount Enter the amount from the following table –			
If the amount on line 40 is – / **The lobbying nontaxable amount is –**			
Not over $500 000 / 20% of the amount on line 40			
Over $500 000 but not over $1 000 000 / $100,000 plus 15% of the excess over $500,000			
Over $1,000,000 but not over $1,500,000 / $175,000 plus 10% of the excess over $1,000,000	41		0
Over $1,500,000 but not over $17,000,000 / $225,000 plus 5% of the excess over $1,500,000			
Over $17,000,000 / $1,000,000			
42 Grassroots nontaxable amount (enter 25% of line 41)	42		0
43 Subtract line 42 from line 36 Enter -0 if line 42 is more than line 36	43		0
44 Subtract line 41 from line 38 Enter 0 if line 41 is more than line 38	44		0
Caution *If there is an amount on either line 43 or line 44, you must file Form 4720*			

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below See the instructions for lines 45 through 50)

	Lobbying Expenditures During 4-Year Averaging Period				
Calendar year (or fiscal year beginning in) ►	**(a)** 2002	**(b)** 2001	**(c)** 2000	**(d)** 1999	**(e)** Total
45 Lobbying nontaxable amount					
46 Lobbying ceiling amount (150% of line 45(e))					
47 Total lobbying expenditures					
48 Grassroots non-taxable amount					
49 Grassroots ceiling amount (150% of line 48(e))					
50 Grassroots lobbying expenditures					

Part VI-B **Lobbying Activity by Nonelecting Public Charities**
(For reporting only by organizations that did not complete Part VI A) (See instructions)

N/A

During the year did the organization attempt to influence national, state or local legislation including any attempt to influence public opinion on a legislative matter or referendum, through the use of	Yes	No	Amount
a Volunteers			
b Paid staff or management (Include compensation in expenses reported on lines **c** through **h**)			
c Media advertisements			
d Mailings to members, legislators or the public			
e Publications, or published or broadcast statements			
f Grants to other organizations for lobbying purposes			
g Direct contact with legislators their staffs, government officials or a legislative body			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means			
i Total lobbying expenditures (add lines c through h)			

If 'Yes to any of the above, also attach a statement giving a detailed description of the lobbying activities

Part VII **Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations** (See instructions)

51 Did the reporting organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?

		Yes	No
a Transfers from the reporting organization to a noncharitable exempt organization of			
(i) Cash	51 a (i)		X
(ii) Other assets	a (ii)		X
b Other transactions			
(i) Sales or exchanges of assets with a noncharitable exempt organization	b (i)		X
(ii) Purchases of assets from a noncharitable exempt organization	b (ii)		X
(iii) Rental of facilities, equipment or other assets	b (iii)		X
(iv) Reimbursement arrangements	b (iv)		X
(v) Loans or loan guarantees	b (v)		X
(vi) Performance of services or membership or fundraising solicitations	b (vi)		X
c Sharing of facilities, equipment, mailing lists, other assets, or paid employees	c		X

d If the answer to any of the above is 'Yes,' complete the following schedule Column (b) should always show the fair market value of the goods other assets or services given by the reporting organization If the organization received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received

(a) Line no	(b) Amount involved	(c) Name of noncharitable exempt organization	(d) Description of transfers, transactions, and sharing arrangements

52a Is the organization directly or indirectly affiliated with, or related to, one or more tax exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527? ► ☐ Yes ☒ No

b If 'Yes,' complete the following schedule

(a) Name of organization	(b) Type of organization	(c) Description of relationship

Additional Information

Form 990, Part III

NCPE's primary exempt purpose is to examine and educate the general public about the historical, legal, and economic basis of the inequities in any pay between women and men, minorities and whites in the United States and to generate similar activity within other organizations NCPE advocates correcting this problem by raising the salaries of women and minority workers so that they receive equal pay to that of white men for comparable work

Form 990 Page 3, Part IV, Line 58
Other Assets Statement

Line 58 - Other Assets.	Beginning of Year	End of Year
Deposits	1,751	
Total	1,751	

Form 990 Page 3, Part IV, Line 65
Other Liabilities Statement

Line 65 - Other Liabilities:	Beginning of Year	End of Year
Security Deposit	1,700	
Total	1,700	

Form 990, Page 6, Part VIII
Relationship of Activities to the Accomplishment of Exempt Purposes Statement

Line Number ▼	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes)
	States
103	Miscellaneous receipts furthering the organization's exempt purpose

Additional Information For Tax Return

National Committee on Pay Equity, Inc 52-1236016

Form 990 p 1 Line 20

During 2002, the Ford Foundation requested reimbursement of unexpended funds as of December 31, 2001 As a result, Temporarily restricted net assets has been reduced by $16,751

BOARD OF DIRECTORS
(2002)

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American Federation of Labor and Congress of Industrial Organizations
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Washington, DC 20006
202-637-5233

Treasurer
American Library Association
1805 Crystal Dr , #911-S
Arlington, VA 22202
703-920-2010

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1444 Eye St , NW , 3rd Fl
Washington, DC 20005
202-289-2774

American Association of University Professors
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202-737-5900

American Federation of State, County & Municipal Employees
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202-429-5090

American Federation of Teachers
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202—879-4490

Asian Pacific American Labor Alliance
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Washington, DC 20006
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Business and Professional Women
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Washington, DC 20036
202-293-1200

Center for Policy Alternatives
Jennifer Wooley
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Washington, DC 20009
202-387-6030

Coalition of Black Trade Unionists
Wil Duncan
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Washington, DC 20035
202-429-1203

Coalition of Labor Union Women
Jean Hervey
P O. Box 541748
Dallas, TX 75354
469-335-0063

Dialogue on Diversity
Cristina Caballero
1730 K St., NW
Washington, DC 20005
703-631-0650

Hadassah, The Women's Zionist Organization of America
Shirley Blumberg
50 West 58th St.
New York, NY 10019-2500
212-303-8015

IUE-CWA
Gloria Johnson
501 3rd St , NW
Washington, DC 20005
202-434-1316

Labor Council for Latin American Advancement
Ana Polanco
888 16th St , NW

Washington, DC 20006
202-347-4223

League of United Latin American Citizens
Gabriela Lemus
2000 L St , NW, #610
Washington, DC 20036
202-833-6130

MANA: A National Latina Organization
Alma Moralas Riojas
1725 K St , NW, #610
Washington, DC 20036
202-833-6130

National Association of Commissions for Women
Carrolena Key
8630 Fenton St
Silver Spring, MD 20910
301-585-8101

NAACP
Penny Pinner
4805 Mt Hope Dr
Baltimore, MD 21215
410-580-5682

National Education Association
Roger Stephon/Carolyn York
1201 16th St , NW
Washington, DC 20036
202-822-7423

National Women's Law Center
Judy Appelbaum/ Debbie Chalfie
11 Dupont Circle, #800
Washington, DC 20036
202-588-5180

Office and Professional Employees International Union
Carol Dupuis
1660 L St., NW
Washington, DC 20036
202-393-4464

Service Employees International Union
Patricia Tyson
1313 L St , NW
Washington, DC 20005
202-898-3279

Soroptimist International of the Americas
Elise Gaul
Two Penn Center Plaza, #1000
Philadelphia, PA 19102-1883
215 –568-9300

United Auto Workers International Union
Eula Tate
1757 N St , NW
Washington, DC 20036
202-828-8540

United Food and Commercial Workers International Union
Susan Phillips
1775 K St , NW
Washington, DC 20006
202-466-1545

Women's Sports Foundation
Marjorie Snyder
Eisenhower Park
East Meadow, NY 11554
516-542-4700

Women Work!
Thia Hamilton
1625 K St , NW
Washington, DC 20006
202-467-6346

National Committee on Pay Equity, Inc
Fixed Assets and Depreciation Schedule

FA Dep Sched
Last Update 03/04/03

4 22 PM3/4/2003

Purchase Date	Description	Cost	Deprec Method	Useful Life	Accum Dep 12/31/2001	2002 Dep Expense	Accum Dep 12/31/2002
Furniture and Equipment							
Prior to 1999	Various	29,234 40	Straight Line	5	29,234 40	0 00	29,234 40
10/1/1995	Color Monitor	200 00	Straight Line	5	200 00	0 00	200 00
9/1/1995	Computer	1,807 00	Straight Line	5	1,807 00	0 00	1,807 00
[illegible]/1997	Computer	2,234 00	Straight Line	5	2,012 60	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	Straight Line	5	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	Straight Line	[illegible]	[illegible]	[illegible]	[illegible]
11/7/2000	Computer Gateway	1,520 00	Straight Line	5	354 67	304 00	658 67
4/17/2001	Brother Fax machine/HP Printer	1,581 70	Straight Line	5	237 05	316 34	553 39
12/31/2002	Disposed Equipment	(35,335 30)					(34,923 67)
Subtotal Furniture and Equipment		3,101 70			34,922 00	1,213 72	1,212 06
Software							
[illegible]	Software	[illegible]	Straight Line	[illegible]	[illegible]	[illegible]	[illegible]
12/31/2002	Disposed Software	(1,200 00)					(800 00)
Subtotal Software		0 00			400 00	400 00	0 00
Total Fixed Assets		3,101 70			35,322 00	1,613 72	1,212 06