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Return of Organization Exempt from Income Tax

2003

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

A For the 2003 calendar year, or tax year beginning 2003, 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. GAY & LESBIAN ALLIANCE AGAINST DEFAMATION, INC. 5455 WILSHIRE BOULEVARD #1500 LOS ANGELES, CA 90036

D Employer Identification Number 13-3384027 E Telephone number 323-658-6775 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? H(b) If 'Yes,' enter number of affiliates. H(c) Are all affiliates included? H(d) Is this a separate return filed by an organization covered by a group ruling? I Group Exemption Number M Check if the organization is not required to attach Schedule B

G Web site: HTTP://WWW.GLAAD.ORG

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.

L Gross receipts. Add lines 6b, 8b, 9b, and 10b to line 12 7,206,287.

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

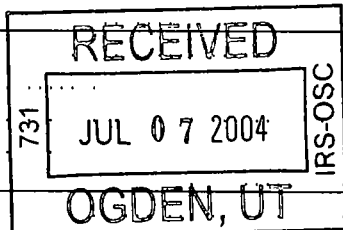
Table with 21 rows and multiple columns for revenue, expenses, and net assets. Includes sub-rows for contributions, program revenue, investment income, and special events. Total revenue is 6,193,332 and total expenses is 5,032,075.

SCANNED JUL 15 2004

REVENUE

EXPENSES

ASSETS



24

**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 \$ _____)				
23	Specific assistance to individuals (att sch)				
24	Benefits paid to or for members (att sch)				
25	Compensation of officers, directors, etc . . . . .	211,667.	160,803.	14,965.	35,899.
26	Other salaries and wages	2,193,282.	1,657,562.	49,496.	486,224.
27	Pension plan contributions	88,804.	67,491.	2,664.	18,649.
28	Other employee benefits	172,807.	131,333.	5,184.	36,290.
29	Payroll taxes	180,776.	137,390.	5,423.	37,963.
30	Professional fundraising fees				
31	Accounting fees . . . . .				
32	Legal fees				
33	Supplies	35,353.	26,858.	2,499.	5,996.
34	Telephone	111,199.	84,478.	7,862.	18,859.
35	Postage and shipping	16,087.	12,221.	1,137.	2,729.
36	Occupancy	438,836.	333,384.	31,026.	74,426.
37	Equipment rental and maintenance . . .	68,091.	51,729.	4,814.	11,548.
38	Printing and publications	13,043.	9,909.	922.	2,212.
39	Travel . . . . .	220,602.	165,008.	3,046.	52,548.
40	Conferences, conventions, and meetings	237,397.	237,397.		
41	Interest	9,588.	7,284.	678.	1,626.
42	Depreciation, depletion, etc (attach schedule) . . . . .	159,613.	121,258.	11,285.	27,070.
43	Other expenses not covered above (itemize)				
a	SEE STATEMENT 4	874,930.	538,911.	12,129.	323,890.
b	-----				
c	-----				
d	-----				
e	-----				
44	<b>Total functional expenses (add lines 22 - 43)</b> Organizations completing columns (B) - (D), carry these totals to lines 13 - 15	5,032,075.	3,743,016.	153,130.	1,135,929.

**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? ▶ <u>SEE STATEMENT 5</u>	Program Service Expenses (Required for 501(c)(3) and (4) organizations and 4947(a)(1) trusts, but optional for others)
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.)	
a <u>SEE STATEMENT 6</u> ----- ----- ----- (Grants and allocations \$ _____)	3,743,016.
b ----- ----- ----- (Grants and allocations \$ _____)	
c ----- ----- ----- (Grants and allocations \$ _____)	
d ----- ----- ----- (Grants and allocations \$ _____)	
e Other program services (Grants and allocations \$ _____)	
<b>f Total of Program Service Expenses</b> (should equal line 44, column (B), Program services) ▶	<b>3,743,016.</b>

**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
<b>ASSETS</b>	<b>45</b> Cash — non-interest-bearing	1,782,198.	<b>45</b>	1,013,063.
	<b>46</b> Savings and temporary cash investments	4,494.	<b>46</b>	1,434,243.
	<b>47a</b> Accounts receivable			
	<b>b</b> Less. allowance for doubtful accounts		<b>47c</b>	
	<b>48a</b> Pledges receivable	1,893,380.		
	<b>b</b> Less: allowance for doubtful accounts	82,279.	1,350,110.	<b>48c</b>
	<b>49</b> Grants receivable			<b>49</b>
	<b>50</b> Receivables from officers, directors, trustees, and key employees (attach schedule)			<b>50</b>
	<b>51a</b> Other notes & loans receivable (attach sch)			
	<b>b</b> Less. allowance for doubtful accounts			<b>51c</b>
	<b>52</b> Inventories for sale or use			<b>52</b>
	<b>53</b> Prepaid expenses and deferred charges	121,751.	<b>53</b>	140,011.
	<b>54</b> Investments — securities (attach schedule)	<input type="checkbox"/> Cost <input type="checkbox"/> FMV		<b>54</b>
	<b>55a</b> Investments — land, buildings, & equipment. basis			
	<b>b</b> Less: accumulated depreciation (attach schedule)			<b>55c</b>
	<b>56</b> Investments — other (attach schedule)			<b>56</b>
	<b>57a</b> Land, buildings, and equipment. basis	1,030,374.		
	<b>b</b> Less: accumulated depreciation (attach schedule)	465,764.	673,059.	<b>57c</b>
	<b>58</b> Other assets (describe <b>▶ SEE STATEMENT 8</b> )	85,816.	<b>58</b>	80,992.
<b>59 Total assets</b> (add lines 45 through 58) (must equal line 74)	4,017,428.	<b>59</b>	5,044,020.	
<b>LIABILITIES</b>	<b>60</b> Accounts payable and accrued expenses	163,901.	<b>60</b>	243,053.
	<b>61</b> Grants payable		<b>61</b>	
	<b>62</b> Deferred revenue	441,033.	<b>62</b>	258,488.
	<b>63</b> Loans from officers, directors, trustees, and key employees (attach schedule)		<b>63</b>	
	<b>64a</b> Tax-exempt bond liabilities (attach schedule)		<b>64a</b>	
	<b>b</b> Mortgages and other notes payable (attach schedule)	144,060.	<b>64b</b>	110,573.
	<b>65</b> Other liabilities (describe <b>▶ SEE STATEMENT 9</b> )	34,667.	<b>65</b>	30,143.
<b>66 Total liabilities</b> (add lines 60 through 65)	783,661.	<b>66</b>	642,257.	
<b>NET ASSETS OR FUND BALANCES</b>	<b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74.</b>			
	<b>67</b> Unrestricted	1,818,813.	<b>67</b>	2,599,026.
	<b>68</b> Temporarily restricted	1,414,954.	<b>68</b>	1,802,737.
	<b>69</b> Permanently restricted		<b>69</b>	
	<b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74.</b>			
	<b>70</b> Capital stock, trust principal, or current funds		<b>70</b>	
	<b>71</b> Paid-in or capital surplus, or land, building, and equipment fund.		<b>71</b>	
	<b>72</b> Retained earnings, endowment, accumulated income, or other funds		<b>72</b>	
	<b>73 Total net assets or fund balances</b> (add lines 67 through 69 or lines 70 through 72, column (A) must equal line 19, column (B) must equal line 21)	3,233,767.	<b>73</b>	4,401,763.
	<b>74 Total liabilities and net assets/fund balances</b> (add lines 66 and 73)	4,017,428.	<b>74</b>	5,044,020.

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.)

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

<b>a</b>	Total revenue, gains, and other support per audited financial statements	<b>a</b>	6,230,832.
<b>b</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 \$ 37,500.		
(3)	Recoveries of prior year grants \$		
(4)	Other (specify):		
	----- \$		
	Add amounts on lines (1) through (4)	<b>b</b>	37,500.
<b>c</b>	Line a minus line b	<b>c</b>	6,193,332.
<b>d</b>	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)	<b>d</b>	
<b>e</b>	Total revenue per line 12, Form 990 (line c plus line d)	<b>e</b>	6,193,332.

<b>a</b>	Total expenses and losses per audited financial statements.	<b>a</b>	5,062,836.
<b>b</b>	Amounts included on line a but not on line 17, Form 990:		
(1)	Donated services and use of facilities \$ 37,500.		
(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>b</b>	37,500.
<b>c</b>	Line a minus line b	<b>c</b>	5,025,336.
<b>d</b>	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):		
	----- \$		
	SEE STMT 10 \$ 6,739.		
	Add amounts on lines (1) and (2)	<b>d</b>	6,739.
<b>e</b>	Total expenses per line 17, Form 990 (line c plus line d)	<b>e</b>	5,032,075.

**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
SEE STATEMENT 11		211,667.	16,583.	0.
-----				
-----				
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-----				

**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.)

Yes No

<b>76</b> Did the organization engage in any activity not previously reported to the IRS? If 'Yes,' attach a detailed description of each activity	<b>76</b>		X
<b>77</b> 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.	<b>77</b>		X
<b>78a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	<b>78a</b>		X
<b>b</b> If 'Yes,' has it filed a tax return on <b>Form 990-T</b> for this year?	<b>78b</b>	N/A	
<b>79</b> Was there a liquidation, dissolution, termination, or substantial contraction during the year? If 'Yes,' attach a statement	<b>79</b>		X
<b>80a</b> 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?	<b>80a</b>		X
<b>b</b> If 'Yes,' enter the name of the organization <u>N/A</u> and check whether it is <input type="checkbox"/> exempt or <input type="checkbox"/> nonexempt.			
<b>81a</b> Enter direct and indirect political expenditures. See line 81 instructions	<b>81a</b>	0.	
<b>b</b> Did the organization file <b>Form 1120-POL</b> for this year?	<b>81b</b>		X
<b>82a</b> 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?	<b>82a</b>	X	
<b>b</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.)	<b>82b</b>	203,250.	
<b>83a</b> Did the organization comply with the public inspection requirements for returns and exemption applications?	<b>83a</b>	X	
<b>b</b> Did the organization comply with the disclosure requirements relating to quid pro quo contributions?	<b>83b</b>	X	
<b>84a</b> Did the organization solicit any contributions or gifts that were not tax deductible?	<b>84a</b>		X
<b>b</b> If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>84b</b>	N/A	
<b>85 501(c)(4), (5), or (6) organizations. a</b> Were substantially all dues nondeductible by members?	<b>85a</b>	N/A	
<b>b</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less? 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.	<b>85b</b>	N/A	
<b>c</b> Dues, assessments, and similar amounts from members	<b>85c</b>	N/A	
<b>d</b> Section 162(e) lobbying and political expenditures	<b>85d</b>	N/A	
<b>e</b> Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices	<b>85e</b>	N/A	
<b>f</b> Taxable amount of lobbying and political expenditures (line 85d less 85e)	<b>85f</b>	N/A	
<b>g</b> Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?	<b>85g</b>	N/A	
<b>h</b> 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?	<b>85h</b>	N/A	
<b>86 501(c)(7) organizations. Enter. a</b> Initiation fees and capital contributions included on line 12	<b>86a</b>	N/A	
<b>b</b> Gross receipts, included on line 12, for public use of club facilities	<b>86b</b>	N/A	
<b>87 501(c)(12) organizations. Enter. a</b> Gross income from members or shareholders	<b>87a</b>	N/A	
<b>b</b> Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>87b</b>	N/A	
<b>88</b> 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	<b>88</b>		X
<b>89a 501(c)(3) organizations. Enter:</b> Amount of tax imposed on the organization during the year under: section 4911 <u>0.</u> , section 4912 <u>0.</u> , section 4955 <u>0.</u>			
<b>b 501(c)(3) and 501(c)(4) organizations.</b> 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	<b>89b</b>		X
<b>c</b> Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958			0.
<b>d</b> Enter. Amount of tax on line 89c, above, reimbursed by the organization			0.
<b>90a</b> List the states with which a copy of this return is filed <u>CALIFORNIA</u>			
<b>b</b> Number of employees employed in the pay period that includes March 12, 2003 (See instructions.)	<b>90b</b>		30
<b>91</b> The books are in care of _____ Telephone number _____ Located at <u>5455 WILSHIRE STE 1500 LOS ANGELES, CA</u> ZIP + 4 <u>90036</u>			
<b>92 Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041</b> - Check here <input type="checkbox"/> and enter the amount of tax-exempt interest received or accrued during the tax year <u>92</u>	<b>92</b>		N/A

**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 _____					
b _____					
c _____					
d _____					
e _____					
f Medicare/Medicaid payments					
g Fees & contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings & temporary cash invmnts					
96 Dividends & interest from securities			14	12,327.	
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			14	1,698.	
101 Net income or (loss) from special events			1	-557,944.	
102 Gross profit or (loss) from sales of inventory					
103 Other revenue: a _____					
b _____					
c _____					
d _____					
e _____					
104 Subtotal (add columns (B), (D), and (E))				-543,919.	
105 Total (add line 104, columns (B), (D), and (E))					-543,919.

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).
N/A	

**Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities** (See instructions.)

(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
N/A	%			
	%			
	%			
	%			

**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).

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.

Please Sign Here:   
 Signature of officer: *Thomas M. Engell* Date: *6/30/04*  
 Type or print name and title: *Joan M. Garry Executive Director*

**Paid Preparer's Use Only**

Preparer's signature: *Thomas A. Engell* Date: *06-25-04* Check if self employed:  Preparer's SSN or PTIN (see General Instruction W): *N/A*

Firm's name (or yours if self employed) address, and ZIP + 4: *LESLIE, ENGELL & ASSOCIATES, LLP*  
*6310 SAN VICENTE BLVD, SUITE 320*  
*LOS ANGELES, CA 90048-5426*

EIN: *N/A* Phone no: *323-549-6900*

**SCHEDULE A**  
**(Form 990 or 990-EZ)**

**Organization Exempt Under**  
**Section 501(c)(3)**

OMB No 1545 0047

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

**2003**

Department of the Treasury  
Internal Revenue Service

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

Name of the organization **GAY & LESBIAN ALLIANCE AGAINST  
DEFAMATION, INC.** Employer identification number  
**13-3384027**

**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
JOHN SONEGO ----- 5455 WILSHIRE #1500, LA, CA 90036	COMMUNICATIONS  40	105,338.	8,800.	0.
JULIE ANDERSON ----- 5455 WILSHIRE #1500, LA, CA 90036	DEVELOPMENT  40	119,931.	11,979.	0.
KERRY MITCHAM ----- 5455 WILSHIRE #1500, LA, CA 90036	FINANCE DIR  40	117,552.	11,877.	0.
R S SEOMIN ----- 5455 WILSHIRE #1500, LA, CA 90036	ENTRTNMNT MEDIA  40	90,416.	10,521.	0.
CATHY RENNA ----- 5455 WILSHIRE #1500, LA, CA 90036	NEWS MEDIA DIR  40	80,742.	10,011.	0.
Total number of other employees paid over \$50,000 ▶	10			

**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 ▶	0	



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 \$ N/A (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

3a Do you make grants for scholarships, fellowships, student loans, etc? (If 'Yes,' attach an explanation of how you determine that recipients qualify to receive payments.)

3a X

b Do you have a section 403(b) annuity plan for your employees?

3b X

4 Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?

4 X

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 [X] 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.)

Table with 2 columns: (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) 2002	(b) 2001	(c) 2000	(d) 1999	(e) Total
<b>15</b> Gifts, grants, and contributions received. (Do not include unusual grants. See line 28.)	5,091,449.	5,043,148.	4,884,181.	3,852,181.	18,870,959.
<b>16</b> Membership fees received					
<b>17</b> 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	231,000.	1,579,599.	480,328.	328,025.	2,618,952.
<b>18</b> 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	23,817.	54,779.	65,549.	18,928.	163,073.
<b>19</b> Net income from unrelated business activities not included in line 18					
<b>20</b> Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					
<b>21</b> 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					
<b>22</b> Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets.					
<b>23</b> Total of lines 15 through 22	5,346,266.	6,677,526.	5,430,058.	4,199,134.	21,652,984.
<b>24</b> Line 23 minus line 17	5,115,266.	5,097,927.	4,949,730.	3,871,109.	19,034,032.
<b>25</b> Enter 1% of line 23	53,463.	66,775.	54,301.	41,991.	
<b>26 Organizations described on lines 10 or 11:</b>	a Enter 2% of amount in column (e), line 24 <b>N/A</b>				<b>26a</b>
<b>b</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 1999 through 2002 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts					<b>26b</b>
<b>c</b> Total support for section 509(a)(1) test. Enter line 24, column (e) .....					<b>26c</b>
<b>d</b> Add: Amounts from column (e) for lines: <b>18</b> _____ <b>19</b> _____					<b>26d</b>
<b>22</b> _____ <b>26b</b> _____					<b>26e</b>
<b>e</b> Public support (line 26c minus line 26d total)					<b>26e</b>
<b>f</b> Public support percentage (line 26e (numerator) divided by line 26c (denominator))					<b>26f</b> %
<b>27 Organizations described on line 12:</b>					
<b>a</b> 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. (2002) _____ 207,830. (2001) _____ 0. (2000) _____ 143,000. (1999) _____ 143,000.					
<b>b</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. (2002) _____ 1,245,280. (2001) _____ 0. (2000) _____ 0. (1999) _____ 0.					
<b>c</b> Add: Amounts from column (e) for lines: <b>15</b> _____ <b>16</b> _____					<b>27c</b>
<b>17</b> _____ <b>20</b> _____ <b>21</b> _____					<b>27d</b>
<b>d</b> Add: Line 27a total _____ and line 27b total _____					<b>27e</b>
<b>e</b> Public support (line 27c total minus line 27d total)					<b>27e</b>
<b>f</b> Total support for section 509(a)(2) test. Enter amount from line 23, column (e)					<b>27f</b>
<b>g</b> Public support percentage (line 27e (numerator) divided by line 27f (denominator))					<b>27g</b> %
<b>h</b> Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))					<b>27h</b> %
<b>28 Unusual Grants:</b> For an organization described in line 10, 11, or 12 that received any unusual grants during 1999 through 2002, 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
<b>29</b> 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?		
<b>30</b> 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?		
<b>31</b> 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? If 'Yes,' please describe; if 'No,' please explain. (If you need more space, attach a separate statement.) ----- ----- -----		
<b>32</b> Does the organization maintain the following:		
<b>a</b> Records indicating the racial composition of the student body, faculty, and administrative staff?		
<b>b</b> Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?		
<b>c</b> Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?		
<b>d</b> Copies of all material used by the organization or on its behalf to solicit contributions?  If you answered 'No' to any of the above, please explain. (If you need more space, attach a separate statement.) ----- -----		
<b>33</b> Does the organization discriminate by race in any way with respect to:		
<b>a</b> Students' rights or privileges?		
<b>b</b> Admissions policies?		
<b>c</b> Employment of faculty or administrative staff?		
<b>d</b> Scholarships or other financial assistance?		
<b>e</b> Educational policies?		
<b>f</b> Use of facilities?		
<b>g</b> Athletic programs?		
<b>h</b> Other extracurricular activities?  If you answered 'Yes' to any of the above, please explain. (If you need more space, attach a separate statement.) ----- -----		
<b>34a</b> Does the organization receive any financial aid or assistance from a governmental agency?		
<b>b</b> Has the organization's right to such aid ever been revoked or suspended? If you answered 'Yes' to either 34a or b, please explain using an attached statement.		
<b>35</b> 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.		





**STATEMENT 1**  
**FORM 990, PART I, LINE 8**  
**NET GAIN (LOSS) FROM NONINVENTORY SALES**

PUBLICLY TRADED SECURITIES

GROSS SALES PRICE: 225,709.  
 COST OR OTHER BASIS: 224,011.

TOTAL GAIN (LOSS) PUBLICLY TRADED SECURITIES \$ 1,698.

TOTAL NET GAIN (LOSS) FROM NONINVENTORY SALES \$ 1,698.

**STATEMENT 2**  
**FORM 990, PART I, LINE 9**  
**NET INCOME (LOSS) FROM SPECIAL EVENTS**

<u>SPECIAL EVENTS</u>	<u>GROSS RECEIPTS</u>	<u>LESS CONTRI- BUTIONS</u>	<u>GROSS REVENUE</u>	<u>LESS DIRECT EXPENSES</u>	<u>NET INCOME (LOSS)</u>
MEDIA AND FAIRNESS AWARDS	2,385,820.	2,154,820.	231,000.	788,944.	-557,944.
FAIRNESS AWARDS	0.	0.	0.	0.	0.
TOTAL	<u>\$ 2385820.</u>	<u>\$ 2154820.</u>	<u>\$ 231,000.</u>	<u>\$ 788,944.</u>	<u>\$ -557,944.</u>

**STATEMENT 3**  
**FORM 990, PART I, LINE 20**  
**OTHER CHANGES IN NET ASSETS OR FUND BALANCES**

2003 DIFFERENCE IN BOOK DEPRECIATION ... TOTAL \$ 6,739.

**STATEMENT 4**  
**FORM 990, PART II, LINE 43**  
**OTHER EXPENSES**

	<u>(A) TOTAL</u>	<u>(B) PROGRAM SERVICES</u>	<u>(C) MANAGEMENT &amp; GENERAL</u>	<u>(D) FUNDRAISING</u>
BAD DEBT EXPENSE	75,392.	56,544.	2,262.	16,586.
BANK FEES	60,111.	45,666.	4,250.	10,195.
BOARD MEETINGS	21,247.	16,078.	580.	4,589.
DIRECT MAIL AND FUNDRAISING	307,055.	175,021.		132,034.
INSURANCE	45,985.	34,935.	3,251.	7,799.
MAJOR GIFT DEVELOPMENT	138,995.			138,995.
MEDIA MATERIALS & PUBLICATIONS	53,439.	53,439.		
MEDIA MONITORING/MOBILIZATION	111,160.	111,160.		
OTHER EXPENSES	32,918.	24,689.	988.	7,241.
OUTSIDE SERVICES	28,628.	21,379.	798.	6,451.
TOTAL	<u>\$ 874,930.</u>	<u>\$ 538,911.</u>	<u>\$ 12,129.</u>	<u>\$ 323,890.</u>

**STATEMENT 5**  
**FORM 990, PART III**  
**ORGANIZATION'S PRIMARY EXEMPT PURPOSE**

GLAAD'S PURPOSE IS TO PROMOTE FAIR, ACCURATE AND INCLUSIVE REPRESENTATIONS OF PEOPLE AND EVENTS IN THE MEDIA AS A MEANS OF COMBATING HOMOPHOBIA AND ALL FORMS OF DISCRIMINATION BASED ON GENDER IDNETITY AND SEXUAL ORIENTATION.

**STATEMENT 6**  
**FORM 990, PART III, LINE A**  
**STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS**

DESCRIPTION	GRANTS AND ALLOCATIONS	PROGRAM SERVICE EXPENSES
PRODUCE MATERIALS AND PROGRAMS AND PROVIDE RESOURCES TO PROMOTE FAIR, ACCURATE, AND INCLUSIVE REPRESENTATION OF INDIVIDUALS AND EVENTS IN ALL MEDIA AS A MEANS OF COMBATING HOMOPHOBIA AND DISCRIMINATION BASED ON SEXUAL ORIENTATION.		3,743,016.
	\$ 0.	\$ 3,743,016.

**STATEMENT 7**  
**FORM 990, PART IV, LINE 57**  
**LAND, BUILDINGS, AND EQUIPMENT**

CATEGORY	BASIS	ACCUM. DEPREC.	BOOK VALUE
MISCELLANEOUS	\$ 1,030,374.	\$ 465,764.	\$ 564,610.
TOTAL	\$ 1,030,374.	\$ 465,764.	\$ 564,610.

**STATEMENT 8**  
**FORM 990, PART IV, LINE 58**  
**OTHER ASSETS**

OTHER ASSETS	\$ 39,422.
SECURITY DEPOSITS	41,570.
TOTAL	\$ 80,992.

**STATEMENT 9**  
**FORM 990, PART IV, LINE 65**  
**OTHER LIABILITIES**

DEFERRED LEASE INCENTIVE	\$ 30,143.
TOTAL	\$ 30,143.

**STATEMENT 10**  
**FORM 990, PART IV-B, LINE D(2)**  
**OTHER AMOUNTS**

DEPRECIATION

	\$ 6,739.
<b>TOTAL</b>	<u>\$ 6,739.</u>

**STATEMENT 11**  
**FORM 990, PART V**  
**LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES**

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED	COMPEN- SATION	CONTRI- BUTION TO EBP & DC	EXPENSE ACCOUNT/ OTHER
SCOTT BARRETTO 5455 WILSHIRE BLVD, #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	\$ 0.	\$ 0.	\$ 0.
ANGELA BETASSO 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
BETSY BILLARD 5455 WILSHIRE BLVD, #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
BOB CHASE 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
TIMOTHY CORRIGAN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
RAFAEL FANTAUZZI 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
JUDY GLUCKSTERN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
JANET M. HAIRE 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
STEPHEN M. JACOBY 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.
MARIA LESCANO 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	0.	0.	0.



**STATEMENT 11 (CONTINUED)**  
**FORM 990, PART V**  
**LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES**

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED	COMPEN- SATION	CONTRI- BUTION TO EBP & DC	EXPENSE ACCOUNT/ OTHER
PHIL KLEWENO 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	CO-CHAIRPERSON ASRQ	\$ 0.	\$ 0.	\$ 0.
NANCY KOKOLJ 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
GABRIEL REYES 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
MIHAIL S. LARI 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
JOE LUPARIELLO 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90046	DIRECTOR ASRQ		0.	0.
KAREN MAGEE 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	CO-CHAIR ASRQ		0.	0.
JOHN MCGILL 5455 WILSHIRE BLVD LOS ANGELES, CA 90046	SECRETARY ASRQ		0.	0.
LIZ PAGE 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
MATT RIKLIN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
CAROL ROSENFELD 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
MARC TEREN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
WILLIAM WEINBERGER 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	TREASURER ASRQ		0.	0.

**STATEMENT 11 (CONTINUED)**  
**FORM 990, PART V**  
**LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES**

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED	COMPEN- SATION	CONTRI- BUTION TO EBP & DC	EXPENSE ACCOUNT/ OTHER
TANYA WEXLER 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	\$ 0.	\$ 0.	\$ 0.
JACK CALHOUN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
JOHN HADITY 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90046	DIRECTOR ASRQ		0.	0.
GREGORY REYNOLDS 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
STEVE SEIDMON 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
ROSANNE SIINO 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
JEFF SOUKUP 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
PAULA TIGHE 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
JOAN GARRY 5455 WILSHIRE #1500 LOS ANGELES, CA 90036	EXECUTIVE DIREC 40	211,667.	16,583.	0.
<b>TOTAL</b>		<u>\$ 211,667.</u>	<u>\$ 16,583.</u>	<u>\$ 0.</u>