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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)

2004

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 2004 calendar year, or tax year beginning 2004, and ending 20

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
Gay & Lesbian Alliance Against Defamation, Inc.

Number and street (or P O box if mail is not delivered to street address) Room/suite
5455 Wilshire Boulevard 1500

City or town, state or country, and ZIP + 4
Los Angeles, CA 90036

D Employer identification number
13 : 3384027

E Telephone number
(323) 634-2009

F Accounting method Cash Accrual
 Other (specify) ▶

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
I Group Exemption Number ▶

G Website: ▶ **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 ▶ **7,246,217**

M Check if the organization is **not** required to attach Sch. B (Form 990, 990-EZ, or 990-PF)

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See page 18 of the instructions)

Revenue	1 Contributions, gifts, grants, and similar amounts received:				
	a Direct public support	1a		6,357,866	
	b Indirect public support	1b			
	c Government contributions (grants)	1c			
	d Total (add lines 1a through 1c) (cash \$ 6,357,866 noncash \$)				1d 6,357,866
	2 Program service revenue including government fees and contracts (from Part VII, line 93)				2 0
	3 Membership dues and assessments				3
	4 Interest on savings and temporary cash investments				4 36,752
	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 0
7 Other investment income (describe ▶)				7	
8a Gross amount from sales of assets other than inventory	(A) Securities		(B) Other		
	17,099	8a			
	15,596	8b	2,244		
	1,503	8c	(2,244)		
d Net gain or (loss) (combine line 8c, columns (A) and (B))				8d (741)	
9 Special events and activities (attach schedule) If any amount is from gaming, check here <input type="checkbox"/>	a Gross revenue (not including \$ 1,756,236 of contributions reported on line 1a)	9a	834,500		
	b Less: direct expenses other than fundraising expenses	9b	834,500		
	c Net income or (loss) from special events (subtract line 9b from line 9a)				9c 0
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 0
11 Other revenue (from Part VII, line 103)				11 0	
12 Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)				12 6,393,877	
Expenses	13 Program services (from line 44, column (B))			13 4,143,529	
	14 Management and general (from line 44, column (C))			14 312,847	
	15 Fundraising (from line 44, column (D))			15 1,225,194	
	16 Payments to affiliates (attach schedule)			16	
	17 Total expenses (add lines 16 and 44, column (A))				17 5,681,570
Net Assets	18 Excess or (deficit) for the year (subtract line 17 from line 12)			18 712,307	
	19 Net assets or fund balances at beginning of year (from line 73, column (A))			19 4,401,763	
	20 Other changes in net assets or fund balances (attach explanation)			20 12,446	
	21 Net assets or fund balances at end of year (combine lines 18, 19, and 20)				21 5,126,516

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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. (See page 22 of the instructions.)

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 (attach schedule) (cash \$ _____ noncash \$ _____)	22			
23	Specific assistance to individuals (attach schedule)	23			
24	Benefits paid to or for members (attach schedule)	24			
25	Compensation of officers, directors, etc.	25	201,042	201,042	
26	Other salaries and wages	26	2,411,744	1,619,025	608,256
27	Pension plan contributions	27	69,249	48,239	16,121
28	Other employee benefits	28	292,462	203,729	68,085
29	Payroll taxes	29	198,882	138,541	46,300
30	Professional fundraising fees	30	104,036		104,036
31	Accounting fees	31			
32	Legal fees	32			
33	Supplies	33	52,629	39,982	8,926
34	Telephone	34	104,191	79,154	17,671
35	Postage and shipping	35			
36	Occupancy	36	430,229	326,845	72,967
37	Equipment rental and maintenance	37	71,796	54,543	12,177
38	Printing and publications	38			
39	Travel	39	177,944	128,209	45,571
40	Conferences, conventions, and meetings	40	204,677	204,677	
41	Interest	41	6,674	5,070	1,132
42	Depreciation, depletion, etc. (attach schedule)	42	165,683	125,869	28,100
43	Other expenses not covered above (itemize): a	43a			
	b SEE STATEMENT 4	43b	1,190,332	968,604	195,852
	c	43c			
	d	43d			
	e	43e			
44	Total functional expenses (add lines 22 through 43) Organizations completing columns (B)-(D), carry these totals to lines 13-15	44	5,681,570	4,143,529	1,225,194

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 (See page 25 of the instructions.)

What is the organization's primary exempt purpose? SEE STATEMENT 5	Program Service Expenses (Required for 501(c)(3) and (4) orgs. and 4947(a)(1) trusts; but optional for others)
a SEE STATEMENT 6 (Grants and allocations \$ _____)	4,143,529
b (Grants and allocations \$ _____)	
c (Grants and allocations \$ _____)	
d (Grants and allocations \$ _____)	
e Other program services (attach schedule) (Grants and allocations \$ _____)	
f Total of Program Service Expenses (should equal line 44, column (B), Program services)	4,143,529

Part IV Balance Sheets (See page 25 of the 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	1,013,063	45	2,237,763
	46 Savings and temporary cash investments	1,434,243	46	1,587,326
	47a Accounts receivable	47a 1,700,330		
	b Less: allowance for doubtful accounts	47b 147,906	1,811,101	47c 1,552,424
	48a Pledges receivable	48a		
	b Less: allowance for doubtful accounts	48b		48c 0
	49 Grants receivable			49
	50 Receivables from officers, directors, trustees, and key employees (attach schedule)			50
	51a Other notes and loans receivable (attach schedule)	51a		
	b Less: allowance for doubtful accounts	51b		51c 0
	52 Inventories for sale or use			52
	53 Prepaid expenses and deferred charges	140,011	53	98,558
	54 Investments—securities (attach schedule)	► <input type="checkbox"/> Cost <input type="checkbox"/> FMV		54
	55a Investments—land, buildings, and equipment: basis	55a		
	b Less: accumulated depreciation (attach schedule)	55b		55c 0
56 Investments—other (attach schedule)			56	
57a Land, buildings, and equipment: basis	57a 1,075,547			
b Less: accumulated depreciation (attach schedule)	57b 615,070	564,610	57c 460,477	
58 Other assets (describe ► <u>SEE STATEMENT 8</u>)		80,992	58 88,485	
59 Total assets (add lines 45 through 58) (must equal line 74)		5,044,020	59 6,025,033	
Liabilities	60 Accounts payable and accrued expenses	243,053	60	350,342
	61 Grants payable		61	
	62 Deferred revenue	258,488	62	445,930
	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)	110,573	64b	77,278
	65 Other liabilities (describe ► <u>SEE STATEMENT 9</u>)	30,143	65	24,967
66 Total liabilities (add lines 60 through 65)		642,257	66 898,517	
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ► <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74.			
	67 Unrestricted	2,599,026	67	3,090,249
	68 Temporarily restricted	1,802,737	68	2,036,267
	69 Permanently restricted		69	
	Organizations that do not follow SFAS 117, check here ► <input type="checkbox"/> 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)	4,401,763	73	5,126,516
	74 Total liabilities and net assets / fund balances (add lines 66 and 73)	5,044,020	74	6,025,033

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.

Part IV-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return (See page 27 of the instructions)

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

a	Total revenue, gains, and other support per audited financial statements ▶	a	6,463,122
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 \$ 67,001		
	(3) Recoveries of prior year grants . . . \$		
	(4) Other (specify):		
	SEE STMT 10 \$ 2,244		
	Add amounts on lines (1) through (4) ▶	b	69,245
c	Line a minus line b . . . ▶	c	6,393,877
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):		
	SEE STMT 11 \$ 12,447		
	Add amounts on lines (1) and (2) ▶	d	0
e	Total revenue per line 12, Form 990 (line c plus line d). . . ▶	e	6,393,877

a	Total expenses and losses per audited financial statements . . ▶	a	5,738,368
b	Amounts included on line a but not on line 17, Form 990:		
	(1) Donated services and use of facilities \$ 67,001		
	(2) Prior year adjustments reported on line 20, Form 990. . . . \$		
	(3) Losses reported on line 20, Form 990 \$		
	(4) Other (specify):		
	SEE STMT 11 \$ 2,244		
	Add amounts on lines (1) through (4) ▶	b	69,245
c	Line a minus line b . . . ▶	c	5,669,123
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):		
	SEE STMT 12 \$ 12,447		
	Add amounts on lines (1) and (2) ▶	d	12,447
e	Total expenses per line 17, Form 990 (line c plus line d). . . ▶	e	5,681,570

Part V List of Officers, Directors, Trustees, and Key Employees (List each one even if not compensated; see page 27 of the 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 & deferred compensation	(E) Expense account and other allowances
SEE STATEMENT 13		201,042	17,902	0

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 page 28 of the instructions.

Part VI Other Information (See page 28 of the instructions.)

		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		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.		X
78a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
b	If "Yes," has it filed a tax return on Form 990-T for this year?	N/A	
79	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement		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?		X
b	If "Yes," enter the name of the organization _____ and check whether it is <input type="checkbox"/> exempt or <input type="checkbox"/> nonexempt.		
81a	Enter direct and indirect political expenditures. See line 81 instructions	81a	
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	198,500
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	N/A
85	501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members?	85a	N/A
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.	85b	N/A
c	Dues, assessments, and similar amounts from members	85c	N/A
d	Section 162(e) lobbying and political expenditures	85d	N/A
e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices	85e	N/A
f	Taxable amount of lobbying and political expenditures (line 85d less 85e)	85f	N/A
g	Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?	85g	N/A
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	N/A
86	501(c)(7) orgs. Enter: a Initiation fees and capital contributions included on line 12	86a	N/A
b	Gross receipts, included on line 12, for public use of club facilities	86b	N/A
87	501(c)(12) orgs. Enter: a Gross income from members or shareholders	87a	N/A
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	87b	N/A
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 <u>0</u> ; section 4912 <u>0</u> ; section 4955 <u>0</u>		
b	501(c)(3) and 501(c)(4) orgs. 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 <u>CALIFORNIA</u>		
b	Number of employees employed in the pay period that includes March 12, 2004 (See instructions.)	90b	41
91	The books are in care of <u>GLAAD</u> Telephone no. <u>(323) 634-2009</u> Located at <u>5455 WILSHIRE BLVD., STE 1500, LOS ANGELES, CA</u> ZIP + 4 <u>90036</u>		
92	Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041—Check here <input type="checkbox"/> and enter the amount of tax-exempt interest received or accrued during the tax year <u>92</u>		N/A

Part VII Analysis of Income-Producing Activities (See page 33 of the 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 and contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings and temporary cash investments			14	36,752	
96 Dividends and 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 personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory			14	(741)	
101 Net income or (loss) from special events					
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))		0		36,011	0
105 Total (add line 104, columns (B), (D), and (E)).					36,011

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 page 34 of the 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).

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See page 34 of the 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
Not Applicable	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See page 34 of the 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 _____ Date _____
Type or print name and title _____

COPY

Paid Preparer's Use Only

Preparer's signature: _____ Date: _____ Check if self-employed:

Firm's name (or yours if self-employed), address, and ZIP + 4: **Harrington Group, CPAs, LLP**
2670 Mission St., Ste 200, San Marino, CA 91108

Preparer's SSN or PTIN (See Gen Inst W): _____
 EIN: **95-4557617**
 Phone no: **(626) 403-6801**

SCHEDULE A
(Form 990 or 990-EZ)

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.)

OMB No 1545-0047

2004

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 page 1 of the 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 & deferred compensation	(e) Expense account and other allowances
John Sonogo 5455 Wilshire Blvd. #1500 LA, CA 90036	Communications 40	82,588	10,749	0
Julie Anderson 5455 Wilshire Blvd. #1500 LA, CA 90036	Development 40	129,027	13,051	0
Rosalba Messina 5455 Wilshire Blvd. #1500 LA, CA 90036	Director of Operations 40	96,988	4,950	0
Jason Burlingame 5455 Wilshire Blvd. #1500 LA, CA 90036	Special Event Dir 40	84,190	10,809	0
Bruce Lagravinese	IT Director 40	76,075	10,800	0
Total number of other employees paid over \$50,000 ▶	16			

Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services
(See page 2 of the 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
Robert J. Ottenhoff 1508 S. Wooster Street, Los Angeles, CA 90035	Computer Consulting	62,456
Rogers and Associates 1875 Century Park East, Suite 300, Los Angeles, CA 90036	Public Relations	90,000
Total number of others receiving over \$50,000 for professional services ▶	0	

SCHEDULE A
(Form 990 or 990-EZ)

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

OMB No 1545-0047

2004

Department of the Treasury
Internal Revenue Service

Supplementary Information—(See separate instructions.)

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

Name of the organization

Employer identification number

Gay & Lesbian Alliance Against Defamation, Inc.

13-3384027

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees
(See page 1 of the 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 & deferred compensation	(e) Expense account and other allowances
John Sonogo 5455 Wilshire Blvd. #1500 LA, CA 90036	Communications 40	82,588	10,749	0
Julie Anderson 5455 Wilshire Blvd. #1500 LA, CA 90036	Development 40	129,027	13,051	0
Rosalba Messina 5455 Wilshire Blvd. #1500 LA, CA 90036	Director of Operations 40	96,988	4,950	0
Jason Burlingame 5455 Wilshire Blvd. #1500 LA, CA 90036	Special Event Dir 40	84,190	10,809	0
Bruce Lagravinese 5455 Wilshire Blvd. #1500 LA, CA 90036	IT Director 40	76,075	10,800	0
Total number of other employees paid over \$50,000	16			

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(See page 2 of the 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
Robert J. Ottenhoff 1508 S. Wooster Street, Los Angeles, CA 90035	Computer Consulting	62,456
Rogers and Associates 1875 Century Park East, Suite 300, Los Angeles, CA 90036	Public Relations	90,000
Total number of others receiving over \$50,000 for professional services		0

Part III **Statements About Activities** (See page 2 of the 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 ▶ \$ <u>N/A</u> (Must equal amounts on line 38, Part VI-A, or line i of Part VI-B)		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?		X
b Lending of money or other extension of credit?		X
c Furnishing of goods, services, or facilities?		X
d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)?	X	
e Transfer of any part of its income or assets?		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.)		X
b Do you have a section 403(b) annuity plan for your employees?		X
4a Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?		X
b Do you provide credit counseling, debt management, credit repair, or debt negotiation services?		X

Part IV **Reason for Non-Private Foundation Status** (See pages 3 through 6 of the 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)(vii). (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 page 5 of the 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 page 5 of the 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) 2003	(b) 2002	(c) 2001	(d) 2000	(e) Total
15 Gifts, grants, and contributions received. (Do not include unusual grants. See line 28).	6,276,260	5,091,449	5,043,148	4,884,181	21,295,038
16 Membership fees received					0
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	231,000	231,000	1,579,599	480,328	2,521,927
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	14,025	23,817	54,779	65,549	158,170
19 Net income from unrelated business activities not included in line 18					0
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					0
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					0
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets					0
23 Total of lines 15 through 22	6,521,285	5,346,266	6,677,526	5,430,058	23,975,135
24 Line 23 minus line 17	6,290,285	5,115,266	5,097,927	4,949,730	21,453,208
25 Enter 1% of line 23	65,213	53,463	66,775	54,301	

26 Organizations described on lines 10 or 11:

a Enter 2% of amount in column (e), line 24 ▶ **26a**

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 2000 through 2003 exceeded the amount shown in line 26a. **Do not file this list with your return.** Enter the total of all these excess amounts ▶ **26b**

c Total support for section 509(a)(1) test: Enter line 24, column (e) ▶ **26c**

d Add: Amounts from column (e) for lines: 18 _____ 19 _____
22 _____ 26b _____ ▶ **26d**

e Public support (line 26c minus line 26d total) ▶ **26e**

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

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:

(2003) 245,000 (2002) 207,830 (2001) 0 (2000) 143,000

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

(2003) 0 (2002) 0 (2001) 0 (2000) 0

c Add: Amounts from column (e) for lines: 15 21,295,038 16 0
17 2,521,927 20 0 21 0 ▶ **27c** 23,816,965

d Add: Line 27a total 595,830 and line 27b total 0 ▶ **27d** 595,830

e Public support (line 27c total minus line 27d total) ▶ **27e** 23,221,135

f Total support for section 509(a)(2) test: Enter amount from line 23, column (e) ▶ **27f** 23,975,135

g **Public support percentage (line 27e (numerator) divided by line 27f (denominator))** ▶ **27g** 96.86 %

h **Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))** ▶ **27h** 0.66 %

28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 2000 through 2003, 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 page 7 of the instructions.)
(To be completed ONLY by schools that checked the box on line 6 in Part IV)

	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?	N/A	
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?	N/A	
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? If "Yes," please describe; if "No," please explain. (If you need more space, attach a separate statement)	N/A	
32 Does the organization maintain the following:		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	N/A	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	N/A	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	N/A	
d Copies of all material used by the organization or on its behalf to solicit contributions?	N/A	
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?	N/A	
b Admissions policies?	N/A	
c Employment of faculty or administrative staff?	N/A	
d Scholarships or other financial assistance?	N/A	
e Educational policies?	N/A	
f Use of facilities?	N/A	
g Athletic programs?	N/A	
h Other extracurricular activities?	N/A	
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?	N/A	
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.	N/A	
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	N/A	

Part VI-A Lobbying Expenditures by Electing Public Charities (See page 9 of the 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		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
(The term "expenditures" means amounts paid or incurred.)			
36	Total lobbying expenditures to influence public opinion (grassroots lobbying)	N/A	N/A
37	Total lobbying expenditures to influence a legislative body (direct lobbying)	N/A	N/A
38	Total lobbying expenditures (add lines 36 and 37)	N/A	N/A
39	Other exempt purpose expenditures	N/A	N/A
40	Total exempt purpose expenditures (add lines 38 and 39)	N/A	N/A
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		
	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		
41		0	0
42	Grassroots nontaxable amount (enter 25% of line 41)	N/A	N/A
43	Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36	N/A	N/A
44	Subtract line 41 from line 38. Enter -0- if line 41 is more than line 38	N/A	N/A

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 on page 11 of the instructions.)

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2004	(b) 2003	(c) 2002	(d) 2001	(e) Total
45	Lobbying nontaxable amount				N/A
46	Lobbying ceiling amount (150% of line 45(e))				N/A
47	Total lobbying expenditures				N/A
48	Grassroots nontaxable amount				N/A
49	Grassroots ceiling amount (150% of line 48(e))				N/A
50	Grassroots lobbying expenditures				N/A

Part VI-B Lobbying Activity by Nonelecting Public Charities

(For reporting only by organizations that did not complete Part VI-A) (See page 11 of the instructions.)

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		X	
b Paid staff or management (Include compensation in expenses reported on lines c through h.)		X	
c Media advertisements		X	
d Mailings to members, legislators, or the public		X	
e Publications, or published or broadcast statements		X	
f Grants to other organizations for lobbying purposes		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body		X	
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means		X	
i Total lobbying expenditures (Add lines c through h.)			0

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 page 11 of the 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?

Table with 3 columns: Question, Yes, No. Rows include: Transfers from the reporting organization to a noncharitable exempt organization of: (i) Cash, (ii) Other assets; Other transactions: (i) Sales or exchanges of assets with a noncharitable exempt organization, (ii) Purchases of assets from a noncharitable exempt organization, (iii) Rental of facilities, equipment, or other assets, (iv) Reimbursement arrangements, (v) Loans or loan guarantees, (vi) Performance of services or membership or fundraising solicitations; Sharing of facilities, equipment, mailing lists, other assets, or paid employees.

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:

Table with 4 columns: (a) Line no, (b) Amount involved, (c) Name of noncharitable exempt organization, (d) Description of transfers, transactions, and sharing arrangements. The first row is filled with 'Not Applicable'.

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 [X] No

b If "Yes," complete the following schedule:

Table with 3 columns: (a) Name of organization, (b) Type of organization, (c) Description of relationship. The first row is filled with 'Not Applicable'.

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

PUBLICLY TRADED SECURITIES

GROSS SALES PRICE: 17,099.
 COST OR OTHER BASIS: 15,596.

TOTAL GAIN (LOSS) PUBLICLY TRADED SECURITIES \$ 1,503.

OTHER ASSETS

DESCRIPTION: APPLE COMPUTER
 DATE ACQUIRED: 5/01/2001
 HOW ACQUIRED: PURCHASE
 DATE SOLD: 12/31/2004
 TO WHOM SOLD:
 GROSS SALES PRICE: 0.
 COST OR OTHER BASIS: 5,614.
 DEPRECIATION: 3,370.

GAIN (LOSS) -2,244.

TOTAL GAIN (LOSS) OTHER ASSETS \$ -2,244.

TOTAL NET GAIN (LOSS) FROM NONINVENTORY SALES \$ -741.

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 AWARDS	2,590,736.	1,756,236.	834,500.	834,500.	0.
TOTAL	\$ <u>2590736.</u>	\$ <u>1756236.</u>	\$ <u>834,500.</u>	\$ <u>834,500.</u>	\$ <u>0.</u>

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

2004 BOOK DEPRECIATION DIFFERENCE ..

TOTAL \$ 12,446.

**STATEMENT 4
 FORM 990, PART 1, LINE 43
 OTHER EXPENSES**

	(A)	(B)	(C)	(D)
	TOTAL	PROGRAM SERVICES	MANAGEMENT & GENERAL	FUNDRAISING
BAD DEBT EXPENSE	127,607	96,943	9,022	21,642
BANK FEES	78,936	59,968	5,581	13,387
BOARD MEETINGS	24,582	17,023	1,760	5,799
DIRECT MAIL AND FUNDRAISING	268,124	201,971		66,153
INSURANCE	50,245	38,171	3,552	8,522
MAJOR GIFT DEVELOPMENT	66,439	4,119		62,320
MEDIA MATERIALS & PUBLICATIONS	366,430	366,430		
MEDIA MONITORING/MOBILIZATION	123,028	123,028		
OTHER EXPENSES	1,838	1,726	33	79
OUTSIDE SERVICES	58,167	40,281	4,165	13,721
POSTAGE AND PRINTING	24,936	18,944	1,763	4,229
TOTAL	1,190,332	968,604	25,876	195,852

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

THE GAY & LESBIAN ALLIANCE AGAINST DEFAMATION (GLAAD) IS DEDICATED TO PROMOTING AND ENSURING FAIR, ACCURATE AND INCLUSIVE REPRESENTATION OF PEOPLE AND EVENTS IN THE MEDIA AS A MEANS OF ELIMINATING HOMOPHOBIA AND DISCRIMINATION BASED ON GENDER IDENTITY 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.		4,143,529.
	\$ 0.	\$ 4,143,529.

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

CATEGORY	BASIS	ACCUM. DEPREC.	BOOK VALUE
MISCELLANEOUS	\$ 1,075,547.	\$ 615,070.	\$ 460,477.
TOTAL	<u>\$ 1,075,547.</u>	<u>\$ 615,070.</u>	<u>\$ 460,477.</u>

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

OTHER ASSETS	\$ 44,692.
SECURITY DEPOSITS	43,793.
TOTAL	<u>\$ 88,485.</u>

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

DEFERRED LEASE INCENTIVE	\$ 24,967.
TOTAL	<u>\$ 24,967.</u>

STATEMENT 10
 FORM 990, PART IV-A, LINE B(4)
 OTHER AMOUNTS

LOSS ON ASSET DISPOSITION	\$ 2,244.
TOTAL	<u>\$ 2,244.</u>

STATEMENT 11
 FORM 990, PART IV-B, LINE B(4)
 OTHER AMOUNTS

LOSS ON ASSET DISPOSITION	\$ 2,244.
TOTAL	<u>\$ 2,244.</u>

STATEMENT 12
 FORM 990, PART IV-B, LINE D(2)
 OTHER AMOUNTS

DEPRECIATION	\$ 12,447.
TOTAL	<u>\$ 12,447.</u>

STATEMENT 13
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.
BETSY BILLARD 5455 WILSHIRE BLVD, #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
BOB CHASE 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
TIMOTHY CORRIGAN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
RAFAEL FANTAUZZI 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
JUDY GLUCKSTERN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
JANET M. HAIRE 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
STEPHEN M. JACOBY 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
MARIA LESCANO 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
PHIL KLEWENO 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	CO-CHAIRPERSON ASRQ		0.	0.
NANCY KOKOLJ 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.

STATEMENT 13 (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
GABRIEL REYES 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ	\$ 0.	\$ 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 TERENCE 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.
TANYA WEXLER 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.
JACK CALHOUN 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90036	DIRECTOR ASRQ		0.	0.

STATEMENT 13 (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
JOHN HADITY 5455 WILSHIRE BLVD. #1500 LOS ANGELES, CA 90046	DIRECTOR ASRQ	\$ 0.	\$ 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	201,042.	17,902.	0.
TOTAL		<u>\$ 201,042.</u>	<u>\$ 17,902.</u>	<u>\$ 0.</u>