			Dotur	** PUBL	IC DISC	CLOSURE CO <b>Exempt</b>	)PY ** From I	ncome	Tay	OMB No. 1	545-0047
-	0	90		•		-				000	<u>) 7</u> 7
Forr	n J	JU		<b>(</b> <i>n</i> ) <i>i</i>		e Internal Revenue	•			<sup>s)</sup> <b>ZU</b>	<u> </u>
		of the Treasury			-	ers on this form a instructions and	-	•	IC.	Open to Inspec	
		nue Service 2022 calend	ar year, or tax yea	<b>.</b>				JUN 30,	2023	inspec	
_	heck if		f organization		<u>оон т,</u>			· · · · ·		ation number	
	pplicabl	a.	ETY OF HI	SPANIC PF	OFESSI	ONAL		D Employ			
	Addre chang		NEERS								
	Name Chang		usiness as					72-	154999	4	
	Initial return		and street (or P.O.				Room/suite		one number		
	Final return termin		1 CROSSRO	ADS PARKV	VAY NOR	ГН	220	323	8-725-3		
	ated Amen	City or t	own, state or prov			in postal code		G Gross rec	-	14,243	<u>,825.</u>
	_return Applic		OF INDUS						s a group ret		<b>TT</b>
	⊥tiòn pendir		nd address of prin		ЗОЕГ ЧТ	EMAN I			ubordinates?		X No
<u> </u>		empt status:		501(c) (	) (insert n	o.) 4947(a)(1)	or 527	<b></b>	subordinates inc	iluded? <b>Wes</b> ist. See instruct	
	Vebsit		SHPE.ORG			0.) [] 4947(a)(1)		-	p exemption		10115
			X Corporation	Trust	Association	Other	<b>L</b> Year			State of legal do	micile: CA
	rt I	Summary			L		1		1		
	1	Briefly describ	e the organization	's mission or mos	st significant a	activities: <u>SHPE</u>	CHANG	ES LIV	ES BY	EMPOWERI	ING
Governance						ZE ITS FUI					
erna	2	Check this bo	x if the	organization disc	ontinued its o	perations or dispo	sed of more	e than 25% o	f its net asse	ets.	
0V6			ting members of th	<b>e e</b> .		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					14
						/ (Part VI, line 1b)					14
Activities &						art V, line 2a)					38
tivit						- 10					0.
Ac						e 12 I, line 11					0.
		Thet uniterated			1990-1,1 att	, interr		Prior Y		Current Y	
	8	Contributions	and grants (Part V	III. line 1h)				3,559	,343.	3,645	,532.
nue			ce revenue (Part V						2,928.	10,398	
Revenue	10	Investment in	come (Part VIII, col					12	2,368.	185	,013.
Я	11	Other revenue	e (Part VIII, column	(A), lines 5, 6d, 8	c, 9c, 10c, ar	id 11e)			0.		,000.
	12	Total revenue	- add lines 8 throu	gh 11 (must equa	al Part VIII, co	lumn (A), line 12)		11,894		14,243	
			milar amounts paic					1,210	,536.	1,626	-
			to or for members	•				2 0 2 7		1 071	0.
ses	15	Salaries, othe	r compensation, er	nployee benefits	(Part IX, colu	mn (A), lines 5-10)		2,921	,825. 0.	4,271	<u>,989.</u> 0.
Expenses	10a	Total fundraia	undraising tees (Pa	art IX, column (A),	nne i ie)	mn (A), lines 5-10)	01				
Exp								6.072	2,622.	8,241	.346.
						), line 25)		10,210		14,139	<u>.</u>
									656.		,885.
or							Be	eginning of Cu	irrent Year	End of Y	ear
t Assets or d Balances	20	Total assets (F	Part X, line 16)						2,087.	10,377	
t As	21	Total liabilities	s (Part X, line 26)						608.	4,067	
Euno				btract line 21 fror	n line 20			6,196	5,479.	6,309	,592.
	rt II	Signature									
	-			$\sim$		companying schedule n all information of w			-	knowledge and be	ellet, it is
					cei j is baseu ui	i all illiornation of w	nich preparer	Thas ally know	-	6/2024	
Sign		Signature of o	fficer					Da		///////////////////////////////////////	
Sign Here				INTERIM C	CEO						
		Type or print n									
		Print/Type pre	parer's name		Preparer's s	ignature		Date	Check	PTIN	
Paid		AARON P	HILLIPS		AARON	PHILLIPS	C	01/30/2			
Prep		Firm's name		INC.				Fir	m's EIN 95	5-300117	9
Use	Only	Firm's address	P.O. BOX		001 00	07					0.1
				CH, CA 90				Ph	ione no. 562	2-435-11	
May	the IF	RS discuss this	s return with the pr	reparer shown ab	ove? See inst	ructions				X Yes	No

232001 12-13-22	LHA For Pape	rwork Redu	uction Act Notice, see the	e separate instr	uctions.	
CDD	COLIDITE D			MTCCTON	CUAUENTU	CONTRAL

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

	SOCIETY OF HISPANIC PROFESSIONAL		
		2 - 1549994	Page <b>2</b>
Par	art III Statement of Program Service Accomplishments		
	Check if Schedule O contains a response or note to any line in this Part III	<u></u>	<u>L</u>
1	Briefly describe the organization's mission: SHPE CHANGES LIVES BY EMPOWERING THE HISPANIC COMMUNITY TO		דיייפ
	FULLEST POTENTIAL AND TO IMPACT THE WORLD THROUGH STEM AWAI		115
	ACCESS, SUPPORT AND DEVELOPMENT.		
2	Did the organization undertake any significant program services during the year which were not listed on the		
	prior Form 990 or 990-EZ?	Үе	s 🛛 No
	If "Yes," describe these new services on Schedule O.		
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?	Үе	s X No
	If "Yes," describe these changes on Schedule O.		
4	Describe the organization's program service accomplishments for each of its three largest program services, as mean	• •	
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the	e total expenses,	and
	revenue, if any, for each program service reported.		110
4a	/ · · · · · · · · · · · · · · · · · · ·		<u>,110.</u> )
	THE ANNUAL CONFERENCE PROGRAM'S MISSION IS TO BRING TOGETHE PROFESSIONALS, AND EMPLOYERS FROM THE PRIVATE AND PUBLIC SE		
	· · · · · · · · · · · · · · · · · · ·	ERVICES	
	OFFERED INCLUDE CAREER EXPO, INTERVIEW OPPORTUNITIES WITH 1		
	EMPLOYERS, NETWORKING OPPORTUNITIES, EDUCATIONAL EVENTS AND		
	PROFESSIONAL DEVELOPMENT WORKSHOPS LEAD BY PROMINENT SPEAK		
4b			<b>,354.</b> )
	THE SHPE SCHOLARSHIP PROGRAM PROVIDES SCHOLARSHIP AWARDS TO		ED
	UNDERGRADUATE AND GRADUATE STUDENTS ENROLLED IN QUALIFIED		
	INSTITUTIONS AND STUDYING IN THE FIELDS OF SCIENCE, TECHNO	JOGY,	
	ENGINEERING AND/OR MATH.		
4c	(Code: ) (Expenses \$ 2,020,330. including grants of \$ ) (Revenue \$	2,142	<b>,816.</b> )
	GRANTS RECEIVED BY SHPE DURING FY23 SUPPORTED EIGHTEEN UNI		
	AT A NATIONAL SCALE, SEVEN OF WHICH WERE NEWLY DEVELOPED A	D LAUNCH	ED.
	THESE GRANTS SUPPORTED NEARLY 150 EVENTS AND IMPACTED 14,00	00 SHPE	
	MEMBERS AND COMMUNITY MEMBERS.		
4d		1	
<u></u>	(Expenses \$ including grants of \$ ) (Revenue \$         Total program service expenses       10,441,422.	)	
4e	Total program service expenses 10,441,422.	Earm	<b>990</b> (2022)
222000	02 12-13-22	Form	2022)
232002	2		

14570130 794084 10200.TAX

ENGINEERS

Part IV Checklist of Required Schedules

Form 990 (2022)

72-1549994	Page 3
------------	--------

b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I. Parts I and II       21       X				Yes	No
2         Is the organization enguine function times to this construction appears the interview of the organization enguine this construction appears to the organization enguine to the organization enguine in bobying activities on bhall of or in opposition to camplets Schedule C, Part I           3         Oth the organization enguine interior to inder obstance of the organization enguine in bobying activities, or have a section 501(h) election in effect during the survey of I' 'ves, 'complete Schedule C, Part I         4         X           4         Inter organization action 501(h) election in effect during the survey of I' 'ves, 'complete Schedule C, Part I         5         X           6         Inter organization maintain any cloner advised funds or any similar funds or accounts P 'ves, 'complete Schedule C, Part I         6         X           7         X         The organization maintain any cloner advised funds or any similar funds or accounts P 'ves, 'complete Schedule C, Part I         6         X           7         X         The difference of addition clones and the addition clones and the organization maintain collections of vortex of art, historical treasures, or other similar assets? If 'ves, 'complete Schedule D, Part I'         7         X           8         Did the organization maintain collections of vortex of art, historical treasures, or other similar assets? I' 'ves, 'complete Schedule D, Part V         8         X           9         Did the organization engort an anount the Part X, Inc 21, for tessort or custofield endowments or in exestresin trans. The complete Schedule D, Part X II: 101 X.	1			v	
3       Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public offical "I "Yes," complete Schedule C, Part II       3       X         4       Socions 501(K) organization. Did the organization engage in lobbying activities, or have a section 501(K) election in affect during the tax year? II "Yes," complete Schedule C, Part II       4       X         5       Did the organization ensions on 501(K) organization that receives membership dues, assessments, or a similar amounts as defined in Rev. Proc. 801(R) organization that receives membership dues, assessments, or the provide advice on the distribution or investment of amounts in such funds or accounts for which donors have the right to 6       X         9       Did the organization receives or hold a conservation essement, including essements to provide advice on the distribution or investment of amounts in such funds or accounts for which donors have the right on the mounts and enter the right of a mounts in the region of able negatization maintain cellections of works of art, historical treasures, or other emilian assets? II "Yes," complete Schedule D, Part II       6       X         9       Did the organization, microtion are amount in Part X, line 11, for secret or councidial account liability, serve as a custodian for amounts on the organization, hold assets in donor-estricted endowments or in quasi endowments? II "Yes," complete Schedule D, Part V       9       X         9       Did the organization report an amount for investments - other securities in Part X, line 107 "Yes," complete Schedule D, Part VI       10       X         10       <	•				
public official of "In'Sec. Complete Schedule Q. Part I         3         X           4 Section 501(c)[2] organization. Did the organization engage in tobbying activities, or have a section 501(b) election in effect during the tax year (II 'Y'se, 'complete Schedule Q. Part II         4         X           5 Is the organization a section 501(c)(b), 501(c)(b) or 501(c)(c)(b) or 501(c)(c)(c)(c)(c)(c)(c)(c)(c)(c)(c)(c)(c)(			2	_A	
4         Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect         4         X           5         Is the organization a section 501(h)(h). 501(b)(h), or 501(c)(h) organization that receives membership dues, assessments, or similar amounts as difining in Rev. Proc. 89-187 // */es, * complete Schedule C, Part //         5         X           6         Did the organization marking any doore advised indus or any similar finds or accountits for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accountits for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accountits for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accountits? // */es, * complete Schedule D, Part //         7         X           8         Did the organization namount in Part X, ine 21, for account or custofial account fability, serve as a custodian the second in provide schedule D, Part //         7         X           9         Did the organization server to mough a related organization, hold assets in donor-restricted endowments or in quasi endowments? // */es, * complete Schedule D, Part V         9         X           10         X         11         11         X         10         X           10         X         11         11         X         10         X           10         X         11         11         X <td>3</td> <td></td> <td>2</td> <td></td> <td>x</td>	3		2		x
during the tax year? If Yes, "complete Schedule C, Part II         4         X           is the organization a sector Solid(s), 501(c)(s), 501	4		3		- 23
5         Is the organization a sector 501(cl(d) 501(cl(d)) or 501(c	4		4		x
similar amounts as defined in Rev. Proc. 98-197. #"Ves," complete Schedule C, Part II         5         X           0 Did the organization market may down advised funds or any similar funds or accounts? If "Yes," complete Schedule D, Part II         6         X           7 Did the organization market means, in historic at treasures, or other a simular sasets? If "Yes," complete Schedule D, Part II         6         X           8 Did the organization market means, or historic at treasures, or other a simular sasets? If "Yes," complete Schedule D, Part II         7         X           9 Did the organization market means, or historic at treasures, or other a simular sasets? If "Yes," complete Schedule D, Part II         8         X           9 Did the organization, directly or through a related organization, hold assets in chonc-restricted endowments or in quale indowments? If "Yes," complete Schedule D, Part IV         9         X           10 Did the organization answer to any of the following questions is 'Yes," then complete Schedule D, Part V         10         X           11 Bit the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V         11a         X           10 Did the organization report an amount for land, sulfailings, and equipment in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part V         11a         X           11 Did the organization report an amount for investments - program related in Part X, line 13? If "Yes," complete Schedule D, Part X<	5				- 23
6         Did the organization maintain any donor advised funds or any similar hunds or accounts for which donors have the right to provide advice on the distribution or investment in auch funds or accounts for three," complete Schedule D, Part II         6         X           7         Did the organization maintain any donor advised funds or any similar hunds or accounts for which donors have the hight to provide advice or hold a conservation easement. Including assements to preserve open space, the environment, historical markers. If "Yes," complete Schedule D, Part II         6         X           8         Did the organization maintain any donor downsk of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part II         7         X           9         Did the organization report an amount in Part X, line 21, for eacrow or custodial account liability, serve as a custodian for the part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?         9         X           10         Did the organization report an amount for land; buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V         10         X           11         If the organization report an amount for investments - order securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 17 If "Yes," complete Schedule D, Part VI         11         X           11         Did the organization report an amount for investments - program related in Part X, line 17 If "Yes," complete Schedule D, Part VI         111         X           111 <td>5</td> <td></td> <td>5</td> <td></td> <td>x</td>	5		5		x
provide advice on the distribution or investment of amounts in such funds or accounts? // 'Yes,' complete Schedule D, Part I       6       X         7       Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic inductances of the schedule D, Part II       7       X         8       Did the organization maintain collections of works of art, historical treasures, or other similar assets? // 'Yes,' complete Schedule D, Part IV       8       X         9       Did the organization report an amount in Part X, line 21, for escrow or custolial account liability, serve as a custolian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?       9       X         10       Did the organization directly or through a related organization, hold asset in donorrestricted endowments       10       X         as applicable.       Did the organization report an amount for land, buildings, and equipment in Part X, line 10? // 'Yes,' complete Schedule D, Part V       10       X         11       If the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? // 'Yes,' complete Schedule D, Part VII       11a       X         11       Did the organization report an amount for other assets in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? // 'Yes,' complete Schedule D, Part XII       11a       X         11       Did	6		<u> </u>		
7       Did the organization receive or hold a conservation essement, including easements to preserve open space, the environment, historic land areas, or historic strutures? If "Yes," complete Schedule D, Part II       7       X         8       Did the organization maintain collections of works of art, historical treasures, or other similar asset? If "Yes," complete Schedule D, Part II       8       X         9       Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed In Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?       9       X         10       Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V       10       X         11       If the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VI       11a       X         12       Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VI       11a       X         13       Did the organization report an amount for investments - program related in Part X, line 12, that is 5% or more of its total asset reported in Part X, line 16? If "Yes," complete Schedule D, Part VI       11a       X         14       Did the organization sabora there or consolidated financial state	v		6		x
the environment, historic all areas, or historic structures? If "Yes," complete Schedule D, Part II	7				
8       Did the organization maintain collections of works of art, historical treasures, or other similar assets? # "Yes," complete Schedule D, Part III       III         9       Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?       9         10       Did the organization, directly or through a related organization, hold assets in donor restricted endowments or in quasi endowments? If 'Yes,' complete Schedule D, Part V       10       X         11       If the organization is answer to any of the following questions is "Yes,' then complete Schedule D, Part X, UII, VII, VII, VII, VX, or X, as applicable.       10       X         11       Did the organization report an amount for investments - other securities in Part X, line 10? If "Yes," complete Schedule D, Part XI       11a       X         11a       X       Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167 If 'Yes," complete Schedule D, Part XI       11b       X         11b       Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 167 If 'Yes," complete Schedule D, Part X       11c       X         11b       Did the organization solution submit for three liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X       11d       X	•		7		x
Schedule D, Part III       8       X         9       Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?       9       X         10       Did the organization, directly or through a related organization, hold assets in donorrestricted endowments       9       X         11       If the organization report an amount for land, buildings, and equipment in Part X, line 127, <i>H</i> *yes, <i>* complete Schedule D</i> , Part V       10       X         12       Did the organization report an amount for investments - other securities in Part X, line 127, <i>H</i> *yes, <i>* complete Schedule D</i> , Part V III       11a       X         13       Did the organization report an amount for investments - other securities in Part X, line 132, that is 5% or more of its total assets reported in Part X, line 167, <i>H</i> *yes, <i>* complete Schedule D</i> , Part V III       11a       X         14       Did the organization report an amount for investments - other securities in Part X, line 132, that is 5% or more of its total assets reported in Part X, line 167, <i>H</i> *yes, <i>* complete Schedule D</i> , Part X       11d       X         14       Did the organization separat or consolidated financial statements for the tax year?       11d       X         114       X       11d       X       11d       X         115       Ute organization obtain separata, indepen	8		-		
9       Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or dobt negotiation services?       9       X         10       Did the organization, directly or through a related organization, hold assets in donor restricted endowments       0       10       X         11       If the organization is answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.       10       X         12       Did the organization report an amount for land, buildings, and equipment in Part X, line 12? If "Yes," complete Schedule D, Part VI       11a       X         13       Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167 If 'yes," complete Schedule D, Part VI       11b       X         14       X       Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 167 If 'yes," complete Schedule D, Part VI       11c       X         14       Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 167 If 'yes, "complete Schedule D, Part X       11c       X         14       Did the organization report an amount for other labilities in Part X, line 25? If 'Yes," complete Schedule D, Part X       11t </td <td>•</td> <td>- , 1</td> <td>8</td> <td></td> <td>х</td>	•	- , 1	8		х
amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?       y       X         11 "thes," complete Schedule D, Part IV       10       X         11 If the organization, directly or through a related organization, shold assets in donor-restricted endowments or in quasi endowments? (# "ves," complete Schedule D, Part V       10       X         11 If the organization report an amount for investments - other securities in Part X, line 10? (# "yes," complete Schedule D, Part VI       11       X         12 Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? (# "yes," complete Schedule D, Part VII       11       X         13 Did the organization report an amount for investments - organ related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? (# "yes," complete Schedule D, Part VII       11e       X         14 Did the organization report an amount for investments - program related in Part X, line 16? (# "yes," complete Schedule D, Part VII       11e       X         15 Did the organization separate or consolidated financial statements for the tax year in/Lives," complete Schedule D, Part X       11e       X         16 Did the organization induced in consolidated, independent audited financial statements for the tax year?       11t       X         17 Did the organization asperate or consolidated, independent audited financial statements for the tax year?       11t       X <td>9</td> <td></td> <td></td> <td></td> <td></td>	9				
If 'Yes,' complete Schedule D, Part IV       9       X         10       Did the organization, directly or through a related organization, hold assets in donor-restricted endowments       10       X         11       If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Part V       10       X         11       If the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI       11a       X         12       Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VI       11a       X         13       Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part XI       11e       X         14       Did the organization report an amount for other assets in Part X, line 25? If 'Yes,' complete Schedule D, Part X       11e       X         15       Did the organization separate no consolidated financial statements for the tax year?       11f       X         16       the organization separate no consolidated, independent audited financial statements for the tax year?       11f       X         17       Vs.       and it the organization separate no assolidated, independent audited financial statements for the tax year?       11f <td< td=""><td>•</td><td></td><td></td><td></td><td></td></td<>	•				
10       Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? (I' 'Yes, "complete Schedule D, Part V       10       X         11       If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, VII, VII, VII, VII, VII,			9		х
or in quasi endowments? If "Yes," complete Schedule D, Part V     10     X       11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.     111     X       a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI     111     X       b Did the organization report an amount for investments - other securities in Part X, line 12? If "Yes," complete Schedule D, Part VII     111     X       c Did the organization report an amount for investments - other securities in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII     111     X       d Did the organization report an amount for other labsliftes in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII     111     X       e Did the organization report an amount for other labsliftes in Part X, line 15? that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X     111     X       e Did the organization is parate, independent audited financial statements for the tax year?     111     X       12a     Did the organization included in consolidated, independent audited financial statements for the tax year?     111     X       13     Is the organization as chool described in section 170b(!/(N4W)? If "Yes," complete Schedule D, Part X     114     X       14     Did the organization	10				
11       If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VII, NK, or X, as applicable.       In the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI       Int a       X         D ID the organization report an amount for investments - other securities in Part X, line 10? If "Yes," complete Schedule D, Part VII       Int X       X         D ID the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII       Int X         D ID the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII       Int X         D ID the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       Int X         D ID the organization separate or consolidated financial statements for the tax year?       Int X         ID the organization asparate, independent audited financial statements for the tax year?       Int X         ID the organization asparate, independent audited financial statements for the tax year?       Int X         ID the organization asholdescribed in sector 1700(VI)(VI)(VI)       If "Yes," complete Schedule D, Part X and XI is optional       Is the organization and office, employees, or agents outside of the United States?       Int X <td></td> <td></td> <td>10</td> <td></td> <td>х</td>			10		х
as applicable.       a) Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VII       11a       X         b) Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII       11b       X         c) Did the organization report an amount for investments - ordprare related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII       11c       X         c) Did the organization report an amount for other assets in Part X, line 25? If "Yes," complete Schedule D, Part X       11t       X         c) Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X       11t       X         c) Did the organization is ability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X       11t       X         12a       Did the organization included in consolidated, independent audited financial statements for the tax year?       11t       X         12a       Did the organization neavered "No" to line 12a, then completing Schedule D, Part X and XII       12a       X         14a       Did the organization aschool described us outside the United States?       14d       X         14b       Tyes, " omplete Schedule P, Part S I and VI       13a       X	11				
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI       11a       X         b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII       11b       X         c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII       11c       X         d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11d       X         f Did the organization report an amount for other lassitismes in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11d       X         f Did the organization report an amount for other lassitimes in Part X, line 16? If "Yes," complete Schedule D, Part X       11d       X         12a Did the organization separate, independent audited financial statements for the tax year?       11f       X         11b       x       11d       X         12a Did the organization aschool described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule D, Part X and XII so ptional       11f       X         12a Did the organization aschool described in section 170(b)(1)(A)(iii)? If "Yes," complete Schedule E					
Part VI       11a       X         b       Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? //r *Yes," complete Schedule D, Part VII       11b       X         c       Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? //r *Yes," complete Schedule D, Part VII       11c       X         d       Did the organization report an amount for other assets in Part X, line 25? //r *Yes," complete Schedule D, Part X       11t       X         e       Did the organization report an amount for other liabilities in Part X, line 25? //r *Yes," complete Schedule D, Part X       11t       X         f       Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization obtain separate, independent audited financial statements for the tax year?       11t       X         f       If the organization aschool described in section 170(b)(1)A(ii)? //r *Yes," complete Schedule E       11a       X         114a       Did the organization maint an onfice, employees, or agenets outside of the United States?       14a       X         114       X       Did the organization nave eactivities outside the United States?       14a       X         114       Did the organization nave eactivities outside the United States?       14a       X	а				
b       Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VII       11b       X         c       Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part XIII       11c       X         d       Did the organization report an amount for other assets in Part X, line 15, this 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part X       11c       X         e       Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X       11d       X         e       Did the organization separate or consolidated financial statements for the tax year include a footnote that addresses the organization islability for uncertain tax positions under FIN 48 (ASC 740)? If 'Yes,' complete Schedule D, Part X       11f       X         12a       Did the organization obtain separate, independent audited financial statements for the tax year?       11f       X         13       It is the organization aschool described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E       13       X         14a       Did the organization aschool described on section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E       13       X         14a       Did the organization onadrites outside the United States, or aggrega			11a	х	
c       Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part XIII       11c       X         d       Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11c       X         e       Did the organization report an amount for other liabilities in Part X, line 15? If "Yes," complete Schedule D, Part X       11e       X         f       Did the organization separate or consolidated financial statements for the tax year include a footnote that addresses the organization batin separate, independent audited financial statements for the tax year?       11f       X         12a       Did the organization included in accosolidated, independent audited financial statements for the tax year?       11f       X         13a       Is the organization askered "No" to line 12a, then completing Schedule D, Part X and XII sophinal       12a       X         14a       Did the organization maintain an office, employees, or agents outside of the United States?       14a       X         14b       X       Old the organization report on Part IX, column (A), line 3, more than \$5,000 of garnts or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of	b				
c       Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? /f "Yes," complete Schedule D, Part VIII       11c       X         d       Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? /f "Yes," complete Schedule D, Part X       11d       X         e       Did the organization report an amount for other liabilities in Part X, line 25? /f "Yes," complete Schedule D, Part X       11e       X         f       Did the organization's separate or consolidated financial statements for the tax year? (f"Yes," complete Schedule D, Part X       11f       X         12a       Did the organization is obtain separate, independent audited financial statements for the tax year?       If "Yes," complete Schedule D, Part X       11f       X         13       Is the organization aschool described in section 170(b)(1)(A)(ii)? (f "Yes," complete Schedule E       13       X         14a       Did the organization maintain an office, employees, or agents outside of the United States?       14a       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any freign organization? If "Yes," complete Schedule F, Parts II and IV       14a       X         16       X       17       X       18       X       16       X       16       X		assets reported in Part X, line 16? If "Yes." complete Schedule D. Part VII	11b		Х
d       Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11d       X         e       Did the organization report an amount for other liabilities in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X       11d       X         f       Did the organization's geparate or consolidated financial attaments for the tax year include a footnote that addresses the organization sibility for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X       11f       X         12a       Did the organization obtain separate, independent audited financial statements for the tax year?       If "Yes," complete Schedule D, Part X and XII       12a       X         b       Was the organization answered "No" to line 12a, then completing Schedule D, Parts X and XII is optional       13       X         13       Is the organization nanswered "No" to line 12a, then completing Schedule E       13       X         14a       Did the organization nanswered "No" to line 12a, then complete Schedule E       13       X         14a       Did the organization nanswered "No" to line 12a, then complete Schedule E       13       X         14a       Did the organization aschool describes or one than \$10,000 form grantmaking, fundraising, business, investment, and program service activities outside the United States?       14a       X	с				
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 167 If "Yes," complete Schedule D, Part IX       11d       X         e Did the organization's port an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X       11d       X         e Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization subar separate, independent audited financial statements for the tax year?       11f       X         12a       Did the organization assered. independent audited financial statements for the tax year?       11f       X         12b       Was the organization included in consolidated, independent audited financial statements for the tax year?       12b       X         14a       Did the organization aschool described in section 170(b)(1)(A)(ii)?       17 Yes, " complete Schedule E       13       X         14a       Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV       14e       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of garges grants or other assistance to or for any foreign organization report more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of garges are norsistance to any or f		assets reported in Part X, line 16? If "Yes." complete Schedule D. Part VIII	11c		Х
e       Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X       11e       X         f       Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization obtain separate, independent audited financial statements for the tax year?       11f       X         12a       Did the organization obtain separate, independent audited financial statements for the tax year?       If "Yes," complete Schedule D, Part X and XII       12a       X         b       Was the organization included in consolidated, independent audited financial statements for the tax year?       If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Part X and XII is optional       13       Is the organization maintain an office, employees, or agents outside of the United States?       14a       X         b       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part I and IV       16       X         17       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part II and IV       16       X         17       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance	d				
e       Did the organization report an amount for other liabilities in Part X, line 25? /f "Yes," complete Schedule D, Part X       11e       X         f       Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization obtain separate, independent audited financial statements for the tax year?       11f       X         12a       Did the organization included in consolidated, independent audited financial statements for the tax year?       11f       X         b       Was the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII as optional       12b       X         13       Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       13       X         14a       X       Did the organization and school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       13       X         14a       X       Did the organization and school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       14a       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       X         17       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or othe		Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		Х
the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X       111       X         12a       Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete       12a       X         12b       Was the organization included in consolidated, independent audited financial statements for the tax year?       12a       X         13       Is the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional       13       X         14a       Did the organization maintain an office, employees, or agents outside of the United States?       14a       X         b       Did the organization nave aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts II and IV       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       16       X         17       Did the organization report more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       16       X <t< td=""><td>е</td><td></td><td>11e</td><td></td><td>Х</td></t<>	е		11e		Х
12a       Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete       12a       X         12b       Was the organization included in consolidated, independent audited financial statements for the tax year?       If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional       12b       X         13       Is the organization aschool described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       13       X         14a       Did the organization naintain an office, employees, or agents outside of the United States?       14a       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV       16       X         18       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part I. See instructins       16       X	f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
Schedule D, Parts XI and XII       12a       X         b       Was the organization included in consolidated, independent audited financial statements for the tax year?       12b       X         13       Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       13       X         14a       Did the organization maintain an office, employees, or agents outside of the United States?       14a       X         b       Did the organization nave aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions       17       X         18       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, lines a far M is a complete Schedule G, Part I. See instructions       16       X         19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule		the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Х	
b       Was the organization included in consolidated, independent audited financial statements for the tax year?       If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional       12b       X         13       Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E       13       X         14a       Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States?       14a       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts II and IV       15       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part II and IV       16       X         17       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for for foreign individuals? If	12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional       12b       X         13       Is the organization a school described in section 170(b)(1)(A)(iii)? If "Yes," complete Schedule E       13       X         14a       Did the organization maintain an office, employees, or agents outside of the United States?       14a       X         b       Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV       15       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part II and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to any contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II       18       X         19       D		Schedule D, Parts XI and XII	12a	Х	
<ul> <li>13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E</li> <li>14a Did the organization maintain an office, employees, or agents outside of the United States?</li> <li>b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV</li> <li>14a X</li> <li>15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV</li> <li>16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV</li> <li>17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions</li> <li>18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part II</li> <li>19 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H</li> <li>20a X</li> <li>20b Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II</li> <li>20b Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II</li> </ul>	b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
<ul> <li>14a Did the organization maintain an office, employees, or agents outside of the United States?</li> <li>b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV</li> <li>15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV</li> <li>16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV</li> <li>17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3 for under the \$15,000 of grants or other assistance to and 8a? If "Yes," complete Schedule G, Part I. See instructions</li> <li>18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"</li> <li>18 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H</li> <li>20a X</li> <li>20b Did the organization report more than \$5,000 of grants or other assistance to this return?</li> <li>20b Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II</li> </ul>			12b		
b       Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV       15       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions       17       X         18       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"       18       X         19       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         20a       X       20b       20b       20b       20b       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization	13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		
investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV       15       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts II and IV       16       X         17       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV       16       X         17       Did the organization report at total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions       17       X         18       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"       18       X         19       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         20a       X       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         20a       X       Did the organization operate one or more hospital facilities? If "	14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
or more? If "Yes," complete Schedule F, Parts I and IV       14b       X         15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV       15       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions       17       X         18       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II       18       X         19       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         20a       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule H       20a       X	b				
15       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If</i> "Yes," <i>complete Schedule F, Parts II and IV</i> 15       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If</i> "Yes," <i>complete Schedule F, Parts II and IV</i> 16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If</i> "Yes," <i>complete Schedule G, Part I.</i> See instructions       17       X         18       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, lines 1 c and 8a? <i>If</i> "Yes," <i>complete Schedule G, Part II</i> 18       X         19       Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i> 19       X         20a       X       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If</i> "Yes," <i>complete Schedule H</i> 20a       X					
foreign organization? If "Yes," complete Schedule F, Parts II and IV       15       X         16       Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions       17       X         18       Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1 c and 8a? If "Yes," complete Schedule G, Part II       18       X         19       Did the organization operate one or more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"       19       X         20a       X         b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20a       X         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II       20a       X			14b		Х
<ul> <li>16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If</i> "Yes," <i>complete Schedule F, Parts III and IV</i></li> <li>17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If</i> "Yes," <i>complete Schedule G, Part I.</i> See instructions</li> <li>17 If the organization report more than \$15,000 of gross income and contributions on Part VIII, lines 1c and 8a? <i>If</i> "Yes," <i>complete Schedule G, Part II</i></li> <li>18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes," <i>complete Schedule G, Part II</i></li> <li>18 Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i></li> <li>20a Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If</i> "Yes," <i>complete Schedule I, Parts I and II</i></li> <li>21 X</li> </ul>	15				
or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV       16       X         17       Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions       17       X         18       Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II       18       X         19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"       19       X         20a       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or       21       X			15		X
<ul> <li>17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If</i> "Yes," <i>complete Schedule G, Part I.</i> See instructions</li> <li>18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If</i> "Yes," <i>complete Schedule G, Part II</i></li> <li>19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes,"</li> <li>19 Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i></li> <li>10 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If</i> "Yes," <i>complete Schedule I, Parts I and II</i></li> <li>21 X</li> </ul>	16				
column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions       17       X         18       Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines       18       X         19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"       18       X         19       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       19       X         20a       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II       20b       21       X			16		х
18       Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines       18       X         19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes,"       18       X         19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes,"       19       X         20a       Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i> 20a       X         b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or       21       X	17				77
1c and 8a? If "Yes," complete Schedule G, Part II       18       X         19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"       19       X         20a       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b       20b         21       Did the organization operate one or more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II       21       X			17		X
19       Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes,"       19       X         20a       Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i> 20a       X         b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If</i> "Yes," <i>complete Schedule I, Parts I and II</i> 21       X	18				77
complete Schedule G, Part III       19       X         20a       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II       21       X			18		X
20a       Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H       20a       X         b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II       21       X	19				37
b       If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?       20b         21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II       21       X	•-				X
21       Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I. Parts I and II       21       X	20a				<u> </u>
domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II			20b		
	21				v
232003 12-13-22 Form <b>990</b> (2022)				000	

3

232003 12-13-22

#### 14570130 794084 10200.TAX

<sup>2022.05040</sup> SOCIETY OF HISPANIC PROFE 10200.T1

ENGINEERS

Part IV Checklist of Required Schedules (continued)

Form 990 (2022)

			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Х	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete	0.51		v
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%	0		x
07	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If</i> "Yes," <i>complete Schedule L, Part III</i>	27		x
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV,	21		
20	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
u	"Yes," complete Schedule L, Part IV	28a		x
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If</i>			
	"Yes," complete Schedule L, Part IV	28c		x
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		x
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?		v	
Par	Note: All Form 990 filers are required to complete Schedule O           t V         Statements Regarding Other IRS Filings and Tax Compliance	38	Х	
	Check if Schedule O contains a response or note to any line in this Part V			
	טוופטת זו סטוופטעוב ט טטווגמווז מ ופאטטואב טו זוטנב נט מוזע וווש וו נוווא דמוג ע		Vcc	
10	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable   1a   124		Yes	No
la b				
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
Ū	(gambling) winnings to prize winners?	1c	Х	
232004	4 12-13-22			(2022)
	Δ			、 <b>-</b> )

### 14570130 794084 10200.TAX

Form	990 (2022) ENGINEERS		72-1549	994	Р	age <b>5</b>
Par	t V Statements Regarding Other IRS Filings and Tax Compliance (continued)					
					Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,					
	filed for the calendar year ending with or within the year covered by this return	<b>2</b> a	38			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax return	ns?		2b	Х	
3a	Did the organization have unrelated business gross income of $1,000$ or more during the year?			3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	Ο		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	authori	ty over, a			
	financial account in a foreign country (such as a bank account, securities account, or other financial a	accour	nt)?	4a		X
b	If "Yes," enter the name of the foreign country					
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	ccoun	ts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			<u>5a</u>		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transa			5b		<u>x</u>
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			<u>5c</u>		├──
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	ie orga	nization solicit			
	any contributions that were not tax deductible as charitable contributions?			<u>6a</u>		<u> </u>
b	If "Yes," did the organization include with every solicitation an express statement that such contribut	ions or	gifts			
	were not tax deductible?			6b		
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and se	rvices p	rovided to the payor?	7a	X	<u> </u>
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Х	<u> </u>
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it w	as requ	uired			
	to file Form 8282?	1		7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d		7e		x
е	e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?					
f	f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?					
g	If the organization received a contribution of qualified intellectual property, did the organization file Fo			7g	N/	-
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization			7h	N/	A
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained	d by th				
-	sponsoring organization have excess business holdings at any time during the year?		N/A	8		
9	Sponsoring organizations maintaining donor advised funds.		NT / 7			
a	Did the sponsoring organization make any taxable distributions under section 4966?		N/A	9a		<u> </u>
b			N/A	9b		
10	Section 501(c)(7) organizations. Enter:	40-	I			
a	Initiation fees and capital contributions included on Part VIII, line 12 N/A	10a				
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations. Enter: Gross income from members or shareholders N/A		I			
		<u>11a</u>				
b	Gross income from other sources. (Do not net amounts due or paid to other sources against	446				
10-	amounts due or received from them.) Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form	1041	l	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year $\frac{N/A}{A}$ .		( 	IZa		
ь 13	Section 501(c)(29) qualified nonprofit health insurance issuers.	12b	1			
а	Is the organization licensed to issue qualified health plans in more than one state?		N/A	13a		
a	<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.	•••••		154		
h	Enter the amount of reserves the organization is required to maintain by the states in which the					
5	organization is licensed to issue qualified health plans	13b				
с	Enter the amount of reserves on hand	130				
14a		-		14a		x
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedu			14b		<u> </u>
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remune					
	excess parachute payment(s) during the year?			15		x
	If "Yes," see the instructions and file Form 4720, Schedule N.					
16	Is the organization an educational institution subject to the section 4968 excise tax on net investmen	t incor	ne?	16		x
	If "Yes," complete Form 4720, Schedule O.					
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any ac	tivities	3			
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?			17		
	If "Yes," complete Form 6069.					
232005	12-13-22			Form	990	(2022)

5

ENGINEERS

Form 990 (2022)

72-1549994 Page 6

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

Check if Schedule O contains a response or note to any line in this Part VI	
Section A. Governing Body and Management	

			X
		Yes	No
1a	14		

10	Enter the number of voting members of the governing body at the end of the tax year	1a	14			
Ia	If there are material differences in voting rights among members of the governing body at the end of the day year	14				
	body delegated broad authority to an executive committee or similar committee, explain on Schedule 0.					
		416	14			
	Enter the number of voting members included on line 1a, above, who are independent	1b				
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationshi			0		x
~	officer, director, trustee, or key employee?			2		
3	Did the organization delegate control over management duties customarily performed by or under the			•		x
			filedQ	3 4		X
4	Did the organization make any significant changes to its governing documents since the prior Form 9			-		X
5	Did the organization become aware during the year of a significant diversion of the organization's as			5	х	
6	Did the organization have members or stockholders?			6	Δ	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or a			-	х	
	more members of the governing body?			7a	Δ	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, s				v	
•	persons other than the governing body?			7b	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the ye	-	-	-	v	
	The governing body?			8a	<u>X</u>	
	Each committee with authority to act on behalf of the governing body?			8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be rea			-		
<u></u>	organization's mailing address? If "Yes." provide the names and addresses on Schedule O			9		X
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re	evenue	Code.)			
					Yes	No
	Did the organization have local chapters, branches, or affiliates?			10a	Х	
b	If "Yes," did the organization have written policies and procedures governing the activities of such cl	hapters,	affiliates,		77	
				10b	X	
	Has the organization provided a complete copy of this Form 990 to all members of its governing bod	ly before	e filing the form?	11a	X	
b	<b>b</b> Describe on Schedule O the process, if any, used by the organization to review this Form 990.					
12a					<u>X</u>	
					Х	
С	c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe					
	on Schedule O how this was done			12c	<u>X</u>	
13	Did the organization have a written whistleblower policy?			13	X	
14	Did the organization have a written document retention and destruction policy?			14	X	
15	Did the process for determining compensation of the following persons include a review and approva	-	lependent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?					
а	The organization's CEO, Executive Director, or top management official			15a	X	
b	Other officers or key employees of the organization			15b	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.					
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrange					37
_	taxable entity during the year?			16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate		-			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organ					
<u></u>	exempt status with respect to such arrangements?			16b		
	tion C. Disclosure					
17	List the states with which a copy of this Form 990 is required to be filed <u>CA</u>					
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, a	ind 990-	1 (section 501(c)(3)s	only)	availal	ble
	for public inspection. Indicate how you made these available. Check all that apply.					
	X Own website Another's website X Upon request Other (explained)		,	_		
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, co	onflict o	t interest policy, and	tinano	lal	
•	statements available to the public during the tax year.					
20	State the name, address, and telephone number of the person who possesses the organization's bo	oks and	records			
	MIGUEL ALEMANY - 323-725-3970	T NTD		01	716	
	13181 CROSSROADS PARKWAY NORTH, SUITE 220, CITY OF	тир	USTRY, CA		746	(0000)
232006	6			Form	<b>aa</b> 0	(2022)
	U					

SOCIETY	OF	HISPANIC	PROFESSIONAL
SOCIETY	OF	HISPANIC	PROFESSIONAL

ENGINEERS

Form 990 (	2022) ENGINEERS	72-1549
Part VII	Compensation of Officers, Directors, Trustees, Key Employees, Highest Comper	nsated
	Employees, and Independent Contractors	

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year. • List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's current key employees, if any. See the instructions for definition of "key employee."

• List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee)

who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

 List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A)	(B)				C)			(D)	(E)	(F)
Name and title	Average	(do	not cl	Pos			ne	Reportable	Reportable	Estimated
	hours per	box	, unles	ss per	rson i	s both	n an	compensation	compensation	amount of
	week		cer an	aaa	Irecto	r/trus	tee)	from	from related	other
	(list any	recto						the	organizations	compensation
	hours for related	e or di	tee			sated		organization (W-2/1099-MISC/	(W-2/1099-MISC/ 1099-NEC)	from the
	organizations	rustee	l trus		ee	npen		1099-NEC)	1099-NEC)	organization and related
	below	dual t	utiona	_	nploy	st cor	1	1000 (120)		organizations
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			o gamzanono
(1) DR. CHRIS WILKIE	40.00									
CHIEF EXEC. OFFICER (THRU 02/2023)		1		х				339,872.	Ο.	41,898.
(2) DR. KIMBERLY DOUGLAS	40.00									
CHIEF RESEARCH & IMPACT OFFICER		1		х				182,154.	Ο.	34,323.
(3) MONIQUE HERRERA	40.00									
CHIEF EXTERNAL RELATIONS OFFICER		1		х				173,609.	Ο.	15,187.
(4) RHONDA MCNEIL	40.00									
CHIEF ADMINISTRATION OFFICER		1		х				155,081.	Ο.	31,723.
(5) JOSE SILVA	40.00									
CHIEF ENGAGE. OFFICER (THRU 03/2023)				Х				124,719.	0.	31,708.
(6) FERNANDO PAZ	1.00									
BOARD CHAIR		Х		Х				0.	0.	0.
(7) MELANIE WEBER	1.00									
VICE CHAIR		Х		Х				0.	0.	0.
(8) MICHAEL WANGEN	1.00									
TREASURER		Х		Х				0.	0.	0.
(9) WILL DAVIS	1.00									
SECRETARY		Х		Х				0.	0.	0.
(10) STEVE BERMUDEZ	1.00									
BOARD MEMBER		Х						0.	0.	0.
(11) JOAQUIN GAMBOA	1.00									
BOARD MEMBER		Х						0.	0.	0.
(12) CHRIS HETNER	1.00									
BOARD MEMBER		Х						0.	0.	0.
(13) CARISTA RAGAN	1.00									
BOARD MEMBER		Х						0.	0.	0.
(14) LEO SOTO	1.00									
BOARD MEMBER		Х						0.	0.	0.
(15) NICOLAS TEMPESTINI	1.00									
BOARD MEMBER		Х						0.	0.	0.
(16) ADRIAN DAVILA	1.00								_	
BOARD MEMBER		х						0.	0.	0.
(17) NATALIE DAVILA-RENDON	1.00								_	
BOARD MEMBER		Х						0.	0.	0.
232007 12-13-22										Form <b>990</b> (2022)

232007 12-13-22

Form 990 (2022)

14570130 794084 10200.TAX

SOCIETY OF HISPANIC PROFESSIONAL	SOCIETY	OF	HISPANIC	PROFESSIONAL
----------------------------------	---------	----	----------	--------------

ENGINEERS

Form 990 (2022) ENGINEERS	5								72-15	499	994	Page <b>8</b>
Part VII Section A. Officers, Directors, Trus	tees, Key Emp	oloy	ees,	anc	d Hig	ghes	st C	ompensated Employee	s (continued)			
(A) Name and title	(B) Average hours per week (list any hours for related	box	not cł , unles cer an	Pos heck ss per	rson i irecto	than o is both pr/trus	n an tee)	(D) Reportable compensation from the organization (W-2/1099-MISC/	(E) Reportable compensation from related organizations (W-2/1099-MIS0 1099-NEC)		(F Estim amou oth comper from organia	ated nt of er isation the
(18) MATTEO SANCHEZ-DAHL GONZALEZ	organizations below line) 1.00	Individual trus	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	1099-NEC)			and re organiz	
BOARD MEMBER	1.00	х						0.		0.		0.
(19) JULIETTE JIMENEZ	1.00											
BOARD MEMBER		х						0.		0.		0.
(20) MIGUEL ALEMANY INTERIM CEO	40.00			x				0.		0.		0.
								975,435.		0.	154,	020
1b Subtotal c Total from continuation sheets to Part VI	Section A						•	975,435.		0.	154,	0.00.
d Total (add lines 1b and 1c)								975,435.			154,	
2 Total number of individuals (including but n compensation from the organization								eceived more than \$100,	000 of reportable	•	· ·	5
											Ye	s No
3 Did the organization list any former officer, line 1a? If "Yes," complete Schedule J for s	,					'	0	, , , ,	,	[	3	x
4 For any individual listed on line 1a, is the su and related organizations greater than \$150	m of reportable	e co	mpe	ensa	tion	and	oth	ner compensation from t	he organization		4 X	:
5 Did any person listed on line 1a receive or a rendered to the organization? <i>If</i> "Yes." com	iccrue compen	sati	on fr	om	any	unre	elate	ed organization or individ	lual for services		5	x
Section B. Independent Contractors		<u>,                                    </u>	<u> </u>		0010	011						
1 Complete this table for your five highest control the organization. Report compensation for the organization for	-	-								ensat	ion from	
(A) Name and business	address							<b>(B)</b> Description of s	ervices	C	<b>(C)</b> ompensa	tion
CORPORATE GIVING CONNECTI 6140 MESA AVE, LOS ANGELE		00	42					MARKETING ANI BRANDING	D		414,	967.
THE EVENT LOUNGE 850 N DOROTHY DR #504, DA	LLAS, T	x	75	08	1		_	EVENTS SUPPO			167,	500.
ROC MANAGEMENT INC. 1963 UNIVERSITY LANE, LIS	LE, IL	60	53	2				CONVENTION SA	ALES		124,	707.
ARENT FOX 1717 K STREET NW, WASHING		2	00	06				LEGAL SERVIC	ES		108,	000.
ALMA AMARO BOOKKEEPING SE 679 E 53RD STREET, LOS AN	GELES,							FINANCE SUPPO			103,	000.
2 Total number of independent contractors (in \$100.000 of compensation from the organiz	-	ot lin	nited	l to i		se lis 5	ted	above) who received mo	ore than			

\$100,000 of compensation from the organization

Form 990 (2022)

232008 12-13-22

14570130 794084 10200.TAX

8

SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

			2022) ENGINEERS				72-1549	994 Page 9
Pa	rt N	/111						
			Check if Schedule O contains a response	or note to any lin	e in this Part VIII (A)	(B)	(C)	(D)
					Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
ts ts	1	а	Federated campaigns					
Contributions, Gifts, Grants and Other Similar Amounts		b	Membership dues 1b	238,603.				
۳. ۵		с	Fundraising events					
ar A		d	Related organizations 1d					
s, G mils		е	Government grants (contributions) 1e					
ŝ		f	All other contributions, gifts, grants, and					
but			similar amounts not included above 1f	3,406,929.				
diti		g	Noncash contributions included in lines 1a-1f					
ano		h	Total. Add lines 1a-1f		3,645,532.			
				Business Code				
e	2	а	NATIONAL CONFERENCE & EVENTS	611710	6,354,169.	6,354,169.		
e vic		b	CONTRACT INCOME	611710	3,418,850.	3,418,850.		
Program Service Revenue		с	BRANDING AND OTHER SERVICES	611710	344,802.	344,802.		
		d	REGIONAL EVENTS	611710	280,459.	280,459.		
og B		е						
д		f	All other program service revenue					
		g	Total. Add lines 2a-2f		10,398,280.			
	3		Investment income (including dividends, inter	est, and				
			other similar amounts)		185,013.			185,013.
	4		Income from investment of tax-exempt bond	oroceeds				
	5		Royalties					
			(i) Real	(ii) Personal				
	6	а	Gross rents 6a					
			Less: rental expenses 6b					
			Rental income or (loss) 6c					
	_		Ret rental income or (loss)	(ii) Other				
	7	а		(ii) Other				
			assets other than inventory <b>7a</b>					
•		D	Less: cost or other basis					
evenue		_	and sales expenses 7b Gain or (loss) 7c					
Other R	8		Net gain or (loss)					
đ			including \$ of					
			contributions reported on line 1c). See					
			Part IV, line 18					
			Less: direct expenses					
			Net income or (loss) from fundraising events					
	9	а	Gross income from gaming activities. See					
			Part IV, line 19					
			Less: direct expenses					
			Net income or (loss) from gaming activities					
	10	а	Gross sales of inventory, less returns					
		L	and allowances 10 Less: cost of goods sold 10					
			J					
-		U	Net income or (loss) from sales of inventory _	Business Code				
sn	11	а	OTHER INCOME	900099	15,000.			15,000.
neo		a b			,,			
ella <u>ver</u>		c						
Miscellaneous Revenue			All other revenue					
Σ			Total. Add lines 11a-11d		15,000.			
	12		Total revenue. See instructions		14,243,825.	10398280.	0.	200,013.
232009	9 12	-13-						Form <b>990</b> (2022)

### 14570130 794084 10200.TAX

9

72-1549994 Page 10

Form 990 (2		ENGINE	
Part IX	Statement	of Functional	Expenses

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

0000	Oh sol (c)(d) and so (c)(4) organizations must comp		0		
	Check if Schedule O contains a respon	(A)	(B)	(C)	(D)
	not include amounts reported on lines 6b,	Total expenses	Program service	Management and	Fundraising
7b,	8b, 9b, and 10b of Part VIII.		expenses	general expenses	expenses
1	Grants and other assistance to domestic organizations				
	and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
	individuals. See Part IV, line 22	1,626,605.	1,626,605.		
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
Ū	trustees, and key employees	1,158,419.	582,863.	194,539.	381,017.
6	Compensation not included above to disqualified				
U	persons (as defined under section 4958(f)(1)) and				
_	persons described in section 4958(c)(3)(B)	2,464,201.	1,384,401.	1,033,755.	46,045.
7	Other salaries and wages	2,404,20I•	,U	T,022,122.	40,040.
8	Pension plan accruals and contributions (include	71 020	40 207	25 104	0 7 0 0
_	section 401(k) and 403(b) employer contributions)	74,039. 359,560.	40,207.	25,104.	8,728.
9	Other employee benefits		195,259.	121,913.	42,388.
10	Payroll taxes	215,770.	117,174.	73,159.	25,437.
11	Fees for services (nonemployees):				
а	Management				
b	Legal	147,252.		147,252.	
С	Accounting	154,297.		154,297.	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17				
f	Investment management fees	10,366.		10,366.	
g	Other. (If line 11g amount exceeds 10% of line 25,				
	column (A), amount, list line 11g expenses on Sch 0.)	644,130.	123,858.	410,089.	110,183.
12	Advertising and promotion				
13	Office expenses	58,725.	23,490.	20,554.	14,681.
14	Information technology	465,755.	208,750.	235,236.	21,769.
15	Royalties				
16	Occupancy	89,211.	35,685.	31,223.	22,303.
17	Travel	352,630.	173,008.	111,124.	68,498.
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	5,082,528.	4,762,751.	319,777.	
20	Interest	· ·			
21	Payments to affiliates	185,300.	185,300.		
22	Depreciation, depletion, and amortization	55,422.	22,169.	19,398.	13,855.
22	Insurance	65,254.	35,436.	22,125.	7,693.
23 24	Other expenses. Itemize expenses not covered	00,1011	00,1000		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
27	above. (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A),				
-	amount, list line 24e expenses on Schedule 0.)	920,459.	920,459.		
a	DUES & SUBSRIPTIONS	10,017.	4,007.	3,506.	2,504.
b	DOED & SOBSKIPTIONS	10,017.	4,007.	5,500.	2,304.
C d					
d					
	All other expenses	11 120 040		2 0 2 2 1 1 7	765 101
<u>25</u>	Total functional expenses. Add lines 1 through 24e	14,139,940.	10,441,422.	2,933,417.	765,101.
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				000
23201	) 12-13-22	10			Form <b>990</b> (2022)

SOCIETY	OF.	HISPANI

72-1549994 Page 11

SOCIETY	OF	HISPANIC	PROFESSIONAL
	D C		

Form 990 (2022)

ENGINEERS Part X Balance Sheet

		Check if Schedule O contains a response or not	e to any	line in this Part X			
					<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing			3,079,844.	1	2,663,195.
	2	Savings and temporary cash investments		3,939,813.	2	6,094,885.	
	3	Pledges and grants receivable, net			3		
	4	Accounts receivable, net			182,872.	4	350,833.
	5	Loans and other receivables from any current or					
		trustee, key employee, creator or founder, subst	antial co	ontributor, or 35%			
		controlled entity or family member of any of the	se perso	ns		5	
	6	Loans and other receivables from other disquali	fied pers	ons (as defined			
		under section 4958(f)(1)), and persons described	l in secti	on 4958(c)(3)(B)		6	
ts	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
¥:	9	Description of a second second state for some state is a second sec			228,978.	9	317,420.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	350,170.			
	b	Less: accumulated depreciation	10b	224,498.	85,980.	10c	125,672.
	11	Investments - publicly traded securities	1,134,600.	11	662,837.		
	12	Investments - other securities. See Part IV, line 1	1			12	
	13	Investments - program-related. See Part IV, line		13			
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11	0.	15	162,610.		
	16	Total assets. Add lines 1 through 15 (must equ	al line 33	3)	8,652,087.	16	10,377,452.
	17	Accounts payable and accrued expenses	483,994.	17	536,341.		
	18	Grants payable		18			
	19	Deferred revenue	1,971,614.	19	3,531,519.		
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete	Part IV o	f Schedule D		21	
S	22	Loans and other payables to any current or form	ner office	er, director,			
litie		trustee, key employee, creator or founder, subst	antial co	ontributor, or 35%			
Liabilities		controlled entity or family member of any of the	se perso	ns		22	
	23	Secured mortgages and notes payable to unrela	ted third	d parties		23	
	24	Unsecured notes and loans payable to unrelated	d third p	arties		24	
	25	Other liabilities (including federal income tax, pa	yables t	o related third			
		parties, and other liabilities not included on lines	s 17-24).	Complete Part X			
		of Schedule D				25	
	26	Total liabilities. Add lines 17 through 25			2,455,608.	26	4,067,860.
6		Organizations that follow FASB ASC 958, che	ck here	X			
ces		and complete lines 27, 28, 32, and 33.			4 4 6 4 9 8 8 8		
Ilan	27				4,461,375.	27	4,585,034.
I Ba	28	Net assets with donor restrictions			1,735,104.	28	1,724,558.
nnc		Organizations that do not follow FASB ASC 9	58, cheo	ck here			
Net Assets or Fund Balances		and complete lines 29 through 33.					
tso	29	Capital stock or trust principal, or current funds				29	
se	30	Paid-in or capital surplus, or land, building, or ec				30	
t As	31	Retained earnings, endowment, accumulated in			C 10C 180	31	C 202 502
Ne	32	Total net assets or fund balances			6,196,479.	32	6,309,592.
	33	Total liabilities and net assets/fund balances			8,652,087.	33	10,377,452. Form <b>990</b> (2022)

Form **990** (2022)

232011 12-13-22

SOCIETY	OF	HISPANIC	PROFESSIONAL

Form	990 (2022) ENGINEERS	72-1	549994	Pa	<sub>ge</sub> 12		
Pa	rt XI Reconciliation of Net Assets						
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>				
1	Total revenue (must equal Part VIII, column (A), line 12)	1	14,24				
2	Total expenses (must equal Part IX, column (A), line 25)	2		14,139,940			
3	Revenue less expenses. Subtract line 2 from line 1	3		103,885			
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	6,19	<u>6,4</u>	<u>79.</u>		
5	Net unrealized gains (losses) on investments	5		<u>9,2</u>	28.		
6	Donated services and use of facilities	6					
7	Investment expenses	7					
8	Prior period adjustments	8					
9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.		
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,						
	column (B)) 10 6 ,						
Pa	rt XII Financial Statements and Reporting						
	Check if Schedule O contains a response or note to any line in this Part XII						
				Yes	No		
1	Accounting method used to prepare the Form 990: Cash X Accrual Other		_				
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	О.					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		X		
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a					
	separate basis, consolidated basis, or both:						
	Separate basis Consolidated basis Both consolidated and separate basis						
b	Were the organization's financial statements audited by an independent accountant?		2b	Х			
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,					
	consolidated basis, or both:						
	X Separate basis Consolidated basis Both consolidated and separate basis						
с	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,					
	review, or compilation of its financial statements and selection of an independent accountant?		2c	Х			
	If the organization changed either its oversight process or selection process during the tax year, explain on Sch	edule O.					
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the						
	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		3a		X		
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required						
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b				

Form 990 (2022)

232012 12-13-22

(Form	nt of the Treasury	Co	OMB No. 1545-0047 <b>2022</b> Open to Public						
	evenue Service			Form990 for instruction			ormation.	-	Inspection
	of the organization	ENGI	NEERS	PANIC PROFESS				7	identification number $2 - 1549994$
Part	I Reason	or Public (	Charity Status.	(All organizations must c	omplete th	nis part.) S	ee instructior	IS.	
The org 1 2 3 4	A church, cor A school dese A hospital or	nvention of ch cribed in <b>sect</b> a cooperative earch organiz	urches, or associatio ion 170(b)(1)(A)(ii). ( hospital service orga	For lines 1 through 12, cl on of churches described Attach Schedule E (Form anization described in <b>se</b> njunction with a hospital	in <b>sectio</b> 1 990).) <b>ection 170</b>	n 170(b)(1 (b)(1)(A)(ii	ii).	)(iii). Enter	the hospital's name,
5				llege or university owned	or operate	ed by a go	overnmental u	nit describe	ed in
6 [ 7 🔀 8 [ 9 [	<ul> <li>section 170(b)(1)(A)(iv). (Complete Part II.)</li> <li>A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).</li> <li>An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)</li> <li>A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)</li> <li>An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college</li> </ul>								
	or university of	or a non-land-g	grant college of agric	ulture (see instructions).	Enter the I	name, city	, and state of	the college	or
10	activities relat	ed to its exen	npt functions, subjec	than 33 1/3% of its supp t to certain exceptions; a	and (2) no	more than	33 1/3% of it	s support f	rom gross investment
11 12 a [ b [ c [ d [ e [ f E	<ul> <li>An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.</li> <li>a Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization (s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C.</li> <li>c Type II functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.</li> <li>d Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.</li> </ul>								
			n about the supporte	d organization(s).					
	(i) Name of suppo	orted	(ii) EIN	(iii) Type of organization (described on lines 1-10	(iv) Is the orga in your governi	nization listed ng document?	(v) Amount o	-	(vi) Amount of other
	organization			above (see instructions))	Yes	No	support (see i	nstructions)	support (see instructions)
Total									

# SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

72-1549994 Page 2

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	501,183.	1238384.	1813835.	3559343.	3645532.	10758277.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	501,183.	1238384.	1813835.	3559343.	3645532.	10758277.
5	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						1263812.
6	Public support. Subtract line 5 from line 4.						9494465.
Sec	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	<b>(c)</b> 2020	(d) 2021	(e) 2022	(f) Total
7	Amounts from line 4	501,183.	1238384.	1813835.	3559343.	3645532.	10758277.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	62,228.	52,350.	13,178.	12,368.	185,013.	325,137.
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)					15,000.	15,000.
11	Total support. Add lines 7 through 10						11098414.
12	Gross receipts from related activities,	etc. (see instructio	ons)			12 40	,570,444.
13	First 5 years. If the Form 990 is for th	ne organization's fir	rst, second, third, f	ourth, or fifth tax y	vear as a section 5	01(c)(3)	
	organization, check this box and stop	phere					
Sec	ction C. Computation of Publi	ic Support Per	centage				
14	Public support percentage for 2022 (I	ine 6, column (f), d	ivided by line 11, c	olumn (f))		14	85.55 %
15	Public support percentage from 2021	Schedule A, Part	II, line 14			15	%
16a	33 1/3% support test - 2022. If the o	organization did no	t check the box or	n line 13, and line 1	14 is 33 1/3% or m	ore, check this bo	x and
	stop here. The organization qualifies	as a publicly supp	orted organization				X
b	33 1/3% support test - 2021. If the o	organization did no	t check a box on l	ne 13 or 16a, and	line 15 is 33 1/3%	or more, check th	is box
	and stop here. The organization qual	lifies as a publicly s	supported organiza	ition			
17a	10% -facts-and-circumstances test	- 2022. If the org	anization did not c	heck a box on line	e 13, 16a, or 16b, a	nd line 14 is 10%	or more,
	and if the organization meets the fact						
	meets the facts-and-circumstances te	est. The organizatio	n qualifies as a pu	blicly supported or	rganization		
b	10% -facts-and-circumstances test	- 2021. If the org	anization did not c	heck a box on line	e 13, 16a, 16b, or 1	7a, and line 15 is	10% or
	more, and if the organization meets th	ne facts-and-circum	nstances test, cheo	ck this box and <b>st</b>	op here. Explain i	n Part VI how the	
	organization meets the facts-and-circu	umstances test. Th	e organization qua	lifies as a publicly	supported organiz	ation	
18	Private foundation. If the organization	on did not check a	box on line 13, 16a	a, 16b, 17a, or 17b	, check this box a	nd see instructions	s
_						Schedule A	(Form 990) 2022

232022 12-09-22

14 2022.05040 SOCIETY OF HISPANIC PROFE 10200.T1

Schedule A (Form 990) 2022

Part II

SOCIETY OF HISPANIC PROFESSIONAL	SOCIETY	OF	HISPANIC	PROFESSIONAL
----------------------------------	---------	----	----------	--------------

ENGINEERS

#### Schedule A (Form 990) 2022 Part III Support Schedule for Organizations Described in Section 509(a)(2)

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

300	Stion A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	(c) 2020	(d) 2021	(e) 2022	2 (f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services per- formed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or bus- iness under section 513						
4	Tax revenues levied for the organ-						
	ization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities						
-	furnished by a governmental unit to the organization without charge						
e							
	Total. Add lines 1 through 5						
7 a	Amounts included on lines 1, 2, and 3 received from disgualified persons						
	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from line 6.)						
Sec	ction B. Total Support	<del></del>	1	1	1		
	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	(c) 2020	(d) 2021	(e) 2022	2 (f) Total
	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
c	Add lines 10a and 10b						
11	Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First 5 years. If the Form 990 is for the	ne organization's fi	rst, second, third,	fourth, or fifth tax	year as a section 5	01(c)(3) orgai	nization,
Sec	check this box and stop here						
	Public support percentage for 2022 (			column (f))		15	%
	Public support percentage from 2021	, (),	, j			16	99.37 %
	ction D. Computation of Inves	1	1			1 1	· -
17	Investment income percentage for 20	022 (line 10c, colur	nn (f), divided by li	ne 13, column (f))		17	%
18	Investment income percentage from					18	.32 %
19a	<b>33 1/3% support tests - 2022.</b> If the					3 1/3%, and	
	more than 33 1/3%, check this box a						
b	<b>33 1/3% support tests - 2021.</b> If the	-	-		•••••		3%, and
	line 18 is not more than 33 1/3%, che	-					
20	<b>Private foundation.</b> If the organization						
	23 12-09-22		,	· · · · · · · · ·			dule A (Form 990) 2022
			15				,,,

# SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

Schedule A (Form 990) 2022

#### 72-1549994 Page 4

1

2

3a

3b

Yes No

#### Part IV Supporting Organizations

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

#### Section A. All Supporting Organizations

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

232024 12-09-22

3c 4a 4b 4c 5a 5b 5c 6 7 8 9a 9b 9c 10a 10b

Schedule A (Form 990) 2022

14570130 794084 10200.TAX

2022.05040 SOCIETY OF HISPANIC PROFE 10200.T1

16

Sche	edule A (Form 990) 2022 ENGINEERS	72-154999	4 Pa	age <b>5</b>
Pa	rt IV Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
с	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail in Part VI.	11c		
Sec	tion B. Type I Supporting Organizations			
			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of o	ne or		
	more supported organizations have the power to regularly appoint or elect at least a majority of the organization's of	ficers,		
	directors, or trustees at all times during the tax year? If "No," describe in <b>Part VI</b> how the supported organization(s)			
	effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supp organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among			
	supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	une <b>1</b>		
2	Did the organization operate for the benefit of any supported organization other than the supported			
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization.	2		
Sec	tion C. Type II Supporting Organizations			
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s).	1		
Sec	tion D. All Type III Supporting Organizations			
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the			
	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organization(s) or (ii) serving on the governing body of a supported organization? If "No." explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard.	3		
Sec	tion E. Type III Functionally Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see inst	ructions).		
а	The organization satisfied the Activities Test. <i>Complete</i> <b>line 2</b> <i>below.</i>			
b	The organization is the parent of each of its supported organizations. Complete line 3 below			

С		The organization	supported a	a governmental	entity.	Describe in	Part VI /	how yo	ou supported a	governmental entit	y (see instruc	tion <u>s).</u>
---	--	------------------	-------------	----------------	---------	-------------	-----------	--------	----------------	--------------------	----------------	-----------------

- 2 Activities Test. Answer lines 2a and 2b below.
- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes." then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
- b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- 3 Parent of Supported Organizations. Answer lines 3a and 3b below.

a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes." describe in Part VI the role played by the organization in this regard. 232025 12-09-22

3b Schedule A (Form 990) 2022

2a

2b

3a

Yes No

14570130 794084 10200.TAX

2022.05040 SOCIETY OF HISPANIC PROFE 10200.T1

17

SOCIETY	OF	HISPANIC	PROFESSIONAL

Sche	edule A (Form 990) 2022 ENGINEERS			72-1549994 Page 6
Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Supporting	g Orga	nizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying	g trust or	n Nov. 20, 1970 ( <i>explain</i>	in Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations must		•	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
C	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other factors			
	(explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount,			
	see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		

7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Schedule A (Form 990) 2022

232026 12-09-22

72-1549994 Page 7
-------------------

	dule A (Form 990) 2022       ENGINEERS         t V       Type III Non-Functionally Integrated 509(	(a)(2) Supporting Organ	nizotiono		2-1549994	Page 7
Par		allo supporting organ	nizations (continu	ied)	0	
	on D - Distributions			4	Current Yea	ir
1	Amounts paid to supported organizations to accomplish exer			1		
2	Amounts paid to perform activity that directly furthers exemp		2			
3	organizations, in excess of income from activity Administrative expenses paid to accomplish exempt purpose	e of supported organizations		3		
4	Amounts paid to acquire exempt-use assets	s of supported organizations		4		
5	Qualified set-aside amounts (prior IRS approval required - pro	avida dataila in Part VI)		5		
6	Other distributions ( <i>describe in</i> <b>Part VI</b> ). See instructions.			6		
7	Total annual distributions. Add lines 1 through 6.			7		
8	Distributions to attentive supported organizations to which the	ne organization is responsive				
•	(provide details in <b>Part VI</b> ). See instructions.	le organization le responsive		8		
9	Distributable amount for 2022 from Section C, line 6			9		
10	Line 8 amount divided by line 9 amount			10		
	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributior Pre-2022	าร	(iii) Distributabl Amount for 2	
1	Distributable amount for 2022 from Section C, line 6					
2	Underdistributions, if any, for years prior to 2022 (reason-					
	able cause required - explain in Part VI). See instructions.					
3	Excess distributions carryover, if any, to 2022					
a	From 2017					
b	From 2018					
C	From 2019					
d	From 2020					
e	From 2021					
f	Total of lines 3a through 3e					
g	Applied to underdistributions of prior years					
h	Applied to 2022 distributable amount					
i	Carryover from 2017 not applied (see instructions)					
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.					
4	Distributions for 2022 from Section D,					
	line 7: \$					
	Applied to underdistributions of prior years					
b	Applied to 2022 distributable amount					
C	Remainder. Subtract lines 4a and 4b from line 4.					
5	Remaining underdistributions for years prior to 2022, if					
	any. Subtract lines 3g and 4a from line 2. For result greater					
	than zero, explain in Part VI. See instructions.					
6	Remaining underdistributions for 2022. Subtract lines 3h					
	and 4b from line 1. For result greater than zero, explain in					
	Part VI. See instructions.					
7	Excess distributions carryover to 2023. Add lines 3j					
	and 4c.					
8	Breakdown of line 7:					
	Excess from 2018					
	Excess from 2019					
	Excess from 2020					
	Excess from 2021					
e	Excess from 2022			-	bodulo A (Eorm 99	
				5.0		

Schedule A (Form 990) 2022

232027 12-09-22

			HISPANIC	PROFESSIONA		
Schedule A	(Form 990) 2022	ENGINEERS			72-15499	94 Page 8
Part VI	Part IV, Section A, lines 1, line 1; Part IV, Section D, I	, 2, 3b, 3c, 4b, 4c, 5a, lines 2 and 3; Part IV,	6, 9a, 9b, 9c, 11a Section E, lines 1c	, 11b, and 11c; Part IV, S c, 2a, 2b, 3a, and 3b; Par	art II, line 17a or 17b; Part III, line 1 section B, lines 1 and 2; Part IV, Se t V, line 1; Part V, Section B, line 10 t for any additional information.	ction C,
232028 12-09-2	22		20		Schedule A (Fo	orm 990) 2022

223451 11-15-22

#### \*\* PUBLIC DISCLOSURE COPY

## Schedule of Contributors

Attach to Form 990 or Form 990-PF. Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047

2022

Employer identification number

rtaine er ale erganzade		Employer laenanoua
	SOCIETY OF HISPANIC PROFESSIONAL	
	ENGINEERS	72-1549994
Organization type (che	ck one):	
Filers of:	Section:	
Form 990 or 990-EZ	$\fbox$ 501(c)( 3 ) (enter number) organization	
	4947(a)(1) nonexempt charitable trust <b>not</b> treated as a private foundation	
	527 political organization	

Form 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation

Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

#### **General Rule**

📙 For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

#### Special Rules

X For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \_\_\_\_\_\_\$

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

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

Schedule B (Form 990) (2022)

Department of the Treasury Internal Revenue Service

(Form 990)

Schedule B

Name of the organization

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	l space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$ <u>108,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$ <u>100,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$ <u>75,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4		\$ <u>100,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$ <u>110,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6_		\$ <u>100,000.</u>	Person X Payroll Noncash (Complete Part II for noncash contributions.)

223452 11-15-22

22 2022.05040 SOCIETY OF HISPANIC PROFE 10200.T1

14570130 794084 10200.TAX

#### Schedule B (Form 990) (2022) Name of organization

ENGINEERS

SOCIETY OF HISPANIC PROFESSIONAL

Employer identification number

72-1549994

Part I	<b>Contributors</b> (see instructions). Use duplicate copies of Part I if	additional space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7_		\$423,800.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8		\$378,350.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9		\$358,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
10		\$75,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
11		\$99,500.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
12		\$150,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

### Employer identification number

72-1549994

#### Schedule B (Form 990) (2022)

SOCIETY OF HISPANIC PROFESSIONAL

Name of organization

ENGINEERS

Page **2** 

Schedule B (Form 990) (2022)

23 2022.05040 SOCIETY OF HISPANIC PROFE 10200.T1

223452 11-15-22

		Employer identification number		
ENGIN	TY OF HISPANIC PROFESSIONAL EERS		72-1549994	
Part I	Contributors (see instructions). Use duplicate copies of Part I	if additional space is needed.		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contribution	(d) s Type of contribution	
13		\$90,00	Person       X         Payroll       Image: Complete Part II for noncash contributions.)	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contribution	(d) s Type of contribution	
		\$	Person Payroll Payroll (Complete Part II for noncash contributions.)	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contribution	(d) s Type of contribution	
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)	

		\$	Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
 		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Payroll (Complete Part II for noncash contributions.)

B (Form 990) (2022)

Schedule B (Form 990) (2022)

14570130 794084 10200.TAX

	3 (Form 990) (2022)		Page <b>3</b>
			Employer identification number
ENGIN	TY OF HISPANIC PROFESSIONAL		72-1549994
Part II	Noncash Property (see instructions). Use duplicate copies of Pa	I art II if additional space is peeded	
(a) No.	(b)	(c)	(d)
from	(b) Description of noncash property given	FMV (or estimate	Data received
Part I		(See instructions.)	
		\$	
		þ	[
(a)		(a)	
No.	(b)	(c) FMV (or estimate	) (d)
from Part I	Description of noncash property given	(See instructions.)	
		\$	
(a)			
No.	(b)	(c)	(d)
from	Description of noncash property given	FMV (or estimate (See instructions.)	Data received
Part I			
		\$	
(a)	<i>(</i> , )	(c)	(-1)
No. from	(b) Description of noncash property given	FMV (or estimate	
Part I		(See instructions.)	Dato recorred
		 \$	
(a)		(c)	
No. from	(b)	FMV (or estimate	) (d)
Part I	Description of noncash property given	(See instructions.)	Date received
		\$	
(a)			
No.	(b)	(c) FMV (or estimate	(d)
from	Description of noncash property given	(See instructions.)	
Part I			
<u> </u>			
		\$	

25

223453 11-15-22

Schedule B (Form 990) (2022)

14570130 794084 10200.TAX

Schedule	B (Form 990) (2022)				Page <b>4</b>		
Name of c	organization				Employer identification number		
SOCIE	TY OF HISPANIC PROFESSIO	ONAL					
ENGIN					72-1549994		
Part III	Exclusively religious, charitable, etc., contribution from any one contributor. Complete columns (a)	ons to organizations described	in section 501(c	<b>:)(7), (8), or (10) th</b>	at total more than \$1,000 for the year		
	completing Part III, enter the total of exclusively religious, of	charitable, etc., contributions of <b>\$1,00</b>	00 or less for the y	vear. (Enter this info. o	once.) \$		
	Use duplicate copies of Part III if additional s	space is needed.					
(a) No. from	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held		
Part I	(2)	(-, 3		(,			
			.				
			·				
			·				
		(a) Transfer	of wift				
		(e) Transfer	brgin				
	Transferee's name, address, a	nd <b>7</b> ID $\pm 4$	Bol	ationship of tra	nsferor to transferee		
			Tien				
		-					
(a) No. from							
Part I	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held		
			.				
			.				
	(e) Transfer of gift						
	Transferee's name, address, a		Kela	ationship of tra	nsferor to transferee		
		-					
		-					
		_					
(a) No.							
from Part I	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held		
		(e) Transfer	of gift				
	Transferee's name, address, a	nd ZIP + 4	Rela	ationship of tra	nsferor to transferee		
		_					
		_					
		_					
(a) No.							
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift		(d) Desc	cription of how gift is held		
			·				
			·				
		(e) Transfer	of gift				
	Transferee's name, address, a	nd ZIP + 4	Rela	ationship of tra	nsferor to transferee		
		_					
		_					
		_					
223454 11-1	5-22				Schedule B (Form 990) (2022)		

### 14570130 794084 10200.TAX

SCI	HEDULE D	I	Supplement	al Financial Statements			OMB No. 1	545-00	)47
•••	orm 990) Complete if the organization answered "Yes" on Form 990,						2022		
Departi	ment of the Treasury			0, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b Attach to Form 990.	).		Open t		lic
	Revenue Service						Inspec		
Nam	e of the organizati						identification		nber
Par	t I Organiza	atio		ed Funds or Other Similar Funds o	or Ac				
	organizatio	n ans	swered "Yes" on Form 990, Part IV, I	ne 6.			·		
				(a) Donor advised funds	(	<b>b)</b> Funds and	d other acco	unts	
1			year						
2			tributions to (during year)						
3			nts from (during year)						
4 5			l of year	u writing that the assets held in donor advise	d fund	e			
Ŭ	•			s exclusive legal control?			Yes		No
6									
	for charitable purp	oses	and not for the benefit of the donor	or donor advisor, or for any other purpose co	onferri	ng			
	impermissible priv		enefit?				Yes		No
Par				rganization answered "Yes" on Form 990, P	art IV,	line 7.			
1			tion easements held by the organiza		- 6:-+-		tant land and	-	
	Protection o		and for public use (for example, recre	ation or education) Preservation of a				a	
	Preservation						Siluciule		
2				lified conservation contribution in the form o	f a cor	servation ea	asement on t	he las	t
	day of the tax year	r.				Held	at the End of t	he Tax	Year
а	Total number of co	onsei	vation easements			2a			
b	•				I	2b			
	c Number of conservation easements on a certified historic structure included in (a)								
d			n easements included in (c) acquired						
3				eleased, extinguished, or terminated by the o		2d	the tax		
3	year	valio	n easements mouneu, transierreu, r	eleased, extinguished, or terminated by the t	Jiyaniz	allon duning	I IIE IAX		
4	·	wher	e property subject to conservation e	asement is located					
5	Does the organiza	tion I	nave a written policy regarding the p	eriodic monitoring, inspection, handling of					
	violations, and enf	force	ment of the conservation easements	it holds?			Yes		No
6	Staff and voluntee	er hou	irs devoted to monitoring, inspecting	, handling of violations, and enforcing conse	ervation	n easements	during the y	/ear	
_									
7	Amount of expens	ses in	curred in monitoring, inspecting, har	idling of violations, and enforcing conservation	on eas	ements duri	ng the year		
8	Does each conser	vatio	n easement reported on line 2(d) abo	ve satisfy the requirements of section 170(h	\(4)(R)(	i)			
Ŭ	and section 170(h)						Yes		No
9			, , ,	tion easements in its revenue and expense s					
	balance sheet, and	d incl	ude, if applicable, the text of the foo	tnote to the organization's financial statemer	nts tha	t describes	the		
	organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.								
Par					ier Si	milar Ass	sets.		
	· · · · · ·		organization answered "Yes" on For	58, not to report in its revenue statement an	d hala	noo oboot w	o		
Id	8		<i>,</i>	ublic exhibition, education, or research in fur			UIKS		
			· ·	ancial statements that describes these items					
b				58, to report in its revenue statement and ba		sheet works	s of		
	art, historical treas	sures	, or other similar assets held for publ	ic exhibition, education, or research in furthe	erance	of public se	rvice,		
	•	•	mounts relating to these items:						
	(i) Revenue included on Form 990, Part VIII, line 1								
~	<ul> <li>(ii) Assets included in Form 990, Part X</li> <li>If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide</li> </ul>								
2					yaın, p	rovide			
а	-		required to be reported under FASB	ASC 958 relating to these items:		8			
			tion Act Notice, see the Instruction				dule D (Forn	n 990)	2022
	09-01-22						·		
				27					

14570130 794084 10200.TAX

SOCIETY	OF	HISPANIC	PROFESSIONAL

Caba		OF HISPAN. DC	IC PI	KOLESS.	LONAL		72_	.15/	49994	l	
Par	dule D (Form 990) 2022 ENGINEE t III Organizations Maintaining C		t. Hist	orical Tre	asures, or	Other S	Similar As	sets	199994		.ge ∠
3									<u>(CONIII</u>	uea)	
U	<b>3</b> Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):										
а	a Public exhibition d Loan or exchange program										
b	Scholarly research	e									
	b     Scholarly research     e     Other       c     Preservation for future generations     e     Other										
4	Provide a description of the organization's co	ollections and explain	how th	ov further th	ne organizatio	n's evemr	nt nurnase in	Part X	2111		
5	During the year, did the organization solicit c	-		•	-			ומונא			
5	to be sold to raise funds rather than to be ma				-				Yes		No
Par	t IV Escrow and Custodial Arran							+ IV liv			
	reported an amount on Form 990, Pa			organizatio	in anowered		0111 000, 1 4	,	10 0, 01		
1a	Is the organization an agent, trustee, custod	an or other intermed	iarv for o	contribution	s or other ass	ets not ind	cluded				-
	on Form 990, Part X?								Yes		No
b	If "Yes," explain the arrangement in Part XIII										
	, T		5						Amount		
с	Beginning balance						1c				
	Additions during the year								,		
	Distributions during the year						1e				
f	Ending balance						1f				
	Did the organization include an amount on F								Yes		No
	If "Yes," explain the arrangement in Part XIII.										
Par							).				
		(a) Current year	<b>(b)</b> F	Prior year	(c) Two year	rs back 🛛 (d	<b>d)</b> Three years	back	(e) Four	years b	back
1a	Beginning of year balance										
b	Contributions										
	Net investment earnings, gains, and losses										
	Grants or scholarships										
	Other expenditures for facilities										
	and programs										
f	Administrative expenses										
	End of year balance										
2	Provide the estimated percentage of the cur		e (line 1o	g, column (a	)) held as:						
а	Board designated or quasi-endowment		%								
b	Permanent endowment										
с	Term endowment	%									
	The percentages on lines 2a, 2b, and 2c sho	uld equal 100%.									
3a	Are there endowment funds not in the posse	ssion of the organiza	ation tha	t are held ar	nd administer	ed for the			_		
	organization by:										
	(i) Unrelated organizations								3a(i)		
					3a(ii)						
b	If "Yes" on line 3a(ii), are the related organization	tions listed as requir	ed on S	chedule R?					3b		
4											
Par	t VI _ Land, Buildings, and Equipm										
	Complete if the organization answere	d "Yes" on Form 990	), Part IV	/, line 11a. S	See Form 990	, Part X, lir	ne 10.				
	Description of property	(a) Cost or o		• •	or other	• •	cumulated		(d) Booł	<ul><li>value</li></ul>	;
		basis (investr	nent)	basis	(other)	depr	eciation	-			
	Land										
	Buildings						CO 410				<u></u>
	Leasehold improvements			8	5,635.		<u>69,412.</u>			5,22	
	Equipment			∠6	4,535.	±.	55,086.		T05	),44	19.
-	Other								1 ) [	5 6 7	10
l otal	. Add lines 1a through 1e. (Column (d) must e	gual Form 990. Part	X. colun	nn (B). line 1	0c.)			1	143	5,67	4.

Schedule D (Form 990) 2022

# Schedule D (Form 990) 2022 ENGINEERS Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)		

#### Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		

#### Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

	(a) Description	(b) Book value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Colu	ımn (b) must equal Form 990, Part X, col. (B) line 15.)	
Part X	Other Liabilities.	
	Complete if the organization answered "Yes" on Form 990 Part IV line 11e or 11f. See Form 990 Part X line 25	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the

organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII

Schedule D (Form 990) 2022

X

232053 09-01-22

SOCIETY	OF	HISPANIC	PROFESSIONAL

Sche	dule D (Form 990) 2022 ENGLINEERS			12-	1549994 Page 4		
Pa	t XI Reconciliation of Revenue per Audited Financial Stateme	ents With F	Revenue per Re <sup>-</sup>	turn.			
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12a	a.					
1	Total revenue, gains, and other support per audited financial statements			1	14,242,687.		
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:						
а	Net unrealized gains (losses) on investments	. 2a	9,228.				
b	Donated services and use of facilities	2b					
с	Recoveries of prior year grants	coveries of prior year grants					
d	Other (Describe in Part XIII.)						
е	Add lines 2a through 2d			2e	9,228.		
3	Subtract line 2e from line 1			3	14,233,459.		
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:						
а	Investment expenses not included on Form 990, Part VIII, line 7b	. 4a	10,366.				
b	Other (Describe in Part XIII.)	4b					
С	Add lines <b>4a</b> and <b>4b</b>			4c	10,366.		
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)			5	14,243,825.		
Pa	rt XII Reconciliation of Expenses per Audited Financial Statem		Expenses per F	Retur	n.		
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12a	a.					
1	Total expenses and losses per audited financial statements			1	14,129,574.		
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:						
а	Donated services and use of facilities	. 2a					
b	Prior year adjustments	2b					
С	Other losses	2c					
d	Other (Describe in Part XIII.)	2d					
е	Add lines 2a through 2d			2e	0.		
3	Subtract line 2e from line 1			3	14,129,574.		
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:						
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	10,366.				
b	Other (Describe in Part XIII.)	4b					
С	Add lines 4a and 4b			4c	10,366.		
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990. Part I, line 18.)			5	14,139,940.		
Pa	rt XIII Supplemental Information.						

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

#### PART X, LINE 2:

FIN 48

THE ORGANIZATION RECOGNIZES THE IMPACT OF TAX POSITIONS IN THE FINANCIAL

STATEMENTS IF THAT POSITION IS MORE LIKELY THAN NOT TO BE SUSTAINED ON

AUDIT, BASED ON THE TECHNICAL MERITS OF THE POSITION. TO DATE, THE

ORGANIZATION HAS NOT RECORDED ANY UNCERTAIN TAX POSITIONS. THE

ORGANIZATION RECOGNIZES POTENTIAL ACCRUED INTEREST AND PENALTIES RELATED

TO UNCERTAIN TAX POSITIONS IN INCOME TAX EXPENSE. DURING THE YEARS ENDED

JUNE 30, 2023 AND 2022, THE ORGANIZATION DID NOT RECOGNIZE ANY AMOUNT IN

POTENTIAL INTEREST AND PENALTIES ASSOCIATED WITH UNCERTAIN TAX POSITIONS.

THE ORGANIZATION IS SUBJECT TO POTENTIAL INCOME TAX AUDITS ON OPEN TAX

YEARS BY ANY TAXING JURISDICTION IN WHICH IT OPERATES. THE STATUTE OF

232054 09-01-22

2022.05040 SOCIETY OF HISPANIC PROFE 10200.T1

Schedule D (Form 990) 2022

30

Schedule D (Form 990) 2022 ENCINEERS 72-1549994 Page 5 Part XIII Supplemental Information (continued) LIMITATIONS FOR FEDERAL PURPOSES IS THREE YEARS AND FOR CALIFORNIA IS FOUR YEARS.	/			IETY OF H	ISP	ANIC P	ROFESS	IONA	L	70 15	1000	
LIMITATIONS FOR FEDERAL PURPOSES IS THREE YEARS AND FOR CALIFORNIA IS FOUR YEARS.	Schedule D (Form 990 Part XIII Supple	<u>) 2022</u> menta	ENG I Information	LNEERS						/2-154	1995	94 Page 5
					IS	THREE	YEARS	AND	FOR	CALIFORNIA	IS	FOUR
	YEARS.											
Schedule D (Form 990) 2022												
Schedule D (Form 990) 2022												
Schadula D (Energy 990) 2022												
Schadula D (Form 900) 9022												
Schedule D (Form 900) 2022												
Schedule D (Form 901) 2022												
Schartula D (Form 900) 2022												
Schedule D (Form 901) 2022												
Schadule D (Form 900) 2022												
Schedule D (Form 990) 2022												
Schedule D (Form 990) 2022												
Schedule D /Form 990) 2022												
Schedule D (Form 990) 2022												
Schedule D (Form 990) 2022												
Schedule D (Form 990) 2022												
Schedule D (Form 900) 2022												
Schedule D (Form 900) 2022												
Schedule D (Form 900) 2022												
Schedule D (Form 900) 2022												
Schedule D (Form 990) 2022												
Schedule D (Form 990) 2022												
										Schedule	D (For	rm 990) 2022

232055 09-01-22

SCHEDULE I (Form 990)		Grants and Other Assistance to Organizations,								2
(Form 990	)	Governments, and Individuals in the United States Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.								
Department of	2	•••••	Attach to Form 990.							
Internal Reven			the latest inform	ation.			Inspection	on		
Name of th	he organization SOCIETY O ENGINEERS		C PROFESSIO	NAL				Employer ide 7	ntification 2-1549	
Part I	General Information on Grants a									
crite	s the organization maintain records t ria used to award the grants or assis	stance?					stance, and the selecti	<b>.</b>	Yes	No No
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.										
Part II	Grants and Other Assistance to recipient that received more than \$					anization answered "Y	es" on Form 990, Part	t IV, line 21, for	any	
1 (a) №	Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance		pose of grai	nt

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

3 Enter total number of other organizations listed in the line 1 table ....

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

Schedule I (Form 990) 2022

Schedule I (Form 990) 2022

ENGINEERS

72-1549994

Page 2

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

.,626,605.	0.	
.,626,605.	0.	

**Part IV** Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

THE ORGANIZATION HAS A STRICT APPLICATION AND SELECTION PROCESS. THE

APPLICATIONS AND SUPPORTING DOCUMENTATION, INCLUDING EDUCATION TRANSCRIPTS,

ARE SUBMITTED TO THE ORGANIZATION. AN EXTERNAL COMMITTEE REVIEWS, DOCUMENTS

AND APPROVES THE SELECTED CANDIDATES FOR AWARDS. APPLICATIONS MAY BE

COMPLETED ON PRINT OR ONLINE AND ARE SENT TO THE ORGANIZATION.

SC	HEDULE J	Compensation Information	1	OMB No. 1	545-004	47
(Fo	rm 990)	For certain Officers, Directors, Trustees, Key Employees, and Highest		2022		)
		Compensated Employees Complete if the organization answered "Yes" on Form 990, Part IV, line 23.		20	<b>_</b> _	•
Depa	tment of the Treasury	Attach to Form 990.		Open to		ic
Intern	al Revenue Service	Go to www.irs.gov/Form990 for instructions and the latest information.		Inspe		
Nan	ne of the organization			identificatio		nber
		ENGINEERS	72-1	L54999	4	
Ра	rt I Question	s Regarding Compensation				
	<u>.</u>				Yes	No
1a		ate box(es) if the organization provided any of the following to or for a person listed on Form	990,			
		line 1a. Complete Part III to provide any relevant information regarding these items.				
	First-class or c					
	Travel for com					
	_	ation and gross-up payments Health or social club dues or initiation fee				
		spending account Personal services (such as maid, chauffer	ur, chei)			
h	If any of the bayes	on line 1a are checked, did the organization follow a written policy regarding payment or				
D	,	provision of all of the expenses described above? If "No," complete Part III to explain		1b		
2		n require substantiation prior to reimbursing or allowing expenses incurred by all directors,		u		
2	•	rs, including the CEO/Executive Director, regarding the items checked on line 1a?		2		
	trustees, and onice					
3	Indicate which, if ar	ny, of the following the organization used to establish the compensation of the organization's				
-		ector. Check all that apply. Do not check any boxes for methods used by a related organization				
		ation of the CEO/Executive Director, but explain in Part III.				
	Compensation					
	·	ompensation consultant X Compensation survey or study				
	·	ther organizations X Approval by the board or compensation of	ommittee			
		5				
4	During the year, dic	any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing				
	organization or a re	lated organization:				
а	Receive a severance	e payment or change-of-control payment?		4a		X
b	Participate in or rec	eive payment from a supplemental nonqualified retirement plan?		4b		X
с	Participate in or rec	eive payment from an equity-based compensation arrangement?		4c		X
	If "Yes" to any of lin	nes 4a-c, list the persons and provide the applicable amounts for each item in Part III.				
		)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.				
5	For persons listed of	on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation	n			
	contingent on the r					
					Х	37
b		ation?		<b>5</b> b	_	X
		or 5b, describe in Part III.				
6	•	on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation	n			
	contingent on the n					v
						X
b		ation?		<u>6b</u>		X
-		or 6b, describe in Part III.				
1		on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments		-		x
0		nes 5 and 6? If "Yes," describe in Part III		7		
Ø	-	reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the price described in Regulations section 53 (4958 4(a)(3)2 If "Yes," describe in Part III		0		x
9		ption described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		8		- 23
IJ		•		9		
		1 53.4958-6(c)? eduction Act Notice, see the Instructions for Form 990.		ule J (Forn	000	2022
гпА		במעכנוסה אכי הטווכב, כבב נווב וווטו מכנוסה זסר דטרווו ששט.	Schet	aue o (rom	1 990	2022

232111 10-18-22

Schedule J (Form 990) 2022

72-1549994

Page 2

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

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

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

		(B) Breakdown of W	/-2 and/or 1099-MIS0 compensation	C and/or 1099-NEC	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)
(A) Name and Title	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990	
(1) DR. CHRIS WILKIE	(i)	313,208.	26,664.	0.	0.	41,898.	381,770.	0.
CHIEF EXEC. OFFICER (THRU 02/2023)	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DR. KIMBERLY DOUGLAS	(i)	155,289.	26,865.	0.	0.	34,323.	216,477.	0.
CHIEF RESEARCH & IMPACT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) MONIQUE HERRERA	(i)	147,774.	25,835.	0.	0.	15,187.	188,796.	0.
CHIEF EXTERNAL RELATIONS OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) RHONDA MCNEIL	(i)	138,563.	16,518.	0.	0.	31,723.	186,804.	0.
CHIEF ADMINISTRATION OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) JOSE SILVA	(i)	109,415.	15,304.	0.	0.	31,708.	156,427.	0.
CHIEF ENGAGE. OFFICER (THRU 03/2023)	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Schedule J (Form 990) 2022

Schedule J (Form 990) 2022

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 5:

EMPLOYEES RECEIVE BONUS BASED ON REVENUES AND EXPENSES WITHIN BUDGET.

Schedule J (Form 990) 2022

SCHEDULE O (Form 990)

Department of the Treasury Internal Revenue Service Name of the organization Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for the latest information. SOCIETY OF HISPANIC PROFESSIONAL



ENGINEERS

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

#### IMPACT THE WORLD THROUGH STEM AWARENESS, ACCESS, SUPPORT AND

DEVELOPMENT.

FORM 990, PART VI, SECTION A, LINE 6:

DID THE ORGANIZATION HAVE MEMBERS OR STOCKHOLDERS?

THE ORGANIZATION HAS A SINGLE CLASS OF MEMBERSHIP.

FORM 990, PART VI, SECTION A, LINE 7A:

DID THE ORGANIZATION HAVE MEMBERS, STOCKHOLDERS, OR OTHER PERSONS WHO HAD

THE POWER TO ELECT OR APPOINT ONE OR MORE MEMBERS OF THE GOVERNING BODY?

THE ORGANIZATION'S SINGLE CLASS OF MEMBERSHIP IS ENTITLED TO ELECT 6 OF THE

15 BOARD MEMBERS.

FORM 990, PART VI, SECTION A, LINE 7B:

ARE ANY GOVERNANCE DECISIONS OF THE ORGANIZATION RESERVED TO (OR SUBJECT TO

APPROVAL BY) MEMBERS, STOCKHOLDERS, OR PERSONS OTHER THAN THE GOVERNING

BODY?

THE ORGANIZATION'S SINGLE CLASS OF MEMBERSHIP MUST APPROVE ANY CHANGES TO

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

HAS THE ORGANIZATION PROVIDED A COMPLETE COPY OF THIS FORM 990 TO ALL

MEMBERS OF ITS GOVERNING BODY BEFORE FILING THE FORM?

THE ORGANIZATION'S BOARD OF DIRECTORS REVIEW AND APPROVE THE TAX FORMS

BEFORE FILING.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. 232211 10-28-22 37 FORM 990, PART VI, SECTION B, LINE 12C:

DID THE ORGANIZATION HAVE A WRITTEN CONFLICT OF INTEREST POLICY?

THE ORGANIZATION REQUIRES THE BOARD OF DIRECTORS TO ANNUALLY COMPLETE A

CONFLICT OF INTEREST QUESTIONNAIRE AND MONITORS COMPLIANCE REGULARLY.

SHOULD ANY QUESTIONNAIRE CONFLICTS ARISE, THE ORGANIZATION INVESTIGATES

THEM IN A TIMELY FASHION.

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

DID THE PROCESS FOR DETERMINING COMPENSATION INCLUDE A REVIEW AND APPROVAL

BY INDEPENDENT PERSONS, COMPARABILITY DATA, AND CONTEMPORANEOUS

SUBSTANTIATION OF THE DELIBERATION AND DECISION?

THE ORGANIZATION'S BOARD OF DIRECTORS REVIEWS AND APPROVES THE CEO'S

COMPENSATION. ANNUALLY THE BOARD OF DIRECTORS CONDUCTS A PERFORMANCE REVIEW

OF THE CEO AND COMPENSATION. SIMILARLY, ANY KEY EMPLOYEES' SALARY IS

REVIEWED AND APPROVED BY THE BOARD OF DIRECTORS. THE BOARD OF DIRECTORS

UTILIZES SALARY SURVEYS, COMPARABLE SALARY DATA, AND THIRD PARTY

CONSULTANTS, IF NEEDED.

FORM 990, PART VI, SECTION C, LINE 19:

DESCRIBE HOW THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF

INTEREST POLICY, AND FINANCIAL STATEMETNS AVAILABLE TO THE PUBLIC:

THE ORGANIZATION MAKES AVAILABLE ITS GOVERNING DOCUMENTS, CONFLICT OF

INTEREST POLICY AND FINANCIAL STATEMENTS UPON REQUEST.

232212 10-28-22