COMMITTEE ON NATURAL RESOURCES

113th Congress Disclosure Form As required by and provided for in House Rule XI, clause 2(g) and the Rules of the Committee on Natural Resources

Legislative Hearing on: H.R. 2208 (Wittman), "North American Wetlands Conservation Extension Act of 2013"; H.R. 2798 (Latta), To amend Public Law 106-206 to direct the Secretary of the Interior and the Secretary of Agriculture to require annual permits and assess annual fees for commercial filming activities on Federal land for film crews of 5 persons or fewer. H. R. 2799 (Latta), "Sportsmen's Heritage and Recreational Enhancement (SHARE) Act." - Friday, August 2, 2013

For Individuals:
1. Name:
2. Address:
3. Email Address:
4. Phone Number:
* * * * *
For Witnesses Representing Organizations:
1. Name: Gary Taylor
 Name of Organization(s) You are Representing at the Hearing: Ducks Unlimited
3. Business Address: [Information redacted for privacy]
4. Business Email Address: [Information redacted for privacy]
5. Business Phone Number:

[Information redacted for privacy]

For all Witnesses

Mr. Dall Hall, Ducks Unlimited H.R. 2208 (Wittman); H.R. 2798 (Latta); H. R. 2799 (Latta) Friday, August 2, 2013

a. Any training or educational certificates, diplomas or degrees or other educational experiences that are relevant to your qualifications to testify on or knowledge of the subject matter of the hearing.

Bachelor of Science, 1973, University of Maryland Master of Science, Wildlife Conservation, 1976, University of Maryland

- b. Any professional licenses, certifications, or affiliations held that are relevant to your qualifications to testify on or knowledge of the subject matter of the hearing.
- c. Any employment, occupation, ownership in a firm or business, or work-related experiences that relate to your qualifications to testify on or knowledge of the subject matter of the hearing.

2012- Present, Director, Government Affairs, Ducks Unlimited 1991-2012, Legislative Director, Association of Fish and Wildlife Agencies 1973-1991, Maryland Department of Natural Resources, Wildlife Program

d. Any federal grants or contracts (including subgrants or subcontracts) from the Department of Interior that you have received in the current year and previous four years, including the source and the amount of each grant or contract.

None

e. A list of all lawsuits or petitions filed by you against the federal government in the current year and the previous four years, giving the name of the lawsuit or petition, the subject matter of the lawsuit or petition, and the federal statutes under which the lawsuits or petitions were filed.

None

f. A list of all federal lawsuits filed against you by the federal government in the current year and the previous four years, giving the name of the lawsuit, the subject matter of the lawsuit, and the federal statutes under which the lawsuits were filed.

None

g. Any other information you wish to convey that might aid the Members of the Committee to better understand the context of your testimony.

None

Witnesses Representing Organizations

Mr. Dall Hall, Ducks Unlimited
H.R. 2208 (Wittman); H.R. 2798 (Latta); H. R. 2799 (Latta)
Friday, August 2, 2013

h. Any offices, elected positions, or representational capacity held in the organization(s) on whose behalf you are testifying.

Director, Government Affairs

i. Any federal grants or contracts (including subgrants or subcontracts) from the Department of Interior that were received in the current year and previous four years by the organization(s) you represent at this hearing, including the source and amount of each grant or contract for each of the organization(s).

Attached

j. A list of all lawsuits or petitions filed by the organization(s) you represent at the hearing against the federal government in the current year and the previous four years, giving the name of the lawsuit or petition, the subject matter of the lawsuit or petition, and the federal statutes under which the lawsuits or petitions were filed for each of the organization(s).

None

k. A list of all federal lawsuits filed against the organization(s) you represent at the hearing by the federal government in the current year and the previous four years, giving the name of the lawsuit, the subject matter of the lawsuit, and the federal statutes under which the lawsuits were filed.

None

1. For tax-exempt organizations and non-profit organizations, copies of the three most recent public IRS Form 990s (including Form 990-PF, Form 990-N, and Form 990-EZ) for each of the organization(s) you represent at the hearing (not including any contributor names and addresses or any information withheld from public inspection by the Secretary of the Treasury under 26 U.S.C. 6104)).

Attached



2011 Income Tax Returns

DUCKS UNLIMITED, INC.

Instructions for filing DUCKS UNLIMITED, INC. Form 8879-EO - IRS E-file Signature Authorization for the period ended June 30, 2012

Signature...

The original IRS e-file Signature Authorization form should be signed (use full name) and dated by the taxpayer.

Filing...

Return your signed Form 8879-EO to:

KPMG LLP 50 North Front Street, Suite 900 Memphis TN 38103

Payment of tax...

No payment of tax is required.

Form 8879-EO serves as a replacement for your signature that would be affixed to form 990 if you paper filed your return. Please DO NOT separately file form 990 with the Internal Revenue Service. Doing so will delay the processing of your return.

We must receive your signed form before we can electronically transmit your return which is due on February 15, 2013. We would appreciate your returning this form as soon as possible as this will expedite the processing of your return. The Internal Revenue Service will notify us when your return is accepted. Your return is not considered filed until the Internal Revenue Service confirms their acceptance, which may occur after the due date of your return.

(Rev. January 2012)

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

OMB No. 1545-1709

10.00

	epartment of the Treasury temal Revenue Service ► File a separate application for each return.								
		Automatic 3-Month Extension,	complete	only Part I and check the	his box	▶ ✓			
• If you are	e filing for ar	Additional (Not Automatic) 3-N	onth Exte	nsion, complete only P	art II (on page 2 of the	nis form).			
		t II unless you have already been							
a corporat 8868 to re Return for	ion required equest an ex Transfers	e). You can electronically file Forn I to file Form 990-T), or an addition tension of time to file any of the Associated With Certain Personal details on the electronic filing of the second control of the control of the second control of the	nal (not aut forms liste al Benefit (omatic) 3-month extensed in Part I or Part II with Contracts, which must	sion of time. You can the the exception of F be sent to the IRS	electronically file Form form 8870, Information in paper format (see			
192						Tarries & Nonpronts.			
A corporal Part I only All other co	tion require orporations	tic 3-Month Extension of Time do to file Form 990-T and reques the file Form 990-T and requestion of the file Form 990-T and requestion of the file file file file file file file fil	esting an a	automatic 6-month ext	ension-check this	▶ □			
to file incor	me tax retur	ns.							
	Name of e	xempt organization or other filer, see i	instructions	En		number, see instructions			
Type or print		NLIMITED, INC.	nstructions.			ation number (EIN) or -5643799			
		treet, and room or suite no. If a P.O. b	ox. see instr	uctions	Social security nun				
File by the due date for		ERFOWL WAY				iber (0014)			
filing your	City, town	or post office, state, and ZIP code. Fo	or a foreign a	ddress, see instructions.					
return. See Instructions.		TN 38120							
Enter the D	lotura codo	for the return that this application	in for City						
		for the return that this application			r each return)	0 1			
Application Is For	on		Return	Application		Return			
			Code	Is For	Code				
Form 990	01		01	Form 990-T (corporation	07				
Form 990-			02	Form 1041-A	08				
Form 990-			01	Form 4720	09				
Form 990-		a) a- 400(a) t at)	04	Form 5227	10				
		a) or 408(a) trust) er than above)	05	Form 6069	11				
10/11/930-	1 firusi onie	triair above)	06	Form 8870		12			
Telephone If the orga If this is for the whole a list with the until for the whole a list with the l	e No. Anization door a Group Fele group, character an auk FEBRUA he organizate calendar year beet ax year beet an auk	901-758-3825 es not have an office or place of beturn, enter the organization's foueck this box ▶ ☑ . If id EINs of all members the extensionatio 3-month (6 months for a column for the exertion's return for: ear 20 or ginning JULY 1 exertion of the e	usiness in to or digit Grou it is for part ion is for. orporation re orporation re orporation re	the United States, check up Exemption Number (0 of the group, check this equired to file Form 990 action return for the organial part of the and ending	GEN) 9352 s box	. If this is			
3a If this	s application efundable c	n is for Form 990-BL, 990-PF, 990 redits. See instructions.			39	\$			
b If thi	s application	n is for Form 990-PF, 990-T, 4	720, or 60	069, enter any refundal	ble credits and				
estim C Rala	nce due S	yments made. Include any prior ye	ear overpay	ment allowed as a cred	it. 3b	\$			
EFIF	S (Electroni	btract line 3b from line 3a. Include c Federal Tax Payment System). S	See instruct	tions.	30	\$			
Caution. If yo	u are going to	make an electronic fund withdrawal	with this For	n 8868, see Form 8453-EO	and Form 8879-EO for	payment instructions.			

Form 8868 (R	1-10110/00001				Page 2
Note. Only	filing for an Additional (Not Automatic) complete Part II if you have already been filing for an Automatic 3-Month Extensi	granted an au	tomatic 3-month ext	ension on a previously file	oox ▶ ☐ ed Form 8868.
Part II	Additional (Not Automatic) 3-Mon	th Extension	of Time. Only file	the original (no copies	needed).
				Enter filer's identifying no	
Type or print	Name of exempt organization or other filer,	see instructions.		Employer identificat	ion number (EIN) or
File by the due date for	Number, street, and room or suite no. If a P.			Social security num	ber (SSN)
fillng your return. See instructions.	City, town or post office, state, and ZIP code	e. For a foreign a	ddress, see instruction	s.	
Enter the R	eturn code for the return that this applicat	ion is for (file a	separate application	for each return)	
Application Is For	on	Return Code	Application Is For		Return Code
Form 990		01		and 100 100 100 100 100 100 100 100 100 10	
Form 990-	The state of the s	02	Form 1041-A		08
Form 990-		01	Form 4720		09
Form 990-		04	Form 5227		10
	T (sec. 401(a) or 408(a) trust)	05	Form 6069		11
Form 990-	T (trust other than above)	06	Form 8870		12
st with the 4 I required 5 For comparison of the comparison of th	r a Group Return, enter the organization's e group, check this box	. If it is for part sion is for. me until nning 12 months, che	, 20 , 20 , eck reason:	, 20	and attach a, 20
b If this estimamou	s application is for Form 990-BL, 990-PF, efundable credits. See instructions. It is application is for Form 990-PF, 990-ated tax payments made. Include any part paid previously with Form 8868. Include due. Subtract line 8b from line 8a. Include ronic Federal Tax Payment System). See inst	T, 4720, or 60 prior year over e your payment ructions.	069, enter any refur reayment allowed as with this form, if requi	ndable credits and s a credit and any 8b red, by using EFTPS 8c Part II only.	
lowicage and	es of perjury, I declare that I have examined belief, it is true correct and complete, and the	this form, inclu nat I am authorize	iding accompanying so ed to prepare this form.	chedul e s and statements, a	and to the best of my
gnature ►	Mary 2/ Non	Title ► (C.F.O.	Date ▶	9-20-12

Form **8879-EO**

IRS e-file Signature Authorization for an Exempt Organization

OMB No. 1545-1878

		inning $U I / U 1$, 2011, and ending U		_ 20_12	6644
Department of the Treasury		nd to the IRS. Keep for your records	i.		ZU11
Name of exempt organization		See instructions on back.		Employer Identif	ication number
DUCKS UNLIMI				13-5643	
Name and title of officer	illo, inc.	· · · · · · · · · · · · · · · · · · ·		10 0010	,,,,,,
Part I Type of R	eturn and Return Information	(Whole Dollars Only)			
check the box on line the leave line 1b, 2b, 3b,	ta, 2a, 3a, 4a, or 5a, below, and to 4b, or 5b, whichever is applicable to be	s Form 8879-E0 and enter the applicate amount on that line for the returne, blank (do not enter -0-). But, if you 1 line in Part I. any (Form 990, Part VIII, column (Aue, if any (Form 990-EZ, line 9) ax (Form 1120-POL, line 22) n investment income (Form 990-PF, form 8868, Part I, line 3c or Part II, line	n being file ou entered), line 12) 	d with this for -0- on the ret 1b 2b 3b e 5), 4b	m was blank, then
Part Declaration	n and Signature Authorization	of Officer			
are true, correct, and corganization's electron to send the organization the transmission, (b) the authorize the U.S. Treafinancial institution accretum, and the financia Agent at 1-888-353-45 involved in the process resolve issues related	complete. I further declare that the ic return. I consent to allow my into it's return to the IRS and to receive a reason for any delay in processiour and its designated Financial bunt indicated in the tax preparation. I institution to debit the entry to the 37 no later than 2 business days pring of the electronic payment of the to the payment. I have selected a	schedules and statements and to the amount in Part I above is the amount in the IRS (a) an acknowledgement in the IRS (a) an acknowledgement in the return or refund, and (c) the day Agent to initiate an electronic funds on software for payment of the organis account. To revoke a payment, I notion to the payment (settlement) day axes to receive confidential information personal identification number (PIN) isent to electronic funds withdrawal.	nt shown or ter, or elec- ent of recei- ate of any r withdrawal nization's fe- nust contac- te. I also au on necessa	the copy of the tronic return or pt or reason for efund. If applic (direct debit) ederal taxes or the U.S. Treathorize the firry to answer is	e riginator (ERO) or rejection of cable, I entry to the wed on this asury Financial nancial institutions nguiries and
Officer's PIN: check of X I authorize KI		to enter my Plf	Enter lin	ve numbers, but	as m y signature
being filed with ERO to enter r	a state agency(ies) regulating change PIN on the return's disclosure of		n this return program, 1 a	ilso authorize t	he aforementioned
If I have indicat	ed within this return that a copy o	PIN as my signature on the organizat f the return is being filed with a state n the return's disclosure consent scre	agency(ie:	s) regulating o	hanties as part of
Officer's signature	4/2/20		ate 🕨 🖊	12-17	-/
	on and Authentication				
	your six-digit electronic filing iden d by your five-digit self-selected PIN		620	3 1 2 1	0 0 0 4 zeros
indicated above. I confi	numeric entry is my PIN, which is rm that I am submitting this return ted IRS e-file Providers for Busines	my signature on the 2011 electronic in accordance with the requirement s Returns.	ally filed re s of Pub. 4	turn for the or 163, Moderniz	ganization œd e-File (MeF)
ERO's signature >		Date	>		
		etain This Form - See Instructions orm To the IRS Unless Requested		0	
For Bononwork Badust	ion Act Notice per back of form				n 8879-EO (2D11)

2220383

Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047 ഛെ ₄ ₄

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

Department of the Treasury Internal Revenue Service

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

20
Open to Public
Inspection

A	For the	he 201	1 calendar year, or tax year beg	inning 07/01, 20)11, and e	nding	_	06/30, 20 1	2
R	C		C Name of organization				D Employerid	lentific ation numb er	
	Check +Ta	applicable:	DUCKS UNLIMITED, INC				13-564	3799	
	Addi chan		Doing Business As						
		ne change	Number and street (or P.O. box if mail i	s not delivered to street address)	Room/su	iite	E Telephone n	ıumber	
	fartsa	al return	ONE WATERFOWL WAY				(901) 75	8-3825	
	Term	ninated	City or town, state or country, and ZIP +	4		· · · · · · · · · · · · · · · · · · ·	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	Ame	nded	MEMPHIS, TN 38120				G Gross receip	nts \$ 155.00	32,345.
-		licatian	F Name and address of principal officer.	RANDY L. GRAVES			H(a) Is this a gro		
<u> </u>	pend	ding	ONE WATERFOWL WAY, ME				affiliates?		
_	Tay a	connet at		· · · · · · · · · · · · · · · · · · ·		I	H(b) Are all affilia	ر <u>ـــ</u>	
'- -		xempt sta	1 1/-1/-2) ∢ (insert no.) 4947(a)	(1) or	527	-	ch a list. (see instructions	3)
<u>, , , , , , , , , , , , , , , , , , , </u>			WWW.DUCKS.ORG	T			H(c) Group exem	<u> </u>	
K Pa	art I	Sur	ization: X Corporation Trust	Association Other ▶		ear of forma	tion: 193/ M	State of legal domic	ile: DC
	1		describe the organization's mission						
ω.			S UNLIMITED, INC. CONS				NDS AND		
2	-	ASSC	CIATED HABITATS FOR NO	RTH AMERICA'S WATERFO	WL. THE	SE HAB	ITATS ALS	0	
Ë		BENE	FIT OTHER WILDLIFE AND	PEOPLE.					
Governance	2	Check	this box 🕨 🔃 if the organization	discontinued its operations or dispo	osed of more	e than 25%	of its net asset	s.	
ණ	3	Numbe	er of voting members of the governing	g body (Part VI, line 1a)				3	58.
es	4	Numbe	er of independent voting members of	the governing body (Part VI, line 1b)			4	54.
Activities &	5	Total n	number of i ndiv iduals employed in cal	lendar year 2011 (Part V, line 2a)				5	572.
Act	6		number of volunteers (estimate if neces						17,200.
_	1	Total L	unrelated business revenue from Part	VIII. column (C), line 12					6,395.
			related business taxable income from					7b	
	<u> </u>		· · · · · · · · · · · · · · · · · · ·			T	Prior Year	Current	Year
4.	8	Contril	butions and grants (Part VIII, line 1h)			1	48,513,85	6. 146,28	8.105
Revenue	9		m service revenue (Part VIII, line 2g)				0	-7	
e ve	10		ment income (Part VIII, column (A), lin				411,38	15. 82	8,379.
ĸ	11		revenue (Part VIII, column (A), lines 5			6,134,48		6,503.	
			evenue - add lines 8 through 11 (mus				155,059,72		
			and similar amounts paid (Part IX, co				13,372,42		$\frac{2,507.}{0,510.}$
							10,012,42	0	0,510.
	14-		ts paid to or for members (Part IX, colu		44,026,55		0,656.		
Expenses	15	Darte	es, other compensation, employee ben	- (A) E 44-))	• •			
nec	10a	Profes	sional fundraising fees (Part IX, column	n (A), line TTe)		• •	861,16	0. 49	9,292.
Ä	1.0		undraising expenses (Part IX, column (89,111,42	6 02 40	
			expenses (Part IX, column (A), lines 1			· ·			5,519.
			xpenses. Add lines 13-17 (must equa			• • —	47,371,57		
L W	19	Reveni	ue less expenses. Subtract line 18 from	m line 12	· · · · · ·		7,688,15		7,010.
Net Assets or Fund Balances		_					ning of Current Y		
SSe	20						91,182,30		7,279.
A A	21		abilities (Part X, line 26)	-			30,178,51		7,558.
Žį,	22		sets or fund balances. Subtract line 2	1 from line 20		. ,	61,003,79	4. 53,49	9,721.
	rt II		nature Block						
cor	der pen rect, an	natties of ad compl	perjury, I declare that I have examined this lete. Declaration of preparer (other that	return, including accompanying schedule cer) is based on all information of which	es and statem preparer has	nents, and to any knowle	o the best of my kr dge.	nowledge and belief,	it is true.
		Ι .	11/1/10				10	21-12	
Sig	n	.	pery 100						
He			Signature of officer	i Com			Date		
110				whire Officer					
		<u> </u>	ype or print name and title						
Paid		Print/T	ype preparer's name	Preparer's signature	Date			if PTIN	
	oar er ⊐arer	MELI	SSA RUSSELL	Militar Russeld	12/	18/12	self-employe	P00789	334
	Only	Firm's	name ▶ KPMG LLP				Firm's EIN 🕨 🛚	13-5565207	
	~ <u>,</u>	Firm's a	address > 50 NORTH FRONT STREET,	SUITE 900 MEMPHIS, TN 38103			Phone no.	901-523-313	1
Мау	the IF		uss this return with the preparer show		<u></u>			X Yes	No
For	Paper	rwork R	Reduction Act Notice, see the separat	te instructions.				Form 9 9	90 (2011)

	Check if Schedule O contains a response to any question in this Part III	
1	Briefly describe the organization's mission:	
	DUCKS UNLIMITED, INC. CONSERVES, RESTORES, AND MANAGES WETLANDS AND	
	ASSOCIATED HABITATS FOR NORTH AMERICA'S WATERFOWL. THESE HABITATS	
	ALSO BENEFIT OTHER WILDLIFE AND PEOPLE.	
_	Did the organization undertake any significant program services during the year which were not listed on the	
2	prior Form 990 or 990-EZ?	X 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?	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 expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the augrants and allocations to others, the total expenses, and revenue, if any, for each program service reported.	-
4a	(Code:) (Expenses \$ _{101,689,070} . including grants of \$ _{15,270,510} .) (Revenue \$)
	DUCKS UNLIMITED, INC. SUPPORTS THE LIFE CYCLE OF WATERFOWL IN	
	NORTH AMERICA BY DEVELOPING, PRESERVING, RESTORING AND MAINTAINING	
	WATERFOWL HABITAT. DIRECT ALLOCATIONS ARE MADE TO AFFILIATED	
	ORGANIZATIONS - DUCKS UNLIMITED CANADA (\$14,585,768) AND DUCKS	
	UNLIMITED MEXICO (\$684,742).	
4b	(Code:) (Expenses \$14,174,600. including grants of \$) (Revenue \$)
	EDUCATING THE PUBLIC ABOUT WETLANDS AND WATERFOWL MANAGEMENT IS A	
	CRITICAL COMPONENT OF SUSTAINING THE LIFE CYCLE NEEDS OF MIGRATORY	
	WATERFOWL. ACTIVITIES INCLUDE WETLANDS DEMONSTRATIONS, EDUCATIONAL	
	LITERATURE, INTERPRETIVE CENTER, YOUTH PROGRAMS, AND OUTDOOR	
	CONSERVATION EXHIBITS.	
4 c	(Code:) (Expenses \$)
	DUCKS UNLIMITED, INC. PROVIDES MEMBER SERVICES TO APPROXIMATELY	
	610,800 TOTAL MEMBERS THROUGH EDUCATIONAL MEMBERSHIP MATERIALS,	
	DUCKS UNLIMITED, INC. MAGAZINE, CONSERVATION BROCHURES, AND	
	EDUCATIONAL COMPONENTS OF FUNDRAISING EVENTS.	
4 d	Other program services (Describe in Schedule O.)	
_	(Expenses \$ including grants of \$) (Revenue \$) **Total program service expenses \$ 119,023,455	
40	CLORAL DEGOTATO SERVICE EXPENSES ► LEGET UZ3 455	

4e Total program service expenses ► 119,023,455.

JSA
1E1020 1.000

Part	Checklist of Required Schedules		V	N.
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"		3.5	
_	complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to	_		
	candidates for public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			
	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	X	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,			
	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,	_		
	Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If	_		
	"Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	_		
_	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"	_	,,	
_	complete Schedule D, Part III	8	X	
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part			
	X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes,"			37
	complete Schedule D, Part IV	9		X
10	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10	X	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,	10	Λ	
	VII, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete</i>			
u	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
С	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 VIII	11c		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 IX	11d		X
е	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's liability 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, Parts XI, XII, and XIII	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, Parts XI, XII, and XIII is optional	12b	Х	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
	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	4.41-	. v	
4 5	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 assistance to any	1 =	Х	
16	organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15	_ ^	
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services	10		
.,	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			
. 5	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		Х
19	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 III	19		Х
20 a	Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i>	20a		Х
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Part	V Checklist of Required Schedules (continued)			
•			Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization			
	in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Х
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States			
	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			
23	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J	23	Х	
24 a				
24 a				
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b	24a		Х
	through 24d and complete Schedule K. If "No," go to line 25	24b		
D	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	240		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year	0.4=		
	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		<u> </u>
25 a				3.5
	with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior			
	year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?			
	If "Yes," complete Schedule L, Part I	25b		X
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or			
	disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II .	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,			
	substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	X	
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L,			
	Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a	X	
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete			
	Schedule L, Part IV	28b		X
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)			
	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c	Х	
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Х	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			
	conservation contributions? If "Yes," complete Schedule M	30	Х	
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N,			
	Part I	31		Х
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		Х
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		Х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III,			
• •	IV, and V, line 1	34	Х	
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Х	
b	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	Х	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable	555		
30	related organization? If "Yes," complete Schedule R, Part V, line 2	36		Х
27	Did the organization conduct more than 5% of its activities through an entity that is not a related organization	30		
37				ĺ
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,	27		Х
20	Part VI	37		
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and	20	Х	ĺ
	19? Note. All Form 990 filers are required to complete Schedule O	38	Λ	

Par				
	Check if Schedule O contains a response to any question in this Part V			
			Yes	No
	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 657 Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1h			
	Effect the number of Forms W-20 included in line 1a. Effect-0- in not applicable			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and	10	Х	
20	reportable gaming (gambling) winnings to prize winners?	1c	Λ	
Za	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 572			
h	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х	
D	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> (see instructions)	-		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Х	
	If "Yes," has it filed a Form 990-T for this year? <i>If "No," provide an explanation in Schedule O</i>	3b	X	
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority			
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial			
	account)?	4a		Х
b	If "Yes," enter the name of the foreign country: ▶			
	See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Х
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Х
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
	organization solicit any contributions that were not tax deductible?	6a		Х
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			
	gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			
	and services provided to the payor?	7a		X
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	_		
_	required to file Form 8282?	7c		X
	If "Yes," indicate the number of Forms 8282 filed during the year			37
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		Х
_	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g 7h		
_	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	/ 11		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting			
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.	,		
-	Did the organization make any taxable distributions under section 4966?	9a		
	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter:			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against 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?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note. See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which			
	the organization is licensed to issue qualified health plans			
	Enter the amount of reserves on hand	4.4		37
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		

	Check if Schedule O contains a response to any question in this Part VI		• •	X
Sect	ion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are 1a 58			
	material differences in voting rights among members of the governing body, or if the governing body			
	delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent 1b 54			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			
	any other officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct			
	supervision of officers, directors, or trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6	Х	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint			
	one or more members of the governing body?	7a	Х	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,			
	stockholders, or persons other than the governing body?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:			
а	The governing body?	8a	Х	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		X
Secti	on B. Policies (This Section B requests information about policies not required by the Internal Revenue	Code	,	
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	X	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,			
	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	X	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give			
	rise to conflicts?	12b	X	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"		3.5	
	describe in Schedule O how this was done	12c	X	
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 approval by			
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	4.5	v	
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	Λ	
4.0-	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions.)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	160		X
	with a taxable entity during the year?	16a		21
D				
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16h		
Sect	ion C. Disclosure	100		
17	List the states with which a copy of this Form 990 is required to be filed ATTACHMENT 1			
1 <i>7</i> 18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 5			
10	available for public inspection. Indicate how you made these available. Check all that apply.	υ i (υ)(J)S UI	шу <i>)</i>
	X Own website Another's website X Upon request			
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict o	f inter	oet n	olicy
IJ	and financial statements available to the public during the tax year.	ı ıııtel	σοι μ	oncy,
20	State the name, physical address, and telephone number of the person who possesses the books and records of the	ne		
	organization: ▶ RANDY L. GRAVES ONE WATERFOWL WAY MEMPHIS, TN 38120 901-758-3825			

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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

(A) Name and Title	(B) Average hours per week (describe hours for	box,	unles	Pos neck ss pe	rson	e than c is both or/trust	an	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the
ATTACHMENT 2	related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(1. 2.1000 111100)	organization and related organizations
(1) JOHN R. POPE										
CHAIRMAN OF THE BOARD	5.00	Х		Х				C	0	0
(2) STEPHEN REYNOLDS										
SECRETARY	5.00	Х		Х				С	0	0
(3) ROBERT S. HESTER, JR.										
TREASURER	5.00	Х		Х				С	0	0
(4) JOHN W. NEWMAN										
PRESIDENT	10.00	Х		Х				С	0	0
(5) GEORGE DUNKLIN, JR. FIRST VICE PRESIDENT	10.00	Х		Х					0	0
(6) DALE HALL										
CHIEF EXECUTIVE OFFICER	40.00	Х		Х				352,736.	0	21,593.
(7) CHRIS TRACY										
SENIOR VP, REGION 3	5.00	Х						C	0	0
(8) H. J . ELIZONDO										
SENIOR VP, REGION 4	5.00	Х						C	0	0
(9) GEORGE THOMLINSON										
SENIOR VP, REGION 5	5.00	Х						C	0	0
(10) PETER MACGAFFIN										
SENIOR VP, REGION 6	5.00	Х						C	0	0
(11) PAUL R. BONDERSON, JR.										
SENIOR VP, CONSERVATION PGRM	5.00	Х						C	0	0
(12) MIKE BENGE										
SENIOR VP, DEVELOPMENT	5.00	Х						С	0	0
(13) REX SCHULZ SENIOR VP, EVENT & VOLUNTEER M	5.00	Х						C	0	0
(14) MIKE DUGGAN										
SENIOR VP, CORPORATE RELATIONS	5.00	Х						C	0	0

Form **990** (2011)

JSA.

Part VII Section A. Officers, Directors, Tru	ustees, Ke	y En	plo	ye	es,	and F	lig	hest Compensat	ed Employees (d	continued)
(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	box,	unle	Pos heck ss pe	erson	e than tor/trust e to is is of the tor/trust employee	an	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
15) MIKE WOODWARD						_				
SENIOR VP,MARKETING/COMM	5.00	Х						С	0	0
16) RON BARTELS										
SENIOR VP, MEMBERSHIP	5.00	X						С	0	0
17) BRUCE B. DEADMAN										
SENIOR VP, YOUTH & EDUCATION	5.00	X						C	0	0
18) CHRIS E. DOROW	- 00									0
REGIONAL VP, REGION 1 19) ERIC RUDGERS	5.00	X							0	0
REGIONAL VP, REGION 1	5.00	X)	0
20) TOM ENOS	3.00	21							,	
REGIONAL VP, REGION 2	5.00	X							0	0
21) CLAY ROGERS										
SENIOR VP, REGION 2	5.00	Х						C	0	0
22) RON BABROS										
REGIONAL VP, REGION 3	5.00	X						C	0	0
23) LEE NESS										
REGIONAL VP, REGION 3	5.00	X						C	0	0
24) WILLIAM C.ANSELL									_	_
AT-LARGE MEMBER OF THE BOD	5.00	X						C	0	0
25) STEVE COOK	- 00									0
REGIONAL VP, REGION 4	5.00	X					_	352,736.	0	21,593.
1b Sub-total c Total from continuation sheets to Part VII, S	oction A							2,045,146.	0	
d Total (add lines 1b and 1c)	-						•	2,397,882.	0	
2 Total number of individuals (including but not						e) who			\$100,000 of	200,002.
reportable compensation from the organizatio		74				-,			~ ,	
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual										
4 For any individual listed on line 1a, is the organization and related organizations graindividual	eater than	\$15	0,0	00?) It	"Yes	3,"	complete Schedu	le J for such	4 X
5 Did any person listed on line 1a receive or	accrue co	mpen	sati	on f	fron	n any	un	related organizati	on or individual	5 X
for services rendered to the organization? If "Yes," complete Schedule J for such person										
1 Complete this table for your five highest com	noncated i	ndone	nde	ant i	con	tracto	re t	hat received more	than \$100 000 c	

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
ATTACHMENT 3		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ► 102

Part VII Section A. Officers, Directors, Tru	ıstees, Ke	y En	plo	ye	es,	and F	ligl	hest Compensat	ed Employees (d	ontinue	ed)	
(A)	(B)			(0	C)			(D)	(E)		(F)	
Name and title	hours per week (describe (do not check more than one box, unless person is both an officer and a director/trustee)				Reportable compensation from the	Reportable compensation from related organizations	an com	stimated nount of other pensation	f ion			
	hours for related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)	org an	om the anizatio d related anization	on d
26) DR. BRIAN PRIDDLE												
REGIONAL VP, REGION 5	5.00	Х						0	0			0
27) JIM TALBERT												
REGIONAL VP, REGION 5	5.00	Х						0	0			0
28) SCOTT C. CRAWFORD												
REGIONAL VP, REGION 6	5.00	Х						0	0			0
29) RICHARD C MAGIE												
REGIONAL VP, REGION 6	5.00	X						0	0			0
30) STEVE WHATLEY												
ASST TREASURER/ VP REGION 7	5.00	X						0	0			0
31) LLOYD GOODE												
SENIOR VP, REGION 7	5.00	Х						0	0			0
32) DOUG BURCH												
AT-LARGE MEMBER OF THE BOD	5.00	Х						0	0			0
33) KATHY M CHRISTIAN												
AT-LARGE MEMBER OF THE BOD	5.00	Х						0	0			0
34) JOHN CUSHMAN												
AT-LARGE MEMBER OF THE BOD	5.00	X						0	0			0
35) E.J. DEUBLER AT-LARGE MEMBER OF THE BOD	5.00	Х						0	0			0
36) DOUG T. FEDERIGHI												
AT-LARGE MEMBER OF THE BOD	5.00	Х						0	0			0
1b Sub-total												
c Total from continuation sheets to Part VII, Se	ection A						\blacktriangleright					
d Total (add lines 1b and 1c)							>					
2 Total number of individuals (including but not reportable compensation from the organization		hose 74		d al	bove	e) who	o re	eceived more than	\$100,000 of			
											Yes	No
3 Did the organization list any former offic employee on line 1a? If "Yes," complete Schedu										3	Х	
4 For any individual listed on line 1a, is the sorganization and related organizations graindividual	eater than	\$15	50,0	00?) If	"Yes	5,"	complete Schedu	sation from the le J for such	4	X	
5 Did any person listed on line 1a receive or	accrue co	mpen	sati	on f	fron	n anv	un	related organization	on or individual			
for services rendered to the organization? If "Ye										5		Х
Section B. Independent Contractors												
Complete this table for your five highest com compensation from the organization. Report compensation.												

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization

Part VII Section A. Officers, Directors, Tru		, <u> </u>					9					
(A) Name and title	Average hours per week (describe	box,	unles er and	ss pe d a d	ition more rson irect	e than o	an ee)	(D) Reportable compensation from the	Reportable compensation from related organizations	com	(F) stimated nount of other pensation	
	hours for related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)	orga and	anization	i
37) DAVID A. HAGGARD												
AT-LARGE MEMBER OF THE BOD	5.00	X						0	0			(
38) DENNIS P. HAVEY												
AT-LARGE MEMBER OF THE BOD	5.00	X						0	0			(
39) ROGERS HOYT, JR												
AT-LARGE MEMBER OF THE BOD	5.00	X						0	0			(
40) JAMES HULBERT												
AT-LARGE MEMBER OF THE BOD	5.00	X						0	0			(
41) BARBARA JOHNSON	5.00	. v							0			(
AT-LARGE MEMBER OF THE BOD 42) BRUCE LEWIS	5.00	X						0	U			
AT-LARGE MEMBER OF THE BOD	5.00	Х							0			
43) JULIAN OTTLEY	3.00	Λ							0			
AT-LARGE MEMBER OF THE BOD	5.00	Х							0			
44) JIM PROUGH	3.00	21										
AT-LARGE MEMBER OF THE BOD	5.00	Х						0	0			
45) BOB SAATHOFF	3.00											
REGIONAL VP, REGION 2	5.00	Х						0	0			
46) DOUG SCHOENROCK												
AT-LARGE MEMBER OF THE BOD	5.00	Х						0	0			
47) BILL SHORT												
REGIONAL VP, REGION 7	5.00	Х						0	0			
1b Sub-total		•										
c Total from continuation sheets to Part VII, S	ection A						\blacktriangleright					
d Total (add lines 1b and 1c)							>					
2 Total number of individuals (including but not		hose	liste	d al	oove	e) who	o re	eceived more than	\$100,000 of			
reportable compensation from the organization	n ▶	74	1									
											Yes	No
3 Did the organization list any former offic employee on line 1a? If "Yes," complete Sched.										3	X	
4 For any individual listed on line 1a, is the	sum of rer	ortab	ole d	com	pen	sation	n ai	nd other compens	sation from the			
organization and related organizations graindividual	eater than	\$15	0,0	00?	If	"Yes	5, "	complete Schedu	le J for such	4	X	
5 Did any person listed on line 1a receive or												
for services rendered to the organization? If "Ye										5		Х
Section B. Independent Contractors												
Complete this table for your five highest com- compensation from the organization. Report of												

(A) Name and business address	(B) Description of services	(C) Compensation

² Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶

Part VII Section A. Officers, Directors, Tru	ustees, Ke	y En	nplo	yee	es,	and I	lig	hest Compensat	ed Employees (d	continu	ed)	
(A)	(B)			(0	C)			(D)	(E)		(F)	
Name and title	Average hours per week (describe	box,	unles	heck ss pe	rson	e than o is both tor/trust	an	Reportable compensation from	Reportable compensation from related	ar	stimated nount of other npensatio	ın
	hours for related organizations in Schedule O)	Individual trustee or director	Institutional trustee			Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	fı org an	rom the ganization of related anizations	n
48) JOHN TOMKE												
DUCKS UNLIMITED DE MEXICO	5.00	Х						C	0			0
49) JACK H. HOLE DUCKS UNLIMITED CANADA	5.00	Х						C	0			0
50) JOHN W. CHILDS PRES., WETLANDS AMERICA TRUST	5.00	X						C	0			0
51) ALLAN HOPP SENIOR VP, REGION 1	5.00	Х						C	0			0
52) BILL D'ALONZO SVP BUSINESS PLANNING	5.00	Х						C	0			0
53) SHAWN DE CENTO REGIONAL VP, REGION 4	5.00	Х						C	0			0
54) LON KNOEDLER AT-LARGE MEMBER OF THE BOD	5.00	Х						C	0			0
55) VINCE CALLAHAN AT-LARGE MEMBER OF THE BOD	5.00	Х						C	0			0
56) HOWARD M. JOHNSON AT-LARGE MEMBER OF THE BOD	5.00	Х						C	0			0
57) TOM S. WORDEN DUCKS UNLIMITED CANADA	5.00	Х						0	0			0
58) MALCOLM M. DUNFIELD DUCKS UNLIMITED CANADA	5.00								0			0
1b Sub-total							—		-			
c Total from continuation sheets to Part VII, S d Total (add lines 1b and 1c)	ection A						>					
Total number of individuals (including but not reportable compensation from the organization)	limited to t		liste				o re	eceived more than	\$100,000 of			
	<u> </u>	-									Yes	No
3 Did the organization list any former office employee on line 1a? If "Yes," complete Sched										3	Х	
4 For any individual listed on line 1a, is the organization and related organizations graindividual	sum of repeater than	ortab \$15	ole o 50,0	om 00?	per	nsation "Yes	n aı s,"	nd other compens	sation from the le J for such	4	Х	
5 Did any person listed on line 1a receive or for services rendered to the organization? If "Y	accrue co	mpen	sati	on f	fron	n any	un	related organization	on or individual	5		Х
Section B. Independent Contractors	,	.5 501		0	, , , ,	34011	1001					
Complete this table for your five highest components compensation from the organization. Report of year.												

(A) Name and business address	(B) Description of services	(C) Compensation

² Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶

(A)	(B)			(C	٠,			(D)	(E)	(F)
(A) Name and title	Average hours per week	box,	ot ch unles r and	Posit neck r s per l a di	tion more son irect	e than of is both or/trust	an	Reportable compensation from the organization	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the
	related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	employee	Highest compensated employee	mer	(W-2/1099-MISC)		organization and related organizations
59) RANDY L. GRAVES CHIEF ADMINISTRATIVE OFFICER	40.00				Х			286,896.	0	24,252.
60) DANIEL P. THIEL EXECUTIVE SECRETARY/COO WAT	40.00				Х			228,789.	0	18,558.
61) JAMES C. WEST CHIEF FUNDRAISING OFFICER	40.00				Х			229,641.	0	22,359.
62) PAUL SCHMIDT CHIEF CONSERVATION OFFICER	40.00				Х			203,710.	0	15,126.
63) JAMES C. BOYD CIO/MEETING & CONFERENCES	40.00					Х		193,043.	0	22,923.
64) ROBERT D. MIMS CONTROLLER	40.00					Х		185,100.	0	22,596.
DIRECTOR OF HUMAN RESOURCE	40.00					Х		177,840.	0	17,701.
DIRECTOR OF GOVERNMENT AFFAIRS	40.00					Х		178,472.	0	21,255.
67) THOMAS W. FULGAM CHIEF COMMUNICATION OFFICER	40.00					Х		180,487.	0	22,454.
68) WILLIAM A. WENTZ FORMER SENIOR GROUP MANAGER	0						Х	13,612.	0	544.
69) DALE WHITESELL FORMER EXECUTIVE VICE PRESIDEN	0						Х	22,800.	0	0
1b Sub-total c Total from continuation sheets to Part VII, Se d Total (add lines 1b and 1c)	ction A						A A			
2 Total number of individuals (including but not li reportable compensation from the organization		hose I 74		d ab	ove	e) who	o re	ceived more than	\$100,000 of	
3 Did the organization list any former office										Yes No
 employee on line 1a? If "Yes," complete Schedu. For any individual listed on line 1a, is the si organization and related organizations greated individual. 	um of rep ater than	ortab \$15	le c	omp 00?	oen <i>If</i>	satior <i>"Ye</i> s	n ar s," (nd other compens complete Schedu	sation from the	3 X 4 X
5 Did any person listed on line 1a receive or a									on or individual	7 22

Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax

(A) Name and business address	(B) Description of services	(C) Compensation

² Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶

Form 990 (2011)

Part VII Section A. Officers, Directors, Tru	ıstees, Ke	y En	nplo	ye	es,	and F	lig	hest Compensat	ed Emplo	yees (c	ontinue		age o
(A) Name and title	(B) Average hours per week (describe	box,	unles er and	Pos neck ss pe d a d	rson lirect	e than o	an ee)	(D) Reportable compensation from the	(E) Reporta compensati relate organiza	ion from ed	com	(F) timated nount of other pensation	
	hours for related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099	-MISC)	orga and	om the anization d related anization	l
70) DONALD A. YOUNG FORMER EXECUTIVE VICE PRESIDEN	0						Х	38,424.		0			0
71) MATTHEW B. CONNOLLY FORMER EXECUTIVE VICE PRESIDEN	0						Х	106,332.		0			0
1b Sub-total c Total from continuation sheets to Part VII, S	ection A						* * .						
 d Total (add lines 1b and 1c) 2 Total number of individuals (including but not reportable compensation from the organization 	limited to t		liste				o re	ceived more than	\$100,000	of			
						_						Yes	No
3 Did the organization list any former offic employee on line 1a? If "Yes," complete Schede											3	Х	
4 For any individual listed on line 1a, is the sorganization and related organizations graindividual	eater than	\$15	50,0	00?	. If	"Yes					4	Х	
5 Did any person listed on line 1a receive or for services rendered to the organization? If "Ye											5		X
Section B. Independent Contractors											_		
1 Complete this table for your five highest com- compensation from the organization. Report of year.													
(A) Name and business add	lress							(B) Description of se	ervices	С	(C) Compensation		

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶

Pai	rt VII	Statement of Revenue				
			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, Gifts, Grants and Other Similar Amounts	1a b c	Membership dues	5,377. 1,630. 5,225.			
ntributions, Other Simi	e f	All other contributions, gifts, grants, and similar amounts not included above . 1f 55,35	3,256.			
	g h	Noncash contributions included in lines 1a-1f: \$ 909 Total. Add lines 1a-1f				
Program Service Revenue	2a b c d					
Prog	f g	All other program service revenue L Total. Add lines 2a-2f	>			
	3	Investment income (including dividends, interest, and other similar amounts).	<u>. </u>			599,612.
	5	Royalties (i) Real (ii) Pers	3,990,675.			3,990,675.
	6a b c	Gross rents				
	7a	Net rental income or (loss)				
Other Revenue	b	Less: cost or other basis and sales expenses 1,407,343.	2,015. 48,244.			
	d 8a	Net gain or (loss) Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	228,767.		116.	228,651.
ther	b c	Less: direct expenses				
0			0			
	b c	Less: direct expenses	0			
	10a	Gross sales of inventory, less returns and allowances				
	b c	Less: cost of goods sold				
			S COUR			
	11a b	ADVERTISING REVENUE 511120 BOOK PROGRAM 451211	2,736,279.		2,736,279.	29,549.
	d e	All other revenue	2,765,828.			
	12	Total revenue. See instructions			2.736.395	4.848.487

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) but are not required to complete columns (B), (C), and (D).

Check if Schedule O contains a response to any question in this Part IX Do not include amounts reported on lines 6b, (B) Program service (D) Fundraising (A) Total expenses Management and 7b. 8b. 9b. and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to governments and organizations in the United States. See Part IV, line 21 0 Grants and other assistance to individuals in 0 the United States. See Part IV, line 22 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16 15,270,510. 15,270,510. Benefits paid to or for members n Compensation of current officers, directors, 1,484,207. 263,614. 956,830. 263,763. trustees, and key employees Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 34,358,113. 24,463,900. 1,964,578. 7,929,635. 7 Other salaries and wages Pension plan accruals and contributions (include section 2,722,265. 242,121 963,732. 401(k) and 403(b) employer contributions) 3,928,118. 5,559,534. 3,946,417. 206,858. 1,406,259. 2,780,684. 1,960,162. 160,583. 659,939. 10 Fees for services (non-employees): a Management 119,519. 48,060. 50,920. 20,539. 195,806. 195,806. 499,292. 499,292. e Professional fundraising services. See Part IV, line 17 f Investment management fees 1,441,827. 914,313. 18,051 509,463. 118,866. 683,993. 1,519 563,608. 12 Advertising and promotion 3,038,443. 1,830,239. 275,379. 932,825. 13 968,138. 592,888. 54,993. 320,257. 14 15 Royalties 2,229,238. 407,305. 1,592,027. 229,906 16 4,071,833. 1,828,164. 147,077. 2,096,592. 17 Travel 18 Payments of travel or entertainment expenses for any federal, state, or local public officials 536,551. 50,951 476,180. 9,420. Conferences, conventions, and meetings 19 21,704. 21,704. 20 21 Payments to affiliates 1,059,507. 983,638. 15,580 60,289. 22 Depreciation, depletion, and amortization 418,467. 311,055. -9,883. 117,295. Insurance 23 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) 58,235,421. 3,312. a HABITAT DEVELOPMENT _____ 58,232,109. 4,582,382. 1,954,857. 29,521. 2,598,004. b POSTAGE AND SHIPPING 3,390,390. 3,391,869. 1,479 c PREMIUMS_ 2,249,027. 1,512,712. 20,635. 715,680. d PRINTING AND PUBLICATION ____ 251,794. 251,794. e All other expenses ______ 147,375,977. 23,719,393. 119,023,455. 4,633,129 Total functional expenses. Add lines 1 through 24e 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 ▶ X if following SOP 98-2 (ASC 958-720) 16,400,000. 7,400,000. 9,000,000.

1E1052 1.000

	rt X	Balance Sheet			rage 11
			(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing	494,485.	1	1,170,079.
	2	Savings and temporary cash investments	14,767,490.	2	15,118,918.
	3	Pledges and grants receivable, net	43,405,994.	3	43,897,172.
	4	Accounts receivable, net	9,651,001.	4	8,683,146.
	5	Receivables from current and former officers, directors, trustees, key			
		employees, and highest compensated employees. Complete Part II of			
Assets	6	Schedule L Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)	0		0
	7	Notes and loans receivable, net	0	7	0
SS	8	Inventories for sale or use	3,163,585.	8	3,331,888.
⋖	9	Prepaid expenses and deferred charges	1,101,501.	9	896,476.
	_	Land, buildings, and equipment: cost or			323,2131
	1.00	other basis. Complete Part VI of Schedule D 10a 31,954,954.			
	b	Less: accumulated depreciation	8,950,925.	10c	9,006,602.
	11	Investments - publicly traded securities	7,990,613.	11	12,017,160.
	12	Investments - other securities. See Part IV, line 11		12	0
	13	Investments - program-related. See Part IV, line 11	0		0
	14	Intangible assets	0	14	0
	15	Other assets. See Part IV, line 11	1,656,713.	15	1,655,838.
	16	Total assets. Add lines 1 through 15 (must equal line 34)	91,182,307.	16	95,777,279.
_	17	Accounts payable and accrued expenses	11,652,241.	17	11,335,416.
	18	Grants payable		18	0
	19	Deferred revenue	0	19	0
	20	Tax-exempt bond liabilities	0	20	0
S	21	Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	0
Liabilities	22	Payables to current and former officers, directors, trustees, key			
abi		employees, highest compensated employees, and disqualified persons.			
=		Complete Part II of Schedule L	0	22	0
	23	Secured mortgages and notes payable to unrelated third parties	0	23	0
	24	Unsecured notes and loans payable to unrelated third parties	0	24	0
	25	Other liabilities (including federal income tax, payables to related third			
		parties, and other liabilities not included on lines 17-24). Complete Part X			
		of Schedule D	18,526,272.	25	30,942,142.
	26	Total liabilities. Add lines 17 through 25	30,178,513.	26	42,277,558.
ses		Organizations that follow SFAS 117, check here ► X and complete lines 27 through 29, and lines 33 and 34.			
and	27	Unrestricted net assets	-12,152,918.	27	-18,841,314.
Bal	28	Temporarily restricted net assets	66,751,416.	28	65,052,232.
<u>_</u>	29	Permanently restricted net assets	6,405,296.	29	7,288,803.
or Fund Balances		Organizations that do not follow SFAS 117, check here ▶ and complete lines 30 through 34.			
ts (30	Capital stock or trust principal, or current funds		30	
Assets or	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
Ä	32	Retained earnings, endowment, accumulated income, or other funds		32	
Net	33	Total net assets or fund balances	61,003,794.	33	53,499,721.
	34	Total liabilities and net assets/fund balances	91,182,307.	34	95,777,279.

Pa	Reconciliation of Net Assets Check if Schedule O contains a response to any question in this Part XI		X	
1	Total revenue (must equal Part VIII, column (A), line 12)	153,8		
2	Total expenses (must equal Part IX, column (A), line 25)	147,3	75,9	977.
3	Revenue less expenses. Subtract line 2 from line 1	6,4	97,0	010.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	61,0	03,7	794.
5	Other changes in net assets or fund balances (explain in Schedule O)	-14,0	01,0	083.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33,			
	column (B))			
		53,4	99,7	721.
Pa	Financial Statements and Reporting			
	Check if Schedule O contains a response to any question in this Part XII			No
	A .:		162	NO
1	Accounting method used to prepare the Form 990: Cash X Accrual Other Other	.		
	If the organization changed its method of accounting from a prior year or checked "Other," explain	in		
•	Schedule O.	2a		
2a		2a 2b		X
b	, , , , , , , , , , , , , , , , , , , ,		X	
С	== ==,g			
	of the audit, review, or compilation of its financial statements and selection of an independent accountant?		X	
	If the organization changed either its oversight process or selection process during the tax year, explain	in		
	Schedule O.			
a	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year we	re		
	issued on a separate basis, consolidated basis, or both: Separate basis X Consolidated basis Both consolidated and separate basis			
٥.	Coparate basis 22 Controllation basis			
зa	As a result of a federal award, was the organization required to undergo an audit or audits as set forth		1,7	
	the Single Audit Act and OMB Circular A-133?	3a	X	
b	3			
_	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	X	

Form $\mathbf{990}$ (2011)

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

Open to Public Inspection

		ne organization							Emplo	-	tification number
DUC	CKS	UNLIMITED, INC									-5643799
Pa	rt I	Reason for Publ	ic Charity Status	s (All organizations mu	st con	nplete	this pa	art.) Se	e instr	uctions	
The	orga	nization is not a priv	ate foundation bed	cause it is: (For lines 1 th	rough	11, che	eck only	one bo	x.)		
1		A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).									
2	Ш	A school described in section 170(b)(1)(A)(ii). (Attach Schedule E.)									
3		A hospital or a coo	perative hospital s	ervice organization descri	bed in	sectio	n 170(b)(1)(A)	(iii).		
4		A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the									
		hospital's name, city	y, and state:								
5		An organization op section 170(b)(1)(A		nefit of a college or univ	ersity	owned	l or ope	erated b	y a go	vernme	ntal unit described in
6				or governmental unit des	crihed	in sact	ion 170	(b)(1)(Δ)(γ)		
7	Х		=	es a substantial part of its						it or fro	om the general nublic
•		described in sectio	-		s supp	ort no	nn a go	verriirie	illai ui	111 01 110	on the general public
8				on 170(b)(1)(A)(vi). (Com	nlata E	Part II \					
9		-		es: (1) more than 331/3%				contrib	utione	memb	archin face and arose
J		_		exempt functions - subj							
				ome and unrelated busing			-				
				ne 30, 1975. See section				-			taxy from buomoocco
10		· · · · · -		ted exclusively to test for						١	
11			•	rated exclusively for the	-	-				-	or to carry out the
•		-	-	ipported organizations de			-				
				es the type of supporting					-		
		a Type I	b Type		•		ally inte	•		d	Type III - Other
е				the organization is not			•	•	irectly		
			=	gers and other than one			_		-	-	•
		509(a)(1) or section		9			, ,		3		
f				n determination from the	e IRS	that it	is a Tv	vpe I. T	vpe II.	or Tvp	e III supportina
		organization, check						,, ,	,	- 71	
g	ı	_		nization accepted any gift	or cor	ntributi	on from	anv of	the		
	,	following persons?	,,	, 5				,			,
		= :	directly or indire	ectly controls, either alor	e or t	ogethe	er with	person	s desc	ribed in	Yes No
				dy of the supported organ		-		•			11g(i)
		(ii) A family memb		•							11g(ii)
				on described in (i) or (ii) a	bove?						11g(iii)
h	1	• •	•	ut the supported organiza							
	(i) Na	ame of supported	(ii) EIN	(iii) Type of organization	T ` '	ls the	(v) Did y	ou notify	(vi) l	s the	(vii) Amount of
		organization	.,	(described on lines 1-9	organiz	zation in listed in		anization		zation in	support
				above or IRC section (see instructions))	your go	overning ment?	in col			rganized U.S.?	
				, , ,	Yes	No	Yes	No	Yes	No	
(A)											
(B)											
(C)											
(D)											
(E)											
Tot	al										

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

Schedule A (Form 990 or 990-EZ) 2011

Schedule A (Form 990 or 990-EZ) 2011 Page 2

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

Calendary year (or fiscal year beginning in)	Sec	tion A. Public Support						
membership foss received. (Ön not include any vinusual grants.) 1,	Cale	ndar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
organization'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.	1	membership fees received. (Do not	143,390,065.	133,882,662.	147,618,152.	148,513,856.	146,288,105.	719,692,840.
turnished by a governmental unit to the organization without charge. 4 Total. Add lines 1 through 3. 143,390,065. 133,882,662. 247,618,152. 148,513,866. 146,288,105. 719,692,849. Pack peach person (other than a governmental unit or publicly supported organization) included on line that exceeds 2nd of the amount. 6 Public support. Subtract line 5 from line 4. 22,156,603. Section B. Total Support Calendar year (or fiscal year beginning in) ▶ (a) 2007 (b) 2008 (c) 2009 (d) 2010 (e) 2011 (f) Total 7 Amounts from line 4. 133,390,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 143,590,065. 133,882,662. 147,618,152. 148,513,856. 146,288,105. 719,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849. 179,692,849	2	organization's benefit and either paid						
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),	3	furnished by a governmental unit to the						
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). 5 Public support. Subtract line 5 from line 4. Section B. Total Support Calendar year (or fiscal year beginning in) (a) 2007 (b) 2008 (c) 2009 (d) 2010 (e) 2011 (f) Total 7 Amounts from line 4. 3 Amounts from line 4. 3 Amounts from line 4. 3 Amounts from line 4. 4 Amounts from line 4. 4 Amounts from line 4. 5 Amounts from line 1. 6 Amounts from	4	Total. Add lines 1 through 3	143,390,065.	133,882,662.	147,618,152.	148,513,856.	146,288,105.	719,692,840.
Section B. Total Support Calendar year (or fiscal year beginning in) (a) 2007 (b) 2008 (c) 2009 (d) 2010 (e) 2011 (f) Total 7 Amounts from line 4	5	each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount						27 126 000
Section B. Total Support Calendar year (or fiscal year beginning in) Amounts from line 4	6	,						
Calendar year (or fiscal year beginning in) (a) 2007 (b) 2008 (c) 2009 (d) 2010 (e) 2011 (f) Total Amounts from line 4		• • • • • • • • • • • • • • • • • • • •						692,566,032.
Amounts from line 4			(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. 9 Net income from unrelated business activities, whether or not the business is regularly carried on		, , , , , ,		. ,		,		
payments received on securities loans, rents, royalties and income from similar sources. Net income from unrelated business activities, whether or not the business is regularly carried on			143,390,065.	133,882,662.	147,618,152.	148,513,850.	140,288,105.	719,692,840.
activities, whether or not the business is regularly carried on	0	payments received on securities loans, rents, royalties and income from similar	6,024,456.	4,640,964.	4,178,327.	4,053,276.	4,670,810.	23,567,833.
loss from the sale of capital assets (Explain in Part IV.) ATICH. 1	9	activities, whether or not the business						
12 Gross receipts from related activities, etc. (see instructions)	10	loss from the sale of capital assets	-7,118.	18,976.	2,615.	13,193.	29,549.	57,215.
First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here Section C. Computation of Public Support Percentage 14 Public support percentage for 2011 (line 6, column (f) divided by line 11, column (f))	11							743,317,888.
Section C. Computation of Public Support Percentage 14 Public support percentage for 2011 (line 6, column (f) divided by line 11, column (f))	12							
Public support percentage for 2011 (line 6, column (f) divided by line 11, column (f))		organization, check this box and stop here						
Public support percentage from 2010 Schedule A, Part II, line 14 331/3% support test - 2011. If the organization did not check the box on line 13, and line 14 is 331/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization b 331/3% support test - 2010. If the organization did not check a box on line 13 or 16a, and line 15 is 331/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization 17a 10%-facts-and-circumstances test - 2011. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see	Sec	<u> </u>						
16a 331/3% support test - 2011. If the organization did not check the box on line 13, and line 14 is 331/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization b 331/3% support test - 2010. If the organization did not check a box on line 13 or 16a, and line 15 is 331/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization. 17a 10%-facts-and-circumstances test - 2011. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. ▶ 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see	14							
this box and stop here. The organization qualifies as a publicly supported organization b 331/3% support test - 2010. If the organization did not check a box on line 13 or 16a, and line 15 is 331/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization 17a 10%-facts-and-circumstances test - 2011. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see	_							
b 331/3% support test - 2010. If the organization did not check a box on line 13 or 16a, and line 15 is 331/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization. 17a 10%-facts-and-circumstances test - 2011. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see	16a	• •	•					
check this box and stop here. The organization qualifies as a publicly supported organization								
 17a 10%-facts-and-circumstances test - 2011. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see 	b							
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Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see	17a							
b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see		=					-	•
 b 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see 		Part IV how the organization meets t	the "facts-and-o	ircumstances" te	est. The organi	zation qualifies	as a publicly s	upported
15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	h							and line
Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see	b		•					
supported organization								-
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see		· · ·				=	-	1 1 1
instructions	18							
		instructions						▶□

Schedule A (Form 990 or 990-EZ) 2011 Page **3**

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

(Complete only if you checked the box on line 9 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.)

	·			· · ·	<u>'</u>	,	
	tion A. Public Support	(-) 0007	4-> 0000	(-) 0000	(4) 0040	(-) 0044	(0 T-+-1
	ndar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1	Gifts, grants, contributions, and membership fees						
•	received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise						
	sold or services performed, or facilities						
	furnished in any activity that is related to the						
	organization's tax-exempt purpose	<u> </u>					
3	Gross receipts from activities that are not an						
	unrelated trade or business under section 513						
4	Tax revenues levied for the						
	organization's benefit and either paid						
	to or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to the						
	organization without charge						
6	Total. Add lines 1 through 5						
7 a	Amounts included on lines 1, 2, and 3						
	received from disqualified persons						
b	Amounts included on lines 2 and 3						
	received from other than disqualified						
	persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
_	Add lines 7a and 7b						
8	Public support (Subtract line 7c from						
Ū	line 6.)						
Sec	tion B. Total Support						
	ndar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
_	Amounts from line 6	(.,	(0, 2000	(0, 2000	(,	(0) = 0	(7)
9 10a	Gross income from interest, dividends,						
	payments received on securities loans,						
	rents, royalties and income from similar						
L	Sources						
D	Unrelated business taxable income (less						
	section 511 taxes) from businesses						
	acquired after June 30, 1975						
	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in 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 IV.)					1	
13	Total support. (Add lines 9, 10c, 11,						
	and 12.)	L					
14	First five years. If the Form 990 is for	-			•		
	organization, check this box and stop here						▶
Sec	tion C. Computation of Public Sup						
15	Public support percentage for 2011 (line 8	, column (f) divid	ed by line 13, colu	mn (f))		15	%
16	Public support percentage from 2010 Sche	edule A, Part III, li	ne 15			16	%
Sec	tion D. Computation of Investmer	nt Income Per	rcentage				
17	Investment income percentage for 2011 (lin	ne 10c, column	(f) divided by line	13, column (f))		17	%
18	Investment income percentage from 2010					18	%
	331/3% support tests - 2011. If the org						
	17 is not more than 331/3%, check th	-					
b	331/3% support tests - 2010. If the orga						
~	line 18 is not more than 331/3%, check						
20	Private foundation. If the organization		•	•			
				,	, D		

JSA 1E1221 1.000 Schedule A (Form 990 or 990-EZ) 2011 Page **4**

Part IV Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

					ATTACHMENT 1	
SCHEDULE A, PART I	I - OTHER INCOM	Ε				
DESCRIPTION	2007	2008	2009	2010	2011	TOTAL
ALL OTHER	-7,118.	18,976.	2,615.	13,193.	29,549.	57,215.
TOTALS		18.976.	2,615.	13.193.	29.549	57.215.

Schedule B

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

Department of the Treasury Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2011

Name of the organization		Employer identification number
DUCKS UNLIMITED, INC.		
Organization type (check one):		13-5643799
Organization type (check one).		
Filers of:	Section:	
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization	
	4947(a)(1) nonexempt charitable trust not treated as a private fou	ndation
	527 political organization	
Form 990-PF	501(c)(3) exempt private foundation	
	4947(a)(1) nonexempt charitable trust treated as a private foundate	ion
	501(c)(3) taxable private foundation	
instructions. General Rule	, (8), or (10) organization can check boxes for both the General Rule and a S	posici redio. God
_	iling Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 one contributor. Complete Parts I and II.	or more (in money or
Special Rules		
under sections 509(a	(3) organization filing Form 990 or 990-EZ that met the 33 1/3 % support to (1) and 170(b)(1)(A)(vi) and received from any one contributor, during the 000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form II.	e year, a contribution of
during the year, total	(7), (8), or (10) organization filing Form 990 or 990-EZ that received from a contributions of more than \$1,000 for use <i>exclusively</i> for religious, charita ses, or the prevention of cruelty to children or animals. Complete Parts I, II,	ble, scientific, literary,
during the year, cont not total to more that year for an <i>exclusivel</i>	(7), (8), or (10) organization filing Form 990 or 990-EZ that received from a ributions for use <i>exclusively</i> for religious, charitable, etc., purposes, but the n \$1,000. If this box is checked, enter here the total contributions that were y religious, charitable, etc., purpose. Do not complete any of the parts unless zation because it received nonexclusively religious, charitable, etc., contributions.	ese contributions did e received during the es the General Rule putions of \$5,000 or
990-EZ, or 990-PF), but it mus t	s not covered by the General Rule and/or the Special Rules does not file So t answer "No" on Part IV, line 2, of its Form 990; or check the box on line F PF, to certify that it does not meet the filing requirements of Schedule B (For	chedule B (Form 990, I of its Form 990-EZ or on

JSA

Schedule B (Form 990, 990-EZ, or 990-PF) (2011)

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

Name of organization DUCKS UNLIMITED, INC.

Employer identification number 13-5643799

Part I	Contributors (see instructions)	. Use du	plicate cop	ies of Part	I if additional	space is needed
--------	----------------	-------------------	----------	-------------	-------------	-----------------	-----------------

(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
1_		\$9,808,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c) Total contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
2 _		\$3,000,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c) Total contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c) Total contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)

Name of organization DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

Part II	Noncash Prope	rtv (see	instructions)	. Use du	plicate co	pies of Pa	art II if ad	dditional sr	pace is needed.	
		, ,	,		piloato co	P.00 0	41 C 11 11 W	4 a	Jaco Io Hobaca.	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	

Name of organization DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

	duplicate copies of Part III if addition	onai space is needed.					
No. om art I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held				
	Transferee's name, address, a	(e) Transfer of gi	ft Relationship of transferor to transferee				
No. om art I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held				
		(e) Transfer of gi	ft				
	Transferee's name, address, a	nd ZIP + 4	Relationship of transferor to transferee				
No. om rt I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held				
	(e) Transfer of gift						
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee				
No. om rt I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held				
1		(e) Transfer of gi	fer of gift Relationship of transferor to transferee				

Part III Exclusively religious, charitable, etc., individual contributions to section 501(c)(7), (8), or (10) organizations

SCHEDULE C

(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

► Attach to Form 990 or Form 990-EZ. ► Complete if the organization is described below.

OMB No. 1545-0047 Open to Public Inspection

Department of the Treasury Internal Revenue Service

▶ See separate instructions.

f the organization answered	"Yes" to Form 990,	, Part IV, line 3, or Fori	m 990-EZ, Part V, lir	ne 46 (Political Camp	paign Activities), then
-----------------------------	--------------------	----------------------------	-----------------------	-----------------------	-------------------------

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" to Form 990, Part IV, line 5 (Proxy Tax) or Form 990-EZ, Part V, line 35c (Proxy Tax), then

• Section 501(c)(4), (5), or (6) organizations: Complete Part III.

organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also ente the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from filing organization's funds. If none, enter -0 (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0	Name of organization			Employer identif	fication number				
Part I-B Complete if the organization is exempt under section 501(c)(3). Enter the amount of any excise tax incurred by the organization under section 4955. \$	DUCKS UNLIMITED, INC.			13-56	43799				
2 Political expenditures 3 Volunteer hours 1 Enter the amount of any excise tax incurred by the organization under section 4955. 2 Enter the amount of any excise tax incurred by organization managers under section 4955. 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? 4a Was a correction made? 4b If Yes, 'describe in Part IV. Part IC Complete if the organization is exempt under section 501(c), except section 501(c)(3). 1 Enter the amount of the filing organization is exempt under section 527 exempt function activities. \$ 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b. 4 Did the filing organization file Form 1120-POL for this year? 5 Enter the annes, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization and payments. For each organization listed, enter the amount paid from the filing organizations for section that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from the filing organizations in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from the filing organization in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from the organization in Part IV. (b) Address (c) EIN (d) Amount paid from the filing organization in Part IV.	Part I-A Complete if the	organization is exempt under s	section 501(c) or i	s a section 527 organ	ization.				
Part I-B Complete if the organization is exempt under section 501(c)(3). 1 Enter the amount of any excise tax incurred by the organization under section 4955,	1 Provide a description of the	e organization's direct and indirect p	oolitical campaign ac	ctivities in Part IV.					
Enter the amount of any excise tax incurred by the organization under section 4955,	2 Political expenditures			▶ \$					
1 Enter the amount of any excise tax incurred by the organization under section 4955.	3 Volunteer hours								
2 Enter the amount of any excise tax incurred by organization managers under section 4955 .	Part I-B Complete if the c	organization is exempt under s	ection 501(c)(3).						
3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? 4a Was a correction made? b If "Yes," describe in Part IV. Part LC Complete if the organization is exempt under section 501(c), except section 501(c)(3). 1 Enter the amount directly expended by the filling organization for section 527 exempt function activities 2 Enter the amount of the filling organization's funds contributed to other organizations for section 527 exempt function activities. 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b. 4 Did the filling organization file Form 1120-POL for this year? 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filling organization made payments. For each organization listed, enter the amount paid from the filling organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from computity and directly delivered to a separate political organization. If none, enter -0. (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0.									
4a Was a correction made? b f*Yes, "describe in Part IV. Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3). 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities. 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities. 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b. 4 Did the filing organization file Form 1120-POL for this year? 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from Illing organizations from the information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from Illing organizations formation in Part IV. (b) Address (e) EIN (f) Amount paid from Illing organizations from Illing organizations formation in Part IV. (c) Amount of political organizations in Innone, enter -0.									
b if "Yes," describe in Part IV. Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3). 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities. 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities. 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b. 4 Did the filing organization file Form 1120-POL for this year? 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from filing organization's funds. If none, enter -0 (e) Amount of political ontributions received and promptly and directly delivered to a separate political organization. If none, enter -0									
1 Enter the amount directly expended by the filing organization for section 527 exempt function activities	b If "Yes," describe in Part IV.								
activities	Part I-C Complete if the	organization is exempt under s	section 501(c), ex	cept section 501(c)(3)					
2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities. 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b 4 Did the filing organization file Form 1120-POL for this year? 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from filing organization's funds. If none, enter -0 (e) Amount or political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0 (1) (2) (3) (4) (5)				-					
Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b. 1 Did the filing organization file Form 1120-POL for this year? 2 Did the filing organization file Form 1120-POL for this year? 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b. 4 Did the filing organization file Form 1120-POL for this year? 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from filing organizations funds. If none, enter -0. (e) Amount of political organization. If none, enter -0. (1) (2) (3) (4) (5)	activities			▶ \$					
Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b			_						
line 17b	527 exempt function activit	ies	<u>.</u> .	▶ \$					
A Did the filing organization file Form 1120-POL for this year? Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. (a) Name (b) Address (c) EIN (d) Amount paid from filing organization's funds. If none, enter -0 (1) (2) (3) (4) (4) (5)									
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(a) Name (b) Address (c) EIN (d) Amount paid from filing organization's funds. If none, enter -0 (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0 (1) (2) (3) (4) (5)	5 Enter the names, addresses organization made paymen the amount of political con	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter							
filing organization's funds. If none, enter -0	as a separate segregated fu	and or a political action committee	(PAC). If additional s	space is needed, provide	information in Part IV.				
(2)	(a) Name	(b) Address	(c) EIN	filing organization's	contributions received and promptly and directly delivered to a separate political organization. If				
(3)	(1)								
(4) ————————————————————————————————————	(2)								
(5)	(3)								
	(4)								
(6)	(5)								
	(6)								

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

Schedule C (Form 990 or 990-EZ) 2011

Pa	art II-A Complete if the organiza section 501(h)).	tion is exe	mpt under section	501(c)(3) and	filed Form 5768 (ele	ction under
A	Check ▶ if the filing organization					roup member's
_	name, address, EIN, ex					
В	Check ▶ if the filing organizati			control" provision	ons apply.	
	Limits on Lo (The term "expenditures"			.)	(a) Filing organization's totals	(b) Affiliated group totals
1 a	Total lobbying expenditures to influence	e public opir	nion (grass roots lobb	oying)		
b	Total lobbying expenditures to influence	e a legislativ	e body (direct lobbyi	ng)		
С	Total lobbying expenditures (add lines	1a and 1b)				
d	Other exempt purpose expenditures					
е	T					
f						
	If the amount on line 1e, column (a) or (b)	is: The Johhyi	na nontavahle amount	ie.		
	Not over \$500,000		amount on line 1e.	13.		
	Over \$500,000 but not over \$1,000,000	_	olus 15% of the excess	over \$500,000		
	Over \$1,000,000 but not over \$1,500,000		olus 10% of the excess			
			olus 5% of the excess of			
	Over \$1,500,000 but not over \$17,000,00			ver \$1,500,000.		
	Over \$17,000,000	\$1,000,000				
g	· ·		The state of the s	_		
h :	5					
i	Subtract line 1f from line 1c. If zero or	•			F	
j 	If there is an amount other than zero reporting section 4911 tax for this year			•		Yes No
		nat made a selow. See the	e instructions for lin	on do not have to les 2a through 2f	on page 4.)	ve
_	Lo	bbying Expe	enditures During 4-Y	ear Averaging Pe	riod	
	Calendar year (or fiscal year beginning in)) 2008	(b) 2009	(c) 2010	(d) 2011	(e) Total
2 a	Lobbying nontaxable amount					
b	Lobbying ceiling amount (150% of line 2a, column (e))					
С	Total lobbying expenditures					
d	Grassroots nontaxable amount					
е	Grassroots ceiling amount (150% of line 2d, column (e))					
f	Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2011

	(a	1)	(b)
r each "Yes" response to lines 1a through 1i below, provide in Part IV a detailed description the lobbying activity.	Yes	No	Amount
During the year, did the filing organization attempt to influence foreign, national, state or local			
legislation, including any attempt to influence public opinion on a legislative matter or			
referendum, through the use of:			
Volunteers? Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
	X	37	
Media advertisements? Mailings to members, legislators, or the public?	Х	X	14,7
Media advertisements? Mailings to members, legislators, or the public? Publications, or published or broadcast statements?	X		302,6
Grants to other organizations for lobbying purposes?	X		328,5
Direct contact with legislators, their staffs, government officials, or a legislative body?	X		362,6
Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		Х	,
Other activities?		Х	
Total. Add lines 1c through 1i			1,008,6
Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
If "Yes," enter the amount of any tax incurred under section 4912			
If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			
art III-A Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6).	(0)(0)		Yes
Were substantially all (90% or more) dues received nondeductible by members?			
Did the organization make only in-house lobbying expenditures of \$2,000 or less?			2
Did the organization agree to carry over lobbying and political expenditures from the prior year?			
art III-B Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No"			
art III-B Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes."	OR (b) Par	
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members	OR (b) Par	
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts)	OR (b) Par	t III-A, line 3, is
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amount political expenses for which the section 527(f) tax was paid).	OR (b	o) Part	t III-A, line 3, is
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amor political expenses for which the section 527(f) tax was paid). Current year	OR (b	o) Part	t III-A, line 3, is
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amor political expenses for which the section 527(f) tax was paid). Current year Carryover from last year	OR (b	o) Part	t III-A, line 3, is 1 2a 2b
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amor political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total	OR (b) Part	1 1 2a 2b 2c
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amor political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) du	OR (b) Pari	t III-A, line 3, is 1 2a 2b
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amor political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) du If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion	OR (butter of the content of the con	o) Pari	1 1 2a 2b 2c
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amount political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) du If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion excess does the organization agree to carryover to the reasonable estimate of nondeductible I	OR (b	pf	1 1 2a 2b 2c
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amor political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) du If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion	es of thobbyin) Pari	1 2a 2b 2c 3
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amount political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) du If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion excess does the organization agree to carryover to the reasonable estimate of nondeductible I and political expenditure next year?	es of thobbyin) Pari	1 2a 2b 2c 3
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amorpolitical expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dulif notices were sent and the amount on line 2c exceeds the amount on line 3, what portion excess does the organization agree to carryover to the reasonable estimate of nondeductible I and political expenditure next year? Taxable amount of lobbying and political expenditures (see instructions) art IV Supplemental Information Information Supplemental Information information.	es of thobbyin	rt II-A;	t III-A, line 3, is 1 2a 2b 2c 3
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amount political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) du If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion excess does the organization agree to carryover to the reasonable estimate of nondeductible I and political expenditure next year? Taxable amount of lobbying and political expenditures (see instructions) art IV Supplemental Information mplete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, lines	es of thobbyin	rt II-A;	t III-A, line 3, is 1 2a 2b 2c 3
Complete if the organization is exempt under section 501(c)(4), section 501 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amorpolitical expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dulif notices were sent and the amount on line 2c exceeds the amount on line 3, what portion excess does the organization agree to carryover to the reasonable estimate of nondeductible I and political expenditure next year? Taxable amount of lobbying and political expenditures (see instructions) art IV Supplemental Information Information Supplemental Information information.	es of thobbyin	of lee	t III-A, line 3, is 1 2a 2b 2c 3 4 5 and Part II-B, line

Schedule C (Form 990 or 990-EZ) 2011 Page **4**

Part IV Supplemental Information (continued)

Schedule C (Form 990 or 990-EZ) 2011

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

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

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Nam	e of the organization		Employer identification number
	CKS UNLIMITED, INC.		13-5643799
Pa	Organizations Maintaining Donor Advised I organization answered "Yes" to Form 990, P	Funds or Other Similar art IV, line 6.	Funds or Accounts. Complete if the
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year.		
5	Did the organization inform all donors and donor advisor	rs in writing that the asse	ets held in donor advised
•	funds are the organization's property, subject to the organization	-	
6	Did the organization inform all grantees, donors, and dor		
•	only for charitable purposes and not for the benefit of th	_	
	conferring impermissible private benefit?		
Pa	Conservation Easements. Complete if the conservation	rganization answered "	Yes" to Form 990, Part IV, line 7.
1	Purpose(s) of conservation easements held by the organ		
	Preservation of land for public use (e.g., recreation	or education) Pres	servation of an historically important land area
	Protection of natural habitat		servation of a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a	ualified conservation con	tribution in the form of a conservation
	easement on the last day of the tax year.		
			Held at the End of the Tax Year
а	Total number of conservation easements		2a
b	Total acreage restricted by conservation easements		
С	Number of conservation easements on a certified histori		
d	Number of conservation easements included in (c) acqu		
	historic structure listed in the National Register		
3	Number of conservation easements modified, transferre		
	tax year ▶		
4	Number of states where property subject to conservation	n easement is located > _	
5	Does the organization have a written policy regarding the	e periodic monitoring, insp	pection, handling of
	violations, and enforcement of the conservation easement	nts it holds?	Yes No
6	Staff and volunteer hours devoted to monitoring, inspect	ing, and enforcing conser	vation easements during the year
	>		
7	Amount of expenses incurred in monitoring, inspecting, a	and enforcing conservatio	n easements during the year
	▶ \$		
8	Does each conservation easement reported on line 2(d)		` ' ' ' '
	(i) and section 170(h)(4)(B)(ii)?		
9	In Part XIV, describe how the organization reports conse		•
	balance sheet, and include, if applicable, the text of the	ootnote to the organization	on's financial statements that describes the
Da	organization's accounting for conservation easements. It III Organizations Maintaining Collections of A	t Historical Treasures	or Other Similar Assets
га	Complete if the organization answered "Yes		
1a	If the organization elected, as permitted under SFAS 1 works of art, historical treasures, or other similar ass	16 (ASC 958), not to repets held for public exhibit	ort in its revenue statement and balance sheet oition, education, or research in furtherance of
	public service, provide, in Part XIV, the text of the footnot	e to its financial statemer	ts that describes these items.
b	If the organization elected, as permitted under SFAS works of art, historical treasures, or other similar ass public service, provide the following amounts relating to	ets held for public exhib these items:	oition, education, or research in furtherance of
	(i) Revenues included in Form 990, Part VIII, line 1		
	(ii) Assets included in Form 990, Part X		
2	If the organization received or held works of art, his		
	following amounts required to be reported under SFAS 1		
a	Revenues included in Form 990, Part VIII, line 1		► \$1,008.
<u>b</u>	Assets included in Form 990, Part X		1,200,593.

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

Schedule D (Form 990) 2011

Schedule D (Form 990) 2011 Page 2

Par	rt III Organizations Maintaini	ng Collections of	Art, Historical	Treasures,	or Other	Similar Asset	ts (continue	ed)	
3	Using the organization's acquisitio collection items (check all that appl		ther records, c	neck any of t	he follow	ving that are a	significant u	ise of	f its
а	X Public exhibition		d	Loan or exch	ange prog	jrams -			
b	Scholarly research		e X	Other UTIL	IZED II	N EVENT SYS	STEM		
С	X Preservation for future ge	nerations							
4	Provide a description of the organ		and explain ho	w they furth	er the or	ganization's exe	empt purpos	e in I	Part
	XIV.		·	•	·				
5	During the year, did the organizatio	n solicit or receive d	onations of art,	historical trea	sures, or	other similar			
	assets to be sold to raise funds rath						- X Yes		No
Par	Escrow and Custodial And line 9, or reported an am	rrangements. Con	nplete if the or	ganization a				IV,	
	inic 3, or reported arrain	iodili oni i onii 550	, r art X, iii C 2	1.					
1.0	Is the organization an agent, trustee	a custodian ar athar	intermediary fo	r contribution	c or other	r accete not			
ıa	included on Form 990, Part X?		-		S OF OTHER	assets not	□ Vaa		Na
L							. Yes		No
D	If "Yes," explain the arrangement in	Part XIV and compi	ete the following	table:		Δ			
	Designation belongs			-		Amou	nı		
C	Beginning balance								
	Additions during the year								
е	Distributions during the year								
t	Ending balance						1 1 2 6		
	Did the organization include an am		Part X, line 21?				. Yes		No
	If "Yes," explain the arrangement in								
Par	rt V Endowment Funds. Com								
		(a) Current year	(b) Prior year	(c) Two y		(d) Three years b		years b	oack
1a	Beginning of year balance	17,337,534.	18,574,49		5,934.	15,069,71			
b	Contributions	2,123,510.	-5,075,71	6. 4,07	8,077.	2,002,41	₋ 5.		
С	Net investment earnings, gains,								
	and losses	-406,611.	3,840,40	4. 1,47	2,781.	-3,872,83	9.		
d	Grants or scholarships								
е	Other expenditures for facilities .								
	and programs	106,052.	1,64	5. 9	2,301.	83,35	57.		
f	Administrative expenses								
g	End of year balance	18,948,381.	17,337,53	4. 18,57	4,491.	13,115,93	4.		
2	Provide the estimated percentage of	of the current vear e	nd balance (line	1a. column (a	ı)) held as				
а	Board designated or quasi-endown	•		5 , (,,				
b	Permanent endowment ► 42.0		- ' '						
С	Temporarily restricted endowment								
	The percentages in lines 2a, 2b, an		00%						
3a	Are there endowment funds not in			hat are held a	and admir	nistered for the			
	organization by:	and poddoddion or an	o organization i	nat are note t	and dannii		[·	Yes	No
	(i) unrelated organizations						3a(i)		X
	(ii) related organizations							v	Δ.
h	If "Yes" to 3a(ii), are the related org								
	. , ,		•				3b	Х	
4	Describe in Part XIV the intended u								
Fair	rt VI Land, Buildings, and Equ				1				
	Description of property	(a) Cost or (invest		ost or other basis (other)		cumulated eciation	(d) Book val	ue	
1 a	Land			1,405,264			1,40		
b	Buildings		1	2,473,024	. 6,9	22,341.	5,55	0,68	83.
С	Leasehold improvements			378,115	. 3	14,501.	(53,6	14.
d	Equipment		1	7,698,551	. 15,7	11,510.	1,98	7,04	41.
е	Other								
Tota	II. Add lines 1a through 1e. (Column	(d) must equal Form	990, Part X, co	lumn (B), line	10(c).)	▶	9,00	6,60	02.

Schedule D (Form 990) 2011 Page 3

Part VII	Investments - Other Securities. See	Form 990, Part X, line	e 12.	
-	(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valua Cost or end-of-year ma	
(1) Financi	al derivatives			
	-held equity interests			
(3) Other				
(B)				
(C)				
<u>(</u> D)				
(E)				
(F)				
(G)		-		
(H)		-		
(l)				
	() () ()	>		
Part VIII				
	(a) Description of investment type	(b) Book value	(c) Method of valua Cost or end-of-year ma	
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
	() () ()	line 45		
Part IX	Other Assets. See Form 990, Part X,			(h) Pook volue
(1)	(a) Description		(b) Book value
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
	n (b) must equal Form 990, Part X, col. (B) line 15.)			
Part X	Other Liabilities. See Form 990, Part			
1.	(a) Description of liability	(b) Book value	e	
(1) Fede	ral income taxes			
	ITABLE REMAINDER TRUST	145,6	535.	
	ITABLE GIFT ANNUITY RESERV	398,1		
	ENSATION AND RELATED ACCRU	6,408,0		
	ION AND DEFERRED COMPENSAT	21,371,9		
	UED POSTRETIREMENT BENEFIT	2,618,3		
(7)				
(8)				
(9)				
(10)				
(11)				
	mn (b) must equal Form 990, Part X, col. (B) line 2:	5.) > 30,942,1	42.	
	100 = 10 = 1 1 1 1 1			

2. FIN 48 (ASC 740) Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740).

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Page 4 Schedule D (Form 990) 2011

Ocnead	6 B (1 0111 000) 2011			1 age 4
Part		nent	S	
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1		153,872,987.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2		147,375,977.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3		6,497,010.
4	Net unrealized gains (losses) on investments	4		-670,515.
5	Donated services and use of facilities	5		
6	Investment expenses	6		
7	Prior period adjustments	7		
8	Other (Describe in Part XIV.)	8		-13,330,568.
9	Total adjustments (net). Add lines 4 through 8	9		-14,001,083.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10		-7,504,073.
Part		turn		
1	Total revenue, gains, and other support per audited financial statements	📙	1	153,202,472.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains on investments 2a -670,51	.5.		
b	Donated services and use of facilities 2b	_		
С	Recoveries of prior year grants 2c	_		
d	Other (Describe in Part XIV.)	_		
е	Add lines 2a through 2d		2e	-670,515.
3	Subtract line 2e from line 1	L	3	153,872,987.
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 4a	_		
b	Other (Describe in Part XIV.)	_		
С	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	153,872,987.
Part	XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per R	etur	'n	
1	Total expenses and losses per audited financial statements	📙	1	147,375,977.
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 XIV.)	_		
е	Add lines 2a through 2d	-	2e	
3	Subtract line 2e from line 1	📙	3	147,375,977.
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 4a	_		
b	Other (Describe in Part XIV.)	_		
С	Add lines 4a and 4b	-	4c	
_5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	147,375,977.
	XIV Supplemental Information			
Part V	lete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part II, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also comp additional information.	olete	this p	part to provide
SEE	PAGE 5			

Part XIV Supplemental Information (continued)

ORGANIZATION'S COLLECTIONS

PART III, 4

WORKS OF ART AND OTHER SIMILAR ASSETS ARE HELD ON DISPLAY AT DUCKS
UNLIMITED, INC. OFFICES FOR THE EDUCATION OF MEMBERS, VOLUNTEERS, AND THE
GENERAL PUBLIC OF THE CRITICAL NEED FOR WETLANDS AND ASSOCIATED UPLANDS
HABITAT RESTORATION.

INTENDED USE OF ORGANIZATION'S ENDOWMENT FUNDS

PART V, 4

THE CURRENT FUND BALANCES SUPPORT PROGRAM WORK IN MONITORING EASEMENTS, LAND ACQUISITIONS, WETLANDS RESTORATION AND RESEARCH. DUCKS UNLIMITED, INC. WILL WORK WITH PROSPECTIVE DONORS ON THE TERMS AND CONDITIONS OF OTHER ENDOWMENT FUNDS, INCLUDING NAMED FUNDS, PROVIDED THEY SUPPORT APPROPRIATE CONSERVATION, PUBLIC POLICY, OR RESEARCH ACTIVITIES.

PART XI, 8

PENSION AND POST-RETIREMENT BENEFIT LIABILITY ADJUSTMENTS OTHER THAN NET PERIODIC COSTS.

FIN 48

PART X, 2

DUCKS UNLIMITED, INC. (DUI) AND WETLANDS AMERICA TRUST, INC. (WAT) ARE RECOGNIZED AS ORGANIZATIONS EXEMPT FROM FEDERAL INCOME TAX UNDER 501(A) AS ENTITIES DESCRIBED IN SECTION 501(C)(3) OF THE U.S. INTERNAL REVENUE CODE, EXCEPT FOR TAXES ON INCOME FROM ACTIVITIES UNRELATED TO ITS EXEMPT PURPOSES. THE ORGANIZATION DOES NOT HAVE ANY MATERIAL UNRECOGNIZED TAX

Schedule D (Form 990) 2011

Part XIV Supplemental Information (continued)

POSITIONS THAT SHOULD BE RECOGNIZED IN THE FINANCIAL STATEMENTS FOR 2012 OR 2011.

SCHEDULE F (Form 990)

Statement of Activities Outside the United States

► Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16. Open to Public

Department of the Treasury Internal Revenue Service

Name of the organization

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Employer identification number

OMB No. 1545-0047

DUCKS UNLIMITED, INC. 13-5643799 General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Part I Form 990, Part IV, line 14b. For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the X Yes grants or assistance? For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States. Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.) (d) Activities conducted in (b) Number of (c) Number of (e) If activity listed in (d) is (f) Total region (by type) (e.g., offices in the émployees, a program service, expenditures for describe specific type of fundraising, program services, region agents, and and investments investments, grants to recipients independent service(s) in region in region contractors in region located in the region) (1) NORTH AMERICA GRANTMAKING CONSERVATION 14,585,768. (2) NORTH AMERICA GRANTMAKING CONSERVATION 684,742. (3) (4) (5) (6) (7) (8) (9) (10) <u>(11)</u> (12)(13)(14)(15)(16)(17)3a 15,270,510. Total from continuation sheets to Part I

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

Totals (add lines 3a and 3b)

Schedule F (Form 990) 2011

15,270,510.

DUCKS UNLIMITED, INC.

Schedule F (Form 990) 2011 Page **2**

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			NORTH AMERICA	CONSERVATION			1,743,082.	INVENTORY	INVOICE COST
(2)			NORTH AMERICA	CONSERVATION	12,842,686.	WIRE			
(3)			NORTH AMERICA	CONSERVATION	684,742.	WIRE			
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									
	er total number of recipient	t organizations listed abo	ve that are recognized	as charities by the f	oreign country, reco	ognized as tax-e	xempt		
by t	ne IRS, or for which the greet total number of other or	antee or counsel has pro	vided a section 501(c)(3) equivalency letter			.		2.

JSA

1E1275 1.000 82761P 1693 12/18/2012 4:17:16 PM V 11-6.3 DUCKS UNLIMITED, INC.

Schedule F (Form 990) 2011

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Schedule F (Form 990) 2011

<u>Schedule F</u> (Form 990) 2011 Page **4**

Part	IV Foreign Forms		
1	Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)	Yes	X No
2	Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)	Yes	X No
3	Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations. (see Instructions for Form 5471)	Yes	X No
4	Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)	Yes	X No
5	Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect To Certain Foreign Partnerships. (see Instructions for Form 8865)	Yes	X No
6	Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713)	Yes	X No

Schedule F (Form 990) 2011

Schedule F (Form 990) 2011 Page **5**

Part V Supplemental Information

Complete this part to provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

PROCEDURES FOR MONITORING GRANT FUNDS OUTSIDE THE UNITED STATES

PART I, 2

DUCKS UNLIMITED CANADA (DUC) AND DUCKS UNLIMITED MEXICO (DUMAC) ARE

AFFILIATE ORGANIZATIONS OF DUCKS UNLIMITED, INC. (DUI). AS SUCH, THERE

ARE BOARD MEMBERS OF EACH OF THESE ORGANIZATIONS THAT ARE ALSO STAFF AND

BOARD MEMBERS OF DUI. MONITORING IS ACCOMPLISHED THROUGH PARTICIPATION IN

BOARD MEETINGS AND DETAILED REPORTING OF FINANCIAL RESULTS, WHICH

INCLUDES USES OF GRANTS.

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

➤ Attach to Form 990 or Form 990-EZ. ➤ See separate instructions.

Inspection

Employer identification number

DUCKS UNLIMITED, INC.					13-5643799	
Part I Fundraising Activities. Co				"Yes" to Form 9	90, Part IV, line	17.
1 Indicate whether the organization ra				activities. Check a	all that apply.	
a X Mail solicitations	е		_	non-government g		
b X Internet and email solicitations				government grants		
c X Phone solicitations	g			ising events	,	
d X In-person solicitations	y	Ope	ciai fullula	ising events		
2a Did the organization have a written or key employees listed in Form 99					irectors, trustees _ ising services?	X Yes No
b If "Yes," list the ten highest paid in compensated at least \$5,000 by the		(fundraise	ers) pursua	ant to agreements	under which the	fundraiser is to be
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	custody o	ndraiser have or control of butions?	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1	CONSULTING					
EDGE DIRECT, LLC	DIRECT MAIL		X	315,919.	30,000.	285,919.
2						
BENZ, WHALEY, FLESSNER	CONSULTING		X		22,500.	-22,500.
3	AUCTION					
FLATLAND CONSERVATION, LLC	SOLICITATIO		X	24,687.	19,823.	4,864.
4	FUNDRAISING					
RUSS REID	COUNSEL		Х	3,194,292.	300,252.	2,890,040.
5 SEALED BID AUCTION	AUCTION					
SPECIALISTS, INC.	SOLICITATIO		X	169,298.	123,217.	53,486.
6	AUCTION					
DAVID BARDIN	SOLICITATIO		X		3,500.	-3,500.
7						
8						
9						
10						
Total				2 704 106	400 202	2 200 200
Total				3,704,196.	499,292.	3,208,309.
3 List all states in which the organiz registration or licensing.	ation is registered (or licensed	u to solicit	. Contributions of	nas been notilied	it is exempt from
AL, AK, AZ, AR, CA, CO, CT, DC, FL, G	A,HI,IL,					
KS,KY,LA,ME,MD,MA,MI,MN,MS,M	O,NH,NJ,NM,NY,	NC,ND,	 ЭН,			
OK, OR, PA, RI, SC, TN, UT, VA, WA, W	T 7 TAT T					

Page 2

3 5 6 7 8 9	gross receipts greater than \$5,0	(a) Event #1	(b) Event #2	(c) Other Events	(d) Total events
3 5 6 7 8 9					(add col. (a) through
3 5 6 7 8 9		(event type)	(event type)	(total number)	col. (c))
3 5 6 7 8 9	Grace receipts				
4 5 6 7 8 9	Gross receipts Less: Charitable				
4 5 6 7 8 9	contributions				
5 6 7 8 9	Gross income (line 1 minus line 2)				
6 7 8 9	Cash prizes				
9 10 11	Noncash prizes				
9 10 11	Rent/facility costs				
9 10 11	Food and beverages				
10 11	Entertainment				
11	Other direct expenses				
art I	Direct expense summary. Add lines 4 Net income summary. Combine line 3	3, column (d), and line 10	<u>0</u>	>	(
	Gaming. Complete if the orgathan \$15,000 on Form 990-E		es" to Form 990, Par	t IV, line 19, or repo	rted more
		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c)
1	Gross revenue				
2	Cash prizes				
3	Noncash prizes				
	Rent/facility costs				
	Other direct expenses				
	Volunteer labor	Yes% No	Yes% No	Yes% No	
7	Direct expense summary. Add lines 2	through 5 in column (d)			(
8	Net gaming income summary. Comb	ine line 1, column d, and	d line 7		
a Is	nter the state(s) in which the organizate the organization licensed to operate g		of these states?		. Yes N
	/ere any of the organization's gaming l	icenses revoked, suspe	ended or terminated duri	ng the tax year?	Yes N

DUCKS UNLIMITED, INC.

Sched	ule G (Form 990 or 990-EZ) 2011 Page 3
11	Does the organization operate gaming activities with nonmembers? Let Ves No Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity
12	Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity
	formed to administer charitable gaming?
13	Indicate the percentage of gaming activity operated in:
а	The organization's facility
b	An outside facility
14	Enter the name and address of the person who prepares the organization's gaming/special events books and
	records:
	Name ►
	Address ►
15 a	Does the organization have a contract with a third party from whom the organization receives gaming
	revenue?
b	If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ and the
	amount of gaming revenue retained by the third party ▶ \$
С	If "Yes," enter name and address of the third party:
	Name ▶
	Address ▶
16	Gaming manager information:
	Name ▶
	Gaming manager compensation ▶\$
	Description of services provided ►
	Director/officer Employee Independent contractor
17	Mandatory distributions:
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to
	retain the state gaming license?
b	Enter the amount of distributions required under state law to be distributed to other exempt organizations
	or spent in the organization's own exempt activities during the tax year ▶ \$
Par	
	columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this
	part to provide any additional information (see instructions).

Schedule G (Form 990 or 990-EZ) 2011

SCHEDULE J (Form 990)

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 23.

► Attach to Form 990. ► See separate instructions.

OMB No. 1545-0047 Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

DUCKS UNLIMITED, INC.

Questions Regarding Compensation

Employer identification number

13-5643799

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form			
	990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (e.g., maid, chauffeur, chef)			
	If any of the house on line to are checked did the agreementation follows a written notice, regarding normant			
D	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to			
	explain	1 b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers,			
	directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2		
_				
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the			
	organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a			
	related organization to establish compensation of the CEO/Executive Director. Explain in Part III.			
	X Compensation committee Written employment contract			
	X Independent compensation consultant X Compensation survey or study			
	Form 990 of other organizations X Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
а	Receive a severance payment or change-of-control payment?	4a		Х
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Х	
C	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		Х
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.			
5	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
	compensation contingent on the revenues of:			
а	The organization?	5a	X	
b	Any related organization?	5b		X
	If "Yes" to line 5a or 5b, describe in Part III.			
6	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
	compensation contingent on the net earnings of:			
а	The organization?	6a	X	
b	Any related organization?	6b		X
	If "Yes" to line 6a or 6b, describe in Part III.			
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed	_		
_	payments not described in lines 5 and 6? If "Yes," describe in Part III	7		X
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject			
	to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe			
_	in Part III	8		X
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53.4958-6(c)?	9		

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

Schedule J (Form 990) 2011

DUCKS UNLIMITED, INC.

Schedule J (Form 990) 2011

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 in 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 are not 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-MIS	C compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation
(A) Name		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(i)-(D)	reported as deferred in prior Form 990
	(i)	252,736.	100,000.	0	12,577.	9,016.	374,329.	0
1 DALE HALL	(ii)	0	(0	O O	0	(0
	(i)	231,174.	55,722.	0	15,236.	9,016.	311,148.	0
2 RANDY L. GRAVES	(ii)	0	C	0				
	(i)	188,354.	40,435.	0	9,542.	9,016.	247,347.	0
3 DANIEL P. THIEL	(ii)	0	C	0				
	(i)	189,206.	40,435.	0	13,343.	9,016.	252,000.	0
4 JAMES C. WEST	(ii)	0	(0				
	(i)	157,476.	7,897.	38,337.	6,110.	9,016.	218,836.	0
5 PAUL SCHMIDT	(ii)	0	C	0				
	(i)	164,144.	28,899.	0	13,907.	9,016.	215,966.	0
6 JAMES C. BOYD	(ii)	0	(0				
	(i)	160,955.	24,145.	0	13,580.	9,016.	207,696.	0
7 ROBERT D. MIMS	(ii)	0	(0				
	(i)	151,261.	26,579.	0	8,685.	9,016.	195,541.	0
8 WAYNE A. DIERKS	(ii)	0	(0	10.000			
	(i)	155,098.	23,374.		12,239.	9,016.	199,727.	0
9 SCOTT A. SUTHERLAND	(ii)	0	12 610	0	F 4 4		14 156	
	(i)		13,612.		544.	0	14,156.	0
10 WILLIAM A. WENTZ	(ii)	0		106 222	2		106 220	106 220
MARRIED CONNOLLY	(i)		}	106,332.			106,332.	106,332.
11 MATTHEW B. CONNOLLY	(ii)	0		22 000	0	0	22 200	22.000
12 DALE WHITESELL	(i)		}	22,800.			22 <u>,</u> 800.	22,800.
12DALE WHITESELL	(ii)	0		38,424.			38,424.	38,424.
13 DONALD A. YOUNG	(i)		}					
13 DONALLO A. TOUNG	(ii)	153,656.	26,831.	0	13,438.	9,016.	202,941.	0
14 THOMAS W. FULGAM	(i) (ii)			t				
14 IIIONAD W. FOLIOAN	(i)							
15	(i) (ii)		 					
10	(i)							
_16	(ii)		 	 				
	1(")		<u>I</u>	1			0-1	edule .l (Form 990) 2011

Schedule J (Form 990) 2011

DUCKS UNLIMITED, INC.

Schedule J (Form 990) 2011

Part | Supplemental Information

Complete this part to 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.

VARIABLE COMPENSATION

5A & 6A

ALL EMPLOYEES PARTICIPATE IN A VARIABLE COMPENSATION PLAN THAT IS BASED ON MEETING BUDGETED GOALS FOR REVENUE, INCOME, MEMBERSHIP AND ACRES PROTECTED.

RECEIPIENTS OF SUPPLEMENTAL RETIREMENT PLANS

PART I, 4B

THE FOLLOWING FORMER EMPLOYEES RECEIVED A SUPPLEMENTAL NONQUALIFED

RETIREMENT PLAN PARTICIPANT PAYMENT: DONALD A. YOUNG - \$38,424, MATTHEW

B. CONNOLLY - \$106,332, DALE WHITESELL - \$22,800.

Schedule J (Form 990) 2011

SCHEDULE L (Form 990 or 990-EZ)

Transactions With Interested Persons

► Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

OMB No. 1545-0047

2011

Open To Public Inspection

Department of the Treasury Internal Revenue Service

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

Employer identification number Name of the organization DUCKS UNLIMITED, INC. 13-5643799 Part I Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only). Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b. (c) Corrected? 1 (a) Name of disqualified person (b) Description of transaction Yes No (1) (2) (3) (4)(5)(6)2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year Enter the amount of tax, if any, on line 2, above, reimbursed by the organization Part II Loans to and/or From Interested Persons. Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a. (a) Name of interested person and purpose (c) Original (d) Balance due (e) In default? (f) Approved (g) Written (b) Loan to or from principal amount by board or agreement? committee? Tο From Yes Νo Yes Nο Yes Νo (1) (2) (3) (4)(5)(6)(7) (8) (9)(10)Total **Grants or Assistance Benefiting Interested Persons.** Part III Complete if the organization answered "Yes" on Form 990, Part IV, line 27. (a) Name of interested person (c) Amount and type of assistance (b) Relationship between interested person and the organization (1) WILLIAM ANSELL REGIONAL VICE PRESIDENT 54,750. CONSERVATION (2) DOUG FEDERIGHI AT-LARGE BOARD MEMBER 23,412. RESTORATION (3) PAUL BONDERSON SENIOR VICE PRESIDENT 3,610. EDUCATION (4) (5) (6) (7) (8)

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

Schedule L (Form 990 or 990-EZ) 2011

(9) (10) Schedule L (Form 990 or 990-EZ) 2011 Page **2**

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	organi	aring of zation's nues?	
				Yes	No	
(1) JAMES PIKE	FORMER BOARD MEMBER	1,173,496.	MERCHANDISE PURCHASE		Х	
(2)						
(3)						
(4)						
(5)						
(6)						
(7)						
(8)						
(9)						
(10)						

Part V Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule L (see instructions).

SCHEDULE M (Form 990)

Noncash Contributions

► Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30. ► Attach to Form 990.

OMB No. 1545-0047 Open To Public Inspection

Department of the Treasury Internal Revenue Service

Employer identification number

Name of the organization DUCKS UNLIMITED, INC. 13-5643799 **Types of Property** Part I (c) (a) (b) (d) Noncash contribution Check if Number of contributions or Method of determining amounts reported on applicable noncash contribution amounts items contributed Form 990, Part VIII, line 1g Art - Works of art 1 2 Art - Historical treasures Art - Fractional interests 3 Books and publications 4 Clothing and household goods...... 6 Cars and other vehicles 7 Boats and planes 8 Intellectual property Χ 24. 899,172. MARKET VALUE 9 Securities - Publicly traded 10 Securities - Closely held stock Securities - Partnership, LLC, 11 or trust interests Securities - Miscellaneous 12 Qualified conservation contribution - Historic structures 14 Qualified conservation contribution - Other 15 Real estate - Residential Real estate - Commercial 16 Real estate - Other 17 APPRAISAL Collectibles 18 19 Food inventory 20 Drugs and medical supplies 21 Taxidermy 22 Historical artifacts 23 Scientific specimens 24 Archeological artifacts 25 Other ►(_____) 26 Other ►(_____) Other ►(_____ 27 28 Number of Forms 8283 received by the organization during the tax year for contributions for 25. which the organization completed Form 8283, Part IV, Donee Acknowledgement Yes Νo 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period? 30a Χ **b** If "Yes," describe the arrangement in Part II. Does the organization have a gift acceptance policy that requires the review of any non-standard contributions? 31 X 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

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

b If "Yes," describe in Part II.

describe in Part II.

Schedule M (Form 990) (2011)

32a

X

33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked,

Schedule M (Form 990) (2011) Page **2**

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

THIRD PARTY USE

32B

DUCKS UNLIMITED, INC. UTILIZES THE SERVICES OF A BROKERAGE FIRM TO

PROCESS & LIQUIDATE GIFTS OF MARKETABLE SECURITIES.

Schedule M (Form 990) (2011)

SCHEDULE O

(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

2011

Open to Public Inspection

Department of the Treasury Internal Revenue Service Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number 13-5643799

OTHER PROGRAM SERVICE

PART III, 4D

DUCKS UNLIMITED, INC. MAINTAINS A PUBLIC POLICY PRESENCE IN WASHINGTON,

DC BECAUSE OF THE CRITICAL IMPORTANCE OF PUBLIC POLICY TO MAINTAINING

WETLANDS AND ECOSYSTEMS THAT SUPPORT MIGRATORY WATERFOWL.

990 COMMITTEE DISTRIBUTION

PART VI, 11

A COPY OF THE 990 IS DISTRIBUTED TO A COMMITTEE MADE UP OF A NUMBER OF KEY BOARD MEMBERS (THE PERSONNEL POLICY COMMITTEE). ONCE THE COMMITTEE HAS HAD ENOUGH TIME TO REVIEW THE 990, A COMMITTEE MEETING IS HELD TO REVIEW AND APPROVE THE 990 FOR FILING. ONCE APPROVED, THE 990 IS DISTRIBUTED TO THE FULL BOARD.

COMPENSATION DETERMINATION

PART VI, 15A AND B

IN 2011, AN INDEPENDENT CONSULTANT SPECIALIZING IN EXECUTIVE COMPENSATION PLANS SURVEYED SIMILAR NOT-FOR-PROFIT ORGANIZATIONS FOR THEIR COMPENSATION PLANS FOR TOP EXECUTIVES. THE SURVEY INCLUDED ANALYSIS ON ALL UPPER MANAGEMENT POSITIONS, INCLUDING CEO, CFO, MANAGER OF CONSERVATION, MANAGER OF DEVELOPMENT, MANAGER OF FUNDRAISING, IT MANAGER, HR MANAGER, AND COMMUNICATIONS MANAGER. THE PERSONNEL POLICY COMMITTEE REVIEWED THE RESULTS AND THE SURVEY IS DOCUMENTED IN THE MINUTES TO THE MEETING. THE PERSONNEL POLICY COMMITTEE MAKES RECOMMENDATIONS TO THE

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

BOARD OF DIRECTORS REGARDING SALARY AND BENEFITS.

OFFICER ELECTION PROCESS

PART VI, 6 AND 7A

DUCKS UNLIMITED, INC. IS A MEMBERSHIP ORGANIZATION. THE OFFICERS OF
DUCKS UNLIMITED, INC. (DUI), OTHER THAN THE CHIEF EXECUTIVE OFFICER AND
EXECUTIVE SECRETARY, SHALL BE ELECTED FROM THE MEMBERS OF DUI. ONLY
THOSE INDIVIDUALS THAT ARE CURRENT MEMBERS OF DUI SHALL BE ELIGIBLE TO
SERVE AS AN OFFICER. THE AFFAIRS OF DUI ARE MANAGED BY THE BOARD OF
DIRECTORS. UPON DISSOLUTION OR WINDING UP OF DUI, ITS ASSETS REMAINING
AFTER PAYMENT, OR PROVISION FOR PAYMENT, OF ALL DEBTS AND LIABILITIES OF
DUI SHALL BE DISTRIBUTED TO A NONPROFIT FUND, FOUNDATION OR CORPORATION
WHICH IS ORGANIZED AND OPERATED FOR CHARITABLE PURPOSES AND WHICH HAS
ESTABLISHED ITS TAX EXEMPT STATUS UNDER SECTION 501(C)(3) OF THE IRS
CODE.

PUBLIC AVAILABILITY OF DOCUMENTS AND POLICIES

PART VI, 19

DUCKS UNLIMITED, INC. MAKES ITS' CONSOLIDATED FINANCIAL STATEMENTS,
GOVERNING DOCUMENTS, AND CONFLICT OF INTEREST POLICY AVAILABLE TO THE
PUBLIC ON ITS' WEB SITE (DUCKS.ORG).

COMPLIANCE POLICY

PART VI, 12C

EMPLOYEE COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY IS REGULARLY AND CONSISTENTLY MONITORED VIA AN ANNUAL CONFLICT OF INTEREST SURVEY. ALL

Schedule O (Form 990 or 990-EZ) 2011 Page 2

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

EMPLOYEES ARE REQUIRED TO DISCLOSE POTENTIAL CONFLICTS TO AN INDEPENDENT PARTY (THE INTERNAL AUDITOR). IF A CONFLICT IS NOTED DURING THIS PROCESS, IT IS RESOLVED THROUGH DISCUSSIONS WITH UPPER MANAGEMENT, HUMAN RESOURCES, THE EMPLOYEE, HIS/HER DIRECT SUPERVISOR AND THE INTERNAL AUDITOR. BOARD MEMBERS AND COMMITTEE MEMBERS ARE REQUIRED TO PRESENT ANNUALLY POSSIBLE CONFLICTS OF INTEREST TO THE BOARD OF GOVERNANCE COMMITTEE WHO THEN MAKES A RULING ON WHETHER THE CONFLICT OF INTEREST REALLY EXISTS. IF THERE IS A CONFLICT, THE COMMITTEE THEN PRESENTS THE FACTS AND SUGGESTED RESOLUTION TO THE BOARD OF DIRECTORS FOR A VOTE.

RECONCILIATION OF NET ASSETS

PART XI, LINE 5

CHANGES IN NET ASSETS OR FUND BALANCE IS RELATED TO UNREALIZED INVESTMENT INCOME AND PENSION AND POST-RETIREMENT BENEFIT LIABILITY ADJUSTMENTS OTHER THAN NET PERIODIC COSTS.

NET UNREALIZED GAINS (LOSSES) ON INVESTMENTS (670,515)

PENSION AND POST RETIREMENT BENEFIT LIABILITY

ADJUSTMENTS OTHER THAN NET PERIODIC COSTS (13,330,568)

TOTAL (14,001,083)

ATTACHMENT 1

FORM 990, PART VI, LINE 17 - STATES

AL, AK, AZ, AR, CA, CO, CT,

DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI,

MN, MS, MO, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA,

RI, SC, TN, UT, VA, WA, WV, WI,

Schedule O (Form 990 or 990-EZ) 2011 Page **2**

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

ATTACHMENT 2

FORM 990, PART VII, COLUMN B - ESTIMATED AVERAGE PER WEEK

NAME AND TITLE	HOURS DEVOTED FOR RELATED ORGANIZATION
TOWN D. DODD	
JOHN R. POPE	5.00
CHAIRMAN OF THE BOARD	5.00
ROBERT S. HESTER, JR.	
TREASURER	5.00
JOHN W. NEWMAN	
PRESIDENT	5.00
GEORGE DUNKLIN, JR.	
FIRST VICE PRESIDENT	5.00
PAUL R. BONDERSON, JR.	
SENIOR VP, CONSERVATION PGRM	5.00
MIKE BENGE	
SENIOR VP, DEVELOPMENT	5.00
BRUCE LEWIS	
AT-LARGE MEMBER OF THE BOD	5.00
JOHN TOMKE	
DUCKS UNLIMITED DE MEXICO	5.00
JOHN W. CHILDS	
PRES., WETLANDS AMERICA TRUST	10.00
BILL D'ALONZO	
SVP BUSINESS PLANNING	5.00
RANDY L. GRAVES	
CHIEF ADMINISTRATIVE OFFICER	5.00
DANIEL P. THIEL	
EXECUTIVE SECRETARY/COO WAT	20.00
ROBERT D. MIMS	
CONTROLLER	5.00

ATTACHMENT 3

990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS	DESCRIPTION OF SERVICES	COMPENSATION
GALINDO CONSTRUCTION P.O. BOX 309 RIO VISTA, CA 94571	HABITAT RESTORATION	1,808,087.
MOORE WALLACE COMPANY P.O.BOX 93514 CHICAGO, IL 60673	PRINTING	2,360,666.
DUTRA CONSTRUCTION CO, INC. 1000 POINT SAN PEDRO RD SAN RAFAEL, CA 94901	HABITAT RESTORATION	2,526,000.

Schedule O (Form 990 or 990-EZ) 2011 Page **2**

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

ATTACHMENT 3 (CONT'D)

990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

DESCRIPTION OF SERVICES COMPENSATION

BOREAL SONGBIRD
1,473,000.

1601 2ND AVE, SUITE 615
SEATTLE, WA 96101

FDC ENTERPRISES, INC.
2948 BROOKDOWN ROAD
COLUMBUS, OH 43235

TOTAL COMPENSATION 9,871,168.

SCHEDULE R (Form 990)

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service lacktriangle Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.

 Open to Public
Inspection

DUCKS UNLIMITED, INC.					13-564	3799	number
Part I Identification of Disregarded Entities (Complete if	the organization a	nswered "Yes" to	Form 990, Part	IV, line 33.)			
(a) Name, address, and EIN of disregarded entity		(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct cor enti	ntrolling
<u>(1)</u>							
_(2)							
_(3)							
_(4)							
Part II Identification of Related Tax-Exempt Organizations one or more related tax-exempt organizations during	(Complete if the the tax year.)	organization ans	wered "Yes" to F	Form 990, Part IV	/, line 34 becaus	e it had	
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	· ·	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity		g) 512(b)(13) rolled tity?
(1) WETLANDS AMERICA TRUST, INC. 36-3330394						Yes	No
(1) WETLANDS AMERICA TRUST, INC. 36-3330394 ONE WATERFOWL WAY MEMPHIS, TN 38129	CONSERVATION	DC	501(C)(3)	11A	DUI	Х	
_(2)	_						
<u>(3)</u>							
_(4)							
_(5)	_						
<u></u>	_					1	

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

Schedule R (Form 990) 2011

(7)

Schedule R (Form 990) 2011

	,												
Part III	Identification of Relation because it had one or it	ed Organizations more related orga	Taxable anizations	as a Partnersh treated as a pa	ip (Complete if tartnership during	he organization the tax year.)	answered "Yes"	to F	orm	990, Part IV,	line	34	
	(a) (b) (c) Name, address, and EIN Primary activity of related organization (state or foreign country)		domicile entity unrelated, unrelated, excluded from foreign tax under		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 2 of Schedule K-1 (Form 1065)	partner?		(k) Percentage ownership	
			oouy		,			Yes	No	(1 0 1000)	Yes	No	
_(1)													
(2)													
<u>(3)</u>													
<u>(4)</u>													
<u>(5)</u>													
<u>(6)</u>													
<u>(7)</u>													
Part IV	Identification of Relat line 34 because it had	ed Organizations one or more rela	Taxable	as a Corporati	on or Trust (Cor	nplete if the org	anization answer	ed "	Yes"	to Form 990	, Par	t IV,	
	(a) Name, address, and EIN of		ncu organ	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)		(f) are of t		(g) nare of year as		(h) Percentage ownership
<u>(1)</u>				_									
<u>(2)</u>													
<u>(3)</u>													
<u>(4)</u>													
<u>(5)</u>				_									
				_									
(7)													

Schedule R (Form 990) 2011

sched	ule R (Form 990) 2011			Page
Pa	Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35, 35a, or 36.)			
Not	e. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.		Yes	s No
1	During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II–IV?			
а	Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity	18	a	Х
b	Gift, grant, or capital contribution to related organization(s)	11		T _X
C	Gift, grant, or capital contribution from related organization(s)	10		
d	Loans or loan guarantees to or for related organization(s)	10		
e	Loans or loan guarantees by related organization(s)	10	_	x
C	Loans or loan guarantees by related organization(s)	· · ''		2,
£	Solo of accosts to related arganization(s)	11		v
· ·	Sale of assets to related organization(s)	· ·		1
g	Purchase of assets from related organization(s)	19		^_
h	Exchange of assets with related organization(s)	11		^_
ı	Lease of facilities, equipment, or other assets to related organization(s)	1	1	X
j	Lease of facilities, equipment, or other assets from related organization(s)	1		X
k	Performance of services or membership or fundraising solicitations for related organization(s)	11		
ı	Performance of services or membership or fundraising solicitations by related organization(s)	1		
m	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1r		
n	Sharing of paid employees with related organization(s)	11	n X	
0	Reimbursement paid to related organization(s) for expenses	1	o	X
р	Reimbursement paid by related organization(s) for expenses		o	Х
q	Other transfer of cash or property to related organization(s)	_ 10	a l	X
r	Other transfer of cash or property from related organization(s)	. 1	r	Х
2	If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction		ds.	•
		(d) ethod of de amount in	etermir	_
(1)	DUCKS UNLIMITED, INC. GROUP RETURN 1C 34,421,772. FMV	7		

(a) Name of other organization	(b) Transaction type (a-r)	(c) Amount involved	(d) Method of determining amount involved
(1) DUCKS UNLIMITED, INC. GROUP RETURN	1C	34,421,772.	FMV
(2) WETLANDS AMERICA TRUST, INC.	1D	6,771,665.	FMV
<u>(3)</u>			
<u>(4)</u>			
<u>(5)</u>			
(6)			

Schedule R (Form 990) 2011

Page 4

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under	(e) Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3)		Are all partners section 501(c)(3)		Are all partners section 501(c)(3)		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		of Schedule K-1 (Form 1065)	General or managing partner?		(k) Percentage ownership	
			section 512-514)	Yes	No			Yes	No	(1 01111 1000)	Yes	No								
(1)																				
(2)																				
(3)																				
(4)																				
(5)																				
<u>(6)</u>																				
(7)																				
(8)																				
(9)																				
(10)																				
(11)																				
(12)																				
(13)																				
(14)																				
(15)																				
(16)																				

Schedule R (Form 990) 2011

Schedule R (Form 990) 2011 Page 5

Part VII Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule R (see instructions).

Form **990**

Return of Organization Exempt From Income Tax

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

		of the Treasury enue Service		► The org	anization may ha	ave to use a copy of	this return to satisf	fy state repor	ting requireme	ents.	Inspe	ction
A F	or th	e 2009 cal	endar yea		ar beginning		01 , 2009, and				, 20 10	
B c	heck if ap	plicable: Pleas	se C Name	of organization	WETLANDS	AMERICA TRU	ST, INC.		D Employer	r identificatio	n number	
	Addre	ess use II	RS	Business As					36-33	30394		
		change print	or Numbe	r and street (o	r P.O. box if mail is	not delivered to street	address)	Room/suite	E Telephone	e number		
	Initial	return See		VATERFOW	L WAY				(901) 7	758-3825	5	
	Termi	Speci Instru		town, state or	country, and ZIP +	4						
	Amen	ded tions	I	HIS, TN	38120				G Gross rec	eipts \$	25,427	,154.
	Applic	cation F	Name and a	address of pr	incipal officer: F	RANDY L. GRA	VES		H(a) Is this a g		Yes	X No
	pond.	ONE	WATER	FOWL WAY	MEMPHIS,	TN 38120			affiliates? H(b) Are all af	filiates included?	Yes	No
ī	Tax-ex	cempt status:	X 5010	(c) (3) 4	(insert no.)	4947(a)(1) or	527		If "No," a	ttach a list. (see	instructions)	
J	Websi	te: N/A					<u> </u>		H(c) Group exe	emption number	•	
K	Туре с	of organization	: X Corp	oration	Trust Assoc	iation Other	L	Year of forma	tion: 1985	M State of le	gal domicile	: DC
Pa	rt I	Summa	iry		1		<u>'</u>					
	1	Briefly desc	rihe the ord	anization's n	nission or most s	ignificant activities:						
	'					S FORMED TO	EXPAND DUCI	KS UNLIM	ITED, INC	: :'S		
JCe						VIDE LEADERS						
nai		WETLANI	OS ENSU	RING THE	E FUTURE O	F WATERFOWL	AND OTHER I	WILDLIFE	IN THE	US		
Governance	2	Check this	box ►	if the orga	nization disconti	nued its operations	or disposed of more	e than 25% c	of its assets.			
<u>ფ</u>	3				overning body (F	•				3		26
Se	4		·	·	• • • • • • • • • • • • • • • • • • • •	rning body (Part VI,	line 1b)			4		26
Activities	5		-	yees (Part V	-					5		0
Ç	6			,	e if necessary)					6		48
`				,	• •	II, line 12, column (7a		
		•				90-T, line 34				7b		
						,			Prior Yea		Current \	/ear
•	8	Contribution	n and grants	s (Part VIII, li	ne 1h)				67,558,3	347.	21,700	672.
nue	9	Program service revenue (Part VIII line 2g) COPY FOR								0.	•	0.
Revenue	10					and 7d)		CTION	381,	355.	1,075	5,068.
Ř	11					9c, 10c, and 11e)	•		,	0.	,	0.
	12					Part VIII, column (A)	. line 12)		67,939,	702.	22,775	740.
	13				art IX, column (A	\ '' 4.0\			186,			5,791.
	14				rt IX, column (A)	line 4)			<u>, </u>	0.		0.
w	45	•		,		art IX, column (A), li	nes 5-10)			0.		0.
Expenses	16 a				IX, column (A), lii					0.		0.
be	b			•	, column (D), line		0.					
ũ	17		٠.), lines 11a-11d,				65,865,	666.	21,653	3,013.
	18	•	•	•	•	, column (A), line 25	5)		66,051,8		21,978	
	19			,	•	2			1,887,			5,936.
o ses			,						Beginning of		End of Y	
Net Assets or Fund Balances	20	Total assets	s (Part X, lir	ne 16)				<u> </u>	31,502,3		34,749	,290.
Ass J Ba	21	Total liabilit							4,728,			7,717.
E.E.	22				act line 21 from li	ne 20			26,773,		29,371	
	rt II		ure Block					- 1	. ,		•	
		T		ırv I declare	that I have exam	ined this return, inclu	ding accompanying	schedules an	d statements	and to the bo	est of my k	nowledge
		and belief,	it is true, c	orrect, and co	omplete. Declaration	on of preparer (other	than officer) is bas	sed on all info	ormation of wh	ich preparer	has any k	nowledge.
S	ign											
	ere	Signa	ture of officer						Date			
		Type	or print name	and title								
_		Preparer's					Date	Check if		reparer's iden		er
Paid	l	signature						self- employed		see instruction: P00	s) 789334	
	arer's	Firm's name	e (or yours L	KPMG LL	P		1	1.5,50	EIN		556520	7
Use	Only	if self-emplo	oyed), id ZIP + 4) ———		JITE 900 MEMPHIS,	ти 38103		Phone no.		-523-31	
May	the IF					? (See instructions)				X	_	No

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions. *

Form **990** (2009)

Form 990 (2009) 36-3330394 Page **2**

Pa	art III Statement of Program Service Accomplishments	
	Briefly describe the organization's mission:	
•	ATTACHMENT 3	
	ATTACHMENT 5	
_	Did the consciention undertain any similar to account any serior during the constraint of the last of the	
	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?	X No
		LA 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?Yes	X No
	If "Yes," describe these changes on Schedule O.	
4	Describe the exempt purpose achievements for each of the organization's three largest program services by expenses.	
	Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and	
	allocations to others, the total expenses, and revenue, if any, for each program service reported.	
4a	(Code:) (Expenses \$)
	PERPETUAL CONSERVATION EASEMENTS ARE SECURED ON WETLANDS AND	,
	ASSOCIATED UPLAND HABITATS IMPORTANT TO SUSTAINING NORTH AMERICAN	
	WATERFOWL POPULATIONS. WETLANDS AMERICA TRUST, INC,'S EASEMENTS	
	ARE DESIGNED PRIMARILY TO MAINTAIN OPEN SPACE BY LIMITING	
	SUBDIVISION AND STRUCTURE CREATION AND TO PREVENT DETRIMENTAL	
	LAND-USE CONVERSION OF HABITAT ECOLOGICALLY SIGNIFICANT TO	
	WATERFOWL. DUCKS UNLIMITED, INC. AND WETLANDS AMERICA TRUST, INC.	
	ENFORCE AND ANNUALLY MONITOR THE TERMS OF EACH EASEMENT TO ENSURE	
	THAT SECURED CONSERVATION VALUES ARE MAINTAINED IN PERPETUITY.	
4h	(Code:) (Expenses \$ 904,791. including grants of \$ 325,791.) (Revenue \$)
	IN ADDITION TO ACQUIRING CONSERVATION EASEMENTS, A PORTFOLIO OF	,
	FEE-TITLE PROPERTIES ARE ALSO MAINTAINED. GENERALLY, WETLANDS	
	AMERICA TRUST, INC.'S LAND ACQUISITION STRATEGY SERVES TO PROTECT	
	IMPORTANT WATERFOWL HABITAT UNDER IMMINENT THREAT OF DETRIMENTAL	
	LAND-USE CONVERSION WHEN CONSERVATION EASEMENTS ARE NOT AN OPTION.	
	ONCE ACQUIRED, WATERFOWL HABITAT ON THE PROPERTY IS RESTORED AND	
	REHABILITATED. AFTER NECESSARY RESTORATIONS ARE COMPLETE,	
	PROPERTIES ARE DISPOSED TO PUBLIC AGENCIES OR CONSERVATION BUYERS	
	AFTER PROPER STEPS HAVE BEEN MADE TO ENSURE PERPETUAL PROTECTION	
	OF THE PROPERTIES' CONSERVATION VALUES.	
4c	(Code:) (Expenses\$ including grants of \$) (Revenue \$)
) (Line 1000 t) (Line 1000 t) (Not only t	,
4d	Other program services. (Describe in Schedule O.)	
. •	(Expenses \$ including grants of \$) (Revenue \$)	
40	Total program service expenses ► 21,903,521.	
		90 (2009)
	FOIIII 3	- ← (∠∪∪3)

Form 990 (2009) 36-3330394 Page **3**

Part	Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
	complete Schedule A	1	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			
	candidates for public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete			
	Schedule C, Part II	4		X
5	Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e)			
	notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have			
	the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes,"			
	complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	Х	
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			
	complete Schedule D, Part III	8		Χ
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part			
	X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes,"			
	complete Schedule D, Part IV	9		Χ
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or			
	quasi-endowments? If" Yes,"complete Schedule D, Part V	10	Х	
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI,			
	VII, VIII, IX, or X as applicable	11	Х	
•	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete			
	Schedule D, Part VI.			
•	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.			
	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 VIII.			
	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 IX.			
	Did the organization report an amount for other liabilities in Part X, line 25? <i>If</i> "Yes," <i>complete Schedule D, Part X.</i>			
	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.			
12	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes,"</i>			
12	complete Schedule D. Parts XI, XII, and XIII.	12	Х	
12 A	Was the organization included in consolidated, independent audited financial statement for the tax year? Yes No	12	Λ	
12 A	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
	Did the organization maintain an office, employees, or agents outside of the United States?			X
		14a		
D	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Part I</i>	4.46		v
1 E		14b		Х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any	4.5		3.7
16	organization or entity located outside the United States? If "Yes," complete Schedule F, Part II.	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance	40		V
47	to individuals located outside the United States? If "Yes," complete Schedule F, Part III	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services			3.7
40	on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		Х
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on	,		
40	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," complete Schedule G, Part III	19		X
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Χ

Form **990** (2009)

Form 990 (2009) 36-3330394 Page **4**

Part IV Checklist of Required Schedules (continued) 21 Did the organization report more than \$5,000 of grants and other assistance to governments and organizations Χ 21 22 Did the organization report more than \$5,000 of grants and other assistance to individuals in the 22 Χ 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 Χ 24 a 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 question 25 24a Χ **b** Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? Did the organization maintain an escrow account other than a refunding escrow at any time during the year d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 25 a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction Χ with a disqualified person during the year? If "Yes," complete Schedule L, Part I 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 Χ 25b 990-EZ? If "Yes,"complete Schedule L, Part I 26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or Χ disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II, Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, 27 substantial contributor, or a grant selection committee member, or to a person related to such an individual? Χ 27 28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions): Χ a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV. A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Χ An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, 28c Χ Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified Χ 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N. Χ Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete 32 Χ Did the organization own 100% of an entity disregarded as separate from the organization under Regulations 33 Χ 33 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, 34 Χ 35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Χ 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related Χ 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, Χ 38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and

Form **990** (2009)

36-3330394 Form 990 (2009) Page 5

Par	t V Statements Regarding Other IRS Filings and Tax Compliance			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of			
	U.S. Information Returns. Enter -0- if not applicable			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable			
	gaming (gambling) winnings to prize winners?	1c		
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 . 2a 0			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see			
	instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by			
	this return?	3a		X
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority			
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial			
	account)?	4a		X
b	If "Yes," enter the name of the foreign country:			
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank			
_	and Financial Accounts.	-		37
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Λ
С	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding	5c		
6.	Prohibited Tax Shelter Transaction?	30		
oa	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?	6a		Х
h	If "Yes," did the organization include with every solicitation an express statement that such contributions or	Ua		21
D	gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).	UD		
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			
u	and services provided to the payor?	7a		Х
h	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			
	required to file Form 8282?	7c		Х
d	If "Yes," indicate the number of Forms 8282 filed during the year			
	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal			
	benefit contract?	7e		Х
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7 f		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as			
	required?	7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting			
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring			
	organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
	Did the organization make any taxable distributions under section 4966?	9a		
	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12 Cross respires included as Form 900 Part VIII line 40 for public year of slub facilities.			
	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 11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against			
12 -	amounts due or received from them.) Section 4047(a)(4) per exempt charitable trusts le the exemptation filing Form 000 in liquid Form 10413	120		
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12a		

Form 990 (2009) 36-3330394 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 in Schedule O. See instructions.

Sect	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body 1a 26			
b	Enter the number of voting members that are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			
	any other officer, director, trustee, or key employee?	2		Χ
3	Did the organization delegate control over management duties customarily performed by or under the direct			
	supervision of officers, directors or trustees, or key employees to a management company or other person?	3		Χ
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
6	Does the organization have members or stockholders?	6	Х	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members			
	of the governing body?	7a	Х	
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:			
а	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9a		Χ
Sect	tion B. Policies (This Section B requests information about policies not required by the Internal			
Rev	enue Code.)			
			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		Χ
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters,			
	affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the			
	form?	11	X	
11 A	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Х	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give			
	rise to conflicts?	12b	Х	
С	Does the organization regularly and consistently monitor and enforce compliance with the policy?			
	describe in Schedule O how this is done	12c	Х	
13	Does the organization have a written whistleblower policy?	13	Х	
14	Does the organization have a written document retention and destruction policy?	14	Х	
15	Did the process for determining compensation of the following persons include a review and approval by			
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Х	
b	Other officers or key employees of the organization	15b	Х	
	If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement			
	with a taxable entity during the year?	16a		X
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate			
	its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard			
	the organization's exempt status with respect to such arrangements?	16b		
sect	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ► <u>ATTACHMENT_4</u>			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only	/)		
	available for public inspection. Indicate how you make these available. Check all that apply.			
	Own website Another's website X Upon request			
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest			
	policy, and financial statements available to the public.			
20	State the name, physical address, and telephone number of the person who possesses the books and records of the			
	organization: ►RANDY L. GRAVES ONE WATERFOWL WAY MEMPHIS, TN 38120			
	901-758-3825			

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Form 990 (2009) 36-3330394 Page **7**

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

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. Use Schedule J-2 if additional space is needed.
- 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. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if the organization did not compensate any current officer, director, or trustee.

(A) Name and Title	(B) Average	Posit	tion (d		C)	hat app	Jv)	(D) Reportable	(E) Reportable	(F) Estimated
Name and Thie	hours per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations
JOHN W CHILDS										
PRESIDENT & TRUSTEE	10.00	Х		Х				0.	. 0.	. 0
JOHN W NEWMAN										
TRUSTEE	5.00	Х						0.	. 0.	. 0
KEVIN ALBERT										
TRUSTEE	5.00	Х						0.	. 0.	. 0.
JOHN W BERRY										
TRUSTEE	5.00	Х						0.	. 0.	. 0.
PAUL BONDERSON TRUSTEE	5.00	Х						0.	. 0.	. 0.
BILL D ALONZO	- 0.00							Ŭ .		
TRUSTEE	5.00	Х						0.	. 0.	. 0.
DAVID F GROHNE										
TRUSTEE	5.00	X						0.	0.	. 0.
JAMES HULBERT										
TRUSTEE	5.00	Х						0.	. 0.	. 0
ORRIN H INGRAM II										
TRUSTEE	5.00	Х						0.	. 0.	. 0
JAMES C KENNEDY										
TRUSTEE	5.00	X						0.	0.	. 0
BRUCE LEWIS										
TRUSTEE	5.00	Х						0.	0.	. 0
A KEL LONG III										
TRUSTEE	5.00	Х						0.	0.	. 0
DAVID MCLEAN										
TRUSTEE	5.00	X						0.	0.	. 0
DOUGLAS R OBERHELMAN TRUSTEE	5.00	Х						0.	. 0.	. 0
MARK PINE	1 3.00	23						0.		. 0
TRUSTEE	5.00	X						0.	0.	. 0
DAN RAY	1 3.00	21						, ·		. 0
TRUSTEE	5.00	X						0.	0.	. 0
	1 0.00			L						

Form **990** (2009)

JSA

Part VII Section A. Officers, Directors,	Tructoco K	ov En	nnl	01/0		and	Ui.	36-3330394	tod Employees/a	Page 8
Section A. Officers, Directors, (A)		(B) (C)						(D)	(E)	(F)
Name and title	Average hours per	Posit		check	k all t	hat app		Reportable compensation	Reportable compensation	Estimated amount of
	week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/1099-MISC)	from related organizations (W-2/1099-MISC)	other compensation from the organization and related organizations
TOM A SEENO										
TRUSTEE	5.00	Х						0.	0.	0.
JOHN A TOMKE										
TRUSTEE	5.00	Х						0.	0.	0.
DAVID K WELLES JR										
TRUSTEE	5.00	Х						0.	0.	0 .
WILLIAM E WALKER III										
TRUSTEE	5.00	Х						0.	0.	0.
ROBERT S HESTER										
SEC/ TREAS AND TRUSTEE	5.00	X		Х				0.	0.	0 .
SKIPPER DICKSON										
TRUSTEE	5.00	Х						0.	0.	0 .
BRUCE LAURITZEN TRUSTEE	5.00	X						0.	0.	0.
STEVE MARITZ										
TRUSTEE	5.00	X						0.	0.	0.
JOHN POPE										
TRUSTEE	5.00	Х						0.	0.	0 .
JOHN W THOMPSON										
TRUSTEE	5.00	Х						0.	0.	0.
DAN THIEL										
COO/ GROUP DEVELOPMENT MGR	5.00				Х			0.	176,197.	13,763.
RANDY GRAVES										
ASST SEC./ INTERIM CEO DU	5.00				Х			0.	232,099.	14,010.
ROBERT MIMS										
CFO & ASST. TREAS./CONTROLLER	5.00				Х			0.	153,670.	13,690.
1b Total							•	0.	. 561 , 966.	41,463.
2 Total number of individuals (including but not				bov	e) w	/ho re	ceiv	red more than \$100),000 in	
reportable compensation from the organization	on >	()							1 1
										Yes No

3	Did the organization list any former officer, director or trustee, key employee, or highest compensated			
	employee on line 1a? If "Yes," complete Schedule J for such individual	3		Х
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such			
	individual	4	Χ	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for			
	services rendered to the organization? If "Yes," complete Schedule J for such person	5		Х

Section B. Independent Contractors

Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization.

(A) Name and business address	(B) Description of services	(C) Compensation

Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶ 0

Form **990** (2009)

Form 990 (2009) Page 9

Par	t VIII	Statement of Revenue		36-3330394		
			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a b c d e f	Federated campaigns				
	<u>h</u>	Total. Add lines 1a-1f	21,700,672.			
Program Service Revenue	2a b c d e f	All other program service revenue				
<u> </u>	g	Total. Add lines 2a-2f	0.			
	3 4 5	Investment income (including dividends, interest, and other similar amounts)	321,418. 0. 0.			321,418.
	6a b c	Gross Rents	0.			
	7a b	Gross amount from sales of assets other than inventory Less: cost or other basis and sales expenses (i) Securities (ii) Other 3,405,064.				
	c d	Gain or (loss) 753,650. Net gain or (loss)	753,650.			753,650.
Other Revenue	8a b c	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	733,030.			733, 630.
O	9a	Gross income from gaming activities. See Part IV, line 19	0.			
	b c	Less: direct expenses	0.			
	10a	Gross sales of inventory, less returns and allowances				
	b c	Less: cost of goods sold	0.			
	11a					
	11a b					
	C					
	d	All other revenue				
	е	Total. Add lines 11a-11d	0.			
	12	Total Revenue. See instructions	22,775,740.			1,075,068.

Form 990 (2009) 36-3330394 Page **10**

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) but are not required to complete columns (B), (C), and (D).

	o not include amounts reported on lines 6b,	(A) Total expenses	(B) Program service	(C) Management and	(D) Fundraising
_	, 8b, 9b, and 10b of Part VIII.		expenses	general expenses	expenses
1	Grants and other assistance to governments and	205 701	205 701		
	organizations in the U.S. See Part IV, line 21	325,791.	325,791.		
2	Grants and other assistance to individuals in	0			
	the U.S. See Part IV, line 22	0.			
3	Grants and other assistance to governments,				
	organizations, and individuals outside the	0			
	U.S. See Part IV, lines 15 and 16	0.			
4	Benefits paid to or for members	0.			
5	Compensation of current officers, directors, trustees, and key employees	0.	0.		
_	Compensation not included above, to disqualified	0.	0.		
6	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	0.			
7	Other salaries and wages	0.			
8	Pension plan contributions (include section 401(k)	Ŭ.			
o	and section 403(b) employer contributions)	0.			
9	Other employee benefits	0.			
10	Payroll taxes	0.			
11	Fees for services (non-employees):	J.			
	Management	16,502.		16,502.	
	Legal	0.		10,0021	
	Accounting	0.			
	Lobbying	0.			
	Professional fundraising services. See Part IV, line 17	0.			
	Investment management fees	0.			
	Other	12,000.	12,000.		
12	Advertising and promotion	0.	,		
13	Office expenses	1,456.		1,456.	
14	Information technology	0.		·	
15	Royalties	0.			
16	Occupancy	0.			
17	Travel	5,555.		5,555.	
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials	0.			
19	Conferences, conventions, and meetings	0.			
20	Interest	0.			
21	Payments to affiliates	0.			
22	Depreciation, depletion, and amortization	0.			
23	Insurance	37,376.		37,376.	
24	Other expenses. Itemize expenses not				
	covered above. (Expenses grouped together				
	and labeled miscellaneous may not exceed				
	5% of total expenses shown on line 25 below.)				
а	MEMBERSHIPS	8,596.		8,596.	
	HABITAT DEVELOPMENT	567 , 000.	567 , 000.		
	CONSERVATION EASEMENTS	20,998,730.	20,998,730.		
d	TAXES AND LICENSES	5,798.		5,798.	
е					
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	21,978,804.	21,903,521.	75,283.	0
26	Joint Costs. Check here ▶ ☐ If following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				
JSA	fundraising solicitation				Form 990 (2009)

JSA 9E1052 1.000 Form 990 (2009) 36-3330394 Page **11**

Form 990 (2009) Part X Balance Sheet

Pa	rt X	Balance Sheet			
			(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing		1	
	2	Savings and temporary cash investments	4,563,620.	2	4,453,747.
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	
	5	Receivables from current and former officers, directors, trustees, key			
		employees, and highest compensated employees. Complete Part II of			
		Schedule L		5	
	6	Receivables from other disqualified persons (as defined under section			
		4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete			
"		Part II of Schedule L		6	
Assets	7	Notes and loans receivable, net	1,269.	7	0
As	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10 a	Land, buildings, and equipment: cost or 10a 12,664,652.			
		other basis. Complete Part VI of Schedule D			
	b	Less: accumulated depreciation	12,453,452.		12,664,652.
	11	Investments - publicly traded securities	14,484,034.	11	17,630,891.
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)	31,502,375.	16	34,749,290.
	17	Accounts payable and accrued expenses		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
Liabilities	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
Ħ	22	Payables to current and former officers, directors, trustees, key			
.ia		employees, highest compensated employees, and disqualified			
_		persons. Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties	1 700 070	24	E 277 717
	25	Other liabilities. Complete Part X of Schedule D	4,728,878. 4,728,878.	25	5,377,717.
_	26	Total liabilities. Add lines 17 through 25	4,720,070.	26	5,377,717.
(O		Organizations that follow SFAS 117, check here complete lines 27 through 29, and lines 33 and 34.			
ë	27		21,956,232.	27	23,614,360.
ılan	28	Unrestricted net assets Temporarily restricted net assets	393,720.	27	1,251,726.
Ba	29	Permanently restricted net assets	4,423,545.	29	4,505,487.
pur	23	Organizations that do not follow SFAS 117, check here	4,440,040.	23	4,505,407.
Net Assets or Fund Balances		and complete lines 30 through 34.			
ţ	30	Capital stock or trust principal, or current funds		30	
SSe	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
t À	32	Retained earnings, endowment, accumulated income, or other funds		32	
Š	33	Total net assets or fund balances	26,773,497.	33	29,371,573.
	34	Total liabilities and net assets/fund balances	31,502,375.	34	34,749,290.

Form **990** (2009)

Form 990 (2009) Page 12

Pa	rt XI Financial Statements and Reporting			
			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 in			
	Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		Х
b	Were the organization's financial statements audited by an independent accountant?	2b	Х	
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 in			
	Schedule O.			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were			
	issued on a consolidated basis, separate basis, or both:			
	Separate basis Consolidated basis X Both consolidated and separate basis			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in			
	the Single Audit Act and OMB Circular A-133?	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the			
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		
_	1 , , , , , , , , , , , , , , , , , , ,	Form	990	(2009)

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047 Open to Public

Department of the Treasury Internal Revenue Service

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

► Attach to Form 990 or Form 990-EZ.

► See separate instructions.

Inspection

Name of the organization						Employe	r identificat	tion number
WETLANDS AMERICA TRUST,								30394
Part I Reason for Public Cha	arity Status (All organi	izations m	ust compl	ete this p	oart.) Se	e instruc	tions.	
The organization is not a private foun	dation because it is: (For	lines 1 thro	ough 11, ch	eck only c	ne box.)			
1 A church, convention of ch	urches, or association of	churches d	escribed in	sectio	n 170(b)(′	1)(A)(i).		
2 A school described in sect	ion 170(b)(1)(A)(ii). (At	tach Sched	ule E.)					
3 A hospital or a cooperative	•					-		
4 A medical research organ	· · · · · · · · · · · · · · · · · · ·	njunction	with a hos	pital des	cribed in	section	170(b)(1)	(A)(iii). Enter the
hospital's name, city, and								
5 An organization operated		llege or un	iversity ow	ned or o	perated I	by a gove	rnmental	unit described in
section 170(b)(1)(A)(iv). (•							
6 A federal, state, or local go	_							
7 An organization that norm	=	=	its support	from a q	governme	ental unit	or from t	the general public
described in section 170(k								
8 A community trust describe								
9 An organization that norm								
receipts from activities re			=		-			
support from gross inves					-		511 tax)	from businesses
acquired by the organization						-		
An organization organized				-				4 41
11 X An organization organized	•	•						•
purposes of one or more 509(a)(3). Check the box to								
a X Type I b			e III - Func					pe III - Other
e X By checking this box, I				-	-			•
persons other than foundation	-				-			•
509(a)(1) or section 509(a	=	ior triair on	0 01 111010	publicly (зарропос	organiza	2110110 40	oonboa in occiton
f If the organization receive	, , ,	tion from t	the IRS tha	at it is a	Type I. 1	Type II. o	r Type III	supporting
organization, check this bo					. , , .	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, p 0	
g Since August 17, 2006, has		ted anv gift	or contribut	ion from a	anv of the			
following persons?		, 0			•		•	
(i) A person who direct	y or indirectly controls	, either ale	one or tog	ether with	h person	s describ	ed in (ii)	Yes No
and (iii) below, the go	verning body of the sup	ported orga	anization?					11g(i) X
(ii) A family member of a	person described in (i) at	oove?						11g(ii) X
(iii) A 35% controlled entity	y of a person described i	n (i) or (ii) a	bove?					11g(iii) X
h Provide the following inform	nation about the supporte	ed organiza	tion(s).					
(i) Name of supported (ii) EIN	(iii) Type of organization	(iv) Is the o	rganization		ou notify		s the	(vii) Amount of
organization	(described on lines 1-9 above or IRC section		document?	col. (i)	nization in of your	organizat	zed in the	support
	(see instructions))			sup	port?	Ü.	S.?	
		Yes	No	Yes	No	Yes	No	
ATTACHMENT 1								
Total								325 , 791.

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

Schedule A (Form 990 or 990-EZ) 2009

Schedule A (Form 990 or 990-EZ) 2009 36-3330394 Page **2**

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I.) Section A. Public Support (a) 2005 (b) 2006 (c) 2007 (d) 2008 (e) 2009 (f) Total Calendar year (or fiscal year beginning in) Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") Tax revenues levied for the organization's benefit and either paid to or expended on its behalf The value of services or facilities furnished by a governmental unit to the organization without charge Total. Add lines 1 through 3 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) Public support. Subtract line 5 from line 4. Section B. Total Support Calendar year (or fiscal year beginning in) (a) 2005 (b) 2006 (c) 2007 (d) 2008 (e) 2009 (f) Total Amounts from line 4 7 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Net income from unrelated business activities, whether or not the business is 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) 11 **Total support.** Add lines 7 through 10 12 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) Section C. Computation of Public Support Percentage % Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f)) Public support percentage from 2008 Schedule A, Part II, line 14 % 15 16a 33 1/3 % support test - 2009. If the organization did not check the box on line 13, and line 14 is 33 1/3 % or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ b 33 1/3 % support test - 2008. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3 % or more, 17a 10%-facts-and-circumstances test - 2009. If the organization did not check a box on line 13, 16a or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported b 10%-facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see

Schedule A (Form 990 or 990-EZ) 2009

G

Sched	fule A (Form 990 or 990-EZ) 2009			36	5-3330394		Page 3
Par	Support Schedule for Organ (Complete only if you checke						
Sec	tion A. Public Support						
	alendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the						
	organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3						
b	received from disqualified 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						
С	Add lines 7a and 7b						
8	Public support (Subtract line 7c from						
	line 6.)						
	tion B. Total Support	() 0005	# \ 0000		(1) 0000	() 0000	(n =
	alendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9 10 a	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
11	Add lines 10a and 10b Net income from unrelated business activities not included in 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 IV.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First five years. If the Form 990 is for	the organization	n's first second	third, fourth, o	r fifth tax vear	as a section 501	(c)(3)

organization, check this box and stop here

Sec	ction C. Computation of Public Support Percentage		
15	Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	15	%
	Public support percentage from 2008 Schedule A, Part III, line 15		%
Sec	ction D. Computation of Investment Income Percentage		
17	Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))	17	%
18	Investment income percentage from 2008 Schedule A, Part III, line 17	18	%

19 a 33 1/3 % support tests - 2009. If the organization did not check the box on line 14, and line 15 is more than 331/3 %, and line 17 is not more than 33 1/3 %, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3 % support tests - 2008. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 331/3 %, and line 18 is not more than 331/3 %, check this box and stop here. The organization qualifies as a publicly supported organization

Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

20 JSA 9E1221 1.000

Schedule A (Form 990 or 990-EZ) 2009

PAGE 16

36-3330394

Page 4

325,791.

Schedule A (Form 990 or 990-EZ) 2009

Part IV Supplemental Information. Complete this part to provide the explanation required by Part II, line 10;

				ATTAC	HMENT 1	
SCHEDULE A, PART I - INFORMATION ABOUT SUPPORTED ORGANIZAT	IONS					
		(III) TYPE OF	(IV)	(V)	(VI)	(VII) AMOUNT O
(I) NAME OF SUPPORTED ORGANIZATION	(II) EIN	ORGANIZATION	YES NO	YES NO	YES NO	SUPPORT
DUCKS UNLIMITED, INC.	13-5643799	0.7	х	х	х	325,791

TOTAL AMOUNT OF SUPPORT

Schedule B

(Form 990, 990-EZ, or 990-PF)
Department of the Treasury

Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2009

Name of the organization		Employer identification number
WETLANDS AMERICA TRU	ST, INC.	
		36-3330394
Organization type (check one):	
Filers of:	Section:	
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization	
	4947(a)(1) nonexempt charitable trust not treated as a private fou	ndation
	527 political organization	
Form 990-PF	501(c)(3) exempt private foundation	
	4947(a)(1) nonexempt charitable trust treated as a private foundation	n
	501(c)(3) taxable private foundation	
	overed by the General Rule or a Special Rule. , (8), or (10) organization can check boxes for both the General Rule and a Sp	ecial Rule. See
General Rule		
	filing Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 or more contributor. Complete Parts I and II.	ore (in money or
Special Rules		
sections 509(a)(1) a	(3) organization filing Form 990 or 990-EZ that met the 33 1/3 % support test and 170(b)(1)(A)(vi), and received from any one contributor, during the year, a 2% of the amount on (i) Form 990, Part VIII, line 1h or (ii) Form 990-EZ, line 2	<u> </u>
the year, aggregate	(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any contributions of more than \$1,000 for use exclusively for religious, charitables, or the prevention of cruelty to children or animals. Complete Parts I, II, and	e, scientific, literary, or
the year, contributior aggregate to more the year for an exclusive applies to this organical controls.	(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any constant structure of the exclusively for religious, charitable, etc., purposes, but these contributions \$1,000. If this box is checked, enter here the total contributions that were rely religious, charitable, etc., purpose. Do not complete any of the parts unless ization because it received nonexclusively religious, charitable, etc., contributions.	butions did not received during the the General Rule ons of \$5,000 or more
990-EZ, or 990-PF), but it mus	s not covered by the General Rule and/or the Special Rules does not file Schoot answer "No" on Part IV, line 2 of its Form 990, or check the box on line H of to certify that it does not meet the filing requirements of Schedule B (Form 99).	its Form 990-EZ,
Car Drivesy Ast and Denominal Dady	estion Act Notice and the Instructions	B /Form 000 000 F7 or 000 BE\ /2000\

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

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number 36-3330394

(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
1_		\$5,084,100.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
2		\$5,024,300.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
3		\$2,049,970.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
4		\$920,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(.)	
No.	Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
5			
		Aggregate contributions	Person Payroll Noncash (Complete Part II if there is

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number 36-3330394

(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
7		\$746,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
8_		\$634,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
9		\$590,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
		(c) Aggregate contributions \$546,500.	(d) Type of contribution Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
No.		Aggregate contributions	Person Payroll Noncash (Complete Part II if there is
10 (a)	Name, address, and ZIP + 4	\$546,500.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
10 (a) No.	Name, address, and ZIP + 4	\$ 546,500. (c) Aggregate contributions	Person Payroll Noncash (Complete Part II if there is a noncash contribution.) (d) Type of contribution Person Payroll Noncash (Complete Part II if there is

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number 36-3330394

Part I Contributors (see instructions)

(a)	(b)	(c) Aggregate contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
13		\$516,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
14		\$495,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
15		\$ 438 , 500.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c) Aggregate contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
16		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
17		\$\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c) Aggregate contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
18		\$237,900.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number 36-3330394

Part I Contributors (see instructions)

(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
19		\$150,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
20		\$180,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
21		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
		Aggregate contributions \$ 567,000.	Type of contribution Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
No.		Aggregate contributions	Person Payroll Noncash (Complete Part II if there is
No. 22 (a)	Name, address, and ZIP + 4	\$567,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
No. 22 (a) No.	Name, address, and ZIP + 4	\$ 567,000. (c) Aggregate contributions	Person Payroll Noncash (Complete Part II if there is a noncash contribution.) (d) Type of contribution Person Payroll Noncash (Complete Part II if there is

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number

36-3330394

Part II Noncash Property (see instructions)

	,		
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
1	RACCOON RANCH (1,200 ACRES IN MISSOURI) CONSERVATION EASEMENT	_	
			05/23/2008
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
2	WHISTLING WINGS (784 ACRES IN MISSOURI) CONSERVATION EASEMENT	_	
		\$\$.	_11/19/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
3_	HERMITAGE PLANTATION (1087.2 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT		12/23/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
4_	QUANTICO CREEK(68.81 ACRES IN VIRGINIA) CONSERVATION EASEMENT	_	
		\$\$	05/08/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
5_	RIVER HOUSE PLANTATION (426.98 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT		12/29/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
6_	PINTAIL FARMS (331.3 ACRES IN MISSOURI) CONSERVATION EASEMENT	_	
		\$	12/23/2009

JSA 9E1254 1.000

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number

36-3330394

Part II Noncash Property (see instructions)

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
7	ORCHARD FARM HUNTING CLUB (171 ACRES IN MISSOURI) CONSERVATION EASEMENT		
	CONSERVATION EASEMENT	\$	12/30/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
8_	KITTLE PROPERTY (445 ACRES IN MISSISSIPI) CONSERVATION EASEMENT	634.000	04/24/2000
		\$ 634,000.	04/24/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
9	BIRD POINT FARM (86 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT		
		<u> </u>	12/30/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
10_	ANDERSON PROPERTY (364.4 ACRES IN NEBRASKA) CONSERVATION EASEMENT		
	CONSERVATION EASEMENT	\$	12/30/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
11_	PEEPLES PLACE (443 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT		
		\$540,460.	12/18/2009
(a) No.	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
Part I		(See men denome,	
	RURAL HALL PLANTATION (178 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT		

JSA 9E1254 1.000

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number

36-3330394

Part II Noncash Property (see instructions)

	,		
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	LAWTON - BOGGY TRACT (295 ACRES IN		
13	SOUTH CAROLINA)		
	CONSERVATION EASEMENT		
		\$\$	12/12/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	SALT MARSH PLANTATION II		
14	(206.12 ACRES IN SOUTH CAROLINA)		
	CONSERVATION EASEMENT		
		\$\$	12/29/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	COMO TRACT (362 ACRES IN MISSISSIPPI)		
15	CONSERVATION EASEMENT		
		\$\$	12/18/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	NAPLES PLANTATION (721.18 ACRES IN		
16	LOUISIANA) CONSERVATION EASEMENT		
		\$	12/28/2007
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	DECOY INN, LLC (96.33 ACRES IN MO)		
17	CONSERVATION EASEMENT		
			
		<u></u>	12/29/2008
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	BARNETT/STIMPSON (310 ACRES IN TN)	<u> </u>	
18	CONSERVATION EASEMENT	 [
			
		\$	12/19/2008

JSA 9E1254 1.000

Name of organization WETLANDS AMERICA TRUST, INC.

Employer identification number

36-3330394

Part II Noncash Property (see instructions)

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
19	THE BULLET HOLD (79 ACRES IN ARKANSAS) CONSERVATION EASEMENT		
		\$\$	01/25/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
20	CARLSON-CUNZ (180 ACRES IN MINNESOTA) CONSERVATION EASEMENT		
		\$\$	06/30/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
21_	KAULLER - KAITH TRACT (183 ACRES IN MINNESOTA) CONSERVATION EASEMENT	_	
		\$	12/09/2009
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		_	
		<u> </u>	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received

JSA 9E1254 1.000

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2009

Open to Public

Department of the Treasury
Internal Revenue Service
Name of the organization

► Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Employer identification number

WET	LANDS AMERICA TRUST, INC.	36-3330394
Par	Organizations Maintaining Donor Advised Funds or Other Similar Funds or the organization answered "Yes" to Form 990, Part IV, line 6.	AccountsComplete if
	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor	advised
•		Yes No
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds ca	
	used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any	
	purpose conferring impermissible private benefit?	
Par		m 990, Part IV, line 7.
1	Purpose(s) of conservation easements held by the organization (check all that apply).	
	Preservation of land for public use (e.g., recreation or pleasure) Preservation of	an historically important land area
		a certified historic structure
	Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the f	orm of a conservation
	easement on the last day of the tax year.	
		Held at the End of the Year
а	Total number of conservation easements	2a 376
b	Total acreage restricted by conservation easements	2b 346,227.00
С	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after 8/17/06	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by	by the organization during
	the tax year \blacktriangleright 3	2.4
4	Number of states where property subject to conservation easement is located	24
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling	- I I I I
^	violations, and enforcement of the conservation easements it holds?	
6	Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easemer 3,906.00	its during the year
7	Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements du	ring the year
′	>\$161,187	aning the year
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section	
•	170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?	
9	In Part XIV, describe how the organization reports conservation easements in its revenue and exp	
•	balance sheet, and include, if applicable, the text of the footnote to the organization's financial sta	
	the organization's accounting for conservation easements.	acomorno mar desembes
Par		r Similar Assets.
	Complete if the organization answered "Yes" to Form 990, Part IV, line 8.	
1a	If the organization elected, as permitted under SFAS 116, not to report in its revenue start, historical treasures, or other similar assets held for public exhibition, education, or research	atement and balance sheet works of
	art, historical treasures, or other similar assets held for public exhibition, education, or rese	arch in furtherance of public service,
b	provide, in Part XIV, the text of the footnote to its financial statements that describes these iter If the organization elected, as permitted under SFAS 116, to report in its revenue statements	
D	historical treasures, or other similar assets held for public exhibition, education, or resea	
	provide the following amounts relating to these items:	ion in familiariance of public convice,
	(i) Revenues included in Form 990, Part VIII, line 1	> \$
	(ii) Assets included in Form 990, Part X	
2	If the organization received or held works of art, historical treasures, or other similar a	ssets for financial gain, provide the
	following amounts required to be reported under SFAS116 relating to these items:	
а	Revenues included in Form 990, Part VIII, line 1	
b	Assets included in Form 990, Part X	> \$

36-3330394 Schedule D (Form 990) 2009 Page 2

Par	t III Organizations Maintaini	ing Collections	of Art, Histori	cal Treasure	s, or Ot	her Similar <i>I</i>	Assets(c	ontinued)	
3	Using the organization's acquisition		other records, ch	eck any of the	following	that are a sigi	nificant us	se of its	
	collection items (check all that apply	/):	. \Box						
a	Public exhibition		d	Loan or exc	change p	rograms			
b	Scholarly research		e	Other					
C	Preservation for future ger		and avalain hav		h	i-atianla avam	nt n	a !a	
4	Provide a description of the organiz Part XIV.	ation's collections	and explain not	v mey lurmer i	ne organ	ization's exem	pi purpos	e m	
5	During the year, did the organization	a solici t or receive	donations of ar	t historical tra	acurae a	r other similar			
3	assets to be sold to raise funds rath						г	Yes	No
Par	t IV Escrow and Custodial A								NO
rai	IV, line 9, or reported an				aliswei	eu res tor	OIIII 990	J, Fait	
	, 3, 3								
1a	Is the organization an agent, trustee	e, custo dian or oth	er intermediarv	for contribution	ns or othe	r assets not			
	included on Form 990, Part X?						Г	Yes	No
b	If "Yes," explain the arrangement in								
						Aı	mount		
С	Beginning balance				1c				
d	Additions during the year				1d				
е	Distributions during the year				1e				
f	Ending balance				1f				
2a	Did the organization include an amo		, Part X, line 21'	?			L	Yes	No
	If "Yes," explain the arrangement in								
Par	t V Endowment Funds. Con	·							
4-	Decimal of was below.	(a) Current Year	(b) Prior year	(c) Two ye	ars back	(d) Three yea	rs back	(e) Four yea	ars back
1a	Beginning of year balance	4,376,376.	5,800,39	1.					
b	Contributions	81,942.							
С	Net investment earnings, gains, and losses								
d	Grants or scholarships	1,416,577.	-1,321,23	7.					
	Other expenditures for facilities								
·	and programs								
f	Administrative expenses	117,682.	102,77	3.					
g	End of year balance	5 555 040	4 076 07						
2	Provide the estimated percentage o	5,757,213. f the v ear end bal	4,376,37 ance held as:	b.					
а	Board designated or quasi-endowm	•	%						
b	Permanent endowment ► 78.0								
С	Term endowment ► 22.0000								
	Are there endowment funds not in the	_	the organization	that are held	and admi	nistered for the	е		
	organization by:							Ye	s No
	(i) unrelated organizations							3a(i)	X
	(ii) related organizations							3a(ii)	X
b	If "Yes" to 3a(ii), are the related orga	anizati ons listed a	s required on So	hedule R? .				3b	
4	Describe in Part XIV the intended us								
Par	t VI Investments - Land, Bui	ildings, and Equ	ipment.See F	orm 990, Par	rt X, line	10.			
	Description of investment		or other basis estment)	(b) Cost or other basis (other)		Accumulated lepreciation	(d) Book value	
1a	Land	12	,664,652.					12,664,	652.
b	Buildings								
С	Leasehold improvements								
d	Equipment								
е	Other								
Tota	I. Add lines 1a through 1e. (Column	(d) must equal Fo	rm 990, Part X,	column (B), line	e 10(c).)	<u></u> ▶		12,664,	652.

Schedule D (Form 990) 2009

36-3330394 Schedule D (Form 990) 2009 Page 3

Part VII Investments - Other Securities. Se	e Form 990, Part X, line	12.	
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation	
Financial derivatives			
Closely-held equity interests			
Other			
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	>		
Part VIII Investments - Program Related. Se	e Form 990, Part X, line) 13.	
(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year mark	on: et value
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.)	>		
Part IX Other Assets. See Form 990, Part X			
	(a) Description		(b) Book value
		<u> </u>	
Part X Other Liabilities. See Form 990, Pa			
1. (a) Description of liability	(b) Amount		
Federal income taxes	5 277 717		
DUE TO DUCKS UNLIMITED, INC.	5,377,717.		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	▶ 5,377,717.		

2. FIN 48 Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48.

PAGE 29

36-3330394 Schedule D (Form 990) 2009 Page 4

Ochcaa	10 D (10 m 330) 2003			1 age 4
Part			5	
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1		22,775,740.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2		21,978,804.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3		796,936.
4	Net unrealized gains (losses) on investments	4		1,801,140.
5	Donated services and use of facilities	5		
6	Investment expenses	6		
7	Prior period adjustments	7		
8	Other (Describe in Part XIV.)	8		
9	Total adjustments (net). Add lines 4 through 8	9		1,801,140.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10		2,598,076.
Part	XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Re	turn		
1	Total revenue, gains, and other support per audited financial statements	L	1	24,576,880.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains on investments 2a 1,801,14	0.		
b	Donated services and use of facilities 2b			
С	Recoveries of prior year grants 2c			
d	Other (Describe in Part XIV.)			
е	Add lines 2a through 2d	L	2e	1,801,140.
3	Subtract line 2e from line 1		3	22,775,740.
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			
b	Other (Describe in Part XIV.)			
С	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	–	5	22,775,740.
Part	XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per F		rn	
1	Total expenses and losses per audited financial statements		1	21,978,804.
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 XIV.)			
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1	: :	3	21,978,804.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	•		<u> </u>
а	Investment expenses not included on Form 990, Part VIII, line 7b			
b	Other (Describe in Part XIV.) 4b			
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	• • -	5	21,978,804.
Part		• •		
and 2l this pa	lete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part ID; Part V, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also art to provide any additional information. PAGE 5			

Schedule D (Form 990) 2009 36-3330394 Page **5**

Part XIV Supplemental Information (continued)

AMENDMENTS TO CONSERVATION EASEMENTS

PART II, 3

INCLUDES ONE AMENDMENT FOR AN INCREASE IN ACREAGE AND ANOTHER AMENDMENT RELATED TO THE CLARIFICATION OF TERMS. THE THIRD MODIFICATION IS THE TRANSFER OF ACRES TO THE NATURE CONSERVANCY (AN UNRELATED 501C3).

ENDOWMENT FUNDS INTENDED USE

PART V, 4

THE CURRENT FUND BALANCES SUPPORT PROGRAM WORK IN MONITORING EASEMENTS, LAND ACQUISITIONS, WETLANDS RESTORATION AND RESEARCH. DUCKS UNLIMITED, INC. WILL WORK WITH PROSPECTIVE DONORS ON THE TERMS AND CONDITIONS OF OTHER ENDOWMENT FUNDS, INCLUDING NAMED FUNDS, PROVIDED THEY ARE CONSISTENT WITH OUR MISSION IN SUPPORT OF APPROPRIATE CONSERVATION, PUBLIC POLICY, AND RESEARCH ACTIVITIES.

CONSERVATION EASEMENT REPORTING

PART II, 9

NOTE 2E OF THE WETLANDS AMERICA TRUST, INC. AUDITED FINANCIAL STATEMENTS:

UNRESTRICTED SUPPORT AND EXPENSES ARE RECOGNIZED IN EQUAL AMOUNTS BASED

UPON THE APPRAISED VALUE OF THE EASEMENT. THE ESTIMATED VALUE OF THE

EASEMENTS ARE NOT INCLUDED IN THE ACCOMPANYING BALANCE SHEETS BECAUSE THE

EASEMENTS DO NOT REPRESENT A FUTURE ECONOMIC BENEFIT TO WETLANDS AMERICA

TRUST, INC.

Schedule D (Form 990) 2009

SCHEDULE I (Form 990)

Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

OMB No. 1545-0047

2009
Open to Public

Inspection

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes" to Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

Employer identification number Name of the organization WETLANDS AMERICA TRUST, INC. 36-3330394 Part General Information on Grants and Assistance 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? 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 Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use (f) Method of valuation (a) Name and address of organization (b) EIN (c) IRC section (d) Amount of cash grant (e) Amount of non-cash (g) Description of (h) Purpose of grant (book, FMV, appraisal, other) or government if applicable assistance non-cash assistance or assistance DUCKS UNLIMITED, INC. ONE WATERFOWL WAY MEMPHIS, TN 38120 135643799 501C3 325,791. EASEMENT MONITORING 2 Enter total number of section 501(c)(3) and government organizations For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule I (Form 990) 2009

JSA

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.
Supplemental Information. Co UNLIMITED, INC. IS A RELA USE OF GRANTS ARE FULLY	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.
UNLIMITED, INC. IS A RELA	TED ORGANIZATI		-		other additional information.

SCHEDULE J (Form 990)

Compensation Information
For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 23.

Attach to Form 990. See separate instructions. OMB No. 1545-0047 **Open to Public** Inspection

Name of the organization

WETLANDS AMERICA TRUST, INC.

Department of the Treasury

Internal Revenue Service

Employer identification number 36-3330394

Part	Questions Regarding Compensation			
			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form			
	990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on line 1a is checked, did the organization follow a written policy regarding payment			
b	or reimbursement or provision of all of the expenses described above? If "No," complete Part III to			
	explain	1b		
2				
	officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2		
•				
3	Indicate which, if any, of the following the organization uses to establish the compensation of the			
	organization's CEO/Executive Director. Check all that apply.			
	Compensation committee Written employment contract			
	Independent compensation consultant Compensation survey or study			
	Form 990 of other organizations Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
	organization or a related organization:	4-		v
a	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		Λ
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.			
5	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
5	compensation contingent on the revenues of:			
а	The organization?	5a		Х
b	Any related organization?	5b	Х	
	If "Yes" to line 5a or 5b, describe in Part III.			
6	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
·	compensation contingent on the net earnings of:			
а	The organization?	6a		Х
b	Any related organization?	6b	Х	
	If "Yes" to line 6a or 6b, describe in Part III.			
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed			
	payments not described in lines 5 and 6? If "Yes," describe in Part III	7		Х
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was			
	subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe			
	in Part III	8		Х
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53.4958-6(c)?	9		

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

Schedule J (Form 990) 2009

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees Use Schedule J-1 if additional space is needed.

For each individual whose compensation must be reported in 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 are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a.

(A) Name	(i) Base compensation	(ii) Bonus & incentive		(C) Retirement and other deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation
	- componication	compensation	(iii) Other reportable compensation	compensation	benefits	(B)(i)-(D)	reported in prior Form 990 or Form 990-EZ
(i) 0	. 0.	0.	0.	0.	0.	0.
	ii) 176,197.	0.	0.	6,814.	6 , 949.	189,960.	0.
- (i) O	. 0.	0.	0.	0.	0.	0.
	ii) 232,099.	0.	0.	7,061.	6,949.	246,109.	0.
- (i) O	. 0.	0.	0.	0.	0.	0.
	ii) 153,670.	0.	0.	6,741.	6,949.	167,360.	0.
	i)						
	ii)						
- (i)						
	ii)						
	i)						
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	ii)						
	i)						
	ii)	†					
	i)						
	ii)	<u> </u>					

Schedule J (Form 990) 2009	30	1-3330394		Page 3
Part III Supplemental Information				
Complete this part to provide the information, for any additional information.	explanation, or descriptions requ	lired for Part I, lines 1a, 1b, 4c	, 5a, 5b, 6a, 6b, 7, and 8.	Also complete this part
PART I, LINE 3				
WETLANDS AMERICA TRUST, INC. RELIE	S UPON DUCKS UNLIMITED, I	NC., A RELATED		
ORGANIZATION, TO ESTABLISH THE COM	PENSATION OF DUCKS UNLIMI	TED, INC.'S		
CEO/EXECUTIVE DIRECTOR.				

SCHEDULE M (Form 990)

Noncash Contributions

► Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30. ► Attach to Form 990.

OMB No. 1545-0047 Inspection

Department of the Treasury Internal Revenue Service Name of the organization

Employer identification number

WETLANDS AMERICA TRUST, INC.

36-3330394

Par	Types of Property							
		(a) Check if applicable	(b) Number of contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	Method of	(d) determ enues	ining	
1	Art-Works of art							
2	Art-Historical treasures							
3	Art-Fractional interests							
4	Books and publications							
5	Clothing and household							
	goods							
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property							
9	Securities-Publicly traded							
10	Securities-Closely held stock							
11	Securities-Partnership, LLC,							
•	or trust interests							
12	Securities-Miscellaneous							
13	Qualified conservation							
	contribution-Historic							
	structures							
14	Qualified conservation							
	contribution-Other	X	21	20,998,730.	3RD PARTY	APP	RAIS	SALS
15	Real estate-Residential			.,,				
16	Real estate-Commercial							
17	Real estate-Other							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies							
21	Taxidermy							
22	Historical artifacts							
23	Scientific specimens							
24	Archeological artifacts							
25	Other ►()							
26	Other ►()							
27	Other ►()							
28	Other ►()							
29	Number of Forms 8283 received by t	he organiza:	tion during the tax year for c	ontributions for				
23	which the organization completed Fo				29			21
	which the organization completed to	71111 0200, 1 0	art IV, Donee Acknowledgen		[]		Yes	No
30 a	During the year, did the organizat	ion receive	by contribution any prope	erty reported in Part I lin	e 1-28 that			
00 u	it must hold for at least three year		• • • • •	• •				
	used for exempt purposes for the en					30a		Х
h	If "Yes," describe the arrangement in	_	ponoa.					
31	Does the organization have a		ance policy that require	s the review of any r	on-standard			
31	contributions?			· · · · · · · · · · · · · · · · · · ·	ion-standard	31	Х	
32 -	Does the organization hire or use				call noncoch		- 21	
JZ d						32a	Х	
L	contributions?					JŁa	- /1	
	If "Yes," describe in Part II.	wonues := =	polumn (a) for a time of	norty for which column (-) ic chacked			
33	If the organization did not report re	evenues in C	column (c) for a type of pro	perty for which column (a	і із спескеа,			
	describe in Part II.							

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

Schedule M (Form 990) 2009

36-3330394 Schedule M (Form 990) 2009 Page 2

Part II	Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.
RELATED	ORGANIZATION PARTICIPATION
PART I,	32B
_DUCKS_U	UNLIMITED, INC. SELLS AND SOLICITS EASEMENTS FOR WETLANDS AMERICA
TRUST,	INC.

SCHEDULE O (Form 990)

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.

▶ Attach to Form 990.

OMB No. 1545-0047

2009
Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization

WETLANDS AMERICA TRUST, INC.

Employer identification number

36-3330394

ATTACHMENT 2

990 COMMITTEE DISTRIBUTION

PART VI, 11

A COPY OF THE 990 IS DISTRIBUTED TO A COMMITTEE MADE UP OF A NUMBER OF KEY BOARD MEMBERS (THE PERSONNEL POLICY COMMITTEE). ONCE THE COMMITTEE HAS HAD ENOUGH TIME TO REVIEW THE 990, A COMMITTEE MEETING IS HELD TO REVIEW AND APPROVE THE 990 FOR FILING. ONCE APPROVED, THE 990 IS DISTRIBUTED TO THE FULL BOARD OF DIRECTORS.

COMPLIANCE POLICY

PART VI, 12C

EMPLOYEE COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY IS REGULARLY AND CONSISTENTLY MONITORED VIA AN ANNUAL CONFLICT OF INTEREST SURVEY. ALL EMPLOYEES ARE REQUIRED TO DISCLOSE POTENTIAL CONFLICTS TO AN INDEPENDENT PARTY (THE INTERNAL AUDITOR). IF A CONFLICT IS NOTED DURING THIS PROCESS, IT IS RESOLVED THROUGH DISCUSSIONS WITH UPPER MANAGEMENT, HUMAN RESOURCES, THE EMPLOYEE, HIS/HER DIRECT SUPERVISOR, AND THE INTERNAL AUDITOR. BOARD MEMBERS AND COMMITTEE MEMBERS ARE REQUIRED TO PRESENT ANY POSSIBLE CONFLICTS OF INTEREST TO THE BOARD OF GOVERNANCE COMMITTEE WHO THEN MAKES A RULING ON WHETHER THE CONFLICT OF INTEREST REALLY EXISTS. IF THERE IS A CONFLICT, THE COMMITTEE THEN PRESENTS THE FACTS AND SUGGESTED RESOLUTION TO THE BOARD OF DIRECTORS FOR A VOTE.

COMPENSATION DETERMINATION

PART VI, 15A AND 15B

9E1227 2.000

IN 2008 AN INDEPENDENT CONSULTANT, SPECIALIZING IN EXECUTIVE COMPENSATION

Schedule O (Form 990) 2009 Page 2

Name of the organization $\label{eq:weights} \mbox{WETLANDS AMERICA TRUST, INC.}$

Employer identification number

36-3330394

ATTACHMENT 2 (CONT'D)

COMPENSATION PLANS FOR TOP EXECUTIVES. THE SURVEY INCLUDED ANALYSIS ON ALL UPPER MANAGEMENT POSITIONS, INCLUDING CEO, CFO, MANAGER OF CONSERVATION, MANAGER OF DEVELOPMENT, MANAGER OF FUNDRAISING, IT MANAGER,

PLANS, SURVEYED SIMILAR NOT-FOR-PROFIT ORGANIZATIONS FOR THEIR

BOARD OF DIRECTORS REGARDING SALARY AND BENEFITS.

HR MANAGER, AND COMMUNICATIONS MANAGER. THE PERSONNEL POLICY COMMITTEE
REVIEWED THE RESULTS AND THE SURVEY IS DOCUMENTED IN THE MINUTES TO THE
MEETING. THE PERSONNEL POLICY COMMITTEE MAKES RECOMMENDATIONS TO THE

OFFICER ELECTION PROCESS

PART VI, 19

PART VI, 6, 7A: WETLANDS AMERICA TRUST, INC.'S ONE MEMBER IS DUCKS UNLIMITED, INC. THE OFFICERS OF THE CORPORATION, OTHER THAN THE CHIEF EXECUTIVE OFFICER AND EXECUTIVE SECRETARY, SHALL BE ELECTED FROM THE MEMBERS OF THE CORPORATION. ONLY THOSE INDIVIDUALS THAT ARE CURRENT MEMBERS OF THE CORPORATION SHALL BE ELIGIBLE TO SERVE AS AN OFFICER. THE AFFAIRS OF THE CORPORATION ARE MANAGED BY ITS BOARD OF DIRECTORS. UPON DISSOLUTION OR WINDING UP OF THE CORPORATION, ITS ASSETS REMAINING AFTER PAYMENT, OR PROVISION FOR PAYMENT, OF ALL DEBTS AND LIABILITIES OF THIS CORPORATION SHALL BE DISTRIBUTED TO A NONPROFIT FUND, FOUNDATION OR CORPORATION WHICH IS ORGANIZED AND OPERATED FOR CHARITABLE PURPOSES AND WHICH HAS ESTABLISHED ITS TAX EXEMPT STATUS UNDER SECTION 501©(3) OF THE IRS CODE.

PUBLIC AVAILABILITY OF DOCUMENTS AND POLICIES

PART VI, 19

IN ORDER TO PROVIDE THE PUBLIC WITH IMPORTANT INFORMATION CONCERNING

Schedule O (Form 990) 2009 Page 2

Name of the organization WETLANDS AMERICA TRUST, INC.

Employer identification number

36-3330394

ATTACHMENT 2 (CONT'D)

WETLANDS AMERICA TRUST, INC., THE FINANCIAL STATEMENTS, GOVERNING

DOCUMENTS, AND CONFLICT OF INTEREST POLICY ARE AVAILABLE ON THE DUCKS

UNLIMITED, INC. WEB SITE (DUCKS.ORG)

ATTACHMENT 3

FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION

WETLANDS AMERICA TRUST, INC. (THE TRUST) IS A NONPROFIT ORGANIZATION FORMED IN 1985 TO EXPAND DUCKS UNLIMITED, INC.'S (DU'S) (EIN 13-5643799) MISSION TO PROVIDE LEADERSHIP IN THE PROTECTION OF THE NATURAL BALANCE OF WETLANDS ECOSYSTEMS ENSURING THE FUTURE VIABILITY OF WATERFOWL AND OTHER WETLAND WILDLIFE IN THE UNITED STATES. THE TRUST OPERATES EXCLUSIVELY FOR THE BENEFIT OF DU AND COMPLEMENTS DU'S DOMESTIC HABITAT PROGRAMS IN HARMONY WITH DU'S CONSERVATION PRIORITIES. THE TRUST IS ALSO A FIDUCIARY FOR DU AMD MANAGES ENDOWMENTS AND REVOLVING FUNDS. DU IS THE SOLE MEMBER OF THE TRUST.

ATTACHMENT 4

FORM 990, PART VI, LINE 17 - STATES

AL, AR, CA, CO,

GA, IL, KS, LA, MD, MA, MI,

MN, MS, NY, NC, ND, OH, OK, OR,

SC, TN, VA, WA,

SCHEDULE R (Form 990)

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047

2009

Open to Public

Department of the Treasury Internal Revenue Service Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36 or 37.
 ▶ Attach to Form 990.
 ▶ See separate instructions.

	Open to Public
	Inspection
_	den title etten mannelsen

Name of the organizationEmployer identification numberWETLANDS AMERICA TRUST, INC.36-3330394

Name, address,	(a) and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
Part II Identification of Relate had one or more related	d Tax-Exempt Organizations (Complete is tax-exempt organizations during the tax y	_	 swered "Yes" on I		 /, line 34 becaus	e it
had one or more related	d tax-exempt organizations during the tax y (a) and EIN of related organization	f the organization and ear.) (b) Primary activity	swered "Yes" on I (c) Legal domicile (state or foreign country)	Form 990, Part I\ (d) Exempt Code section	/, line 34 becaus (e) Public charity status (if section 501(c)(3))	e it (f) Direct controlling entity
had one or more related	d tax-exempt organizations during the tax y (a) and EIN of related organization	ear.) (b)	(c) Legal domicile (state		(e) Public charity status	(f) Direct controlling
had one or more related Name, address, a DUCKS UNLIMITED, INC.	d tax-exempt organizations during the tax y (a) and EIN of related organization	ear.) (b)	(c) Legal domicile (state		(e) Public charity status	(f) Direct controlling
had one or more related Name, address, a DUCKS UNLIMITED, INC.	I tax-exempt organizations during the tax y (a) and EIN of related organization 13-5643799	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
had one or more related	I tax-exempt organizations during the tax y (a) and EIN of related organization 13-5643799	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
had one or more related Name, address, a DUCKS UNLIMITED, INC.	I tax-exempt organizations during the tax y (a) and EIN of related organization 13-5643799	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
Name, address, a	I tax-exempt organizations during the tax y (a) and EIN of related organization 13-5643799	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity

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

Schedule R (Form 990) 2009

Schedule R (Form 990) 2009						30-333	0394				F	age
Part III Identification of Robecause it had one	elated Organizat or more related	ions Tax organizat	able as a Partne	ership(Complete a partnership du	e if the organization	ation ansv ar.)	vered "Yes" o	on Form	990, F	Part IV, line 34		
(a) Name, address, and EIN of related organization (b) Primary activity Legal domicile (state or foreign country)		(d) Direct controlling entity Predominant income (related, unrelated, excluded from tax under sections (f) Share of total income tax under sections				(g) Share of end-of assets	al	(h) proportionate	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Gene man pari	(j) eral c naging tner?	
				512-514)				Ye	s No		Yes	N
Part IV Identification of Rel	elated Organizat	ions Tax	able as a Corpo	oration or Trust	(Complete if the	e organiza st during th	ation answere	ed "Yes"	on Fo	orm 990, Part		
Name, address, and EIN o			(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of e (C corp, S or trust	ntity Share o	(f) of total incom	е	(g) Share of end-of-year assets	(h) Percen owners	ntage

Schedule R (Form 990) 2009 36-3330394 Page **3**

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

Not	e. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.		,		163	140
1	During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in F	Parts II–IV?				
а	Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity			1a		Χ
b	Gift, grant, or capital contribution to other organization(s)			1b	Х	
С	Gift, grant, or capital contribution from other organization(s)			1c		Χ
d	Loans or loan guarantees to or for other organization(s)			1d		Χ
е	Loans or loan guarantees by other organization(s)			1e	Х	
f	Sale of assets to other organization(s)		[1f		Χ
g	Purchase of assets from other organization(s)			1g		Х
h	Exchange of assets			1h		Χ
ï	Lease of facilities, equipment, or other assets to other organization(s)			1i		Х
•	Lease of facilities, equipment, or other assets to other organization(s)					
·	Lease of facilities, equipment, or other assets from other organization(s)			1j		Х
ј k	Performance of services or membership or fundraising solicitations for other organization(s)			1k		Х
ı	Performance of services or membership or fundraising solicitations by other organization(s)			11	Х	
ı m	Sharing of facilities, equipment, mailing lists, or other assets			1m	Х	
	Sharing of paid employees			1n	Х	
"	Shalling of paid employees					
_	Reimbursement paid to other organization for expenses			10		Х
0	Reimbursement paid by other organization for expenses			1p		X
р	Reimbursement paid by other organization for expenses			. [
	Other transfer of cash or property to other organization(s)			1q		Х
q	Other transfer of cash or property to other organization(s) Other transfer of cash or property from other organization(s)			1r		X
<u>'</u>	If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered related					
	·	(b)	(c Amount i	;)		
	(a) Name of other organization	Transaction type (a-r)	Amount i	nvolve	d	
		typo (a 1)				
(1)	DUCKS UNLIMITED, INC.	1B	.3	25,	791	
(.,				,		
(2)	DUCKS UNLIMITED, INC.	1E	5.3	77,	717.	
(-/	· ·		,	<u> </u>		
(3)						
(-)						
(4)						
` '						
(5)						
`,						
(6)						
`						_

Schedule R (Form 990) 2009 36-3330394 Page **4**

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

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

(a) Name, address, and EIN of entity	(b) Primary activity Primary activity (c) Legal domicile (state or foreign country) (d) Are all partners section 501(c)(3) organizations? (f) Disproportionate allocations?		(g) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Gene man pari	(h) eral or aging tner?				
			Yes	No	Yes	No	(1 01111 1003)	Yes	No

Instructions for filing
DUCKS UNLIMITED, INC.

Form 8879-EO - IRS E-file Signature Authorization
for the period ended June 30, 2011

Signature...

The original IRS e-file Signature Authorization form should be signed (use full name) and dated by the taxpayer.

Filing...

Return your signed Form 8879-EO to:

KPMG LLP 50 North Front Street, Suite 900 Memphis TN 38103

Payment of tax...

No payment of tax is required.

To document the timely filing of your tax return(s), we suggest that you obtain and retain proof of mailing. Proof of mailing can be accomplished by sending the tax return(s) by registered or certified mail (metered by the U.S. Postal Service) or through the use of an IRS approved delivery method provided by an IRS designated private delivery service.

Form 8879-EO serves as a replacement for your signature that would be affixed to form 990 if you paper filed your return. Please DO NOT separately file form 990 with the Internal Revenue Service. Doing so will delay the processing of your return.

We must receive your signed form before we can electronically transmit your return which is due on May 15, 2012. We would appreciate your returning this form as soon as possible as this will expedite the processing of your return. The Internal Revenue Service will notify us when your return is accepted. Your return is not considered filed until the Internal Revenue Service confirms their acceptance, which may occur after the due date of your return.

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Inspection

Department of the Treasury Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation) ▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

A F	or th	e 2010	O calendar year, or tax year beginning 07/01, 2010,	and ending	g		06/3	30 ,20 ₁	1	
_			C Name of organization			D Employer id	entificat	tion numbe		
B Ch	neck if ap	plicable:	DUCKS UNLIMITED, INC.							
	Addre		Doing Business As			13-5643	3799			
	7 7	change	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite		E Telephone nu	ımber			
	Initial	return	ONE WATERFOWL WAY			(901) 75	8-38	25		
	Termi	nated	City or town, state or country, and ZIP + 4							
	Amen		MEMPHIS, TN 38120			G Gross receipt	ts \$	158,71	5,6	98.
	Applic pendi	ation	F Name and address of principal officer: RANDY L. GRAVES			H(a) Is this a grou	p return fo			No
	_ pendi	iig	ONE WATERFOWL WAY, MEMPHIS, TN 38120			affiliates? H(b) Are all affiliat	es includ	ed?	es –	No
ī -	Tax-ex	empt st		r 52	7	` '		see instructions		
			WWW.DUCKS.ORG	. 02	•	H(c) Group exemp				
		of organ		L Year o	f formati	on: 1937 M			le·	DC
	rt I		mmary	1 - 104.0		<u> </u>	Otato o.	logal dollino		
_ 4			·							
	1		describe the organization's mission or most significant activities: KS UNLIMITED, INC. CONSERVES, RESTORES, AND MA	NAGES W	 Ε.Τ.Τ.Δ1					
ce			DCIATED HABITATS FOR NORTH AMERICA'S WATERFOWL							
nan			EFIT OTHER WILDLIFE AND PEOPLE.			TIMIS ADS				
Governance	2		this box if the organization discontinued its operations or disposed of		2E0/ of	ito not consta				
	2		or of victing marshage of the governing hady (Dort VI. line 4a)						59	
ళ	3						3		58	
itie	4						4		592	
Activities	5		number of individuals employed in calendar year 2010 (Part V, line 2a)				5	4.0		
Ă	6		number of volunteers (estimate if necessary)				6		000.	
	7a	•					7a	2,38	88,/	9/.
	b	Net ur	nrelated business taxable income from Form 990-T, line 34				7b			
					<u></u>	Prior Year	_	Current		
e.	8	Contri	butions and grants (Part VIII, line 1h)	FOR	1	47,618,15		148,51	3,8	
Revenue	9	Progra	am service revenue (Part VIII, line 2g)	I			0.			0.
Rev	10		ment income (Part VIII, column (A), lines 3, 4, and 7d)	5. 2011014		236,88			1,3	
	11	Other	revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)			6,052,03		6,13		
	12	Total ı	evenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		1	53,907,06		155,05		
	13	Grants	s and similar amounts paid (Part IX, column (A), lines 1-3)			8,318,27	5.	13,37	2,4	23.
	14	Benef	its paid to or for members (Part IX, column (A), line 4)			C				0
Se	15		es, other compensation, employee benefits (Part IX, column (A), lines 5-10)			43,657,29	5.	44,02	6,5	53.
ns(16 a	Profes	ssional fundraising fees (Part IX, column (A), line 11e)			454,22	9.	8 (51,1	68.
Expenses	b	Total f	fundraising expenses (Part IX, column (D), line 25) > 25,148,478	3.						
Е	17	Other	expenses (Part IX, column (A), lines 11a-11d, 11f-24f)			84,954,65	3.	89,11	1,4	26.
			expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		1	37,384,45	2.	147,37	1,5	70.
	19	Rever	nue less expenses. Subtract line 18 from line 12			16,522,61	5.	7,68	88,1	52.
or ces					Begin	ning of Current \	'ear	End of	Year	
sets alan	20	Total a	assets (Part X, line 16)			87,771,09	9.	91,18	2,3	07.
Net Assets or Fund Balances	21	Total I	iabilities (Part X, line 26)			38,659,55	6.	30,17	8,5	13.
Pun	22	Net as	ssets or fund balances. Subtract line 21 from line 20			49,111,54	3.	61,00	3,7	94.
	rt II	Sig	gnature Block							
Unc	ler per	alties o	f perjury, I declare that I have examined this return, including accompanying schedules plete. Declaration of preparer (other than officer) is based on all information of which provided the provided in the provided that the provided in the provided that is the provided that the provided in the provided that the provided in the provided that the provide	and statement	s, and to	the best of my k	nowledg	ge and belief	, it is tr	ue,
COII	ect, ar	Ta comp	plete. Declaration of preparer (other than officer) is based on all information of which pri	eparer nas any	/ Knowie	age.				
S	ign									
	ere		Signature of officer			Date				
			Type or print name and title							
_			Type preparer's name Preparer's signature	Date		Check if		PTIN		
Paid	l					self- employed	. \square	P0078	9334	ļ
	arer	Firms!-	name ► KPMG LLP			1	13-5	565207		-
Use	Only							503207 523-313	R 1	
May	the I		address 50 NORTH FRONT STREET, SUITE 900 MEMPHIS, TN 38103 cuss this return with the preparer shown above? (see instructions)			THORIGING.	<u> </u>		, <u> </u>	A1.
iviay	110 11	vo disc	add this retain with the preparer shown above: (See instructions)					X Yes	- 1	No

For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2010)

Form 990 (2010) 13-5643799 Page **2**

Pa	art III Statement of Program Service Accomplishments Check if Schedule O contains a response to any question in this Part III	
1	Briefly describe the organization's mission: DUCKS UNLIMITED, INC. CONSERVES, RESTORES, AND MANAGES WETLANDS AND	
	ASSOCIATED HABITATS FOR NORTH AMERICA'S WATERFOWL. THESE HABITATS	
	ALSO BENEFIT OTHER WILDLIFE AND PEOPLE.	
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? If "Yes," describe these new services on Schedule O.	
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?	Yes X No
4	If "Yes," describe these changes on Schedule O. Describe the exempt purpose achievements for each of the organization's three largest program services by exp Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of allocations to others, the total expenses, and revenue, if any, for each program service reported.	
4a	a (Code:) (Expenses\$including grants of \$) (Revenue\$	0)
	NORTH AMERICA BY DEVELOPING, PRESERVING, RESTORING AND MAINTAINING	
	WATERFOWL HABITAT. DIRECT ALLOCATIONS ARE MADE TO AFFILIATED	
	ORGANIZATIONS - DUCKS UNLIMITED CANADA (\$12,764,225) AND DUCKS	
	UNLIMITED MEXICO (\$608,198).	
	·	
	(O. I.) (E	``
4b	b (Code:) (Expenses\$12,488,933. including grants of \$0.) (Revenue \$	0)
	EDUCATING THE PUBLIC ABOUT WETLANDS AND WATERFOWL MANAGEMENT IS A	
	CRITICAL COMPONENT OF SUSTAINING THE LIFE CYCLE NEEDS OF MIGRATORY	
	WATERFOWL. ACTIVITIES INCLUDE WETLANDS DEMONSTRATIONS, EDUCATIONAL	
	LITERATURE, INTERPRETIVE CENTER, YOUTH PROGRAMS, AND OUTDOOR	
	CONSERVATION EXHIBITS.	
4c	C (Code:) (Expenses \$	0)
	649,200 TOTAL MEMBERS THROUGH EDUCATIONAL MEMBERSHIP MATERIALS,	
	DUCKS UNLIMITED, INC. MAGAZINE, CONSERVATION BROCHURES, AND	
	EDUCATIONAL COMPONENTS FUNDRAISING EVENTS.	
	EDUCATIONAL COMPONENTS FUNDATISING EVENTS.	
4d	d Other program services. (Describe in Schedule O.)	
_	(Expenses \$ including grants of \$) (Revenue \$)	
4e	e Total program service expenses ► 117,940,507.	

Form **990** (2010)

Form 990 (2010) 13-5643799 Page **3**

Part	Checklist of Required Schedules		Vaa	Na
	In the conservation described in continue 504(2)(0), or 4047(2)(4), (atheretical continues for other action (0.16)(1)(4), (b)		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"	1	Х	
2	complete Schedule A	2	X	
2 3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to		- 21	
3	candidates for public office? If "Yes," complete Schedule C, Part I	3		Х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			
-	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	Х	
5	Is the organization a section $501(c)(4)$, $501(c)(5)$, or $501(c)(6)$ organization that receives membership dues,			
3	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,			
	Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have			
•	the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes,"			
	complete Schedule D, Part I	6		Χ
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		Χ
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			
	complete Schedule D, Part III	8	Х	
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part			
	X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes,"			
	complete Schedule D, Part IV	9		Χ
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or			
	quasi-endowments? If "Yes," complete Schedule D, Part V	10	X	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,			
	VII, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete			
	Schedule D, Part VI	11a	X	
b	Did the organization report an amount for investments—othersecurities 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
С	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 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? If "Yes," complete Schedule D, Part IX	11d	3.7	X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	X	
t	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	446		37
40 -	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		X
12 a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes,"	120		Х
	complete Schedule D, Parts XI, XII, and XIII.	12a		Λ
D	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if	12b	Х	
13	the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	13	- 21	X
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising,	174		
	business, and program service activities outside the United States? <i>If</i> "Yes," complete Schedule F, Parts I and IV-	14b	Х	
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any			
	organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15	Х	
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance			
	to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16		Χ
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	Х	
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		Х
19	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 III	19		Χ
20 a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach its audited financial statements to this return? Note. Some Form			
	990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b		

13-5643799 Form 990 (2010) Page 4

Part	IV Checklist of Required Schedules (continued)			
,			Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations			
	in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Х
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States			
	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	
24 a	, , , , , , , , , , , , , , , , , , , ,			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b			3.7
	through 24d and complete Schedule K. If "No," go to line 25	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		
25 a		05-		37
	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?	051-		37
	If "Yes," complete Schedule L, Part I	25b		X
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or	200		Х
07	disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II.	26		Λ
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,			
	substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27	Х	
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L,	21	71	
20	Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV.</i>	28a	Х	
	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete</i>	204	- 21	
b	Schedule L, Part IV	28b		Х
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)	200		
·	was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c	Х	
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	Х	
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? <i>If "Yes," complete Schedule N,</i>			
• •	Part I	31		Х
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		Х
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		Х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III,			
	IV, and V, line 1	34	X	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35	Х	
а	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			
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		Х
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		Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and			
	19? Note. All Form 990 filers are required to complete Schedule O		X	/

Form **990** (2010)

Form 990 (2010) 13-5643799 Page 5

Statements Regarding Other IRS Filings and Tax Compliance Part V

	Check if Schedule O contains a response to any question in this Part V			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 525			
	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable			
	Did the organization comply with backup withholding rules for reportable payments to vendors and			
	reportable gaming (gambling) winnings to prize winners?	1c	Х	
2 a	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 . 2a 592			
h	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х	
b	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> . (see instructions)	20		
2.0	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Х	
		3b	X	
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	่งม	Λ	
4 a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority			
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial			37
	account)?	4a		X
b	If "Yes," enter the name of the foreign country: ▶			
	See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.	_		
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
	organization solicit any contributions that were not tax deductible?	6a		Х
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or	۵.		
_	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	70		Х
_	and services provided to the payor?	7a 7b		Λ
	If "Yes," did the organization notify the donor of the value of the goods or services provided? Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	7.0		
·	required to file Form 8282?	7c		Х
٨	If "Yes," indicate the number of Forms 8282 filed during the year			
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		Х
•	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
'	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
_	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting			
Ü	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring			
	organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
	Did the organization make any taxable distributions under section 4966?	9a		
	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter:			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against 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?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	4.5		
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note. See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which			
	the organization is licensed to issue qualified health plans			
	Enter the amount of reserves on hand	4.0		3.7
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		

Form 990 (2010) Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Section A. Governing Body and Management Yes Nο 1a Enter the number of voting members of the governing body at the end of the tax year 58 **b** Enter the number of voting members included in line 1a, above, who are independent Did any officer, director, trustee, or key employee have a family relationship or a business relationship with Χ 2 any other officer, director, trustee, or key employee? Did the organization delegate control over management duties customarily performed by or under the direct 3 3 supervision of officers, directors or trustees, or key employees to a management company or other person? 4 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 5 5 Did the organization become aware during the year of a significant diversion of the organization's assets? 6 6 7a Does the organization have members, stockholders, or other persons who may elect one or more members Χ 7a of the governing body? 7b **b** Are any decisions of the governing body subject to approval by members, stockholders, or other persons? Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: Χ a The governing body?..... 8b **b** Each committee with authority to act on behalf of the governing body? Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes 10a Χ **10a** Does the organization have local chapters, branches, or affiliates? b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, Χ 10b affiliates, and branches to ensure their operations are consistent with those of the organization? 11a Has the organization provided a copy of this Form 990 to all members of its governing body before filing the 11a **b** Describe in Schedule O the process, if any, used by the organization to review this Form 990. Χ 12a b Are officers, directors or trustees, and key employees required to disclose annually interests that could give Χ rise to conflicts? 12b c Does the organization regularly and consistently monitor and enforce compliance with the policy? Χ 12c describe in Schedule O how this is done 13 Χ 13 Does the organization have a written whistleblower policy? Χ 14 14 Does the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 15a The organization's CEO, Executive Director, or top management official 15b If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.) 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement Χ 16a with a taxable entity during the year? b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? Section C. Disclosure ► ATTACHMENT 1 17 List the states with which a copy of this Form 990 is required to be filed Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply. X Upon request X Own website Another's website Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest 19 policy, and financial statements available to the public.

State the name, physical address, and telephone number of the person who possesses the books and records of the

organization: ▶RANDY L. GRAVES ONE WATERFOWL WAY MEMPHIS, TN 38120

JSA 0E1042 1.000

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901-758-3825

Form 990 (2010) 13-5643799 Page **7**

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

Check if Schedule O contains a response to any question in this Part VII......

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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

(A) Name and Title		Posit	ion (ch	(C) eck a	nat app	lv)	(D) Reportable	(E) Reportable	(F) Estimated
ATTACHMENT 3	Average hours per week (describe hours for related organizations in Schedule O)	Individual trustee or director			Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations
(1) JOHN R. POPE									
CHAIRMAN OF THE BOARD	5.00	Χ		Х			0.	0.	. 0
(2) STEPHEN REYNOLDS SECRETARY	5.00	X		Х			0.	0.	. 0
(3) ROBERT S. HESTER, JR.									
TREASURER	5.00	Χ		Х			0.	0.	. 0
(4) JOHN W. NEWMAN									
PRESIDENT	10.00	Χ		Х			0.	0.	. 0
(5) GEORGE DUNKLIN, JR.									
FIRST VICE PRESIDENT	10.00	Χ		Х			0.	0.	. 0
(6) DALE HALL									
CHIEF EXECUTIVE OFFICER	40.00	Χ		Х			257 , 839.	0.	10,126
(7) BRUCE POSEY SENIOR VP, REGION 2	5.00	Х					0.	0.	. 0
(8) CHRIS TRACY				\top					<u> </u>
SENIOR VP, REGION 3	5.00	Х					0.	0.	. 0
(9) H. J . ELIZONDO									
SENIOR VP, REGION 4	5.00	Χ					0.	0.	. 0
(10)GEORGE THOMLINSON									
SENIOR VP, REGION 5	5.00	Χ					0.	0.	. 0
(11) PETER MACGAFFIN									
SENIOR VP, REGION 6	5.00	Χ					0.	0.	. 0
	5.00	Х					0.	0.	. 0
(13) PAUL R. BONDERSON, JR.									
SENIOR VP, CONSERVATION PGRM	5.00	Х					0.	ο.	. 0
(14)MIKE BENGE									
SENIOR VP, DEVELOPMENT	5.00	X		_			0.	0.	. 0
(15)REX SCHULZ SENIOR VP, EVENT & VOLUNTEER M	5.00	Х					0.	0.	. 0
(16)MIKE DUGGAN SENIOR VP, CORPORATE RELATIONS	5.00	Х					0.	0.	. 0

Form **990** (2010)

JSA

Form 990 (2010) 13-5643799 Page **8**

(A)	(B)			(0	C)			(D)	(E)	(F)
Name and title	Average hours per week (describe hours for related organizations in Schedule O)	ndividual trustee or director	io trustee	Officer	key employee	a Highest compensated employee	S) Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
(17) MIKE WOODWARD										
SENIOR VP, MARKETING/COMM	5.00	X						0.	0.	0
(18) RON BARTELS										
SENIOR VP, MEMBERSHIP	5.00	X						0.	0.	0
(19) BRUCE B. DEADMAN										
SENIOR VP, YOUTH & EDUCATION	5.00	X						0.	0.	0
(20) CHRIS E. DOROW										
REGIONAL VP, REGION 1	5.00	X						0.	0.	0
(21) ERIC RUDGERS										
REGIONAL VP, REGION 1	5.00	X						0.	0.	0
(22) TOM ENOS										
REGIONAL VP, REGION 2	5.00	Х						0.	0.	0
(23) CLAY ROGERS										
REGIONAL VP, REGION 2	5.00	Х						0.	0.	0
(24) RON BABROS										
REGIONAL VP, REGION 3	5.00	Х						0.	0.	0
(25) LEE NESS										
REGIONAL VP, REGION 3	5.00	X						0.	0.	0
(26) WILLIAM C.ANSELL REGIONAL VP, REGION 4	5.00	Х						0.	0.	0
(27) STEVE COOK										
REGIONAL VP, REGION 4	5.00	X						0.	0.	0
(28) DR. BRIAN PRIDDLE										
REGIONAL VP, REGION 5	5.00	X						0.	0.	0
1b Sub-total	l						_	257,839.	0.	10,126.
c Total from continuation sheets to Part VII,	Section A A	ттас	· ·	ENT	 r 2			2,256,080.	0.	149,445.
d Total (add lines 1b and 1c)							•	2,513,919.	0.	159,571.
2 Total number of individuals (including but no	t limited to thos								,000 in	•
reportable compensation from the organizati	on 🕨	75	5							
3 Did the organization list any former of employee on line 1a? If "Yes," complete Sch										Yes No
4 For any individual listed on line 1a, is the organization and related organizatio individual	ns greater th	an \$	150	,000)?	If "Y	es,	complete Sched	ule J for such	4 X
5 Did any person listed on line 1a receive										

for services rendered to the organization? *If "Yes," complete Schedule J for such person*Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization.

(A) Name and business address	(B) Description of services	(C) Compensation
ATTACHMENT 4		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶ 97

Form **990** (2010)

5

Χ

JSA

Form 990 (2010) 13-5643799 Page 9

Par	t VIII	Statement of Revenue				. ugo o
			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
ς, _κ	1a	Federated campaigns 1a 95,	716.			
unts I	b	Membership dues	225.			
g,	С	Fundraising events 1c				
gift	d		565.			
Contributions, gifts, grants and other similar amounts	е	Government grants (contributions) 1e 74,458,	440.			
	f	All other contributions, gifts, grants,				
		and similar amounts not included above . 1f 59,969,	910.			
nd i	g	Noncash contributions included in lines 1a-1f: \$604,				
	h	Total. Add lines 1a-1f				
Program Service Revenue		Business 0	Code			
eve	2a					
e e	b	-				
Š	С					
se l	d	-				
ran	е					
rog	f	All other program service revenue				
	<u>g</u>	Total. Add lines 2a-2f	0.			
	3	Investment income (including dividends, interest, and	240 772	0.	0	240 772
		other similar amounts)	- L	0.	0.	248,773.
	4	Income from investment of tax-exempt bond proceeds	•	0.	0.	2 722 522
	5	Royalties (i) Real (ii) Perso	nal 3,732,332.	0.		3,732,532
	0-					
	6a	Gross Rents.				
	b	Less: rental expenses				
	c d	Rental income or (loss)	0.			
	u	(i) Securities (ii) Other				
	7a	Gross amount from sales of assets other than inventory	,121.			
	b	assets other than inventory Less: cost or other basis	, 121.			
	Ь	and sales expenses 3,655,496.	480.			
	С		,641.			
	d	Net gain or (loss)		0.	41.	162,571.
a	8a	Gross income from fundraising	102,022.	Ü.	11.	102,011
Ď	ou	events (not including \$				
Ş.		of contributions reported on line 1c).				
&		See Part IV, line 18 a				
ē	b	Less: direct expenses b				
Other Revenue	С	Net income or (loss) from fundraising events	0.			
	9a	Gross income from gaming activities. See Part IV, line 19				
	b	Less: direct expenses b				
		Net income or (loss) from gaming activities	0.			
	10a	Gross sales of inventory, less returns and allowances				
	b	Less: cost of goods sold b				
	С	Net income or (loss) from sales of inventory				
,		Miscellaneous Revenue Business (Code			
	11a	ADVERTISING REVENUE 511120	2,388,756.		2,388,756.	0.
	b	BOOK PROGRAM 451211	13,193.		0.	13,193.
	С					
	d	All other revenue				
	е	Total. Add lines 11a-11d				
	12	Total revenue. See instructions	155,059,722.	0.	2,388,797.	4,157,069.

Form **990** (2010)

Form 990 (2010) 13-5643799 Page **10**

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) but are not required to complete columns (B), (C), and (D).

All other organizations must complete Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and				
organizations in the U.S. See Part IV, line 21	0.			
2 Grants and other assistance to individuals in				
the U.S. See Part IV, line 22	0.			
3 Grants and other assistance to governments,				
organizations, and individuals outside the				
U.S. See Part IV, lines 15 and 16	13,372,423.	13,372,423.		
4 Benefits paid to or for members	0.			
5 Compensation of current officers, directors,	1 01 5 601	1 11 100	505 010	450 000
trustees, and key employees	1,217,691.	141,482.	597,810.	478,399
6 Compensation not included above, to disqualified				
persons (as defined under section 4958(f)(1)) and	0			
persons described in section 4958(c)(3)(B)	0.	00 010 604	1 076 000	0.050.010
7 Other salaries and wages	33,247,543.	23,318,694.	1,876,839.	8,052,010
8 Pension plan contributions (include section 401(k)	2 000 270	0 540 000	210 200	060 046
and section 403(b) employer contributions)	3,822,378.	2,542,232.	319,300.	960,846
9 Other employee benefits	3,202,695.	2,209,597.	144,081.	849,017
10 Payroll taxes	2,536,246.	1,765,312.	128,715.	642,219
11 Fees for services (non-employees):	0			
a Management	0. 217,475.	121 100	84,251.	12 024
b Legal	· · · · · · · · · · · · · · · · · · ·	121,190.	216,135.	12,034
c Accounting	216,135.	0.	210,133.	0
d Lobbying				861,168
e Professional fundraising services. See Part IV, line 17	861,168.			001,100
f Investment management fees	1,043,899.	922,629.	76,560.	44,710
g Other	583,371.	113,403.	70,300.	469,968
12 Advertising and promotion	3,076,275.	1,874,659.	250,353.	951,263
13 Office expenses	1,577,755.	956,365.	95,711.	525,679
14 Information technology	0.	930,303.	93,711.	323,079
15 Royalties	2,054,124.	1,393,788.	209,917.	450,419
16 Occupancy	3,748,104.	1,534,574.	128,547.	2,084,983
17 Travel	3,740,104.	1,334,374.	120,547.	2,004,505
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
	856 , 970.	828,693.	20,090.	8,187
19 Conferences, conventions, and meetings	6,221.	0.00,000.	6,221.	0,10,
20 Interest	0.	0.	0,221.	
	1,080,915.	979,462.	19,102.	82,351
	670,039.	456,655.	76,002.	137,382
23 Insurance24 Other expenses. Itemize expenses not covered	0707033.	130,033.	70,002.	1377302
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24f. If				
line 24f amount exceeds 10% of line 25, column				
(A) amount, list line 24f expenses on Schedule O.)				
a HABITAT DEVELOPMENT	62,020,918.	62,020,918.	0.	0
b POSTAGE AND SHIPPING	4,914,339.	1,970,006.	24,699.	2,919,634
c PREMIUMS	4,565,954.	0.	0.	4,565,954
d PRINTING AND PUBLICATION	2,151,719.	1,418,425.	8,252.	725,042
e MAILING LIST RENTAL	327,213.	0.	0.	327,213
f All other expenses	02.,210.	Ŭ.	~ ·	027,210
25 Total functional expenses. Add lines 1 through 24f	147,371,570.	117,940,507.	4,282,585.	25,148,478.
26 Joint Costs. Check here ► X if following SOP 98-2 (ASC 958-720). Complete this line only if the organization reported in column (B) joint costs from a combined educational				
campaign and fundraising solicitation	15,400,000.	6,150,000.	0.	9,250,000

JSA 0E1052 1.000 Form 990 (2010) 13-5643799 Page **11**

Form 990 (2010) Part X Balance Sheet

Pa	rt X	Balance Sheet			
			(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing	429,943.	1	494,485.
	2	Savings and temporary cash investments	14,625,324.	2	14,767,490.
	3	Pledges and grants receivable, net	43,140,501.	3	43,405,994.
	4	Accounts receivable, net	6,180,289.	4	9,651,001.
	5	Receivables from current and former officers, directors, trustees, key			
		employees, and highest compensated employees. Complete Part II of			
		Schedule L		5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons			
		described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of			
s		section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)		6	
Assets	7	Notes and loans receivable, net		7	
As	8	Inventories for sale or use	3,802,579.	8	3,163,585.
	9	Prepaid expenses and deferred charges	1,153,901.	9	1,101,501.
	10 a	Land, buildings, and equipment: cost or			
	_	other basis. Complete Part VI of Schedule D 10a 30,902,755.	0 005 050		0.050.005
		Less: accumulated depreciation10b 21,951,830.	9,325,870.	_	8,950,925.
	11	Investments - publicly traded securities	7,471,030.	 	7,990,613.
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets	1 (41 (6)	14	1 (5(71)
	15	Other assets. See Part IV, line 11	1,641,662.	15	1,656,713.
	16	Total assets. Add lines 1 through 15 (must equal line 34)	87,771,099. 13,579,929.	16	91,182,307.
	17	Accounts payable and accrued expenses	13,379,929.	17 18	11,652,241.
	18	Grants payable		19	
	19 20	Deferred revenue		20	
"	21	Tax-exempt bond liabilities		21	
Liabilities	22	Payables to current and former officers, directors, trustees, key		21	
ΞĮ	22	employees, highest compensated employees, and disqualified persons.			
Lia		Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities. Complete Part X of Schedule D	25,079,627.	25	18,526,272.
	26	Total liabilities. Add lines 17 through 25	38,659,556.	26	30,178,513.
		Organizations that follow SFAS 117, check here 🕨 🗓 and complete			
es		lines 27 through 29, and lines 33 and 34.			
anc	27	Unrestricted net assets	-20,373,740.	27	-12,152,918.
Sal	28	Temporarily restricted net assets	63,783,212.	28	66,751,416.
ρ	29	Permanently restricted net assets	5,702,071.	29	6,405,296.
Net Assets or Fund Balances		Organizations that do not follow SFAS 117, check here ▶ and complete lines 30 through 34.			
ts c	30	Capital stock or trust principal, or current funds		30	
sse	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
t As	32	Retained earnings, endowment, accumulated income, or other funds		32	
Š	33	Total net assets or fund balances	49,111,543.	33	61,003,794.
	34	Total liabilities and net assets/fund balances	87,771,099.	34	91,182,307.

Form **990** (2010)

13-5643799 Page **12** Form 990 (2010)

Pa	Reconciliation of Net Assets Check if Schedule O contains a response to any question in this Part XI				X	
1	Total revenue (must equal Part VIII, column (A), line 12)	1	1	55,0	59 , 7	22.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1	47 , 3	71,5	70.
3	Revenue less expenses. Subtract line 2 from line 1	3		7,6	88,1	52.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		49,1	11,5	43.
5	Other changes in net assets or fund balances (explain in Schedule O)	5		4,2	04,0	199.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33,					
Ĭ	column (B))	6		61,0	03,7	94.
Pa	Financial Statements and Reporting Check if Schedule O contains a response to any question 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 in Schedule O.					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		Х
b	• •			2b	Х	
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight o	f				
	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 in					
	Schedule O.					
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were					
	issued on a separate basis, consolidated basis, or both:					
	Separate basis X Consolidated basis Both consolidated and separate basis					
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in					
	the Single Audit Act and OMB Circular A-133?			3a	Х	
b	*					
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.			3b	X	

Form **990** (2010)

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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

► Attach to Form 990 or Form 990-EZ.

► See separate instructions.

2010	
Open to Publi Inspection	С

Name of t	he organization							Employ	er ident	ification number	
DUCKS	UNLIMITED, INC	С.							13-	-5643799	
Part I	Reason for Pub	lic Charity Statu	s (All organizations mus	st com	plete	this pa	rt.) Se	e instru	ictions.		
The orga	nization is not a priva	te foundation beca	use it is: (For lines 1 throu	gh 11,	check	only on	e box.)				
1	A church, convention	n of churches, or a	ssociation of churches des	scribed	in s	ection	1 70(b) (1)(A)(i).			
2			1)(A)(ii). (Attach Schedule								
3			vice organization describe		sectio	n 170(b)(1)(A)(i	ii).			
4		· · · · · · · · · · · · · · · · · · ·	erated in conjunction wi			-		-	170(b)(1)(A)(iii). Enter	the
	hospital's name, cit		, , , , , , , , , , , , , , , , , , ,							/(- /(- · /(- · · / - · · · · - · · · · · · · · · ·	
5	•		nefit of a college or university	ersitv	owned	or ope	rated b	v a go	vernme	ntal unit describe	d in
•	section 170(b)(1)(A		-	0.0,		o. opc		, a ge			-
6			governmental unit describ	ned in	sect	ion 170	(b)(1)(A)(v)			
7 X		_	es a substantial part of it						it or fro	m the general nu	ıhlic
- [23]	described in sectio	•	·	o oupp	011 110	iii a go	• • • • • • • • • • • • • • • • • • • •	inai aii	0	in the general pe	
8			on 170(b)(1)(A)(vi). (Com	nlete F	Part II)						
9	=		es: (1) more than 33 1/3 %	-		rt from	contrib	utions	membe	ership fees and d	ross
•	_	-	exempt functions - subj								
	•		ome and unrelated busing			-					
			e 30, 1975. See section				-			tax, nom baomo	5000
10			ed exclusively to test for pu								
11		-	ated exclusively for the		-					or to carry out	the
Ш	_	-	pported organizations de			-				-	
			es the type of supporting					-			
	a Type I	b Type				ally inte			d	Type III - Other	
е			the organization is not			-	_	rectly I			ified
•			gers and other than one			•		•	•	•	
	509(a)(1) or section		goro and outor than one	01 1110	io pui	nory ou	pportoa	organ.	24110110	400011004 111 000	,
f	() ()	(n determination from the	e IRS	that it	is a T	me I T	vne II	or Type	e III supporting	
•	organization, check		. dotomination nom the	0 1110	tilat it	.o u .	,,, ,) po,	o , p.		
g	-		zation accepted any gift or	contrib	nution	from an	v of the				
9	following persons?	700, rido trio organiz	editori docoptod diriy giit or	COITCI	Julion	monn an	y 01 ti 10				
	= :	directly or indire	ctly controls, either alor	ne or t	ogethe	er with	person	s desci	ibed in	(ii) Yes	No
		=	ly of the supported organ		_	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	porcon	o 4000.		11g(i)	
	(ii) A family memb			Lation	• • •					11g(ii)	
			n described in (i) or (ii) abo	ove?						11g(iii)	
h			the supported organization							50 /	
	ame of supported	(ii) EIN	(iii) Type of organization		Is the	(v) Did v	ou notify	(vi)	s the	(vii) Amount of	
(1) 14	organization	(11) = 114	(described on lines 1-9	organiz	ation in	the orga		, , ,		support	
			above or IRC section (see instructions))	your go		in col			rganized U.S.?		
			(See mandening)	Yes	No	Yes	No	Yes	No		
(A)											
(B)											
(C)											
(D)											
(E)											
Total											

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

Schedule A (Form 990 or 990-EZ) 2010

Schedule A (Form 990 or 990-EZ) 2010 13-5643799 Page **2**

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

Sec	tion A. Public Support						
Caler	ndar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	132,744,301.	143,390,065.	133,882,662.	147,618,152.	148,513,856.	706,149,036.
2	Tax revenues levied for the organization'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	132,744,301.	143,390,065.	133,882,662.	147,618,152.	148,513,856.	706,149,036.
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)						24,957,785.
6	Public support. Subtract line 5 from line 4.						681,191,251.
	tion B. Total Support	() 0000	4 > 0007	4) 0000	/ IN 2000	() 0040	
Caler	ndar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7	Amounts from line 4	132,744,301.	143,390,065.	133,882,662.	147,618,152.	148,513,856.	706,149,036.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	5,647,661.	6,024,456.	4,640,964.	4,178,327.	4,053,276.	24,544,684.
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 IV.) . ATCH. 1	10,203.	-7,118.	18,976.	2,615.	13,193.	37,869.
11	Total support. Add lines 7 through 10						730,731,589.
12	Gross receipts from related activities, etc. (se	,				12	
13	First five years. If the Form 990 is forganization, check this box and stop here			d, third, fourth,	or fifth tax ye	ar as a section	501(c)(3) ▶
	tion C. Computation of Public Sup	•				44	93.22%
14	Public support percentage for 2010 (line		•	column (t))		15	92.70%
15	Public support percentage from 2009 S			boy on line 12	and line 14 is		
IVa	33 1/3 % support test - 2010. If the o	· ·		•			· —
h	this box and stop here. The organization 33 1/3 % support test - 2009. If the organization						
	check this box and stop here. The organization						
17a	10%-facts-and-circumstances test - 2	•					
	or more, and if the organization me						
	Part IV how the organization meets to						
	organization			_	· ·	· · · · · · · ·	▶
b	10%-facts-and-circumstances test -						and line
~	15 is 10% or more, and if the orga	_					
	Explain in Part IV how the organization						
	supported organization						▶ □
18	Private foundation. If the organization						and see
	instructions						

Schedule A (Form 990 or 990-EZ) 2010

Schedule A (Form 990 or 990-EZ) 2010 13-5643799 Page **3**

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

(Complete only if you checked the box on line 9 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.)

Sec	tion A. Public Support						
Ca	alendar year (or fiscal year beginning in) 🕨	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1	Gifts, grants, contributions, and membership fees						
	received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise						
	sold or services performed, or facilities						
	furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that are not an						
	unrelated trade or business under section 513						
4	Tax revenues levied for the organization's						
	benefit and either paid to or expended on						
	its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to the						
	organization without charge						
6	Total. Add lines 1 through 5						
	Amounts included on lines 1, 2, and 3						
	received from disqualified persons						
b	Amounts included on lines 2 and 3						
	received from other than disqualified persons that exceed the greater of						
	\$5,000 or 1% of the amount on line 13 for the year						
_	Add lines 7a and 7b						
8	Public support (Subtract line 7c from						
	line 6.)						
Sec	tion B. Total Support						
	alendar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9	Amounts from line 6						
	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						
	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in 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						
40	(Explain in Part IV.)						
13	Total support. (Add lines 9, 10c, 11,						
	and 12.)				COL 1	. 504	() (0)
14	First five years. If the Form 990 is for	ŭ			•		` ^ `
Soci	organization, check this box and stop here . tion C. Computation of Public Sup						
15	Public support percentage for 2010 (line 8, co	•		(f))		15	%
16	Public support percentage from 2009 Schedu		•			16	
	tion D. Computation of Investment					10	/0
17	Investment income percentage for 2010 (lin			R column (f))		17	%
18	Investment income percentage for 2009 S		•			18	
	33 1/3 % support tests - 2010. If the org						
13 d	17 is not more than 331/3 %, check this						. \square
h	33 1/3 % support tests - 2009. If the organ	· ·		•			
D	line 18 is not more than 331/3 %, check						
20	Private foundation. If the organization of		•	•		0	
				,	,	555 111011	

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PAGE 15

13-5643799

Part IV Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Also complete this part for any additional information. (See instructions).

Schedule A (Form 990 or 990-EZ) 2010

SCHEDULE A, PART II	- OTHER INCOM	E		:	ATTACHMENT 1	
DESCRIPTION	2006	2007	2008	2009	2010	TOTAL
ALL OTHER	10,203.	-7,118.	18,976.	2,615.	13,193.	37,869.
TOTALS	10.203.		18.976.	2.615.	13.193.	37.869.

Page 4

Schedule B

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

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2010

DUCKS UNLIMITED, INC		Employer identification number				
Organization type (shock one)		13-5643799				
Organization type (check one)	•					
Filers of:	Section:					
Form 990 or 990-EZ	\overline{X} 501(c)(3) (enter number) organization					
	4947(a)(1) nonexempt charitable trust not treated as a private	efoundation				
	527 political organization					
Form 990-PF	501(c)(3) exempt private foundation					
	4947(a)(1) nonexempt charitable trust treated as a private found	dation				
	501(c)(3) taxable private foundation					
Note. Only a section 501(c)(7), instructions. General Rule	(8), or (10) organization can check boxes for both the General Rule and	a Special Rule. See				
	iling Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 ne contributor. Complete Parts I and II.	or more (in money or				
Special Rules						
sections 509(a)(1) an	3) organization filing Form 990 or 990-EZ that met the 33 1/3 % suppoint 170(b)(1)(A)(vi), and received from any one contributor, during the yeal or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h or (ii) Form 9	r, a contribution of the				
For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one contributor, during the year, aggregate contributions of more than \$1,000 for use exclusively for religious, charitable, scientific, literary, or educational purposes, or the prevention of cruelty to children or animals. Complete Parts I, II, and III.						
For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions for use <i>exclusively</i> for religious, charitable, etc., purposes, but these contributions did not aggregate to more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an <i>exclusively</i> religious, charitable, etc., purpose. Do not complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions of \$5,000 or more during the year						
=	s not covered by the General Rule and/or the Special Rules does not file					
	${f t}$ answer "No" on Part IV, line 2 of its Form 990, or check the box on line rtify that it does not meet the filing requirements of Schedule B (Form 990)					
For Paperwork Reduction Act Notice,	see the Instructions for Form 990, 990-EZ, or 990-PF. Sche	dule B (Form 990, 990-EZ, or 990-PF) (2010)				

Name of organization DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
1 _		\$7,600,000.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c) Aggregate contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
2 _		\$3,891,559.	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c) Aggregate contributions	(d)
No.	Name, address, and ZIP + 4		Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
		\$	Person Payroll Noncash (Complete Part II if there is a noncash contribution.)

SCHEDULE C

(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

Complete if the organization is described below.

► Attach to Form 990 or Form 990-EZ.

► See separate instructions.

OMB No. 1545-0047

2010

Open to Public Inspection

Department of the Treasury Internal Revenue Service

If the organization answered "Yes," to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax) or Form 990-EZ, Part V, line 35a (Proxy Tax), then

• Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Nam	e of organization			Employer identif	fication number					
DUC	CKS UNLIMITED, INC.			13-564						
Pa	rt I-A Complete if the or	ganization is exempt under se	ction 501(c) or is	a section 527 organia	zation.					
1 2 3	candidates for public office in Political expenditures	organization's direct and indirect polit Part IV.		> \$						
Pa	rt I-B Complete if the or	ganization is exempt under se	ction 501(c)(3).							
1 2 3 4a b	b If "Yes," describe in Part IV.									
	•	· · · · · · · · · · · · · · · · · · ·	. , , .	. ,,,,						
Enter the amount directly expended by the filing organization for section 527 exempt function activities Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b Did the filing organization file Form 1120-POL for this year? Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV										
	(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0					
(1)										
(2)										
(3)										
(4)										
(5)										
(6)										

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

Schedule C (Form 990 or 990-EZ) 2010

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Sch	edule C (Form 990 or 990-EZ) 2010				13-56	43799	Pa	ige 2
Pa	Complete if the or section 501(h)).	ganizatio	n is exem	ot under section t	501(c)(3) and fil	ed Form 5768 (elec	tion under	
				an affiliated group ox A and "limited o		ns apply.		
	Limi (The term "expend	ts on Lobb litures" me		(a) Filing organization's totals	(b) Affiliated group totals			
1 a	Total lobbying expenditures to	influence p	ublic opinio	n (grass roots lobbyir	ng)			
	Total lobbying expenditures to							
С	Total lobbying expenditures (a	dd lines 1a	and 1b)					
d	Other exempt purpose expend	litures						
е	Total exempt purpose expendi	tures (add I	nes 1c and	1d)				
f	Lobbying nontaxable amount. columns.	Enter the a	nount from	the following table in	both			
	If the amount on line 1e, column	(a) or (b) is:	The lobbyin	g nontaxable amount i	s:			
	Not over \$500,000		20% of the a	mount on line 1e.				
	Over \$500,000 but not over \$1,000	0,000	\$100,000 plu	us 15% of the excess o	ver \$500,000.			
	Over \$1,000,000 but not over \$1,5	00,000	\$175,000 plu	us 10% of the excess o	ver \$1,000,000.			
	Over \$1,500,000 but not over \$17,	000,000	\$225,000 plu	us 5% of the excess over	er \$1,500,000.			
	Over \$17,000,000		\$1,000,000.					
g	Grassroots nontaxable amoun	t (enter 25%	of line 1f)					
h	Subtract line 1g from line 1a. If							
i	Subtract line 1f from line 1c. If							
j 	If there is an amount other that section 4911 tax for this year?			,		n 4720 reporting	. Yes	No
		ations that lumns belo	made a sec w. See the	instructions for line	do not have to co s 2a through 2f o			
_		Lobi	ying Exper	nditures During 4-Ye	ear Averaging Pei	riod	1	
	Calendar year (or fiscal year beginning in)	(a) 2	007	(b) 2008	(c) 2009	(d) 2010	(e) Total	
2 a	Lobbying nontaxable amount							
b	Lobbying ceiling amount (150% of line 2a, column (e))							
С	Total lobbying expenditures							
d	Grassroots nontaxable amount							
e	Grassroots ceiling amount (150% of line 2d, column (e))							
f	Grassroots lobbying expenditures							

Schedule C (Form 990 or 990-EZ) 2010

Schedule C (Form 990 or 990-EZ) 2010 13-5643799 Page **3**

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

		(a	a)	(b)		
		Yes	No	Ar	nount	
1	During the year, did the filing organization attempt to influence foreign, national, state or local					
	legislation, including any attempt to influence public opinion on a legislative matter or					
	referendum, through the use of:					
а	Volunteers? Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X				
b		X	Х			
c d	Media advertisements? Mailings to members, legislators, or the public?	X	A		1 3	,134.
e	Mailings to members, legislators, or the public? Publications, or published or broadcast statements?	X				, 134. , 785.
f	Grants to other organizations for lobbying purposes?	X				781.
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Х				,301.
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		Х			
i	Other activities? If "Yes," describe in Part IV		Х			
j	Total. Add lines 1c through 1i				725	,001.
2 a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		Х			
b	If "Yes," enter the amount of any tax incurred under section 4912					
С	If "Yes," enter the amount of any tax incurred by organization managers under section 4912					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?	\				
Pai	t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5)	;)(5),	or se	ction		
	501(c)(6).				Yes	l Na
1	Were substantially all (90% or more) dues received nondeductible by members?			1		No
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?				_	
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?			3	_	
Pai	t III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)					
	501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, I					
	"Yes."					
1	Dues, assessments and similar amounts from members			1		
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of	oolitic	al			
	expenses for which the section 527(f) tax was paid).					
а	Current year			2a		
b	Carryover from last year			2b		
C	Total			2c		
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) due			3		
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion excess does the organization agree to carryover to the reasonable estimate of nondeductible le					
	and political expenditure next year?	JUUYIII	ig	4		
5	Taxable amount of lobbying and political expenditures (see instructions)			5		
	t IV Supplemental Information					
Con	uplete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, complete this part for any additional information.	, line	5; and	d Part II-B	, line 1i	

Schedule C (Form 990 or 990-EZ) 2010

Page 4

Part IV Supplemental Information (continued)

SCHEDULE D (Form 990)

Supplemental Financial Statements

2010

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service
Name of the organization

► Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Employer identification number

DUC	CKS UNLIMITED, INC.	13-5643799
Par	Organizations Maintaining Donor Advised Funds or Other Similar Funds	or AccountsComplete if the
	organization answered "Yes" to Form 990, Part IV, line 6.	•
	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor	or advised
		Yes No
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds	can be
	used only for charitable purposes and not for the benefit of the donor or donor advisor, or for an	
	purpose conferring impermissible private benefit?	Yes No
Par	Conservation Easements. Complete if the organization answered "Yes" to F	orm 990, Part IV, line 7.
1	Purpose(s) of conservation easements held by the organization (check all that apply).	
	Preservation of land for public use (e.g., recreation or education)	of an historically important land area
	Protection of natural habitat	of a certified historic structure
	Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the	e form of a conservation
	easement on the last day of the tax year.	United a Falada Ta Mari
		Held at the End of the Tax Year
а	Total number of conservation easements	
b	Total acreage restricted by conservation easements	
С	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a	
_	historic structure listed in the National Register	
3	Number of conservation easements modified, transferred, released, extinguished, or terminated	d by the organization during the
	tax year •	
4 5		
o o	Does the organization have a written policy regarding the periodic monitoring, inspection, hand violations, and enforcement of the conservation easements it holds?	-
6	violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easem	
U	Land volunteer flours devoted to monitoring, inspecting, and emorcing conservation easem	ients during the year
7	Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements	during the year
•	> \$	daming the year
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of sect	ion 170(h)(4)(B)
	(i) and 170(h)(4)(B)(ii)?	
9	In Part XIV, describe how the organization reports conservation easements in its revenue and	expense statement, and
	balance sheet, and include, if applicable, the text of the footnote to the organization's financial	statements that describes the
	organization's accounting for conservation easements.	
Par	Organizations Maintaining Collections of Art, Historical Treasures, or Oth	ner Similar Assets.
	Complete if the organization answered "Yes" to Form 990, Part IV, line 8.	
1a	If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its works of art, historical treasures, or other similar assets held for public exhibition, ed	revenue statement and balance sheet
	public service, provide, in Part XIV, the text of the footnote to its financial statements that de	escribes these items.
b	If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its	
	works of art, historical treasures, or other similar assets held for public exhibition, ed	
	public service, provide the following amounts relating to these items:	
	(i) Revenues included in Form 990, Part VIII, line 1	
_	(ii) Assets included in Form 990, Part X	
2	If the organization received or held works of art, historical treasures, or other similar	.
_	following amounts required to be reported under SFAS116 (ASC 958) relating to these item	
a b	Revenues included in Form 990, Part VIII, line 1 Assets included in Form 990, Part X	· · · · · · · · · · · · · · · · · · ·
	//vvvvv //vvvvv // // // // // // // //	→

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

Schedule D (Form 990) 2010 13-5643799 Page **2**

Par	t Organizations Maintaini	ng Collections o	of Art, Hi	storical	Treasures	, or Otl	her Similar A	ssets(cc	ntinue	ed)	
•	Heiner the expeniention's conviction		04h0# #0	ام مام ما	and any of	the fell	audaa that ar	a a airmif	:t		.f :to
3	Using the organization's acquisitio collection items (check all that appl		other re	corus, c	ieck any or	trie ion	owing that ar	e a signii	icani i	ise o	או ונס
а	X Public exhibition	,,,	d		Loan or exch	nange ni	rograms				
b	Scholarly research		e				IN EVENT	SYSTEM			
c	X Preservation for future gen	erations	J	1				5151111			
4	Provide a description of the organ		ns and ex	xplain ho	w thev furth	ner the	organization's	exempt	purpos	e in	Part
-	XIV.				,				F F		
5	During the year, did the organizatio	n solicit or receive	donation	s of art,	historical tre	asures.	or other simila	r			
	assets to be sold to raise funds rath								Yes		No
Par	t IV Escrow and Custodial A									٧,	
	line 9, or reported an amo							·		,	
1a	Is the organization an agent, trustee	, custo dian or othe	er interme	diary for	contributions	or othe	r assets not		_		_
	included on Form 990, Part X?								Yes		No
b	If "Yes," explain the arrangement in	Part XI V and comp	plete the f	ollowing	table:						
							Ar	nount			
С	Beginning balance					1c					
d	Additions during the year					1d					
е	Distributions during the year				<u> </u>	1e					
f	Ending balance					1f			1		T
	Did the organization include an amo		Part X, lir	ne 21?				· · · L	Yes		No
	If "Yes," explain the arrangement in		·		/!! t-	000	Dant IV Lines	10			
Par	t V Endowment Funds. Com						· · · · · · · · · · · · · · · · · · ·		(a) Faur		h a alı
1a	Beginning of year balance	(a) Current year	(b) Pric		(c) Two yea		(d) Three year	is back	(e) Four	years	Dack
	Contributions	18,574,491.		15,934.		9,715.					
	Net investment earnings, gains,	-5,075,716.	4,0	78,077.	2,00	2,415.					
C	and losses										
А	Grants or scholarships	3,840,404.	1,4	72,781.	-3,87	2,839.					
	Other expenditures for facilities										
Ŭ	and programs	4 645									
f	Administrative expenses	1,645.		92,301.	8	3,357.					
g	End of year balance	17,337,534.	10 5	74,491.	10 11	E 034					
2	Provide the estimated percentage of				13,11	5,934.					
а	Board designated or quasi-endowme	•									
b	Permanent endowment > 44.0										
	Term endowment ► 5.0000										
3a	Are there endowment funds not in th	e pos session of	the organi	zation th	at are held a	nd admi	nistered for the	9			
	organization by:								[Yes	No
	(i) unrelated organizations								3a(i)		X
	(ii) related organizations								3a(ii)	Χ	
b	If "Yes" to 3a(ii), are the related orga	nizati ons listed as	required	on Sche	dule R?				3b	Х	
4	Describe in Part XIV the intended us	ses of t he organiza	ation's end	lowment	funds.						
Par	t VI Land, Buildings, and Eq	uipmentSee Fo	rm 990, F	Part X, I	ine 10.						
	Description of investment		or other basi estment)	s (b) 0	ost or other bas (other)		Accumulated lepreciation	(d)	Book val	ue	
1a	Land				1,405,26	4.			1,40	5,2	64.
	Buildings				2,187,32		,567,403.		5,61		
	Leasehold improvements				344,36		307,295.				68.
d	Equipment			1	6 , 965 , 80	_	,077,132.		1,88		
е	Other										
Γota	I. Add lines 1a through 1e. (Column	(d) must equal For	m 990, Pa	art X, col	umn (B), line	10(c).)	▶		8,95	0,9	25.

Schedule D (Form 990) 2010 13-5643799 Page **3**

(a) Description of security or category (b) Book value (c) Method of visualistics (cost or end-of-year market value (f) Financial derivatives (g) Closely-held equity interests (h) (h) (h) (h) (h) (ii) (iii) (Concada D (1 offin 330) 2010		19 3013733	1 age 0
(including name of security) (if) Financial derivatives (2) Closely-held equity interests (3) Other (4) (6) (7) (8) (8) (9) (10) (10) (10) (10) (11) (10) (11) (11	Part VII Investments - Other Securities. See Form 9	990, Part X, line 1	2.	
(1) Financial derivatives (2) Closely-held equity interests (3) Other (4) (8) (6) (7) (8) (7) (9) (9) (9) (10) (10) (10) (10) (10) (10) (10) (10	(a) Description of security or category (including name of security)	(b) Book value		
(2) Closely-held equity interests (3) Other (6) (7) (9) (9) (10) (11) (11) (12) (2) (3) (4) (4) (5) (6) (7) (7) (8) (9) (9) (10) (10) (10) (10) (10) (11) (11) (12) (13) (14) (15) (16) (17) (17) (18) (18) (19) (19) (19) (10) (10) (10) (10) (10) (10) (10) (10			Cost of cita of year many	ot value
(3) Other (A) (B) (B) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C	, ,			
(A) (B) (C) (C) (C) (D) (E) (F) (G) (H) (I) (I) (I) (I) (I) (I) (I) (I) (I) (I				
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10, J20, Z/2.	Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	18,526,272	2.	

2. FIN 48 (ASC 740) Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740).

13-5643799 Schedule D (Form 990) 2010 Page 4

Part	Reconciliation of Change in Net Assets from Form 990 to Audited Financial Stateme	onte		1 agc 4
	Tatal manager (Farm 000 Bast) (III and now (A) Farm 40)		<u> </u>	155,059,722.
1	Total average (Form 990, Part VIII, column (A), line 12)	1	<u> </u>	
2	Total expenses (Form 990, Part IX, column (A), line 25)	2		147,371,570.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3		7,688,152.
4	Net unrealized gains (losses) on investments	4	-	2,405,890.
5	Donated services and use of facilities	5		
6	Investment expenses	6		
7	Prior period adjustments	7		
8	Other (Describe in Part XIV.)	8		1,798,209.
9	Total adjustments (net). Add lines 4 through 8	9		4,204,099.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10		11,892,251.
Part :	XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Retu	ırn		
1	Total revenue, gains, and other support per audited financial statements		1	157,465,612.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains on investments 2, 405, 890			
b	Donated services and use of facilities 2b			
C	Recoveries of prior year grants 2c	1		
d	Other (Describe in Part XIV.)	-		
			2e	2,405,890.
e		• -	3	155,059,722.
3	Subtract line 2e from line 1	•	3	133,039,722.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	-		
b	Other (Describe in Part XIV.)	_		
С	Add lines 4a and 4b	. –	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	155,059,722.
Part 1	Reconciliation of Expenses per Audited Financial Statements With Expenses per Re	etui	'n	
1	Total expenses and losses per audited financial statements	. L	1	147,371,570.
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 XIV.)			
е	Add lines 2a through 2d	П	2e	
3	Subtract line 2e from line 1	•	3	147,371,570.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	•		111,011,010.
- a	Investment expenses not included on Form 990, Part VIII, line 7b 4a			
	Other (Describe in Part XIV.)	\dashv		
b	`	_	4.	
	Add lines 4a and 4b	. -	4c	147 271 570
5 Part	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	•	5	147,371,570.
Compl Part V	Supplemental Information ete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Parl line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also compled ditional information.			
SEE	PAGE 5			

Schedule D (Form 990) 2010 13-5643799 Page 5

Part XIV Supplemental Information (continued)

ORGANIZATION'S COLLECTIONS

PART III, 4

WORKS OF ART AND OTHER SIMILAR ASSETS ARE HELD ON DISPLAY AT DUCKS UNLIMITED, INC. OFFICES FOR THE EDUCATION OF MEMBERS, VOLUNTEERS, AND THE GENERAL PUBLIC OF THE CRITICAL NEED FOR WETLANDS AND ASSOCIATED UPLANDS HABITAT RESTORATION.

INTENDED USE OF ORGANIZATION'S ENDOWMENT FUNDS

PART V, 4

THE CURRENT FUND BALANCES SUPPORT PROGRAM WORK IN MONITORING EASEMENTS, LAND ACQUISITIONS, WETLANDS RESTORATION AND RESEARCH. DUCKS UNLIMITED, INC. WILL WORK WITH PROSPECTIVE DONORS ON THE TERMS AND CONDITIONS OF OTHER ENDOWMENT FUNDS, INCLUDING NAMED FUNDS, PROVIDED THEY SUPPORT APPROPRIATE CONSERVATION, PUBLIC POLICY, OR RESEARCH ACTIVITIES.

PART XI, 8

PENSION AND POST-RETIREMENT BENEFIT LIABILITY ADJUSTMENTS OTHER THAN NET PERIODIC COSTS.

SCHEDULE F (Form 990)

Statement of Activities Outside the United States

► Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.

➤ Attach to Form 990. ➤ See separate instructions.

OMB No. 1545-0047

2010

Open to Public

Department of the Treasury Internal Revenue Service Name of the organization

DUCKS UNLIMITED, INC.

Inspection Employer identification number

13-5643799

Par	General Information o Form 990, Part IV, line 14		Outside the U	nited States. Complete	if the organization answe	red "Yes" to				
1	For grantmakers. Does the organistance, the grantees' eligibilit grants or assistance?	y for the gran	ts or assistance	e, and the selection criter	=	X Yes No				
2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of grant funds outside the United States.										
3	Activities per Region. (The followi									
	(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region				
(1)										
(1)	NORTH AMERICA	0.	0.	GRANTMAKING	CONSERVATION	12,764,225.				
(2)	NORTH AMERICA	0.	0.	GRANTMAKING	CONSERVATION	608,198.				
(3)										
(4)										
(5)										
(6)										
(7)										
(8)										
(9)										
(10)										
(11)										
(12)										
(13)										
(14)										
(15)										
(16)										
(17)										
3a		0.	0.			13,372,423.				
b	Total from continuation sheets to Part I									
c	Totals (add lines 3a and 3h)	_	0			13 372 423				

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

13-5643799 Page 2 Schedule F (Form 990) 2010

1	(a) Name of organization	(b) IRS code section and EIN	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash	(g) Amount of non-cash	(h) Description of non-cash	(i) Method of valuation (book, FMV,
		(if applicable)		9.5		disbursement	assistance	assistance	appraisal, other)
(1)			NORTH AMERICA	CONSERVATION			1,723,741.	INVENTORY	INVOICE COS
			NORTH PRIBATES	CONDENSITION			1,723,711.	INVENTOR	INVOICE COD
(2)			NORTH AMERICA	CONSERVATION	11,040,484.	WIRE			
(3)			NORTH AMERICA	CONSERVATION	608,198.	WIRE			
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									
								•	
	er total number of recipient organ the IRS, or for which the grantee		_		n country, recogniz				0.
	,			1					

Schedule F (Form 990) 2010 13-5643799 Page **3**

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
_(1)							
_(2)							
_(3)							
(4)							
(5)							
(6)							
(7)							
_(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Schedule F (Form 990) 2010 Page **4**

Part IV Foreign Forms

1	Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)	Yes	X	No
2	Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)	Yes	X	No
3	Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with respect to Certain Foreign Corporations. (see Instructions for Form 5471)	Yes	X	No
4	Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes," the organization may be required to file Form 8621, Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)	Yes	X	No
5	Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with respect to Certain Foreign Partnerships. (see Instructions for Form 8865)	Yes	X	No
6	Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713)	Yes	X	No

DUCKS UNLIMITED, INC. 13-5643799

Schedule F (Form 990) 2010 13-5643799 Page **5**

Part V Supplemental Information

Complete this part to provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

PART I, 2

DUCKS UNLIMITED CANADA (DUC) AND DUCKS UNLIMITED MEXICO (DUMAC) ARE

AFFILIATE ORGANIZATIONS OF DUCKS UNLIMITED, INC. (DUI). AS SUCH, THERE

ARE BOARD MEMBERS OF EACH OF THESE ORGANIZATIONS THAT ARE ALSO STAFF AND

BOARD MEMBERS OF DUI. MONITORING IS ACCOMPLISHED THROUGH PARTICIPATION IN

BOARD MEETINGS AND DETAILED REPORTING OF FINANCIAL RESULTS, WHICH

INCLUDES USES OF GRANTS.

PROCEDURES FOR MONITORING GRANT FUNDS OUTSIDE THE UNITED STATES

Schedule F (Form 990) 2010

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

201U
Open To Public
Inspection

See separate instructions Attach to Form 990 or Form 990-EZ. Name of the organization Employer identification number DUCKS UNLIMITED, INC. 13-5643799 Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Part I Form 990-EZ filers are not required to complete this part. Indicate whether the organization raised funds through any of the following activities. Check all that apply. 1 Mail solicitations Solicitation of non-government grants а Χ Χ Internet and email solicitations f Solicitation of government grants Χ Phone solicitations Special fundraising events C g In-person solicitations Did the organization have a written or oral agreement with any individual (including officers, directors, trustees X Yes or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. (v) Amount paid to (iii) Did fundraiser have (vi) Amount paid to (i) Name and address of individual (iv) Gross receipts (or retained by) custody or control of (or retained by) (ii) Activity or entity (fundraiser) from activity fundraiser listed in organization contributions? col. (i) Yes No 1 CONSULTING EDGE DIRECT, LLC DIRECT MAIL 2,496,700 471,361 3,169,539. X 2 BENZ, CONSULTING Χ 0 WHALEY, FLESSNER 28,927 -28**,**927. 3 DONATION DONOR CARE SOLICITATIO Χ 32,858 58,844 -25,986.4 FUNDRAISING RUSS REID COUNSEL Χ 1,144,200 216,012 928,188. SEALED BID AUCTION AUCTION SPECIALISTS, INC. SOLICITATIO Χ 145,808 86,024 59,784. 6 7 8 9 10 Total 3,819,566 861,168 4,102,598. List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing. AL, AK, AZ, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI

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

Schedule G (Form 990 or 990-EZ) 2010

Page 2

Schedule G (Form 990 or 990-EZ) 2010 13-5643799 Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000. (a) Event #1 **(b)** Event #2 (c) Other Events (d) Total events (add col. (a) through col. (c)) (event type) (event type) (total number)

					Schedule G	(Form 990 or 990-EZ) 2010
		ere any of the organization's gaming lice	·			
	ls	nter the state(s) in which the organizatio the organization licensed to operate gar	ming activities in each of	these states?		
	8	Net gaming income summary. Combine	e line 1, column d, and lin	e7		
	7	Direct expense summary. Add lines 2 t	hrough 5 in column (d)		>	(
		Volunteer labor	Yes%	Yes% No	Yes% No	
_	5	Other direct expenses				
Direct E	4	Rent/facility costs				
Expenses	3	Noncash prizes				
ses	2	Cash prizes				
Rev	1	Gross revenue				
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
		than \$15,000 on Form 990-E.	Z, line 6a.	·	rry, line 19, or repo	
Pa	11 41 I	Net income summary. Combine line 3,	column (d), and line 10			rted more
	10	Direct expense summary. Add lines 4 t			•	(
		Other direct expenses				
Direct E		Food and beverages				
Expenses		Rent/facility costs				
Sé		Noncash prizes				
		Cash prizes				
		line 2)				
	3	Gross income (line 1 minus				
Reve		Less: Charitable contributions				
		GIOSS receibis				

Sched	ule G (Form 990 or 990-EZ) 2010		Page 3
11	Does the organization operate gaming activities with nonmembers?	Yes	No
12	Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity		
	formed to administer charitable gaming?	Yes _	No
13	Indicate the percentage of gaming activity operated in:		
а	The organization's facility		<u>%</u>
b	An outside facility		<u>%</u>
14	Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
	Name ►		
	Address ▶		
15 a	Does the organization have a contract with a third party from whom the organization receives gaming		_
_		Yes	No
b			
С	amount of gaming revenue retained by the third party Samount of gaming revenue retained by the third party		
C	ii Tes, enter hame and address of the tillid party.		
	Name ▶		
	Address ▶		
16	Gaming manager information:		
	Name ▶		
	Gaming manager compensation >\$		
	Description of services provided		
	Director/officer Employee Independent contractor		
17	Mandatory distributions:		
a	Is the organization required under state law to make charitable distributions from the gaming proceeds to		
	retain the state gaming license?	Yes	No
b	Enter the amount of distributions required under state law to be distributed to other exempt organizations		
	or spent in the organization's own exempt activities during the tax year ▶ \$		
Part		•	
	columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also compart to provide any additional information (see instructions).	iplete this	
	part to provide any additional information (see instructions).		

Schedule G (Form 990 or 990-EZ) 2010

SCHEDULE J (Form 990)

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 23.

Attach to Form 990. See separate instructions. OMB No. 1545-0047 **Open to Public** Inspection

Internal Revenue Service Name of the organization

DUCKS UNLIMITED, INC.

Questions Regarding Compensation

Department of the Treasury

Employer identification number 13-5643799

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel X Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment			
	or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		Х
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers,			
	directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	X	
3	Indicate which, if any, of the following the organization uses to establish the compensation of the			
	organization's CEO/Executive Director. Check all that apply.			
	X Compensation committee Written employment contract			
	X Independent compensation consultant X Compensation survey or study			
	Form 990 of other organizations X Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
а	Receive a severance payment or change-of-control payment from the organization or a related organization?	4a	Х	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Х	
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		Х
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.			
5	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
	compensation contingent on the revenues of:			
а	The organization?	5a	Х	
b	Any related organization?	5b		Х
	If "Yes" to line 5a or 5b, describe in Part III.			
6	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
	compensation contingent on the net earnings of:			
а	The organization?	6a	Х	
b	Any related organization?	6b		Х
	If "Yes" to line 6a or 6b, describe in Part III.			
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed			
	payments not described in lines 5 and 6? If "Yes," describe in Part III	7		Х
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject			
	to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe			
	in Part III	8		Х
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53.4958-6(c)?	9		

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

Schedule J (Form 990) 2010

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 in 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 are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a.

		(B) Breakdown	of W-2 and/or 1099-MISC	compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation
(A) Name		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(i)-(D)	reported in prior Form 990 or Form 990-EZ
	(i)	168,491.	20,000.	69,348.	5,810.	4,316.	267,965.	0.
1 DALE HALL	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	232,535.	52 , 786.	0.	14,936.	4,316.	304,573.	0.
2 RANDY L. GRAVES	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	182,528.	38,304.	0.	9,110.	<u>4,316.</u>	234,258.	0.
3 DANIEL P. THIEL	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	174,472.	36 , 389.	0.	13,332.	<u>4,316.</u>	228 , 509.	0.
4 JAMES C. WEST	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	149,619.	21,301.	14,801.	8 , 722.	<u>4,316.</u>	198 , 759.	0.
5 KENNETH M. BABCOCK	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	157,943.	27 , 376.	0.	12,283.	<u>4,316.</u>	201,918.	0.
6 JAMES C. BOYD	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	156,038.	22 , 873.	0.	13,041.	<u>4,316.</u>	196 , 268.	0.
7 ROBERT D. MIMS	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	145,516.	25 , 178.	0.	12,700.	<u>4,316.</u>	187 , 710.	0.
8 WAYNE A. DIERKS	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	145,239.	22,142.	0.	11,896.	<u>4,316.</u>	183 , 593.	0.
9 SCOTT A. SUTHERLAND	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	184,418.	53,641.	0.	14,581.	<u>4,316.</u>	256 , 956.	0.
10 WILLIAM A. WENTZ	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	0.	0.	106,332.	0.	0.	106,332.	106,332.
11 MATTHEW B. CONNOLLY	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	0.	0.	22,800.	0.	0.	22 , 800.	22,800.
12 DALE WHITESELL	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)	0.	0.	283,849.	0.	0.	283 , 849.	283,849.
13 DONALD A. YOUNG	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
14	(ii)							
	(i)		ļ					
15	(ii)							
	(i)		<u> </u>					
16	(ii)							odulo 1 (Form 990) 2010

Schedule J (Form 990) 2010 Page **3**

Part III Supplemental Information

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

HOUSING ALLOWANCE

1A

A DUCKS UNLIMITED, INC. DIRECTOR OF CONSERVATION WAS ASKED TO RELOCATE

AND IS ON A LIMITED HOUSING ALLOWANCE DUE TO A NEED FOR HIS EXPERTISE AT

DUCKS UNLIMITED, INC. HOME OFFICE.

VARIABLE COMPENSATION

5A & 6A

ALL EMPLOYEES PARTICIPATE IN A VARIABLE COMPENSATION PLAN THAT IS BASED ON MEETING BUDGETED GOALS FOR REVENUE, INCOME, MEMBERSHIP AND ACRES PROTECTED.

Schedule J (Form 990) 2010 Page **3**

Part | | Supplemental Information

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

RECEIPIENTS OF SEVERENCE PAY

PART I, 4A

THE FOLLOWING FORMER EMPLOYEES RECEIVED A SEVERANCE PAYMENT: DONALD A.

YOUNG - \$283,849; JAMES L. YOUNG - \$15,546

RECEIPIENTS OF SUPPLEMENTAL RETIREMENT PLANS

PART I, 4B

THE FOLLOWING FORMER EMPLOYEES RECEIVED A SUPPLEMENTAL NONQUALIFED

RETIREMENT PLAN PARTICIPANT PAYMENT: DONALD A. YOUNG - \$38,424, MATTHEW

B. CONNOLLY - \$106,332, DALE WHITESELL - \$22,800.

SCHEDULE L (Form 990 or 990-EZ)

Transactions With Interested Persons

► Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

OMB No. 1545-0047

2010

Open To Public Inspection

Department of the Treasury Internal Revenue Service

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

Name of the organization

DUCKS UNLIMITED, INC.

13-5643799

DUCK	AS UNLIMITED, INC.							13-	-564	3/99)		
Part	Excess Benefit Transactions(s Complete if the organization answer							0-EZ, F	Part V	, line	40b.		
	()) () () () ()				4							(c)	Corrected
1	(a) Name of disqualified person				(b) Descripti	on of trans	saction				Υe	s No
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
	Enter the amount of tax imposed on the ounder section 4958 Enter the amount of tax, if any, on line 2,									* \$_ * \$_			
Part	Loans to and/or From Interest Complete if the organization answer				90, Part IV, line 26,	or Form 9	90-EZ, P	art V, I	ine 38	Ba.			
	(a) Name of interested person and purpose		1 ' '	n to or from anization?	(c) Original principal amount	(d) Bala	nce due	(e) In c	lefault?	by bo	proved ard or nittee?	(g) W agreer	
			То	From				Yes	No	Yes	No	Yes	No
(1)											igsquare		
(2)											igsquare		
(3)													
(4)													
(5)													
(6)													
_(7)													
(8)													
(9)													
(10)													
Total					<u> ▶\$</u>								
Part	Grants or Assistance Benefiti Complete if the organization answer												
	(a) Name of interested person				petween interested persor organization	and the	(c)	Amour	it and	type of	assist	ance	
(1)	TOM ENOS	REG	IONA	AL VI	CE PRESIDENT				37.	RES	STOR	ATIO	N

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount and type of assistance
(1) TOM ENOS	REGIONAL VICE PRESIDENT	37. RESTORATION
(2) SCOTT GUNNING	CONSERVATION PROG COMM	117,138. RESTORATION
(3) BRUCE LEWIS	AT-LARGE BOARD MEMBER	1,213. RESTORATION
(4) RICH JOHNSON	ASSISTANT TREASURER	14,494. CONSERVATION
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
For Denominant Dedication Act Natice and t	ha Instructions for Form 000 or 000 F7	0 (5 000 000 57) 0040

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

Schedule L (Form 990 or 990-EZ) 2010

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	organiz	aring of zation's nues?	
				Yes	No	
(1) JAMES PIKE	FORMER BOARD MEMBER	1,313,664.	MERCHANDISE PURCHASE		Х	
_(2)						
(3)						
(4)						
(5)						
(6)						
(7)						
(8)						
(9)						
(10)						

Part V Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule L (see instructions).

SCHEDULE M (Form 990)

Noncash Contributions

➤ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

➤ Attach to Form 990.

Complete if the organizations answered "Yes" on Form 990.

Complete if the organizations answered "Yes" on Form 990.

Complete if the organizations answered "Yes" on Form 990.

Complete if the organizations answered "Yes" on Form 990.

Complete if the organizations answered "Yes" on Form 990.

Department of the Treasury Internal Revenue Service

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number
13-5643799

Par	Types of Property							
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	Method of noncash cont			nts
1	Art - Works of art	X	1.	28,000.	APPRAISAI			
2	Art - Historical treasures							
3	Art - Fractional interests							
4	Books and publications							
5	Clothing and household							
	goods							
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property							
9	Securities - Publicly traded	Х	37.	576,022.	MARKET VA	ALUE		
10	Securities - Closely held stock							
11	Securities - Partnership, LLC,							
	or trust interests							
12	Securities - Miscellaneous							
13	Qualified conservation							
	contribution - Historic							
	structures							
14	Qualified conservation							
	contribution - Other							
15	Real estate - Residential							
16	Real estate - Commercial							
17	Real estate - Other							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies							
21	Taxidermy							
22	Historical artifacts							
23	Scientific specimens							
24	Archeological artifacts							
25	Other ►()							
26	Other ►()							
27	Other ►()							
28	Other ►()							
29	Number of Forms 8283 received							
	which the organization completed I	Form 8283,	Part IV, Donee Acknowledge	ement	29			38.
							Yes	No
30 a	During the year, did the organizat							
	it must hold for at least three yea							
	used for exempt purposes for the e		period?			30a		Х
	If "Yes," describe the arrangement in		and the second second	a tha and a				
31	Does the organization have a			-				
	contributions?					31	X	
32 a	Does the organization hire or use	-		· ·				
_	contributions?					32a	X	
	If "Yes," describe in Part II.			and the family by the second	N. L.			
33	If the organization did not report ar	amount in	column (c) for a type of pro	pperty for which column (a) is checked,			
	describe in Part II.							

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

Schedule M (Form 990) (2010)

OMB No. 1545-0047

Schedule M (Form 990) (2010) 13-5643799 Page **2**

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

THIRD PARTY USE

32B

DUCKS UNLIMITED, INC. UTILIZES THE SERVICES OF A BROKERAGE FIRM TO

PROCESS & LIQUIDATE GIFTS OF MARKETABLE SECURITIES.

SA Schedule M (Form 990) (2010)

SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

OMB No. 1545-0047

2010

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number 13-5643799

OTHER PROGRAM SERVICE

PART III, 4D

DUCKS UNLIMITED, INC. MAINTAINS A PUBLIC POLICY PRESENCE IN WASHINGTON,

DC BECAUSE OF THE CRITICAL IMPORTANCE OF PUBLIC POLICY TO MAINTAINING

WETLANDS AND ECOSYSTEMS THAT SUPPORT MIGRATORY WATERFOWL.

990 COMMITTEE DISTRIBUTION

PART VI, 11

A COPY OF THE 990 IS DISTRIBUTED TO A COMMITTEE MADE UP OF A NUMBER OF KEY BOARD MEMBERS (THE PERSONNEL POLICY COMMITTEE). ONCE THE COMMITTEE HAS HAD ENOUGH TIME TO REVIEW THE 990, A COMMITTEE MEETING IS HELD TO REVIEW AND APPROVE THE 990 FOR FILING. ONCE APPROVED, THE 990 IS DISTRIBUTED TO THE FULL BOARD.

COMPENSATION DETERMINATION

PART VI, 15A AND B

IN 2011, AN INDEPENDENT CONSULTANT SPECIALIZING IN EXECUTIVE COMPENSATION PLANS SURVEYED SIMILAR NOT-FOR-PROFIT ORGANIZATIONS FOR THEIR COMPENSATION PLANS FOR TOP EXECUTIVES. THE SURVEY INCLUDED ANALYSIS ON ALL UPPER MANAGEMENT POSITIONS, INCLUDING CEO, CFO, MANAGER OF CONSERVATION, MANAGER OF DEVELOPMENT, MANAGER OF FUNDRAISING, IT MANAGER, HR MANAGER, AND COMMUNICATIONS MANAGER. THE PERSONNEL POLICY COMMITTEE REVIEWED THE RESULTS AND THE SURVEY IS DOCUMENTED IN THE MINUTES TO THE MEETING. THE PERSONNEL POLICY COMMITTEE MAKES RECOMMENDATIONS TO THE

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

BOARD OF DIRECTORS REGARDING SALARY AND BENEFITS.

OFFICER ELECTION PROCESS

PART VI, 6 AND 7A

DUCKS UNLIMITED, INC. IS A MEMBERSHIP ORGANIZATION. THE OFFICERS OF
DUCKS UNLIMITED, INC. (DUI), OTHER THAN THE CHIEF EXECUTIVE OFFICER AND
EXECUTIVE SECRETARY, SHALL BE ELECTED FROM THE MEMBERS OF DUI. ONLY
THOSE INDIVIDUALS THAT ARE CURRENT MEMBERS OF DUI SHALL BE ELIGIBLE TO
SERVE AS AN OFFICER. THE AFFAIRS OF DUI ARE MANAGED BY THE BOARD OF
DIRECTORS. UPON DISSOLUTION OR WINDING UP OF DUI, ITS ASSETS REMAINING
AFTER PAYMENT, OR PROVISION FOR PAYMENT, OF ALL DEBTS AND LIABILITIES OF
DUI SHALL BE DISTRIBUTED TO A NONPROFIT FUND, FOUNDATION OR CORPORATION
WHICH IS ORGANIZED AND OPERATED FOR CHARITABLE PURPOSES AND WHICH HAS
ESTABLISHED ITS TAX EXEMPT STATUS UNDER SECTION 501(C)(3) OF THE IRS
CODE.

PUBLIC AVAILABILITY OF DOCUMENTS AND POLICIES

PART VI, 19

DUCKS UNLIMITED, INC. MAKES ITS' CONSOLIDATED FINANCIAL STATEMENTS,
GOVERNING DOCUMENTS, AND CONFLICT OF INTEREST POLICY AVAILABLE TO THE
PUBLIC ON ITS' WEB SITE (DUCKS.ORG).

RECONCILIATION OF NET ASSETS

CHANGES IN NET ASSETS OR FUND BALANCE IS RELATED TO UNREALIZED INVESTMENT INCOME AND PENSION AND POST-RETIREMENT BENEFIT LIABILITY ADJUSTMENTS OTHER THAN NET PERIODIC COSTS.

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

COMPLIANCE POLICY

PART VI, 12C

EMPLOYEE COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY IS REGULARLY AND CONSISTENTLY MONITORED VIA AN ANNUAL CONFLICT OF INTEREST SURVEY. ALL EMPLOYEES ARE REQUIRED TO DISCLOSE POTENTIAL CONFLICTS TO AN INDEPENDENT PARTY (THE INTERNAL AUDITOR). IF A CONFLICT IS NOTED DURING THIS PROCESS, IT IS RESOLVED THROUGH DISCUSSIONS WITH UPPER MANAGEMENT, HUMAN RESOURCES, THE EMPLOYEE, HIS/HER DIRECT SUPERVISOR AND THE INTERNAL AUDITOR. BOARD MEMBERS AND COMMITTEE MEMBERS ARE REQUIRED TO PRESENT ANY POSSIBLE CONFLICTS OF INTEREST TO THE BOARD OF GOVERNANCE COMMITTEE WHO THEN MAKES A RULING ON WHETHER THE CONFLICT OF INTEREST REALLY EXISTS. IF THERE IS A CONFLICT, THE COMMITTEE THEN PRESENTS THE FACTS AND SUGGESTED RESOLUTION TO THE BOARD OF DIRECTORS FOR A VOTE.

NEGATIVE CONTRIBUTIONS

SCHEDULE D, PART V, LINE 1B

CURRENT YEAR CONTRIBUTIONS INCLUDE A REPORTING ADJUSTMENT TO PROPERLY ALLOCATE ENDOWMENTS AND EARNINGS OF DUCKS UNLIMITED, INC. AND WETLANDS AMERICA TRUST, INC. (A RELATED 501(C)(3)).

ATTACHMENT 1

FORM 990, PART VI, LINE 17 - STATES

AL, AK, AZ, AR, CA, CO, CT,

DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI,

MN, MS, MO, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA,

RI, SC, TN, UT, VA, WA, WV, WI,

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

ATTACHMENT 2

PART VII - CONTINUATION OF OFFICERS, DIRECTORS, TRUSTEES,
KEY EMPLOYEES AND HIGHEST COMPENSATED EMPLOYEES

(1)=IND.TRUSTEE/DIR. (2)=INS.TRUSTEE (3)=OFFICER (4)=KEY EMP. (5)=HIGHEST COMP. (6)=FORMER

	(A) NAME AND TITLE	(B) HOURS	(C) POSITION	COMPENSATION	FROM	(F)OTHER
29	JIM TALBERT	(2) 110010	(1)(2)(3)(1)(3)(0)	(2) 01(0: (1) (111:	01(0.	(I) OIIIII
2,7	REGIONAL VP, REGION 5	5.00	X	0.	Λ	0.
30	COOMM C CDAWTODD		Λ	0.	٠.	0.
50	REGIONAL VP, REGION 6	5.00	X	0.	0.	0.
21	RICHARD C MAGIE	3.00	Λ	0.	0.	0.
21	REGIONAL VP, REGION 6	5 00	X	0.	0.	0.
2.2	STEVE WHATLEY	3.00	Λ	0.	0.	0.
32	ASST TREASURER/ VP REGION 7	F 00	X	0.	0.	0.
2.2	LLOYD GOODE	3.00	Λ	0.	0.	0.
33		F 00	37	0	0	0
2.4	REGIONAL VP, REGION 7	5.00	X	0.	0.	0.
34	DOUG BURCH	F 00	••	0	0	0
0.5	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
35	KATHY M CHRISTIAN	5 00		0	0	0
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
36	JOHN CUSHMAN					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
37	E.J. DEUBLER					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
38	DOUG T. FEDERIGHI					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
39	DAVID A. HAGGARD					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
40	DENNIS P. HAVEY					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
41	ROGERS HOYT, JR					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
42	JAMES HULBERT					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
43	BARBARA JOHNSON					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
44	JAMES KONKEL					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
45	BRUCE LEWIS					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
46	JOE MAZON					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
47	JULIAN OTTLEY					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
48	JIM PIKE					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
49	JIM PROUGH					
	AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number

13-5643799

DUC	CKS UNLIMITED, INC.					13-5643/99	
					<i>Ì</i> ≡	ATTACHMENT 2	(CONT'D)
50	BOB SAATHOFF						
	AT-LARGE MEMBER OF THE BOD	5.00	X		0.	0.	0.
51	JOHN SAMPSON				_		
	AT-LARGE MEMBER OF THE BOD	5.00	X		0.	0.	0.
52	DOUG SCHOENROCK						
	AT-LARGE MEMBER OF THE BOD	5.00	X		0.	0.	0.
53	BILL SHORT						
	AT-LARGE MEMBER OF THE BOD	5.00	X		0.	0.	0.
54	JOHN TOMKE						
	DUCKS UNLIMITED DE MEXICO	5.00	X		0.	0.	0.
55	C. NEIL DOWNEY						
	DUCKS UNLIMITED CANADA	5.00	X		0.	0.	0.
56	JACK H. HOLE						
	DUCKS UNLIMITED CANADA	5.00	Χ		0.	0.	0.
57	JOHN W. CHILDS						
	PRES., WETLANDS AMERICA TRUST	5.00	Χ		0.	0.	0.
58	BILL R. WILLSEY						
	SECRETARY EMERITUS	5.00	Χ		0.	0.	0.
59	ALLAN HOPP						
	SENIOR VP, REGION 1	5.00	Χ		0.	0.	0.
60	RANDY L. GRAVES						
	CHIEF ADMINISTRATIVE OFFICER	40.00		X	285,321.	0.	19,252.
61	DANIEL P. THIEL						
	EXECUTIVE SECRETARY/COO	40.00		X	220,832.	0.	13,426.
62	JAMES C. WEST						
	CHIEF FUNDRAISING OFFICER	40.00		X	210,861.	0.	17,648.
63	PAUL SCHMIDT						
	CHIEF CONVERSATION OFFICER	40.00		X	0.	0.	0.
64	KENNETH M. BABCOCK	4.0			105 501	0	10.000
6.5	SR. DIRECTOR FOR CONSERVATION	40.00		X	185,721.	0.	13,038.
65	JAMES C. BOYD	40.00		••	105 010	0	16 500
	CIO/MEETING & CONFERENCES	40.00		X	185,319.	0.	16,599.
66	ROBERT D. MIMS	4.0			150 011	0	10.050
6.7	CONTROLLER	40.00		X	178,911.	0.	17,357.
6 /	WAYNE A. DIERKS	40.00		••	170 604	0	17 016
60	DIRECTOR OF HUMAN RESOURCE	40.00		X	170,694.	0.	17,016.
68	SCOTT A. SUTHERLAND	40.00		••	167 201	0	16 010
60	DIRECTOR OF GOVERNMENT AFFAIRS	40.00		X	167,381.	0.	16,212.
69	DALE WHITESELL			••	22 222	2	0
7.0	FORMER EXECUTIVE VICE PRESIDEN			X	22,800.	0.	0.
/ U	MATTHEW B. CONNOLLY			37	106 222	^	^
	FORMER EXECUTIVE VICE PRESIDEN			X	106,332.	0.	0.

Schedule O (Form 990 or 990-EZ) 2010

Name of the organization		Employer identification number			
DUCKS UNLIMITED, INC.	13-5643799				
			ATTACHMENT 2	(CONT'D)	
71 DONALD A. YOUNG	37	202 040	-	0	
FORMER EXECUTIVE VICE PRESIDEN 72 WILLIAM A. WENTZ	X	283 , 849	. 0.	0.	
FORMER SENIOR GROUP MANAGER	X	238,059	. 0.	18,897.	

ATTACHMENT 3

FORM 990, PART VII, COLUMN B - ESTIMATED AVERAGE PER WEEK

NAME AND TITLE	HOURS DEVOTED FOR RELATED ORGANIZATION
JOHN R. POPE	
CHAIRMAN OF THE BOARD	5.00
ROBERT S. HESTER, JR.	
TREASURER	5.00
JOHN W. NEWMAN	
PRESIDENT	5.00
GEORGE DUNKLIN, JR.	
FIRST VICE PRESIDENT	5.00
PAUL R. BONDERSON, JR.	
SENIOR VP, CONSERVATION PGRM	5.00
MIKE BENGE	
SENIOR VP, DEVELOPMENT	5.00
BRUCE LEWIS	
AT-LARGE MEMBER OF THE BOD	5.00
JOHN TOMKE	
DUCKS UNLIMITED DE MEXICO	5.00
JOHN W. CHILDS	
PRES., WETLANDS AMERICA TRUST	10.00
RANDY L. GRAVES	
CHIEF ADMINISTRATIVE OFFICER	5.00
DANIEL P. THIEL	
EXECUTIVE SECRETARY/COO	5.00
ROBERT D. MIMS	F 00
CONTROLLER	5.00

ATTACHMENT 4

990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS DESCRIPTION OF SERVICES COMPENSATION

GALINDO CONSTRUCTION HABITAT RESTORATION 4,394,615.
P.O. BOX 309

RIO VISTA, CA 94571

Schedule O (Form 990 or 990-EZ) 2010

Name of the organization

DUCKS UNLIMITED, INC.

13-5643799

ATTACHMENT 4 (CONT'D)

990, PA	RT VII-	COMPENSATION	OF	$_{ m THE}$	FIVE	HIGHEST	PAID	IND.	CONTRACTORS
---------	---------	--------------	----	-------------	------	---------	------	------	-------------

NAME AND ADDRESS		DESCRIPTION OF SERVICES	COMPENSATION
MOORE WALLACE COMPANY P.O.BOX 93514 CHICAGO, IL 60673		PRINTING	2,291,348.
DUTRA CONSTRUCTION CO, INC. 1000 POINT SAN PEDRO RD SAN RAFAEL, CA 94901		HABITAT RESTORATION	2,103,929.
BOREAL SONGBIRD 1601 2ND AVE, SUITE 615 SEATTLE, WA 96101		HABITAT RESTORATION	1,590,000.
DUININCK BROTHERS, INC 408 6TH ST. PRINSBURG, MN 56281		HABITAT RESTORATION	1,205,230.
	TOTAL COMPENSATION		11,585,122.

SCHEDULE R (Form 990)

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047
2010

Department of the Treasury Internal Revenue Service ► Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.

► Attach to Form 990.

► See separate instructions.

Open to Public Inspection

Name of the organization

DUCKS UNLIMITED, INC.

Employer identification number
13-5643799

Part I	Identification of Disregarded Entities (Complete if the	ne organization ans	swered "Yes" on I	Form 990, Part	IV, line 33.)			
	(a) Name, address, and EIN of disregarded entity	I		(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct con enti	ntrolling
_(1)								
_(2)								
<u>(3)</u>								
_(4)								
<u>(5)</u>								
<u>(6)</u>								
Part II	Identification of Related Tax-Exempt Organizations one or more related tax-exempt organizations during t	(Complete if the or the tax year.)	rganization answ	ered "Yes" on F	orm 990, Part IV	, line 34 because	e it had	
	(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity		g) 12(b)(13) rolled tity?
							Yes	No
_(1) WETLAN	NDS AMERICA TRUST, INC. 36-3330394 ATERFOWL WAY MEMPHIS, TN 38129	CONSERVATION	DC	501(C)(3)	11A	DUI	X	
_(2)								
_(3)								
_(4)								
<u>(5)</u>								
<u>(6)</u>								
(7)								

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

Schedule R (Form 990) 2010

Schedule	R (Form 990) 2010					13-	5643799							Page
Part III	Identification of Relate because it had one or	ed Organizations more related orga	Taxable Inizations	as a Partnersh treated as a pa	ip (Complete if th rtnership during t	e organization he tax year.)	answered "Yes	" on F	orm	990, F	Part IV, I	ine 3	4	
	(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-yeassets	ear Disprop	(h) contionate cations?	Cod amount Sche	(i) le V-UBI t in box 20 of edule K-1 m 1065)	Gene	i) eral or aging ner?	(k) Percentage ownership
			country)					Yes	No	(1 011		Yes	No	
_(1)		_												
(2)														
(3)		_												
(4)		_												
<u>(5)</u>		_												
(6)		_												
<u>(7)</u>														
Part IV	Identification of Relate line 34 because it had	ed Organizations one or more relat	Taxable ed organ	as a Corporati izations treated	on or Trust(Com as a corporation	plete if the orga or trust during t	anization answe	ered "\	Yes"	on Fo	rm 990,	Part	IV,	
	(a) Name, address, and EIN of	related organization		(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	Share o	(f) of total	income		g) are of ear ass	sets	(h) Percentage ownership
<u>(1)</u>														
(2)														
(3)														

Schedule R (Form 990) 2010

Schedule R (Form 990) 2010 13-5643799 Page **3**

Part V Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35, 35a, or 36.)

No	te. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.		Yes	No
1	During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II–IV?			
а	Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity	1a		Χ
	Gift, grant, or capital contribution to other organization(s)	1b		Χ
		1c	Χ	
		1d	Χ	
		1e		Χ
	======================================			
f	Sale of assets to other organization(s)	1f		Χ
q		1g		Х
9 h		1h		Х
ï		1i		X
•	20000 of habilition, equipment, of other accord to other organization(o)			
i	Lease of facilities, equipment, or other assets from other organization(s)	1i		Х
J k	Performance of services or membership or fundraising solicitations for other organization(s)	1k	Х	
ı	Tenormance of services of membership of fundraising solicitations for other organization(s)	11	Х	
' m	To normalize of 30 vices of membership of fundations by other organization(s)	1m	Х	
	onaling of lacinities, equipment, maining lists, of other assets.	1n	X	
"	Shalling of paid employees 1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.			
_	Reimbursement paid to other organization for expenses	1o		X
0		1p	-	X
þ	Reimbursement paid by other organization for expenses	٠,٢		
	Other transfer of each as preparity to other exemization(a)	10		Х
q	Other transfer of cash or property to other organization(s)		\dashv	X
<u>.</u>	Other transfer of cash of property from other organization(s)	••		

If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of other organization	(b) Transaction type (a-r)	(c) Amount involved	(d) Method of determining amount involved
(1) DUCKS UNLIMITED, INC. GROUP RETURN	1C	31,782,498.	FMV
(2) WETLANDS AMERICA TRUST, INC.	1D	9,095,495.	FMV
<u>(3)</u>			
<u>(4)</u>			
(5)			
<u>(6)</u>			

JSA

Schedule R (Form 990) 2010 13-5643799 Page **4**

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	Are all sec	d) partners ction (c)(3) zations?	(e) Share of end-of-year assets	Disprop	ortionate ations?	(g) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Gen man	(h) neral or naging rtner?
			Yes	No		Yes	No	(FOIII 1065)	Yes	s No
(1)										
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Schedule R (Form 990) 2010

Page 5

Schedule R (Form 990) 2010

Part VII Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule R (see instructions).

Agraement Number	Agracment Name	Organization Nama	Funding Type Code	o Amount
Agreement Number L09PX00324 MOD 3	Agreement Name JOINT VENTURE PROGRAM COORDINATOR BLM	Organization Name BUREAU OF LAND MANAGEMENT	Funding Type Code CASH	15,000
L10AC20459	WARNER VALLEY, WETLANDS ENHANCEMENT	BUREAU OF LAND MANAGEMENT	CASH	80,963
L12AC20339	BIRD HABITAT RESTORATION PROJECT	BUREAU OF LAND MANAGEMENT	CASH	5,000
L11AC20317	COUGAR WETLANDS	BUREAU OF LAND MANAGEMENT	CASH	75,000
US-CA-30-16	CONSUMNES RIVER PRESERVE OPERATIONS AND MAINTENANCE	BUREAU OF LAND MANAGEMENT	CASH	3,868
L09AC15977	BLM AK NORTH SLOPE LAND COVER EVALUATION, ALASKA JP	BUREAU OF LAND MANAGEMENT	CASH	462,290
L09PX00324	JOINT VENTURE PROGRAM COORDINATOR BLM	BUREAU OF LAND MANAGEMENT	CASH	59,804
US-CA-30-15 LA BLM	CRP OPERATION AND MAINTENANCE LETTER AGREEMENT	BUREAU OF LAND MANAGEMENT	CASH	2,482
L09AC15982 - ARRA	SIMPSON TRACT - DU DITCH METERING	BUREAU OF LAND MANAGEMENT	CASH	37,779
08FG200157 R10AP20580	TULE SMOKE WETLAND RESTORATION	BUREAU OF RECLAMATION	CASH	105,894
MS-N421B/F11AP00910	CONSERVATION IN THE CONFLUENCE II - MISSOURI	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	997,755
MS-N441B/F11AP00920	VERMILION BAY COASTAL RESTORATION	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
ND-N381B (F11AP00928)	GLACIATED WETLANDS AND PRAIRIES OF ND & MN NAWCA	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
ND-N241B (F09AP00335)	RAINWATER BASIN HABITAT CONSERVATION PROJECT - PHASE IV	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
ND-N211B	PLATTE RIVER BOTTOM WETLANDS ENHANCEMENT PROJECT	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	39,791
MS-N251C/F09AP00314	BAYOU METO BASIN PHASE II	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	999,900
MS-N431C/F11AP00917	TX GULF COAST VIII	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	998,000
F13AP00056	TEXAS MID-COAST WETLANDS RESTORATION	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	734,670
F13AP00348	SOUTH CAROLINA WETLANDS LANDSCAPE INITIATIVE I	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
NE-225-1 WESEMAN NAWCA PARTNER	WESEMAN WPA RESTORATION NAWCA PARTNER AGREEMENT	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	13,806
US-MS-95-5	MORGAN BRAKE - ROOSEVELT II NAWCA	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	489,169
US-MS-95-6	PANTHER SWAMP NWR	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	370,355
MS-N411A/F11AP00900	GULF COAST WETLAND RESTORATION & ENHANCEMENT III	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
MS-N191C/F08AP00182 PHASE 2 - MOD 1	LA DELTA WETLANDS CONSERVATION PHASE II	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	999,812
MS-N231C	THEODORE ROOSEVELT NWR NAWCA PHASE I	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	881,234
MS-N271C	TX GULF COAST VI	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
CA-N841B	BUTTE AND COLUSA BASINS WETLANDS NAWCA II	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
CO-203-1 ENOS	ENOS WETLAND ENHANCEMENT NAWCA PARTNER	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	32,538
MS-N211B/F08AP00184	BAYOU METO BASIN PHASE I	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	909,138
F13AP00446	JAMES RIVER LOWLANDS/MISSOURI COTEAU PROJECT - V	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
F13AP00042	MISSOURI COTEAU XI	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
F11AP00928 #1	GLACIATED WETLANDS AND PRAIRIES OF ND & MN NAWCA II	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
F12AP00472	BEAR RIVER MIGRATORY BIRD REFUGE WETLAND ENHANCEMENT PROJECT	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	75,000
F12AP00415	JAMES RIVER LOWLANDS/MISSOURI COTEAU IV	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
F13AP00045	TEXAS GULF COAST 10	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	996,110
F13AP00340	GLACIATED WETLANDS AND PRAIRIES OF ND & MN NAWCA III	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
MS-N281B	CONSERVATION IN THE CONFLUENCE	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	999,570
MS-N371B/F10AP00713	ARK-LA-MISS I AND II	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,989,067
ND-N361B (F11AP00911)	PLATTE RIVER CONFLUENCE PHASE III	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	997,038
F13AP00357	LINER'S CANAL NAWCA	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	997,506
ND-N341B (F11AP00897)	MISSOURI COTEAU IX	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
MS-N361B/F10AP00710	TX CHENIER PLAIN WETLANDS IMPROV PROJ - PH II	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	998,543
MS-N451B/F11AP00921	TX CHENIER PLAIN III	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	999,900
F12AP00096	MISSOURI COTEAU X	NORTH AMERICAN WETLANDS CONSERVATION COUNCIL	CASH	1,000,000
F12AP00470	PATOKA RIVER NWR WETLANDS CONSERVATION	U. S. FISH AND WILDLIFE SERVICE	CASH	42,416
F12AP00487	BLACK CROWN MARSH RESTORATION AND PROTECTION PROJECT, IL	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F12AP00531	MEADOW VALLEY FLOWAGE WETLAND ENHANCEMENT PROJECT - PHASE III	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F12AP00322	SONORAN WETLANDS RESTORATION 3	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F12AP00194	BUTTE & COLUSA BASINS WETLANDS 3	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MS-N421B/F11AP00910 GLARO	CONSERVATION IN THE CONFLUENCE II - MISSOURI	U. S. FISH AND WILDLIFE SERVICE	CASH	602,173
F13AP00044	US-CA-518 NAWCA IV	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F12AP01203	LAKESHORE MARSHES WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F12AP00388	SAGINAW BAY TO LAKE ERIE COASTAL HABITAT PROJECT PHASE 3	U. S. FISH AND WILDLIFE SERVICE	CASH	900,000
ND-N271C GLARO	UPPER IOWA PRAIRIE POTHOLE PARTNERSHIP	U. S. FISH AND WILDLIFE SERVICE	CASH	261,158
F13AP00046	CONSERVATION IN THE CONFLUENCE III	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
ND-N401D - F11AP00933 GLARO	UPPER IOWA PRAIRIE POTHOLE PARTNERSHIP - PHASE II	U. S. FISH AND WILDLIFE SERVICE	CASH	443,092
F12AP00098	WESTERN MICHIGAN COASTAL HABITAT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	930,000
MS-N471B - F11AP01035 GLARO	BALLARD COUNTY - NAWCA GRANT	U. S. FISH AND WILDLIFE SERVICE	CASH	70,815
F12AP00533	WINDOM AREA WETLANDS	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F13AP00469	GREEN BAY - MARQUETTE COASTAL	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
ND-N371B (F11AP00912)	NORTH PARK WETLAND CONERVATION PARTNERSHIP	U. S. FISH AND WILDLIFE SERVICE	CASH	997,360
MI-N601B - F11AP00948	SANGAMON BAY AND TREADWAY LAKE PERMANENT CONSERVATION EASEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
MI-N621B - F11AP00953	NORTHWEST WISCONSIN WETLAND AND GRASSLAND PROG. PHASE II	U. S. FISH AND WILDLIFE SERVICE	CASH	68,646
CA-N951B / F10AP00802	REDWOOD COAST WETLANDS PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	987,686
MI-N561B - F11AP00927	SE WI COASTAL HABITAT INIT. PHASE V	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N551B - F11AP00908	MUKWONAGO FOX RIVER WATERSHED INIT. NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N501B	FIELD B HABITAT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	10,932
MI-N511B	CHINCOTEAGUE FLATS WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
CA-N1041 / F11AP00950	GRASSLANDS WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
CA-N102B / F11AP00932	KLAMATH BASIN WETLANDS II	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N571B - F11AP00943	MEADOW VALLEY FLOWAGE WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
MI-N581B - F11AP00944	SHULTZ LAKE WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	39,148
MI-N591A - F11AP00945	COX HALL CREEK SMALL NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000

MI-N611 - F11AP00951	BLACKWATER POOL 3 & 5 NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F12AP00190	NORTHEASTERN OHIO WETLANDS PROJECT 2012-1	U. S. FISH AND WILDLIFE SERVICE	CASH	950,000
F13AP00597	PYMATUNING WILDLIFE MANAGEMENT AREA WETLAND PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F13AP00602	NE INDIANA WETLAND/GRASSLAND RESTORATION PROGRAM PHASE III - NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F13AP00604	KANDIYOHI COUNTY WETLANDS - NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F13AP00623	RIVER RAISIN - TRACHET EASEMENT - NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	52,500
F12PD02093 MOD 2	BLACKWATER POOLS 3-5	U. S. FISH AND WILDLIFE SERVICE	CASH	50,979
301817D007-F11PD00239 MOD. 1	GREAT DISMAL SWAMP NWR - OBSERVATION TOWER	U. S. FISH AND WILDLIFE SERVICE	CASH	143,424
501817J219 MOD 2	CARDS POND HYDROLOGY RESTORATION MOD 2	U. S. FISH AND WILDLIFE SERVICE	CASH	29,241
301817D007 - 50181RY021 (ARRA) MOD. 1	SHAWANGUNK GRASSLANDS NWR AIRFIELD PROJECT MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	309,000
301817D007 - 50181RY060 (ARRA) MBJ-1-L-1 - F11AP00827	LONG BEACH WEST RESTORATION INDIAN RIVER LAKES WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	60,000 432,865
301817D007 - 50181RY021 MOD. 3	SHAWANGUNK GRASSLANDS NWR AIRFIELD PROJECT MOD. 3	U. S. FISH AND WILDLIFE SERVICE	CASH	300,000
MBV-1-HM-1 - F11AP00889	PRESQUE ISLE STATE PARK RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	101,858
301817D007 - 50181RY021 MOD. 2	SHAWANGUNK GRASSLANDS NWR AIRFIELD PROJECT MOD. 2	U. S. FISH AND WILDLIFE SERVICE	CASH	7,000
51120-B-G014 - F11AP00067	COX HALL CREEK WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	14,000
81690-8-J095	CAREY RANCH WETLAND MEADOW AND RIPARIAN ENHANCEMENT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
F12AC01111	COLUSA NWR TRACT 27 - GGS MITIGATION SITE	U. S. FISH AND WILDLIFE SERVICE	CASH	141,819
81620AJ129	INVESTIGATION OF INCREASED AZOLLA GROWTH IN THE BUTTE SINK WMA PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	20,500
NE-64850-09-30	NE-35-35 OSTENBERG WETLANDS EXTENSION AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
F12AC00376	KLAMATH BASIN MONOGRAPH	U. S. FISH AND WILDLIFE SERVICE	CASH	11,000
801818D247 TO 801819Y131	CULLINAN RANCH	U. S. FISH AND WILDLIFE SERVICE	CASH	35,673
81640AJ039	NEW CHICAGO MARSH SIPHON AND PUMP STATION	U. S. FISH AND WILDLIFE SERVICE	CASH	27,364
NE-227-1 NITCHIE WEA NE-64850-10-60	NE-227-1 NITCHIE WEA NE-64850-10-60	U. S. FISH AND WILDLIFE SERVICE	CASH	2,318
NE-227-1 WENDELL WEA NE-64850-10-62	NE-227-1 WENDELL WEA NE-64850-10-62	U. S. FISH AND WILDLIFE SERVICE	CASH	3,151
NE-227-1 ZIEBARTH WEA NE-64850-10-61	NE-227-1 ZIEBARTH FARMS WEA NE-64850-10-61	U. S. FISH AND WILDLIFE SERVICE	CASH	2,040
NE-206-1 FORBES WEA NE-64850-10-49	NE-206-1 FORBES WEA NE-64850-10-49	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
401818D501/401819Y513 MS-N191C/F08AP00182	CAPE ROMAIN IDIQ LA DELTA WETLANDS 1-NAWCA	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	38,910 576,607
MS-N191C/F08AP00182	LA DELTA WETLANDS 1-NAWCA LA DELTA WETLANDS 1-NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	134,157
MS-N201B	MOTTLED DUCK NAWCA GRANT	U. S. FISH AND WILDLIFE SERVICE	CASH	907,796
CA-N641	CIBOLA NWR WETLANDS PROJECT, LA PAZ COUNTY, AZ	U. S. FISH AND WILDLIFE SERVICE	CASH	46,000
F08AP00183 (CA-N581B)	AMERICAN AND SUTTER BASINS WETLANDS PROJECT-NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N341B - F08AP00200	NORTHWEST WISCONSIN WETLAND AND GRASSLAND PRORAM	U. S. FISH AND WILDLIFE SERVICE	CASH	45,000
MI-N351B	BIG MARSH LAKE RESTORATION CALHOUN CO MICHIGAN	U. S. FISH AND WILDLIFE SERVICE	CASH	38,936
MI-N361B - F08AP00203	NE INDIANA WETLAND GRASSLAND RESTORATION PROGRAM	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
MI-N411A - F09AP00322	NORTHERN MONTEZUMA WETLANDS COMPLEX PHASE IV	U. S. FISH AND WILDLIFE SERVICE	CASH	578,000
98210-6-G168 MOD 3	WINTERING BLACK DUCK ECOLOGY - CHESAPEAKE BAY	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
F12AP00103 - GLARO	MINGO BASIN PARTNERSHIP II - GLARO	U. S. FISH AND WILDLIFE SERVICE	CASH	965,069
MI-N441B - F09AP00369	PYMATUNING WMA WETLAND PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
CA-N451B MOD 2 / F07AP00128	SONORAN WETLANDS RESTORATION II NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N421B - F09AP00357	NORTHEASTERN ILLINOIS MORAINAL WETLANDS	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
CA-N881B / F10AP00709	GREAT SALT LAKE WETLANDS NAWCA PHASE IV	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N461C CA-N891B / F10AP00715	SHIAWASSEE NWR MOIST SOIL MANAGEMENT UNIT 6 RESTORATION TULARE BASINS WETLANDS RESTORATION	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	57,200 2,000,000
MI-N491B - F10AP00714	WABASH RIVER HABITAT PROTECTION PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	990,000
MI-N471B - F10AP00691	SE LAKE MICHIGAN COASTAL HABITAT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	909,000
MI-N451B - F09AP00371	PROTECTION AND RESTORATION OF TIDAL WETLANDS - PARKER RIVER AND RACHEL CARSON NWR'S	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
CA-N871B / F10AP00708	SAN PABLO BAY III NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N521B - F10AP00766	GREAT CYPRESS SWAMP - PHASE II RESTORATION, DE	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
MI-N331B	WRIGHT MARSH RESTORATION & ENHANCEMENT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	70,000
CA-N571B	YOLO & DELTA BASINS WETLANDS RESTORATION AND ENHANCEMNT II	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MI-N321B - F08AP00197	WISCONSIN NORTHWEST POTHOLE HABITAT INITIATIVE V (08-2)	U. S. FISH AND WILDLIFE SERVICE	CASH	866,750
MI-N391B - F08AP00210	ROCKWOOD ISLAND RESTORATION PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	56,500
MI-N401D - F09AP00313	SAGINAW BAY TO LAKE ERIE COASTAL HABITAT PROJECT II	U. S. FISH AND WILDLIFE SERVICE	CASH	900,000
MI-N371B	MEADOW VALLEY FLOWAGE WETLAND ENHANCEMENT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
MS-N261C	LA COASTAL WETLANDS IV	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
98210-8-G416 MOD. 1	BLACK DUCK- LOCAL & GEOGRAPHIC HABITAT USE PATTERNS MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
F12AP00343	SKAGIT LOWLANDS CONSERVATION COLLABERATIVE	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F12AP00133 401818D501/40181RY030 - MOD 2	NO. TULARE/SAN JOAQUIN BASINS 4 -US FWS NAWCA ACE BASIN NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	1,000,000
F11PC00061/F11PD02434	PEA ISLAND IDIQ - BULKHEAD	U. S. FISH AND WILDLIFE SERVICE	CASH	23,534 798,883
NE-268-1 NE-64850-12-24	NE-268-1 KEIL WILDLIFE EXTENSION AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	6,368
301819G054	PBS WETLAND VIDEO	U. S. FISH AND WILDLIFE SERVICE	CASH	7,500
301817D007 - 301819Y088 MOD. 1	GREAT RIVERS NWR DITCHES	U. S. FISH AND WILDLIFE SERVICE	CASH	21,101
301819J235 - F09AC00128	UIHLEIN WATERFOWL PRODUCTION AREA	U. S. FISH AND WILDLIFE SERVICE	CASH	40,000
301817D007 - 301819Y088	GREAT RIVERS NWR DITCHES	U. S. FISH AND WILDLIFE SERVICE	CASH	53,388
301818G029 MOD. 1	EASTERN BOREAL BLACK DUCK SATELLITE RADIO - MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
301818G017 - F08AP00018	GREAT LAKES FISH AND WILDLIFE GRASSLAND	U. S. FISH AND WILDLIFE SERVICE	CASH	56,963
301818G029	EASTERN BOREAL BLACK DUCK SATELLITE RADIO	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
301818J199 - F12AC00239	WI LAKE SUPERIOR BASIN WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	38,000
301819G023	USFWS PRIVATE LANDS PHASE XII	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
F11AP00572 (F11AP00109)	COMPLETING THE PROTECTED LANDS LAYER	U. S. FISH AND WILDLIFE SERVICE	CASH	150,000
30181AG042-F10AP00085	MONITORING & EVALUATING THE ECOLOGICAL CONDITION OF IOWA'S SHALLOW LAKES: PRE-AND POST-RENOVATION	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000

30181AJ359 - F10AC00269 REV. 1	STATE AND FEDERAL REFUGE PROTECTION BUFFERS REV. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	313,500
301817D007-30181AY178 - F10PD77207 MOD. 3	HARVEY'S MARSH WPA MOD. 3	U. S. FISH AND WILDLIFE SERVICE	CASH	10,184
301817D007/30181AY158	CRANE POND WCS REPLACEMENT AT CLARENCE CANNON NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	165,438
F11PX02946	ORDER FOR SUPPLIES - NAWCA GRANT PARTNER AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	7,636
F11AC01394	UPDATING MN NWI - ARROWHEAD	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
F11AC01258	MN NWI UPDATE - CENTRAL	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
MBV-1-D-1 - F11AP00046	MAPLE RIVER STATE GAME AREA WETLAND ENHANCEMENT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	208,000
301817D007 - 30181AY191 MOD. 2	INTEGRATED WATERBIRD PROGRAM MOD. 2	U. S. FISH AND WILDLIFE SERVICE	CASH	200,000
F11PD03595	FLINT RIVER DIKE REHABILITATION	U. S. FISH AND WILDLIFE SERVICE	CASH	18,400
F11AP00570	RESTORING WETLAND HABITAT FOR FEDERALLY THREATENED COPPERBELLY WATER SNAKE	U. S. FISH AND WILDLIFE SERVICE	CASH	80,804
F12PD02028 10181AY157 UNDER 801818D247	SPINK WPA - TASK ORDER DAELLENBACH RESTORATION	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	6,500 6,712
801818D247-801818Y481 MOD 0002	RUBY LAKE NATIONAL WILDLIFE REFUGE	U. S. FISH AND WILDLIFE SERVICE	CASH	32,000
801818D247-801818Y481	RUBY LAKE NATIONAL WILDLIFE REFUGE	U. S. FISH AND WILDLIFE SERVICE	CASH	142,142
801818D247 TO 801818Y483	SBSS NWR, HAZARD UNIT NO MANS LAND WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	47,428
F12AC00419	PACIFIC COAST JOINT VENTURE 2012	U. S. FISH AND WILDLIFE SERVICE	CASH	667,400
10154-A-J104 F10AC00012	PACIFIC COAST JOINT VENTURE, ADMINISTRATION J104	U. S. FISH AND WILDLIFE SERVICE	CASH	681,239
10170AG201	SEA LEVEL RISE	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
801818D247 ORDER NO. F11PD02980	IDIQ - SUTTER NWR LIFT PUMP STATION PLANS	U. S. FISH AND WILDLIFE SERVICE	CASH	73,089
801819Y497 TO UNDER IDIQ 801818D247	CV PROJECT TRACKING SYSTEM SUPPORT	U. S. FISH AND WILDLIFE SERVICE	CASH	18,200
80211-9-J108	FEDERAL DUCK STAMP ART CONTEST	U. S. FISH AND WILDLIFE SERVICE	CASH	70,000
F12AC00958	WATER POLICY-2012	U. S. FISH AND WILDLIFE SERVICE	CASH	47,000
80211AJ103 MOD 4	CVJV - INTERNET BASED TRACKING	U. S. FISH AND WILDLIFE SERVICE	CASH	74,960
80211AJ103 / F10AC00765	CVJV PROJECT TRACKING DATABASE MANAGEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	124,960
80211AJ103 MOD 3 301817D007 - 50181RY024 (ARRA)	LAND TYPE AND HABITAT IN THE DELTA EASTERN NECK NWR - ENTRANCE ROAD CULVERTS/WCS	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	25,000 46,394
301817D007 - 50181RY017 (ARRA)	RECOVERY ACT IMPROVEMENTS AT MOOSEHORN NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	88,119
301817D007 - 50181RY017 (ARRA)	GREAT SWAMP NWR - WCS #14	U. S. FISH AND WILDLIFE SERVICE	CASH	13,486
501818J272 AMEND 2	HAIL POINT COVE AND CREEK	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
301817D007 - 50181RY090 (ARRA) MOD. 2	GREAT SWAMP NWR - WCS #14 MOD. 2	U. S. FISH AND WILDLIFE SERVICE	CASH	5,088
301817D007 - 50181RY021 (ARRA)	SHAWANGUNK GRASSLANDS NWR AIRFIELD PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	779,000
301817D007 - 50181AY011	MOOSEHORN NWR IDIQ - TROUT BROOK	U. S. FISH AND WILDLIFE SERVICE	CASH	55,818
301817D007 - 50181AY011 MOD. 1	MOOSEHORN NWR IDIQ - TROUT BROOK MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	3,846
301817D007 - 50181AY063	BLACKWATER STRUCTURE 33	U. S. FISH AND WILDLIFE SERVICE	CASH	106,681
US-MD-57-2	PATUXENT NWR - NEW MARSH FISHING PONDS IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	18,740
50181-7-J198 MOD. 1	SACHUEST WATER CONTROL STRUCTURE REPLACEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	221,746
50181-7-J197 MOD 1	TSCHACHE DIKE RECONSTRUCTION	U. S. FISH AND WILDLIFE SERVICE	CASH	16,402
50181-7-J197 MOD 2	TSCHACHE DIKE RECONSTRUCTION	U. S. FISH AND WILDLIFE SERVICE	CASH	179,633
50181-7-J196 MOD 1 501817J219 MOD 1	ERIE NWR - POOL 4 STRUCTURE REPLACEMENT CARDS POND HYDROLOGY RESTORATION MOD 1	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	12,931 20,000
501818Y101	PONDICHERRY WCS REHAB	U. S. FISH AND WILDLIFE SERVICE	CASH	3,200
301817D007 - 501819Y064 MOD. 1 - FORSYTHE	LONG DIKE ROAD MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	31,857
50181-7-J198 MOD. 3	SACHUEST WATER CONTROL STRUCTURE REPLACEMENT - MOD. 3	U. S. FISH AND WILDLIFE SERVICE	CASH	32,575
301817D007 - 501819Y064 FORSYTHE	LONG DIKE ROAD	U. S. FISH AND WILDLIFE SERVICE	CASH	20,859
50181-7-J196 MOD. 2	ERIE NWR - POOL 4 STRUCTURE REPLACEMENT MOD. 2	U. S. FISH AND WILDLIFE SERVICE	CASH	59,734
50181-7-J198 MOD. 4	SACHUEST WATER CONTROL STRUCTURE REPLACEMENT - MOD 3	U. S. FISH AND WILDLIFE SERVICE	CASH	15,430
F12AP01070 (MBV-2-L-1)	ST. LAWRENCE VALLEY HABITAT PROTECTION AND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	144,584
F12PD00425	IROQUOIS NWR WATER CONTROL STRUCTURE REPLACEMENT AND INSTALLATION	U. S. FISH AND WILDLIFE SERVICE	CASH	279,485
F12PD02093	BLACKWATER POOLS 3-5	U. S. FISH AND WILDLIFE SERVICE	CASH	96,076
F12PD02093 MOD 1	BLACKWATER POOLS 3-5	U. S. FISH AND WILDLIFE SERVICE	CASH	461,185
F13AP00363	INTEGRATED MODELS: INFLUENCES OF CLIMATE CHANGE	U. S. FISH AND WILDLIFE SERVICE	CASH	80,386
F12PD02136 MOD. 1 F13PX01575	INTREGRATED WATERBIRD PROGRAM MOD. 1 BLACK RUSH LAKE WPA WCS	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	43,000 5,000
F13PX01575	ANDERSON 2 - TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F13AP00600	MANISTEE RIVER STATE GAME AREA	U. S. FISH AND WILDLIFE SERVICE	CASH	196,000
MISC. FY09	MISC. FY09	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
US-NY-133-1	NEW YORK CORMORANT FINE AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
801819Y498 TO UNDER IDIQ 801818D247	WETLAND WATER SUPPLY STUDY	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
801818Y515	FLOODED RIVE SURVEY WORK BY JAY DEE GARR	U. S. FISH AND WILDLIFE SERVICE	CASH	8,000
TO 801819Y170 UNDER 801818D247	DATABASE AND IMS CONTINUATION FOR CVJV	U. S. FISH AND WILDLIFE SERVICE	CASH	7,000
80211AJ103 MOD 1	CVJV PROJECT LLC MAPPING	U. S. FISH AND WILDLIFE SERVICE	CASH	42,100
94300-1-0046	FWS STATUS AND TRENDS ASSISTANCE	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
CO-SP-10-004	FENDER WINTERHAVEN WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
CO-SP-10-005 301817D007-30181AY159-F10PD77572	DRAKELAND FARMS WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
US-MI-278-1 USFWS-SNWR	MOIST SOIL UNIT 7 SAGINAW BAY TO LAKE ERIE COASTAL HABITAT PROJECT PHASE III	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	99,750 63,800
2005-0129-008	FRENCH CREEK WMA FEMRF	U. S. FISH AND WILDLIFE SERVICE	CASH	351,138
501818J266 - F08AC00127	PARTNERS FOR WILDLIFE FY09	U. S. FISH AND WILDLIFE SERVICE	CASH	27,000
50181-9-J090	2009 USFWS PARTNERS COOPERATIVE AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	70,000
US-IN-73-1 SMITH	INDIANA PRIVATE LANDS INITIATIVE - SMITH	U. S. FISH AND WILDLIFE SERVICE	CASH	350
US-IN-73-1 CARPENTER	INDIANA PRIVATE LANDS INITIATIVE- CARPENTER	U. S. FISH AND WILDLIFE SERVICE	CASH	17,210
301816J200 MOD. 4	INDIANA PRIVATE LANDS PROGRAM FY08	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
501818J299	MD PARTNERS FOR WILDLIFE FY09	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
201817J812 AMEND 0004	CIBOLA NWR FIRE REHAB PLAN	U. S. FISH AND WILDLIFE SERVICE	CASH	150,000

201817J812 AMEND 0002	ICIDOLA NIMID CONTRACTED STAFF	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
201817J812 AMEND 0002 201814J866 MOD-5	CIBOLA NWR, CONTRACTED STAFF GCJV BIOTEAM LEADER	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH	15,000 50,000
201817J812 AMEND 0003	CIBOLA FIRE REHABILITATION PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	200,000
201818J822	LA GLORIA WETLAND-LOWER RIO GRANDE NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	13,431
201818J822	LA GLORIA WETLAND-LOWER RIO GRANDE NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	75,569
201818J822	LA GLORIA WETLAND-LOWER RIO GRANDE NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	21,000
201816J809 MOD-2	TPWP COOPERATIVE AGREEMENT MOD-2	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
201817J805 MOD-2	GCJV GIS MOD-2	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
20181-7-J851 MOD-1	GCJV ENG. ASSITANT MOD-1	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
201814J870 MOD-10	GCJV RESEARCH MOD-10	U. S. FISH AND WILDLIFE SERVICE	CASH	81,000
F12AP00168	TEXAS GULF COAST IX	U. S. FISH AND WILDLIFE SERVICE	CASH	180,000
F13AP00305	TX MID-COAST WETLANDS	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
201817J812 AMEND 0007	CIBOLA NWR FIRE REHABILITATION PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	90,000
US-IN-63-4	DUKE ENERGY ACQUISITION STRATEGY FY08 CLEMENTS 2007-07	U. S. FISH AND WILDLIFE SERVICE	CASH	5,788
MISC. FY11	MISC. FY11	U. S. FISH AND WILDLIFE SERVICE	CASH	71,100
601816J501 MOD 0004	INTERMOUNTAIN WEST JOINT VENTURE OPERATIONS AND PROJECTS	U. S. FISH AND WILDLIFE SERVICE	CASH	620,190
US-CA-423-2 CREDIT CARD USFWS	SACRAMENTO NWR CONSTRUCTION STAKING AT LLANO SECO	U. S. FISH AND WILDLIFE SERVICE	CASH	2,427
601816J501 MOD 0003	INTERMOUNTAIN WEST JOINT VENTURE OPERATIONS AND PROJECTS	U. S. FISH AND WILDLIFE SERVICE	CASH	619,160
601816J501 MOD 0002	INTERMOUNTAIN WEST JOINT VENTURE OPERATIONS AND PROJECTS	U. S. FISH AND WILDLIFE SERVICE	CASH	694,900
SD-449-1 TAX REFUND	BOOMSA TRACT PROPERTY TAX REFUND	U. S. FISH AND WILDLIFE SERVICE	CASH	2,160
SD-455-1 TAX REFUND	USFWS ACQUISITION PROPERTY TAX REFUND	U. S. FISH AND WILDLIFE SERVICE	CASH	258
ND-409-1 LTR	FWS WATER PERMIT MAPS	U. S. FISH AND WILDLIFE SERVICE	CASH	3,000
F12AC00972	OBENDORF RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
301819J235 - F09AC00128 MOD. 1	UIHLEIN WATERFOWL PRODUCTION AREA MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	403,139
401818M774	WGCP PARTNERSHIP	U. S. FISH AND WILDLIFE SERVICE	CASH	46,817
401815J025-MOD-4	LOW COUNTRY	U. S. FISH AND WILDLIFE SERVICE	CASH	6,600
401817J089 15.637 MOD 2	AR PARTERS COOP AGREEMENT MOD 2	U. S. FISH AND WILDLIFE SERVICE	CASH	7,500
401818D501/401819Y518 - MOD 1	BANKS LAKE NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
401818D501/40181RY035-ARRA FUNDS	SANTEE NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	57,504
401818D501/40181RY035-ARRA FUNDS	SANTEE NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	724,377
401818D501/401819Y518	BANKS LAKE NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	24,014
401818D501/401818Y682	POCOSIN IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	600,000
F12AC01344	TENSAS NWR - LAKE NICK	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
F11AP00657/F11AP00208 LMVJV-1-2	WINTER CONSERVATION PLANNING FOR WATERFOWL	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F11AC01160 MOD 2	COSUMNES RIVER PRESERVE / COUGER WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
81332BJ001	COSUMNES RIVER PRESERVE, COUGAR WETLAND FLOODPLAIN RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	199,000
F12AP00623	CROW ISLAND STATE GAME AREA WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	161,589
F12AC00693	RESTORE AND MANAGE NATIVE HABITAT - BARKHAUSEN PRESERVE	U. S. FISH AND WILDLIFE SERVICE	CASH	249,834
F12AC01274	NWI FISH AND WILDLIFE SERVICE REFUGES	U. S. FISH AND WILDLIFE SERVICE	CASH	19,000
301817D007 - 30181AY108	ONWR FISH STRUCTURE - POOL 2B SURVEY/DESIGN	U. S. FISH AND WILDLIFE SERVICE	CASH	24,166
301819J241 - F09AC00129	UPDATING AND TRACKING WETLAND CHANGE IN THE GREAT LAKES	U. S. FISH AND WILDLIFE SERVICE	CASH	70,000
US-IN-73-1 BODECKER	INDIANA PRIVATE LANDS INITIATIVE - BODECKER	U. S. FISH AND WILDLIFE SERVICE	CASH	1,870
301817D007 - 301819Y155 DILLIN LEVEE	PATOKA RIVER NWR & MANAGEMENT AREA	U. S. FISH AND WILDLIFE SERVICE	CASH	80,000
301817D007 - 30181RY088 (ARRA) - F10PD77211	GREAT RIVERS NWI DITCHES - ARRA	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
301817D007 - 30181RY088 (ARRA) - F10PD77211	GREAT RIVERS NWI DITCHES - ARRA	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
301817D007 - 30181RY088 (ARRA) - F10PD77211	GREAT RIVERS NWI DITCHES - ARRA	U. S. FISH AND WILDLIFE SERVICE	CASH CASH	202.000
301817D007 - 30181RY088 (ARRA) - F10PD77211 30181AG015 - F10AP00079	GREAT RIVERS NWI DITCHES - ARRA UPDATING AND TRACKING WETLAND CHANGES IN THE GREAT LAKES	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH	203,000
	EMIQUON NWR WILDER TRACT WETLAND - CHALLENGE CS	U. S. FISH AND WILDLIFE SERVICE	CASH	150,000
30181AJ134 301817D007 - 30181AY089	KIES SURVEY AND DESIGN	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000 8,085
	CRANE POND WCS REPLACEMENT AT CLARENCE CANNON NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	· · · · · ·
301817D007 - 30181AY158 - 301817D007 - 30181AY204 - F10PD77263 301817D007 - 30181AY143	MOIST SOIL UNIT -1 GATE REPAIR AT SHIAWASSEE NWR	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH	8,197 18,078
30181AJ192 - F10AC00211	FWS NWI GLRI GREAT LAKES	U. S. FISH AND WILDLIFE SERVICE	CASH	302,291
301819T041 - F09AC00141	USFWS STATUS AND TRENDS	U. S. FISH AND WILDLIFE SERVICE	CASH	75,745
301817D007 - 30181AY160 GPRO	RYDELL NWR WATER CONTROL TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	6,000
301817D007 - 30181AY170 GPRO	ANDERSON WPA TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
301817D007 - 30181AY114 GPRO	LINDSEY LAKE WPA USFWS TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
301818J235	BIG MARSH LAKE	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
301816J200 MOD 2	INDIANA PRIVATE LANDS PROGRAM FY08	U. S. FISH AND WILDLIFE SERVICE	CASH	24,500
301817J133 MOD 1	WI MI AERIAL BREEDING WATERFOWL SURV	U. S. FISH AND WILDLIFE SERVICE	CASH	13,242
F12AP00500	ALLEGAN STATE GAME AREA WETLAND RESTORATION PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	283,128
F12AC00743	WETLAND AND GRASSLAND RESTORATIONS	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
30181AJ359 - F10AC00269 REV. 3	STATE AND FEDERAL REFUGE PROTECTION BUFFERS REVISION 3	U. S. FISH AND WILDLIFE SERVICE	CASH	182,842
30181AG042-F10AP00085 MOD. 2	SHALLOW LAKES MONITORING	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
F12PD02156	MOIST SOIL - OTTAWA NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	24,900
F12PD02151	VICTOR WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F12PD02136	INTEGRATED WATERBIRD PROGRAM	U. S. FISH AND WILDLIFE SERVICE	CASH	190,000
F12PD02125	LONG LAKE WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F11PD02054	CHRISTIANIA WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
F11PD01672 AMEND. 2	BLUE-WING WPA - WALTMAN TRACT	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
FTTFD0T072 AMEND. 2				300,000
F12AC01377	CLARENCE CANNON NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	300.000
	CLARENCE CANNON NWR MAGEE MARSH - RESTORING/ENHANCING COASTAL WETLANDS IN SW LAKE ERIE	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH	· · · · · ·
F12AC01377				150,013 10,000

F12PD02048	MUD LAKE WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F12PD02046 F12PD02052	BLACK RUSH LAKE WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F13AP00180	FACTORS INFLUENCING BREEDING MALLARD HEN SURVIVAL IN THE GREAT LAKES REGION	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
301817D007-30181AY178 - F10PD77207 MOD. 4	HARVEY'S MARSH WPA MOD. 4	U. S. FISH AND WILDLIFE SERVICE	CASH	45
301817D007-30181AY178 - F10PD77207	HARVEY'S MARSH WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	154,159
F13AC00302	NATIONAL WETLAND AND HABITAT GEOSPATIAL INVENTORIES	U. S. FISH AND WILDLIFE SERVICE	CASH	53,000
F12AC01128	CONFLUENCE WETLAND MANAGEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	48,998
301817D007 - 30181AY220 - F10PD77573	FORD MARSH SURVEY AND DESIGN AT DETROIT RIVER	U. S. FISH AND WILDLIFE SERVICE	CASH	18
301817D007 - 30181AY220 - F10PD77573	FORD MARSH SURVEY AND DESIGN AT DETROIT RIVER	U. S. FISH AND WILDLIFE SERVICE	CASH	24,000
301817D007-30181AY182	OTTAWA NWR FISH PASSAGE STRUCTURE POOL 2B	U. S. FISH AND WILDLIFE SERVICE	CASH	278,662
30181AJ217 - F10AC00217	BARKHAUSEN PRESERVE - LINEVILLE RD. PROJECT - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
301817D007 - 30181AY241	DELAIR DREDGING - IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	153,234
301817D007 - 30181AY241 MOD. 1	DELAIR DREDGING MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
301817D007 - 30181AY204 - F10PD77218	BIG CREEK LEVEE REPAIR - CYPRESS CREEK NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	303,565
30181AG151 - F10AP00120	ASSESSING WETLAND CHANGES IN THE GREAT LAKES	U. S. FISH AND WILDLIFE SERVICE	CASH	49,098
30181AJ359 - F10AC00269	STATE AND FEDERAL REFUGE PROTECTION BUFFERS	U. S. FISH AND WILDLIFE SERVICE	CASH	630,100
301817D007-30181AY191 - F10PD77409	INTEGRATED WATERBIRD PROGRAM	U. S. FISH AND WILDLIFE SERVICE	CASH	119,400
F11AC00504	SHEYBOYGAN MARSH DAM REPLACEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	45,348
F10AP00697/MS-N351B	SC LOWCOUNTRY WETLANDS INITIATIVE I - NAWCA PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
301819Y099	SWAN LAKE NWR TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	12,126
US-TX-25-1 2011	TX PRAIRIE WETLANDS COOP AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	500,000
MS-N271C	TX GULF COAST VI	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
MS-N381B/F10AP00721	TEXAS GULF COAST VII	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
US-IN-105-5	DUKE SEP - PHASE 4 ACQ.	U. S. FISH AND WILDLIFE SERVICE	CASH	1,121,800
US-IN-105-6	DUKE SEP - PHASE 5 ACQUISITION	U. S. FISH AND WILDLIFE SERVICE	CASH	68,800
US-IN-63-7 USFWS	PARTNERS FOR FWS REFORESTRATION	U. S. FISH AND WILDLIFE SERVICE	CASH	7,159
569234	PARTNERS FOR FWS WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	8,500
301817D007 - 30181AY183 GPRO	WCS REPLACEMENT LONG LAKE EDWARDS TRACT - TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
501818J272 - F08AC00129	HAIL POINT COVE AND CREEK	U. S. FISH AND WILDLIFE SERVICE	CASH	200,000
98210-9-G514	EASTERN BOREAL INITIATIVE - BDJV	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
98210-8-G416	BLACK DUCK- LOCAL & GEOGRAPHIC HABITAT USE PATTERNS	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
NE-227-1 SWANSON WEA NE-64850-10-59	NE-227-1 SWANSON WEA NE-64850-10-59	U. S. FISH AND WILDLIFE SERVICE	CASH	14,895
401818Y548	TN NATIONAL NWR-BUSSELTOWN SURVEY	U. S. FISH AND WILDLIFE SERVICE	CASH	8,400
401818D501/401818Y639	DUCK RIVER-TN NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	455,276
401818D501/401818Y639	DUCK RIVER-TN NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	6,856
CO-44-24 / CO-44-25 MONTE VISTA	MONTE VISTA NWR USFWS NAWCA PARTNER	U. S. FISH AND WILDLIFE SERVICE	CASH	168,200
51120-5-0057A	DELAWARE BAY ESTUARY PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	7,454
51120-A-J058	GREAT CYPRESS SWAMP PHASE II	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
501818J272 AMEND 3	HAIL POINT COVE AND CREEK	U. S. FISH AND WILDLIFE SERVICE	CASH	13,500
81710AJ403 F10AC00870	STONE LAKES NWR, SP CUT BRIDGE	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
301817D007 - 30181AY142 GPRO	WOLF LAKE WPA USFWS TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
NE-159-1-USFWS	HANSON USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	4,500
F13AC00283	WAGON'S LANDING WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
F12AP00422	RAINWATER BASIN HABITAT CONSERVATION PHASE VI	U. S. FISH AND WILDLIFE SERVICE	CASH	419,541
F12AP00390	CENTRAL PLATTE RIVER PARTNERHIP	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F13AP00079	FALL RIVER VALLEY - BIG VALLEY WETLANDS	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F13AC00284	PURDY RANCH RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
F12AC00398	PRAIRIE POTHOLE JOINT VENTURE, MONTANA HABITAT RESTORATION & PROTECTION	U. S. FISH AND WILDLIFE SERVICE	CASH	209,750
F12AC00756	2005 PPJV IMPLEMENTATION PLAN	U. S. FISH AND WILDLIFE SERVICE	CASH	145,000
F12AC00851	CHASE LAKE AND ND NORTHERN PRAIRIE HABITAT RESTORATION, ENHANCEMENT AND CREATION PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	294,571
F12AP00093	SC LOW COUNTRY WETLANDS INT II	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F12AP00168	TEXAS GULF COAST IX	U. S. FISH AND WILDLIFE SERVICE	CASH	996,912
F12AP00103	MINGO BASIN PARTNERSHIP II	U. S. FISH AND WILDLIFE SERVICE	CASH	34,931
F12AC00618	UC DAVIS MODEL	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F12AP00297	WHITE LAKE WETLANDS ENHANCEMENT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
60181BJ602 / F11AC00381 GPRO	IWJV 60181BJ602 COOP AGREEMENT ADMINSITRATION	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
F10AP00178/40181AG083	LA WATERFOWL - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
F12PX02426	TUALATIN NWR WATER CONTROL 2P REPLACEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	26,655
F12PX01866	CONBOY LAKE NWR TOPO SURVEY	U. S. FISH AND WILDLIFE SERVICE	CASH	16,811
F13AC00298	2013 PACIFIC COAST JOINT VENTURE	U. S. FISH AND WILDLIFE SERVICE	CASH	664,473
F12AC01116, GS-25-5	POTENTIAL WETLAND AND HABITAT MAPS (NHQ STAFF TIME)	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
KS-39-3 QUIVIRA SSA MOD 2 GPR	KS-39-3 QUIVIRA NWR SSA-NAWCA PARTNER MOD 2 GPR	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F10AP00178/40181AG083	LA WATERFOWL - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
F10AP00178/40181AG083	LA WATERFOWL - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	45,500
NE-64850-13-38	NE-258-1 TIMBER LAKE RANCH CAMPS, INC. WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
NE-64850-13-17	NE-59-3 TODD TYLER WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
NE-221-1 NE-64850-13-37	NE-221-1 O'BRIEN WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	7,500
NE-226-1 NE-64850-13-29	NE-226-1 ANDERSON WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	18,500
NE-64850-13-29	NE-139-1 WEA MORGAN TRACT	U. S. FISH AND WILDLIFE SERVICE	CASH	10,679
NE-64850-11-41 WEA	NE-175-1 TOMAK WEA AGRMT WITH PLATT RIVER RESERV	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
CO-GO-10-004	CO-204-2 WEA CO-GO-10-004	U. S. FISH AND WILDLIFE SERVICE	CASH	8,100
				,
NE-35-3	NE-35-3 SPOTTED TAIL RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
NE-35-3 81420-9-J563	NE-35-3 SPOTTED TAIL RESTORATION VIANSA SEASONAL WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	30,000 25,000

81420AJ521	DELTA CUNICILIE WORKING LANDSCADE AND HARITAT DROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
US-IN-73-1 EADS	DELTA GUN CLUB WORKING LANDSCAPE AND HABITAT PROJECT NORTHEAST INDIANA PRIVATE LANDS PROGRAM - EADS	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000 2,400
US-IN-73-1 EADS (2)	NORTHEAST INDIANA PRIVATE LANDS PROGRAM - EADS NORTHEAST INDIANA PRIVATE LANDS PROGRAM - EADS	U. S. FISH AND WILDLIFE SERVICE	CASH	2,400
US-IN-73-1 EAD3 (2)	NORTHEAST INDIANA PRIVATE LANDS PROGRAM - KIMMEL	U. S. FISH AND WILDLIFE SERVICE	CASH	400
US-IN-73-1 KNOX	NORTHEAST INDIANA PRIVATE LANDS PROGRAM - KNOX	U. S. FISH AND WILDLIFE SERVICE	CASH	1,040
NE-64850-13-08	NE-287-1 WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	17,500
NE-139-1 DEWATERING	NE139-1 DEWATERING FWS	U. S. FISH AND WILDLIFE SERVICE	CASH	7,123
F12AC00181	WATERFOWL ABUNDANCE AND PRODUCTIVITY IN THE GL STATES: ASSESSING AND REFINING BIOLOGICAL MODELS FOR CONSERVATION PLANNING	U. S. FISH AND WILDLIFE SERVICE	CASH	23,716
1448-47770-01-K-002	NC PARTNERS PROGRAM MOU	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
13420AJ041 F10AC00099	WILSON CATTLE COMPANY WETLANDS	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
MS-N381B/F10AP00721	TEXAS GULF COAST VII	U. S. FISH AND WILDLIFE SERVICE	CASH	999,947
MS-N401D	ATCHAFALAYA WETLANDS ENHANCEMENT LA	U. S. FISH AND WILDLIFE SERVICE	CASH	56,824
1448-20181-A-J830/F10AC00174	DRESSING POINT	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
F11AC01474/F11AC00012	GCJV - COASTAL MARSH RESERCH PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	62,000
USFWS F11AC00010/F11AC01473	GCJV - PILOT RICE RESEARCH PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
USFWS F11AC00010/F11AC01473	GCJV - PILOT RICE RESEARCH PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	84,477
30181AJ192, GS-24-4	FWS NWI - GLRI (GPRO)	U. S. FISH AND WILDLIFE SERVICE	CASH	3,816
40181AJ006	ACE BASIN - BONNY HALL USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	78,700
CA-N831B F10AP00700	LIVING FLOODPLAINS OF NW OREGON AND SW WASHINGTON	U. S. FISH AND WILDLIFE SERVICE	CASH	3,000,000
ND-N301B (F10AP00717)	PLATTE RIVER CONFLUENCE I_II	U. S. FISH AND WILDLIFE SERVICE	CASH	725,000
ND-N311B (F10AP00743)	ND-N311B HEYBORNE CONSERVATION EASEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
ND-N251C (F10AP00703)	ND-N251C RAINWATER BASIN WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
ND-N321B (F10AP00813)	SOUTHERN MINNESOTA MARSHES	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
13530-A-J061 F10AC00115	NISQUALLY NWR, FLOOD RELIEF	U. S. FISH AND WILDLIFE SERVICE	CASH	45,500
201819J866 F09AC00086	SONORAN BRANDT	U. S. FISH AND WILDLIFE SERVICE	CASH	19,493
WA-N221B F10AP00725	MIDDLE SNAKE RIVER CONSERVATOIN	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
NE-64850-10-23 (ARRA)	WEA - ANDERSON PROPERTY - NE-182-1	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
401813J040 MOD-10	TN PARTNERS COOP AGMT BETWEEN USFWS - DU	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
1448-20181-A-J826/F10AC00170	MYRTLE FOESTER WHITMIRE AR NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
1448-20181-A-J829/F10AC00173	COW TRAP LAKE	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
CO-43-9 / CO-43-10 ALAMOSA NAWCA PARTNER	ALAMOSA NWR - USFWS NAWCA PARTNER	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
401818D501/40181AY170	PINE ISLAND IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	490,634
30181AG151, GS-24-3 (NHQ)	GLARO FWS GRANT AGREEMENT (NHQ STAFF - APPLICATION DEVELOPMENT - GLRI)	U. S. FISH AND WILDLIFE SERVICE	CASH	64,000
F11PX00163	IDFG ROBINSON CREEK RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	9,950
F11AC00213/F11AC00859	SEQUOYAH NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	167,000
F11PC00061/F11PD01587	ALLIGATOR RIVER NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	524,974
F11PC00061/F11PD01587	ALLIGATOR RIVER NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	2,696,358
ND-N391B (F11AP00930)	PLATTE RIVER WETLANDS PARTNERSHIP III	U. S. FISH AND WILDLIFE SERVICE	CASH	999,945
ND-N401D (F11AP00933)	UPPER IOWA PRAIRIE POTHOLE PARTNERSHIP PHASE II	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MS-N461C/F11AP00989	SLATE CREEK WETLANDS - KS	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
301817D007-33581B0012 (F11PD01672)	BLUE-WING & MAYNARD-REESE WPAS RESTORATION PLANS	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
F11AC00359	MN-413-2 USFWS RATH RESTORATION SEEDING	U. S. FISH AND WILDLIFE SERVICE	CASH	23,000
F11PC00061 / F11PD01433	LAKE WOODRUFF IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	314,958
ND-N411A WOLF LAKE WPA	ND-N411A (F11AP00946) WOLF LAKE	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F12AC00793	SALMON CREEK FARM RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	17,480
F13PC00125	US-WA-39-1 NISQUALLY NWR, FLOOD RELIEF	U. S. FISH AND WILDLIFE SERVICE		
F13AP00231			CASH	35,103
	NORTHERN GREAT PLAINS JOINT VENTURE COORDINATOR	U. S. FISH AND WILDLIFE SERVICE	CASH	274,658
F12AC00600	SLOP BOWL MARSH	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH	274,658 44,000
F12AC00600 F12AC00618-SRO	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT	U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH	274,658 44,000 30,000
F12AC00600 F12AC00618-SRO F13AP00067	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP00058	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP00058 F13AP00164, XN-20-1	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP00058 F13AP00164, XN-20-1 F13AC00286	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP00058 F13AP00058 F13AC00286 201814J870 MOD-9	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP0058 F13AP00058 F13AC00286 201814J870 MOD-9 81690-8-J096	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TIN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ: PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 21,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP0058 F13AP0058 F13AP00164, XN-20-1 F13AC00286 201814J870 MOD-9 81690-8-J096 201818J609	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION MCFADDIN NWR-WILD COW BAYOU	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 50,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP0058 F13AP00164, XN-20-1 F13AC00286 201814J870 MOD-9 81690-8-J096 201818J609 81450-8-J509 F08AC00219	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TIN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION MCFADDIN NWR-WILD COW BAYOU SHADY PINE WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 21,000 50,000 97,265
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP0058 F13AP00164, XN-20-1 F13AC00286 201814J870 MOD-9 81690-8-J096 201818J609 81450-8-J509 F08AC00219 F08AC00264 81660-8-J317	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TI PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION MCFADDIN NWR-WILLO COW BAYOU SHADY PINE WETLAND ENHANCEMENT TULE SMOKE HUNT CLUB, WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 21,000 97,265 85,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP00058 F13AP00164, XN-20-1 F13AC00286 201814J870 MOD-9 81690-8-J096 201818J609 81450-8-J509 F08AC00219 F08AC00264 81660-8-J317 601818J284 (F08AC00173)	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION MCFADDIN NWR-WILD COW BAYOU SHADY PINE WETLAND ENHANCEMENT TULE SMOKE HUNT CLUB, WETLAND RESTORATION RESTORE AND ENHANCE WETLAND, UPLAND, AND RIVERINE HABITAT ALONG THE PLATTE, MISSOURI, AND LOUP RIVERS AND THE RAINWATER BASINS	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 21,000 97,265 85,000 125,500
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP0058 F13AP00164, XN-20-1 F13AC00286 201814J870 MOD-9 81690-8-J096 201818J609 81450-8-J509 F08AC00219 F08AC00264 81660-8-J317 601818J284 (F08AC00173) F09AC00266/51411-9-J111	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION MCFADDIN NWR-WILD COW BAYOU SHADY PINE WETLAND ENHANCEMENT TULE SMOKE HUNT CLUB, WETLAND RESTORATION RESTORE AND ENHANCE WETLAND, JUPLAND, AND RIVERINE HABITAT ALONG THE PLATTE, MISSOURI, AND LOUP RIVERS AND THE RAINWATER BASINS ROANOKE RIVER MIGRATORY BIRD PHASE III	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 21,000 50,000 97,265 85,000 125,500 97,512
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP0058 F13AP00164, XN-20-1 F13AC00286 201814J870 MOD-9 81690-8-J096 201818J609 81450-8-J509 F08AC00219 F08AC00264 81660-8-J317 601818J284 (F08AC00173) F09AC00266/51411-9-J111 601819G304	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TIN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMELEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION MCFADDIN NWR-WILD COW BAYOU SHADY PINE WETLAND ENHANCEMENT TULE SMOKE HUNT CLUB, WETLAND RESTORATION RESTORE AND ENHANCE WETLAND, UPLAND, AND RIVERINE HABITAT ALONG THE PLATTE, MISSOURI, AND LOUP RIVERS AND THE RAINWATER BASINS ROANOKE RIVER MIGRATORY BIRD PHASE III MISSOURI COTEAU VII - REALTY STAFF	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 21,000 50,000 97,265 85,000 125,500 97,512 100,000
F12AC00600 F12AC00618-SRO F13AP00067 F12AP01079 F13PD00478 F13AP00225 US-SC-24-9 USFWS F13AC00294 FF01R02000-3-0057 F13AP00351 F13AP00369 F11PC00061 / F12PD01944 F11PC00061 / F12PD02084 F13AP00274 F13AP00358 F13AP00164, XN-20-1 F13AC00286 201814J870 MOD-9 81690-8-J096 201818J609 81450-8-J509 F08AC00219 F08AC00264 81660-8-J317 601818J284 (F08AC00173) F09AC00266/51411-9-J111	SLOP BOWL MARSH GCJV ENGINEERING SUPPORT NAWCA SCLCWI III TN PARTNERS GRANT AGREEMENT PEA ISLAND IDIQ - PUMPING STATION SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION SANTEE NWR - CUDDO UNIT ENHANCEMENT SAVANNAH NWR - USFWS OREGON COAST NWR COMPLEX, NILESTUN UNIT GUM COVE NAWCA WILLAMETTE VALLEY PARTNERSHIP I PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION SAN JOAQUIN WETLANDS CONSERVATION NAWMP REVISIONS - DALE HUMBURG SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT GCJV RESEARCH MOD-9 GOOSE LAKE RESTORATION MCFADDIN NWR-WILD COW BAYOU SHADY PINE WETLAND ENHANCEMENT TULE SMOKE HUNT CLUB, WETLAND RESTORATION RESTORE AND ENHANCE WETLAND, JUPLAND, AND RIVERINE HABITAT ALONG THE PLATTE, MISSOURI, AND LOUP RIVERS AND THE RAINWATER BASINS ROANOKE RIVER MIGRATORY BIRD PHASE III	U. S. FISH AND WILDLIFE SERVICE	CASH CASH CASH CASH CASH CASH CASH CASH	274,658 44,000 30,000 1,000,000 20,000 549,708 74,600 67,000 40,000 1,670 1,000,000 960,000 589,215 546,693 153,062 1,000,000 73,050 25,000 30,000 21,000 50,000 97,265 85,000 125,500 97,512

MS-N311B	BALLARD CO SMALL NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
301819G047	IOWA'S LIVING LAKES INITIATIVE PARTNERSHIP: CHALLENGES, OPPORTUNITIES AND ENGINEERING NEEDS	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
81660-9-J203	SWAN LAKE RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	85,000
CA-N741B F09AP00328	NORTH OLYMPIC-DUNGENESS WETLAND BASIN PHASE I	U. S. FISH AND WILDLIFE SERVICE	CASH	980,927
201816J809 MOD-3	TPWP COOPERATIVE AGREEMENT MOD-3	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
401813J040 MOD-9	COOPERATIVE AGREEMENT BETWEEN USFWS & DU	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
301819Y186	HENJUM WPA WETLAND IMPROVEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
401818D501/401819Y595	PEA ISLAND NWR IDIQ PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	5,911
401818D501/401819Y595	PEA ISLAND NWR IDIQ PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	374,757
401818D501/401819Y595	PEA ISLAND NWR IDIQ PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	1,610
401818D501/401819Y595	PEA ISLAND NWR IDIQ PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	3,776
401818D501/401819Y595	PEA ISLAND NWR IDIQ PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	8,171
401818D501/401819Y595	PEA ISLAND NWR IDIQ PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	4,357
401818D501/401819Y595	PEA ISLAND NWR IDIQ PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	1,181
USFWS F11AC00376/F11AC00996	MATTAMUSKEET NWR M1-10 PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	40,000
14420-B-J017A F11AC00169	BRUNEAU RIVER RANCH RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	13,120
X-1-R-1 (F11AP00050)	LAND USE CONVERSION RISK IN NORTHERN GREAT PLAINS	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
F11PC00061 / F11PD01601	OVERFLOW NWR OAKWOOD UNIT LEVEE	U. S. FISH AND WILDLIFE SERVICE	CASH	112,781
F11AC01182/F11AC00536	SOUTH CAROLINA COASTAL PROGRAM	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
F11AC01182/F11AC00536	SOUTH CAROLINA COASTAL PROGRAM	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
X-2-R-1 (F11AP00060)	BUILDING THE FOUNDATION FOR INTERNATIONAL CONSERVATION PLANNING FOR THE PLAINS AND PRAIRIE POTHOLE ECOSYSTEMS	U. S. FISH AND WILDLIFE SERVICE	CASH	68,000
301817D007-34288B0047	301817D007 - 32588B0047 MEEKER WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
10154-B-J100 F11AC00005	PACIFIC COAST JOINT VENTURE 2011	U. S. FISH AND WILDLIFE SERVICE	CASH	782,645
60181BJ602 / F11AC00381	IWJV 60181BJ602 COOP AGREEMENT ADMINISTRATION	U. S. FISH AND WILDLIFE SERVICE	CASH	1,310,500
MS-N491B	BROUSSARD WETLANDS ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
F11PX05558	TRUEMET UPDATE	U. S. FISH AND WILDLIFE SERVICE	CASH	71,697
301817D007-32585B0015	SPINK WPA ORDER FOR ENGINEERING SERVICES	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
301817D007-32587B0007	CHRISTIANIA WPA ORDER FOR ENGINEERING SERVICES	U. S. FISH AND WILDLIFE SERVICE	CASH	5,973
MS-N471B/F11AP01035	BALLARD COUNTY WMA WETLD ENH PROJECT, KY	U. S. FISH AND WILDLIFE SERVICE	CASH	4,185
F11AC00712/F11AC01394, GS-25-5 (NHQ)	UPDATING MN NWI - ARROWHEAD FOR FWS (NHQ STAFF)	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
F11AP00657/F11AP00208	USFWS LMVJV COOP AGMT	U. S. FISH AND WILDLIFE SERVICE	CASH	40,497
F11AP00657/F11AP00208	USFWS LMVJV COOP AGMT	U. S. FISH AND WILDLIFE SERVICE	CASH	95,000
30181AJ192, GS-27-2	FWS NWI GLRI GREAT LAKES (NHQ STAFF TIME)	U. S. FISH AND WILDLIFE SERVICE	CASH	45,000
10181AY253 UNDER 801818D247	TOPPINISH NWR, GAMBLE DIVERSION FEASIBILITY STUDY	U. S. FISH AND WILDLIFE SERVICE	CASH	5,600
F11PX00861	YUKON FLATS BROOD SURVEY	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
MS-N431C/F11AP00917	TX GULF COAST VIII	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
ND-N421B FENMONT WMA	ND-N421B (F11AP00947) FENMONT WMA NAWCA SMALL GRANT	U. S. FISH AND WILDLIFE SERVICE	CASH	75,000
301817D007-32640BR023	PETERSON WPA ORDER FOR ENGINEERING SVCS	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
14420-B-J033A F11AC00179	SPRING COVE RANCH RESTORATION, PHASE II	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
F11PD03257 REQ 33581B0015 PLOVER WPA TASK ORDER	F11PDO3257 REQ 33581B0015 PLOVER WPA TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	131,031
30181AJ135	HARDER WPA CCS MN-268-2	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
F12AP00089	CHANNELED SCABLANDS FOCUS AREA III	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F12AP00116	LAKE COUNTY CLOSED BASIN IV NAWCA ADMINISTRATION	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
IA-N1401 (F10AP00741)	CHICHAQUA BOTTOMS ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	56,750
64570-A-J001	INVASIVE SPECIES CONTROL WITH BURN	U. S. FISH AND WILDLIFE SERVICE	CASH	43,100
MS-N221B	NEUSE PAMILICO NC NAWCA AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	999,067
101818M621	SCHLEPP RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	2,385
US-NC-43-2	ROANOKE RIVER NWR BROADNECK UNIT	U. S. FISH AND WILDLIFE SERVICE	CASH	60,000
TN-NP11, TN-92-1	MALLARD SATELLITE TELEMETRY PILOT STUDY (DALE HUMBURG)	U. S. FISH AND WILDLIFE SERVICE	CASH	12,484
TN-NP11, TN-92-1	MALLARD SATELLITE TELEMETRY PILOT STUDY (DALE HUMBURG)	U. S. FISH AND WILDLIFE SERVICE	CASH	63,000
135308J034 F08AC00031	NISQUALLY NWR, FLOOD RELIEF	U. S. FISH AND WILDLIFE SERVICE	CASH	310,000
401813J009 MOD-32	COOERATIVE AGREEMENT BETWEEN USFWS AND DU	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
601818G106 (F08AP00062)	NORTHERN GREAT PLAINS JOINT VENTURE COORDINATOR	U. S. FISH AND WILDLIFE SERVICE	CASH	886,424
CA-N711B F09AP00326	WILLAMETTE RIVER DELTA RESTORATION II	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
401814G075-MOD #6	LA WATERFOWL PROGRAM -12 MOD #6	U. S. FISH AND WILDLIFE SERVICE	CASH	45,000
401819G554	USFWS-CHALLENGE COST-SHARE AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	29,370
14420-9-J030	MARSH CREEK RESTORATION, FUNDING AND IMPLEMENTATION	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
401818D501/401819Y518 - MOD 3	BANKS LAKE IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	7,000
201819J844	HAGERMAN NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	115,000
F09AC00082/20181-9-J846	GULF COAST JOINT VENTURE COMMUNICATIONS	U. S. FISH AND WILDLIFE SERVICE	CASH	21,436
401819J600	LOW COUNTRY INITIATIVE - USEWS	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
401819J600 81600 0 J066 F00AC00440	LOW COUNTRY INITIATIVE - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
81690-9-J066 F09AC00440	MAXWELL RANCH RIPARIAN RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
10154-9-G101 F09AP00013	DUSKY CANADA GOOSE TORRINISH NIVE	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
TO 101819Y864 UNDER 801818D247	TOPPINISH NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	62,652
MS-N321B	LOUISIANA COASTAL WETLANDS V	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
ND-N271C (F10AP00702)	UPPER IOWA PRAIRIE POTHOLE PARTNERSHIP	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
401818D501/40181RY024- ARRA FUNDS	MACKAY ISLAND IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	200,063
401818D501/40181RY024- ARRA FUNDS	MACKAY ISLAND IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	47,090
301819T041, GS-23-2	FWS STATUS AND TRENDS (NHQ STAFF)	U. S. FISH AND WILDLIFE SERVICE	CASH	55,530
301819T041, GS-23-2	FWS STATUS AND TRENDS (NHQ STAFF)	U. S. FISH AND WILDLIFE SERVICE	CASH	58,800
301819T041, GS-23-3	FWS STATUS AND TRENDS (GPRO)	U. S. FISH AND WILDLIFE SERVICE	CASH	96,905
NE-225-1 WESEMAN NAWCA PARTNER	WESEMAN WPA RESTORATION NAWCA PARTNER AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	3,500
MS-N331B/F10AP00695	ROOSEVELT II & III NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	1,921,209

MS-N341B	POINTE-AUX-CHENES GRAND BAYOU I	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
MS-N291B	SE NORTH CAROLINA INITIATIVE I	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F09AC00083/201819J847	GCJV BIOLOGICAL TEAM LEADER	U. S. FISH AND WILDLIFE SERVICE	CASH	80,000
F09AC00083/201819J847	GCJV BIOLOGICAL TEAM LEADER	U. S. FISH AND WILDLIFE SERVICE	CASH	80,000
F09AC00083/201819J847	GCJV BIOLOGICAL TEAM LEADER	U. S. FISH AND WILDLIFE SERVICE	CASH	80,000
F09AC00083/201819J847	GCJV BIOLOGICAL TEAM LEADER	U. S. FISH AND WILDLIFE SERVICE	CASH	80,000
30181AG042 (F10AO00085)	IA SHALLOW LAKES MONITORING CCS GRANT	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
30181AG042 (F10AO00085)	IA SHALLOW LAKES MONITORING CCS GRANT	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
401818D501/40181RY022 - ARRA FUNDS	DUCK RIVER POOL 8 LEVEE REPAIR ARRA FUNDS	U. S. FISH AND WILDLIFE SERVICE	CASH	154,000
401818D501/40181RY032-ARRA FUNDS	MATTAMUSKEET NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	810,000
401818D501/40181RY032-ARRA FUNDS	MATTAMUSKEET NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	1,750
401818D501/40181RY034 ARRA FUNDS	THEODORE ROOSEVELT NWR COMPLEX	U. S. FISH AND WILDLIFE SERVICE	CASH	451,011
501818M795	WEBFOOT TEACHERS WORKSHOP - FORSYTHE NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	1,500
42622090019	CLARK RIVER NWR SURVEY	U. S. FISH AND WILDLIFE SERVICE	CASH	7,800
MS-N301B/F09AP00323	TX CHENIER PLAIN WETLANDS IMPROVEMENT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
ND-N281B (F10AP00704)	LOWER PLATTE RIVER WETLANDS CONSERVATION	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
10181AY043 UNDER 801818D247	SCHLEPP RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	38,537
30181AG046 (F10AP00088)	CCS - CHENEY TRUST WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
30181AG047 (F10AP00089)	CCS - DEMAREE WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
401818D501/40181RY033 - ARRA	WAPANOCCA NWR - ARRA	U. S. FISH AND WILDLIFE SERVICE	CASH	660,000
81660-9-J410 F09AC00426	OREGON CLOSED BASIN, FARM BILL WETLAND BIOLOGIST	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
101819Y095 UNDER 801818D247 F09PD80034	OREGON COAST NWR COMPLEX, NILESTUN UNIT	U. S. FISH AND WILDLIFE SERVICE	CASH	1,066,805
13530-9-J040	NISQUALLY NWR, FLOOD RELIEF	U. S. FISH AND WILDLIFE SERVICE	CASH	53,000
401818D501/40181RY030-ARRA FUNDS	ACE BASIN NWR-USFWS IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	414,921
ND-N291B (F10AP00706)	RAINWATER BASIN, PHASE V	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
ND-62514-09-002	SCHELL/ROBERTS CROPLAND TO GRASSLAND CONVERSTION	U. S. FISH AND WILDLIFE SERVICE	CASH	21,088
SD-418-8	WEST RIVER WETLAND DEVELOPMENT - PETE BUER WETLAND	U. S. FISH AND WILDLIFE SERVICE	CASH	70,000
10181AY023 UNDER 801818D247	LOSEY WETLANDS	U. S. FISH AND WILDLIFE SERVICE	CASH	12,100
30181AG055 (F10AP00091)	CCS - MALLARD & PLOVER WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	22,050
CA-N621 F08AP00199	SNOHOMISH WETLANDS, PHASE II	U. S. FISH AND WILDLIFE SERVICE	CASH	964,507
201814J870 MOD-9	GCJV RESEARCH MOD-9	U. S. FISH AND WILDLIFE SERVICE	CASH	40,000
G12PX01493	USGS WATERBIRD PROJECT GIS	U. S. GEOLOGICAL SURVEY	CASH	25,000
G09AC00012	USGS MIGRATION STUDY TECHNICIAN	U. S. GEOLOGICAL SURVEY	CASH	21,597
G11AC20028	CALIFORNIA CLIMATE CHANGE	U. S. GEOLOGICAL SURVEY	CASH	20,000
Total				140,464,712

Effective Date	Cfda Number	Agreement Type Code
12-Jan-2011	0	AMEND
09-Sep-2010	15.231	COOP_AGR
25-Jul-2012	15.238	COOP_AGR
09-Sep-2011	15.231	GRANT
01-Aug-2010	0	COOP_AGR
21-Sep-2009	15.239	ASST_AGR
01-Jan-2009	0	ORDER
03-Jun-2009	0	LTTR_AGR
	15.231	COOP_AGR
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01-Apr-2011	15.623	NAWCA
11-May-2011	15.623	NAWCA
30-Jul-2008	15.623	NAWCA
16-Sep-2008 30-Oct-2008		NAWCA
05-Jan-2011	15.623	NAWCA
05-Dec-2012	15.623 15.623	NAWCA NAWCA
07-Jun-2013	15.623	NAWCA
09-Dec-2009	15.623	NAWCA
04-Dec-2009	15.623	NAWCA
02-Feb-2010	15.623	NAWCA
09-Nov-2010		NAWCA
20-Apr-2009	15.623	NAWCA
30-Oct-2008	15.623	NAWCA
30-Oct-2008	15.623	NAWCA
08-Dec-2009	15.623	NAWCA
17-Nov-2009	15.623	WRE_AGR
29-Apr-2008	15.623	NAWCA
18-Jun-2013	15.623	NAWCA
28-Nov-2012	15.623	NAWCA
11-May-2011	15.623	NAWCA
11-Jun-2012	0	AGR
21-May-2012		NAWCA
28-Nov-2012 30-May-2013	10.020	GRANT
01-Apr-2009	15.623 15.623	NAWCA NAWCA
23-Apr-2010	15.623	NAWCA
10-Dec-2010	15.623	NAWCA
07-Jun-2013	15.623	NAWCA
01-Nov-2010	15.623	NAWCA
19-Apr-2010	15.623	NAWCA
01-Apr-2011	15.623	NAWCA
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11-Jun-2012	15.623	NAWCA
13-Jun-2012	15.623	NAWCA
21-Jun-2012	15.623	NAWCA
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28-Nov-2012	15.623	COOP_AGR
18-Sep-2012 15-May-2012	15.623	NAWCA NAWCA
16-Dec-2009		ASST AGR
29-Nov-2012	15.623 15.623	NAWCA
11-May-2011	15.623	GRANT
23-Feb-2012	15.623	NAWCA
01-Jul-2012	15.623	ASST AGR
21-Jun-2012	15.623	NAWCA
21-Jun-2013	15.623	NAWCA
10-Dec-2010	15.623	GRANT
07-Jun-2011	15.623	ASST_AGR
09-Jun-2011	15.623	ASST_AGR
19-Aug-2010	15.623	NAWCA
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09-Jun-2011	15.623	ASST_AGR
11-May-2011	15.623	NAWCA
07-Jun-2011 07-Jun-2011	15.623	ASST_AGR
07-Jun-2011 07-Jun-2011	15.623	ASST_AGR
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09-Jun-2011	15.623	ASST_AGR
27-Mar-2012		NAWCA
16-Jul-2013	15.623	NAWCA
17-Jul-2013	15.623	NAWCA
17-Jul-2013	15.623	NAWCA
17-Jul-2013	15.623	NAWCA
28-Jan-2013		AMEN SM
08-Nov-2010		CON_PROF
21-Jun-2010	15.617	MOD AA
01-Aug-2010	0	AMEN SM
27-Aug-2010	_	CON PROF
28-Feb-2011		ASST AGR
21-Jun-2011	15.602	AMEN SM
02-Aug-2011	15.662	ASST AGR
25-Mar-2011	15.602	AMEN SM
13-Jul-2011	15.630	GRANT
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14-Sep-2010	15.652	COOP AGR
27-Oct-2009	0	GRANT
02-Jul-2012	15.659	COOP_AGR
20-Feb-2009	0	TO AGR
18-Aug-2010		COOP_AGR
16-Sep-2010	0	AGR
16-Aug-2010	~	AGR
16-Sep-2010		AGR
13-Aug-2010	15.631	AGR
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11-Apr-2008	15.623	NAWCA
11-Apr-2008	15.623	NAWCA
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18-Aug-2008	15.623	NAWCA
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03-Sep-2009	15.623	NAWCA
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23-Apr-2010	15.623	GRANT
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07-Feb-2008	0	ASST_AGR
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24-Sep-2008	15.623	NAWCA
24-Oct-2008	15.623	NAWCA
04-Sep-2008 30-Oct-2008	15.623	NAWCA
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30-Jan-2009	15 622	AMEN_SM
08-May-2012 10-Apr-2012	15.623	NAWCA
04-Jan-2011	15.623	NAWCA
18-Jul-2011	0	AMEN_SM
01-Feb-2012	0 15 631	TO_AGR
04-Jun-2009	15.631	COOP_AGR
22-Sep-2009	15.637	GRANT AMEND
25-Sep-2009	15.617	COOP AGR
01-Jun-2009	15.630 15.617	_
06-Mar-2009	15.617	TO_AGR MOD GA
08-May-2008	15.637	_
11-Apr-2008	15.608 15.637	GRANT
03-Sep-2008	15.637	GRANT COOP AGR
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11-Sep-2011	15.608 15.662	GRANT GRANT
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15-Sep-2011	15.662	MOD_CA
22-Jan-2013	0	AMEN_SM
28-Jul-2010	0	ORDER
05-May-2011	0	ORDER
21-May-2012	15.608	AGR
17-Jun-2011 01-Jul-2011	15.608	AGR
19-Aug-2011	15.662 0	GRANT AMEN_SM
20-Sep-2011	15.IDIQ	CON PROF
22-Sep-2011	15.662	GRANT
17-Sep-2012	IDIQ	ORDER
10-Dec-2009	0	ORDER
20-Aug-2009	15.0	AMEN_SM
01-Jul-2008	15.0	CON_PROF
25-Jul-2008	0	ORDER
13-Jun-2012		COOP_AGR
17-Aug-2010		COOP_AGR
19-Aug-2010 05-Sep-2011	15.650	GRANT
08-Sep-2011	0 15.801819Y497	ORDER TO AGR
21-Sep-2009		COOP_AGR
09-Aug-2012	15.637	COOP AGR
01-Aug-2012	15.637	COOP_AGR
11-Aug-2010	15.637	COOP_AGR
11-Aug-2010		MOD_CA
04-Jan-2010	N/A	CON_PROF
17-Sep-2009	0	CON_PROF
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05-Aug-2009 09-Apr-2010		ASST_AGR
23-Nov-2009	N/A 15.602	AMEN_SM CON_PROF
11-Dec-2009		CON_PROF
30-Dec-2009	0	CON PROF
28-Jul-2010	N/A	CON_PROF
06-Mar-2008	0	CON_PROF
16-Jul-2008	15.623	MOD_CA
16-Jul-2008	15.623	MOD_CA
29-Aug-2008		MOD_CA
29-Aug-2008	15.623	MOD_CA
29-Aug-2008 04-Aug-2008	15.617 0	MOD_CA TO AGR
18-Mar-2009	0	AMEN_SM
26-Mar-2009	_	MOD CA
16-Dec-2008	15.617	CON PROF
10-Apr-2009	15.FFB	MOD_AA
27-May-2009		MOD_CA
07-Aug-2012		LTTR_AGR
01-May-2012		ORDER
01-Oct-2012	N/A	ORDER
22-Sep-2012		AMEN_SM
01-Aug-2013 11-Jul-2013	15.669 N/A	GRANT AMEN_SM
11-Jul-2013	N/A	ORDER
03-May-2013		ORDER
01-Jul-2013	15.662	GRANT
01-Jul-2008	0	AGR
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10-Sep-2009	0	TO_AGR
29-Aug-2008	0	TO_AGR
19-Feb-2009	0	TO_AGR
11-Aug-2010 19-Sep-2011	15.637	MOD_CA
01-May-2010	15.665 15.631	AGR AGR
06-May-2010		AGR
14-Jul-2010	N/A	CON_PROF
27-Jun-2013	15.623	NAWCA
01-May-2008	0	CON_PROF
19-Aug-2008	15.631	COOP_AGR
10-Dec-2008	15.617	COOP_AGR
29-Sep-2008	15.631	WDA_AGR
15-Jul-2008	15.631	WDA_AGR
19-Sep-2011 23-Sep-2008	15.631	MOD_CA COOP_AGR
29-May-2009	15.631 0	AMEN SM
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10-Apr-2008	0	AMEN_SM
11-Jul-2008	15.637	COOP_AGR
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04-Jun-2008	15.637	COOP_AGR
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04-Jun-2008	15.637	COOP_AGR
04-Aug-2008 22-Jul-2008		COOP_AGR COOP AGR
02-Jul-2008	15.637 15.637	COOP_AGR
31-Oct-2008	15.637	COOP AGR
21-Mar-2012		GRANT
07-May-2013		GRANT
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02-Jan-2008	0	AGR
01-Jul-2010	0	AGR
07-Sep-2010		ASST_AGR
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22-Aug-2008	15.637	ASST_AGR
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01-Jul-2012	0	AGR
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01-Sep-2012	15.631	COOP_AGR
16-Feb-2010	0	MOD_CA
06-Aug-2008	0	ORDER
05-Aug-2008 07-Aug-2008	15.614 15.637	COOP_AGR COOP AGR
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01-Apr-2010	0	TO AGR
01-Apr-2010	0	TO_AGR
08-Dec-2008	0	TO_AGR
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01-Aug-2011 08-Aug-2012	15.637 0	GRANT MOD AA
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09-Aug-2012		GRANT
07-Aug-2012		COOP_AGR
15-Aug-2012	15.608	COOP_AGR
30-Apr-2010	N/A	ORDER
12-Sep-2009 10-Mar-2009	15.630	COOP_AGR
09-Nov-2009	0 15 617	AGR TO AGR
28-May-2010		CON PROF
28-May-2010		CON_PROF
28-May-2010	15.617	CON_PROF
28-May-2010		CON_PROF
15-Oct-2009	15.608	GRANT
01-May-2010		COOP_AGR
23-Apr-2010 28-Jul-2010	N/A	ORDER CON PROF
	0 N/A	CON_PROF CON_PROF
30-Apr-2010	15.608	COOP AGR
23-Sep-2009	15.608	TO_AGR
16-Jul-2010	0	TO_AGR
15-Jul-2010	0	TO_AGR
15-Jul-2010	15.642	TO_AGR
26-Oct-2008 30-Sep-2008	15.631	COOP_AGR
02-Dec-2008	15.631 15.637	MOD_CA MOD_CA
01-Aug-2012	15.662	GRANT
13-Aug-2012	15.631	COOP_AGR
25-Jul-2012	15.662	MOD_CA
28-Jul-2012	15.637	AMEN_SM
20-Sep-2012	N/A	ORDER
20-Sep-2012 20-Sep-2012	N/A N/A	ORDER ORDER
20-Sep-2012		ORDER
17-Jun-2011	N/A	ORDER
29-Jun-2012	0	AMEN_SM
30-Aug-2012	15.623	COOP_AGR
01-Jul-2010	15.637	GRANT
10-Sep-2012 17-Sep-2012	15.665 N/A	COOP_AGR ORDER
17-06h-2012	N/A	JONDEK

18-Sep-2012	N/Δ	ORDER
18-Sep-2012	N/A	ORDER
01-Feb-2013		GRANT
28-Jan-2013	0	AMEN SM
05-Aug-2010		CON PROF
11-Jun-2013		COOP AGR
07-Sep-2012		COOP AGR
10-Sep-2010	N/A	CONT_AGR
10-Sep-2010	N/A	CONT AGR
12-Aug-2010		CON PROF
27-Jul-2010	15.630	COOP AGR
20-Sep-2010	N/A	CON PROF
11-May-2011	0	AMEND
17-Sep-2010	N/A	TO AGR
01-Nov-2010	15.608	GRANT
21-Sep-2010		COOP AGR
27-Aug-2010	N/A	CON PROF
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08-Dec-2009	15.623	NAWCA
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29-Apr-2010	15.623	NAWCA
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11-May-2011	0	AGR
13-May-2011	15.631	AGR
12-Aug-2010	0	TO_AGR
27-Aug-2008	15.617	COOP_AGR
29-May-2009		ASST AGR
04-Jun-2008	15.637	GRANT
22-Nov-2010		AGR
24-Apr-2008	0	TO_AGR
15-Aug-2008	0	TO AGR
15-Aug-2008	0	TO AGR
02-Jul-2010	15.623	NAWCA
18-Aug-2008		PURCHASE
24-Aug-2010	15.630	COOP AGR
25-Aug-2010	0	MOD_CA
20-Aug-2010		CS_AGR
01-Oct-2010	0	TO_AGR
25-Jun-2008	0	GRANT
02-Jul-2013	15.631	COOP AGR
28-Jul-2011	15.623	GRANT
29-Jul-2011	15.623	GRANT
18-Dec-2012		NAWCA
02-Jul-2013	15.631	COOP AGR
29-May-2012	15.631	COOP AGR
01-Oct-2012	15.637	COOP_AGR
26-Jul-2012	15.631	COOP_AGR
17-Feb-2012		NAWCA
21-Mar-2012	15.623	GRANT
28-Feb-2012	0	GRANT
01-Jun-2012	15.637	COOP_AGR
23-Apr-2012		
20 Apr 2012	15.623	NAWCA
06-Jul-2011	15.637	NAWCA COOP_AGR
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06-Jul-2011	15.637	COOP_AGR
06-Jul-2011 01-Jun-2010	15.637 15.623	COOP_AGR GRANT
06-Jul-2011 01-Jun-2010 05-Sep-2012	15.637 15.623 0	COOP_AGR GRANT ORDER
06-Jul-2011 01-Jun-2010 05-Sep-2012 09-Jul-2012	15.637 15.623 0 0 15.637	COOP_AGR GRANT ORDER ORDER
06-Jul-2011 01-Jun-2010 05-Sep-2012 09-Jul-2012 13-Jun-2013	15.637 15.623 0	COOP_AGR GRANT ORDER ORDER COOP_AGR
06-Jul-2011 01-Jun-2010 05-Sep-2012 09-Jul-2012 13-Jun-2013 10-Sep-2012	15.637 15.623 0 0 15.637 15.665	COOP_AGR GRANT ORDER ORDER COOP_AGR COOP_AGR
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17-Aug-2009	15.623	NAWCA
01-Jul-2009	15.637	GRANT
26-May-2009	15.631	COOP_AGR
27-Apr-2009	15.623	NAWCA
01-May-2009		COOP_AGR
11-Jun-2009	101020	COOP_AGR
23-Sep-2009		ORDER
18-May-2009	0	TO_AGR
18-May-2009 18-May-2009	0	TO_AGR
18-May-2009	0	TO_AGR TO_AGR
18-May-2009		TO_AGR
18-May-2009		TO_AGR
18-May-2009		TO AGR
01-Jun-2011	15.631	COOP_AGR
26-Apr-2011	15.631	COOP_AGR
15-Oct-2010	15.650	GRANT
19-May-2011	0	TO_AGR
31-Jul-2011	15.630	COOP_AGR
31-Jul-2011	15.630	COOP_AGR
01-Oct-2011	15.650	GRANT
07-Sep-2011 19-Jul-2011	15.627	ORDER
19-Jul-2011 06-Jul-2011	15.637	COOP_AGR
16-Aug-2011	15.637 15.623	COOP_AGR GRANT
01-Aug-2011	0	ORDER
19-Sep-2011	0	ORDER
17-Jun-2011	0	ORDER
21-Jul-2011	15.623	NAWCA
01-Jul-2011	15.608	TO_AGR
01-Aug-2011	15.637	GRANT
01-Aug-2011		GRANT
30-Apr-2010		COOP_AGR
01-Aug-2010	0	ORDER
01-Jan-2011	0	ORDER
05-Jan-2011	15.623	NAWCA
07-Jun-2011 19-Sep-2011	15.623	GRANT
01-Aug-2011	15 621	ORDER
29-Aug-2011	15.631 15.623	COOP_AGR TO AGR
01-Jul-2010	0	COOP_AGR
16-Feb-2012		NAWCA
05-Mar-2012		NAWCA
23-Jul-2010	15.623	NAWCA
07-Jun-2010	15.642	CS_AGR
29-Apr-2008	15.623	NAWCA
10-Jun-2008	15.101818M621	SERV_AGR
19-Mar-2008	15.623	NAWCA
28-Apr-2008	15.647	COOP_AGR
28-Apr-2008 01-Jun-2008	15.647	COOP_AGR
01-Jun-2008 04-Feb-2008	15.605 15.623	COOP_AGR COOP AGR
24-Mar-2008	15.637	ASST AGR
09-Apr-2009	15.623	NAWCA
10-Jul-2009	15.623	COOP_AGR
01-Sep-2009	15.642	CS_AGR
22-Jul-2009	15.631	COOP_AGR
22-Apr-2009	0	AMEN_SM
15-Sep-2009	15.637	COOP_AGR
01-Jul-2009	15.637	COOP_AGR
01-Sep-2009	15.630	COOP_AGR
01-Sep-2009	15.630	COOP_AGR
06 Oct 2000	15.631	COOP_AGR
06-Oct-2009		CDANT
17-Sep-2009	15.637	GRANT
17-Sep-2009 21-Sep-2009	15.637 0	ORDER
17-Sep-2009 21-Sep-2009 04-Dec-2009	15.637 0 15.623	ORDER NAWCA
17-Sep-2009 21-Sep-2009	15.637 0	ORDER NAWCA GRANT
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17-Sep-2009 21-Sep-2009 04-Dec-2009 16-Dec-2009 09-Feb-2010	15.637 0 15.623 15.623	ORDER NAWCA GRANT TO_AGR
17-Sep-2009 21-Sep-2009 04-Dec-2009 16-Dec-2009 09-Feb-2010	15.637 0 15.623 15.623 0	ORDER NAWCA GRANT TO_AGR TO_AGR
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07-Dec-2009	15.623	NAWCA
02-Apr-2009	15.623	NAWCA
06-Nov-2009	15.637	COOP_AGR
01-May-2010	15.637	GRANT
01-May-2010	15.637	GRANT
17-Dec-2009	0	TO_AGR
01-Apr-2010	0	TO_AGR
01-Apr-2010	0	TO_AGR
31-Mar-2010	0	TO_AGR
15-Sep-2008	N/A	ORDER
08-Sep-2009	0	SERV_AGR
02-Apr-2009	15.623	GRANT
02-Mar-2009	15.623	AGR
07-May-2010	0	CON_PROF
04-Apr-2010	15.642	CS_AGR
04-Apr-2010	15.642	CS_AGR
26-Mar-2010	0	TO_AGR
20-Oct-2009	15.631	COOP_AGR
01-Oct-2009	0	ORDER
10-Sep-2009	15.630	CS_AGR
30-Mar-2010	0	TO_AGR
26-Mar-2010	15.623	NAWCA
30-Jan-2009	15.631	AGR
01-Apr-2010	15.631	SSA_AGR
26-Apr-2009	0	ORDER
12-Mar-2010	15.642	CS_AGR
22-Jul-2008	15.623	NAWCA
23-Jul-2008	15.637	COOP_AGR
01-Sep-2012	PO NO CFDA	PURCHASE
01-Jan-2009	15.808	COOP_AGR
02-Mar-2011	15.808	ASST_AGR
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