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

2. 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

l. 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

KPMG

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.

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Form **8868**

(Rev. January 2012)

Department of the Treasury
Internal Revenue Service

Application for Extension of Time To File an Exempt Organization Return

▶ **File a separate application for each return.**

OMB No. 1545-1709

- If you are filing for an **Automatic 3-Month Extension, complete only Part I** and check this box . . . . ▶ ☑
- If you are filing for an **Additional (Not Automatic) 3-Month Extension, complete only Part II** (on page 2 of this form).

Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868.

Electronic filing (*e-file*). You can electronically file Form 8868 if you need a 3-month automatic extension of time to file (6 months for a corporation required to file Form 990-T), or an additional (not automatic) 3-month extension of time. You can electronically file Form 8868 to request an extension of time to file any of the forms listed in Part I or Part II with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, which must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit *www.irs.gov/efile* and click on *e-file for Charities & Nonprofits.*

Part I Automatic 3-Month Extension of Time. Only submit original (no copies needed).

A corporation required to file Form 990-T and requesting an automatic 6-month extension—check this box and complete Part I only . . . . ▶ ☐

All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Enter filer's identifying number, see instructions

Type or print File by the due date for filing your return. See instructions.	Name of exempt organization or other filer, see instructions. **DUCKS UNLIMITED, INC.**	Employer identification number (EIN) or ☐ **13-5643799**
	Number, street, and room or suite no. If a P.O. box, see instructions. **ONE WATERFOWL WAY**	Social security number (SSN) ☐
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. **MEMPHIS, TN 38120**	

Enter the Return code for the return that this application is for (file a separate application for each return) **0 1**

Application Is For	Return Code	Application Is For	Return Code
Form 990	01	Form 990-T (corporation)	07
Form 990-BL	02	Form 1041-A	08
Form 990-EZ	01	Form 4720	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

- The books are in the care of ▶ **BOB MIMS**

Telephone No. ▶ **901-758-3825** FAX No. ▶ **901-758-3850**

- If the organization does not have an office or place of business in the United States, check this box . . . . ▶ ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) **9352** . If this is for the whole group, check this box . . . . ▶ ☑ . If it is for part of the group, check this box . . . . . ▶ ☐ and attach a list with the names and EINs of all members the extension is for.

1 I request an ~~automatic 3-month~~ (6 months ~~for a corporation~~ required to file Form 990-T) extension of time until **FEBRUARY 15** , 20 **13** , to file the exempt organization return for the organization named above. The extension is for the organization's return for:

▶ ☐ calendar year 20 ____ or

▶ ☑ tax year beginning **JULY 1** , 20 **11** , and ending **JUNE 30** , 20 **12** .

2 If the tax year entered in line 1 is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

3a	If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	**3a**	$
b	If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	**3b**	$
c	**Balance due.** Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	**3c**	$

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

• If you are filing for an **Additional (Not Automatic) 3-Month Extension, complete only Part II** and check this box . . . . . ▶ ☐

Note. Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

• If you are filing for an **Automatic 3-Month Extension, complete only Part I** (on page 1).

Part II Additional (Not Automatic) 3-Month Extension of Time. Only file the original (no copies needed).

Enter filer's identifying number, see instructions

Type or print File by the due date for filing your return. See instructions.	Name of exempt organization or other filer, see instructions.	Employer identification number (EIN) or ☐
	Number, street, and room or suite no. If a P.O. box, see instructions.	Social security number (SSN) ☐
	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	

Enter the Return code for the return that this application is for (file a separate application for each return) . . . .

Application Is For	Return Code	Application Is For	Return Code
Form 990	01		
Form 990-BL	02	Form 1041-A	08
Form 990-EZ	01	Form 4720	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

• The books are in the care of ▶ ____________________

Telephone No. ▶ ____________________ FAX No. ▶ ____________________

• If the organization does not have an office or place of business in the United States, check this box . . . . ▶ ☐

• If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) __________ . If this is for the whole group, check this box . . . . ▶ ☐ . If it is for part of the group, check this box . . . . . ▶ ☐ and attach a list with the names and EINs of all members the extension is for.

4 I request an additional 3-month extension of time until ____________________ , 20 ____ .

5 For calendar year ____ , or other tax year beginning ____________ , 20 ____ , and ending ____________ , 20 ____ .

6 If the tax year entered in line 5 is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

7 State in detail why you need the extension ____________________

8a	If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	**8a**	$
b	If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	**8b**	$
c	**Balance due.** Subtract line 8b from line 8a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	**8c**	$

Signature and Verification must be completed for Part II only.

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature ▶ [signature] Title ▶ C.F.O. Date ▶ 9-20-12

Form **8879-EO**

Department of the Treasury
Internal Revenue Service

IRS *e-file* Signature Authorization for an Exempt Organization

For calendar year 2011, or fiscal year beginning 07/01, 2011, and ending 06/30, 20 12

▶ Do not send to the IRS. Keep for your records.

▶ See instructions on back.

OMB No. 1545-1878

2011

Name of exempt organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

Name and title of officer

Part I **Type of Return and Return Information** (Whole Dollars Only)

Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount, if any, from the return. If you check the box on line **1a**, **2a**, **3a**, **4a**, or **5a**, below, and the amount on that line for the return being filed with this form was blank, then leave line **1b**, **2b**, **3b**, **4b**, or **5b**, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than 1 line in Part I.

1a	Form 990 check here ▶ [X]	b **Total revenue**, if any (Form 990, Part VIII, column (A), line 12)	1b	153872987.
2a	Form 990-EZ check here ▶ [ ]	b **Total revenue**, if any (Form 990-EZ, line 9)	2b	
3a	Form 1120-POL check here ▶ [ ]	b **Total tax** (Form 1120-POL, line 22)	3b	
4a	Form 990-PF check here ▶ [ ]	b **Tax based on investment income** (Form 990-PF, Part VI, line 5)	4b	
5a	Form 8868 check here ▶ [ ]	b **Balance Due** (Form 8868, Part I, line 3c or Part II, line 8c)	5b	

Part II **Declaration and Signature Authorization of Officer**

Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2011 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal.

Officer's PIN: check one box only

[X] I authorize KPMG LLP (ERO firm name) to enter my PIN 3 8 1 2 0 (Enter five numbers, but do not enter all zeros) as my signature on the organization's tax year 2011 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

[ ] As an officer of the organization, I will enter my PIN as my signature on the organization's tax year 2011 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Officer's signature ▶ [signature] Date ▶ 12-17-12

Part III **Certification and Authentication**

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN. 6 2 0 3 1 2 1 0 0 0 4 (do not enter all zeros)

I certify that the above numeric entry is my PIN, which is my signature on the 2011 electronically filed return for the organization indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. **4163**, Modernized e-File (MeF) Information for Authorized IRS *e-file* Providers for Business Returns.

ERO's signature ▶ Date ▶

ERO Must Retain This Form - See Instructions
Do Not Submit This Form To the IRS Unless Requested To Do So

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)

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047 — **2011** — Open to Public Inspection

A For the 2011 calendar year, or tax year beginning 07/01, 2011, and ending 06/30, 2012

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

C Name of organization: DUCKS UNLIMITED, INC.
Doing Business As
Number and street (or P.O. box if mail is not delivered to street address): ONE WATERFOWL WAY — Room/suite
City or town, state or country, and ZIP + 4: MEMPHIS, TN 38120

D Employer identification number: 13-5643799
E Telephone number: (901) 758-3825
G Gross receipts $ 155,282,345.

F Name and address of principal officer: RANDY L. GRAVES, ONE WATERFOWL WAY, MEMPHIS, TN 38120

H(a) Is this a group return for affiliates? ☐ Yes ☒ No
H(b) Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)
H(c) Group exemption number ▶

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.DUCKS.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶ **L** Year of formation: 1937 **M** State of legal domicile: DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
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 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	58.
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	54.
5	Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	572.
6	Total number of volunteers (estimate if necessary)	6	47,200.
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	2,736,395.
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	148,513,856.	146,288,105.
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	411,385.	828,379.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,134,481.	6,756,503.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	155,059,722.	153,872,987.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	13,372,423.	15,270,510.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	44,026,553.	48,110,656.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	861,168.	499,292.
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 23,719,393.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	89,111,426.	83,495,519.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	147,371,570.	147,375,977.
	19	Revenue less expenses. Subtract line 18 from line 12	7,688,152.	6,497,010.
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	91,182,307.	95,777,279.
	21	Total liabilities (Part X, line 26)	30,178,513.	42,277,558.
	22	Net assets or fund balances. Subtract line 21 from line 20	61,003,794.	53,499,721.

Part II Signature Block

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

Sign Here
▶ [signature] — Signature of officer — Date: 12-21-12
▶ Chief Administrative Officer — Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
MELISSA RUSSELL	Melissa Russell	12/18/12		P00789334

Firm's name ▶ KPMG LLP — Firm's EIN ▶ 13-5565207
Firm's address ▶ 50 NORTH FRONT STREET, SUITE 900 MEMPHIS, TN 38103 — Phone no. 901-523-3131

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Part 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? . . . . . ☐ **Yes** ☒ **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** ☒ **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 measured 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 $ 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.

4c (Code:) (Expenses $ 3,159,785. including grants of $) (Revenue $)

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.

4d Other program services (Describe in Schedule O.)
(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses ▶** 119,023,455.

Part IV 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	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," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted 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, VII, VIII, IX, or X as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	X	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		X
c	Did the organization report an amount for investments-program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part 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		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization'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	X	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b	X	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Parts II and IV*	15	X	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Parts III and IV*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I (see instructions)*	17	X	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Part IV 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**		X
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**		X
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	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25*	**24a**		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	**24b**		
c	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**		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	**24d**		
25 a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	**25a**		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete 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):			
a	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
c	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**	X	
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	**30**	X	
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	**31**		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	**32**		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	**33**		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	**34**	X	
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	**35a**	X	
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**	X	
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	**36**		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	**37**		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O.	**38**	X	

Part V **Statements Regarding Other IRS Filings and Tax Compliance**

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** 657			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	**1b** 0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		**1c**	X	
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** 572			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		**2b**	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file* (see instructions)				
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		**3a**	X	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*		**3b**	X	
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 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**		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		**5b**		X
c	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**		X
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).**				
a	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
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		**7b**		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		**7c**		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		**7e**		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		**7f**		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		**7g**		
h	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 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.**				
a	Did the organization make any taxable distributions under section 4966?		**9a**		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		**9b**		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	**10a**			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	**11a**			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	**11b**			
12a	**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	**12b**			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	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	**13b**			
c	Enter the amount of reserves on hand	**13c**			
14a	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**		

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.*

Check if Schedule O contains a response to any question in this Part VI . . . . . [X]

Section 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 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.	1a 58		
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	X	
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	X	
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:			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
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

Section 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	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," 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?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process 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," did the organization follow a written policy or procedure requiring the organization to evaluate its 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?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ ATTACHMENT 1

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

[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 of interest policy, and financial statements available to the public during the tax year.

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

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 . . . . [X]

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 related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
ATTACHMENT 2										
(1) JOHN R. POPE CHAIRMAN OF THE BOARD	5.00	X		X				0	0	0
(2) STEPHEN REYNOLDS SECRETARY	5.00	X		X				0	0	0
(3) ROBERT S. HESTER,JR. TREASURER	5.00	X		X				0	0	0
(4) JOHN W. NEWMAN PRESIDENT	10.00	X		X				0	0	0
(5) GEORGE DUNKLIN, JR. FIRST VICE PRESIDENT	10.00	X		X				0	0	0
(6) DALE HALL CHIEF EXECUTIVE OFFICER	40.00	X		X				352,736.	0	21,593.
(7) CHRIS TRACY SENIOR VP, REGION 3	5.00	X						0	0	0
(8) H. J . ELIZONDO SENIOR VP, REGION 4	5.00	X						0	0	0
(9) GEORGE THOMLINSON SENIOR VP, REGION 5	5.00	X						0	0	0
(10) PETER MACGAFFIN SENIOR VP, REGION 6	5.00	X						0	0	0
(11) PAUL R. BONDERSON, JR. SENIOR VP, CONSERVATION PGRM	5.00	X						0	0	0
(12) MIKE BENGE SENIOR VP, DEVELOPMENT	5.00	X						0	0	0
(13) REX SCHULZ SENIOR VP, EVENT & VOLUNTEER M	5.00	X						0	0	0
(14) MIKE DUGGAN SENIOR VP, CORPORATE RELATIONS	5.00	X						0	0	0

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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	X						0	0	0
(16) RON BARTELS SENIOR VP, MEMBERSHIP	5.00	X						0	0	0
(17) BRUCE B. DEADMAN SENIOR VP, YOUTH & EDUCATION	5.00	X						0	0	0
(18) CHRIS E. DOROW REGIONAL VP, REGION 1	5.00	X						0	0	0
(19) ERIC RUDGERS REGIONAL VP, REGION 1	5.00	X						0	0	0
(20) TOM ENOS REGIONAL VP, REGION 2	5.00	X						0	0	0
(21) CLAY ROGERS SENIOR VP, REGION 2	5.00	X						0	0	0
(22) RON BABROS REGIONAL VP, REGION 3	5.00	X						0	0	0
(23) LEE NESS REGIONAL VP, REGION 3	5.00	X						0	0	0
(24) WILLIAM C.ANSELL AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(25) STEVE COOK REGIONAL VP, REGION 4	5.00	X						0	0	0
1b Sub-total ▶								352,736.	0	21,593.
c Total from continuation sheets to Part VII, Section A ▶								2,045,146.	0	187,768.
d Total (add lines 1b and 1c) ▶								2,397,882.	0	209,361.

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 74

		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	X	
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

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. 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, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(26) DR. BRIAN PRIDDLE REGIONAL VP, REGION 5	5.00	X						0	0	0
(27) JIM TALBERT REGIONAL VP, REGION 5	5.00	X						0	0	0
(28) SCOTT C. CRAWFORD REGIONAL VP, REGION 6	5.00	X						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	X						0	0	0
(32) DOUG BURCH AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(33) KATHY M CHRISTIAN AT-LARGE MEMBER OF THE BOD	5.00	X						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	X						0	0	0
(36) DOUG T. FEDERIGHI AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
1b Sub-total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶										

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 74

		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	X	
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

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. 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

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, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(37) DAVID A. HAGGARD AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(38) DENNIS P. HAVEY AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(39) ROGERS HOYT, JR AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(40) JAMES HULBERT AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(41) BARBARA JOHNSON AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(42) BRUCE LEWIS AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(43) JULIAN OTTLEY AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(44) JIM PROUGH AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(45) BOB SAATHOFF REGIONAL VP, REGION 2	5.00	X						0	0	0
(46) DOUG SCHOENROCK AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(47) BILL SHORT REGIONAL VP, REGION 7	5.00	X						0	0	0
1b Sub-total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶										

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 74

		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	X	
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

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. 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

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, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(48) JOHN TOMKE DUCKS UNLIMITED DE MEXICO	5.00	X						0	0	0
(49) JACK H. HOLE DUCKS UNLIMITED CANADA	5.00	X						0	0	0
(50) JOHN W. CHILDS PRES., WETLANDS AMERICA TRUST	5.00	X						0	0	0
(51) ALLAN HOPP SENIOR VP, REGION 1	5.00	X						0	0	0
(52) BILL D'ALONZO SVP BUSINESS PLANNING	5.00	X						0	0	0
(53) SHAWN DE CENTO REGIONAL VP, REGION 4	5.00	X						0	0	0
(54) LON KNOEDLER AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(55) VINCE CALLAHAN AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(56) HOWARD M. JOHNSON AT-LARGE MEMBER OF THE BOD	5.00	X						0	0	0
(57) TOM S. WORDEN DUCKS UNLIMITED CANADA	5.00	X						0	0	0
(58) MALCOLM M. DUNFIELD DUCKS UNLIMITED CANADA	5.00	X						0	0	0
1b Sub-total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶										

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 74

		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	X	
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

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. 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

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, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(59) RANDY L. GRAVES CHIEF ADMINISTRATIVE OFFICER	40.00				X			286,896.	0	24,252.
(60) DANIEL P. THIEL EXECUTIVE SECRETARY/COO WAT	40.00				X			228,789.	0	18,558.
(61) JAMES C. WEST CHIEF FUNDRAISING OFFICER	40.00				X			229,641.	0	22,359.
(62) PAUL SCHMIDT CHIEF CONSERVATION OFFICER	40.00				X			203,710.	0	15,126.
(63) JAMES C. BOYD CIO/MEETING & CONFERENCES	40.00					X		193,043.	0	22,923.
(64) ROBERT D. MIMS CONTROLLER	40.00					X		185,100.	0	22,596.
(65) WAYNE A. DIERKS DIRECTOR OF HUMAN RESOURCE	40.00					X		177,840.	0	17,701.
(66) SCOTT A. SUTHERLAND DIRECTOR OF GOVERNMENT AFFAIRS	40.00					X		178,472.	0	21,255.
(67) THOMAS W. FULGAM CHIEF COMMUNICATION OFFICER	40.00					X		180,487.	0	22,454.
(68) WILLIAM A. WENTZ FORMER SENIOR GROUP MANAGER	0						X	13,612.	0	544.
(69) DALE WHITESELL FORMER EXECUTIVE VICE PRESIDEN	0						X	22,800.	0	0
1b Sub-total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶										

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 74

		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	X	
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

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. 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

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, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(70) DONALD A. YOUNG FORMER EXECUTIVE VICE PRESIDEN	0						X	38,424.	0	0
(71) MATTHEW B. CONNOLLY FORMER EXECUTIVE VICE PRESIDEN	0						X	106,332.	0	0
1b Sub-total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶										

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 74

		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	X	
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

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. 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

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 VIII Statement of Revenue

Section	Line	Description			(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	Federated campaigns	1a	435,377.				
	b	Membership dues	1b	18,641,630.				
	c	Fundraising events	1c					
	d	Related organizations	1d	325,225.				
	e	Government grants (contributions)	1e	71,527,617.				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	55,358,256.				
	g	Noncash contributions included in lines 1a-1f: $		909,752.				
	h	**Total.** Add lines 1a-1f ▶			146,288,105.			
Program Service Revenue				Business Code				
	2a							
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	**Total.** Add lines 2a-2f ▶			0			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts) ▶			599,612.			599,612.
	4	Income from investment of tax-exempt bond proceeds ▶			0			
	5	Royalties ▶			3,990,675.			3,990,675.
			(i) Real	(ii) Personal				
	6a	Gross rents						
	b	Less: rental expenses						
	c	Rental income or (loss)						
	d	Net rental income or (loss) ▶			0			
			(i) Securities	(ii) Other				
	7a	Gross amount from sales of assets other than inventory	1,487,866.	150,259.				
	b	Less: cost or other basis and sales expenses	1,407,343.	2,015.				
	c	Gain or (loss)	80,523.	148,244.				
	d	Net gain or (loss) ▶			228,767.		116.	228,651.
	8a	Gross income from fundraising events (not including $ ____ of contributions reported on line 1c). See Part IV, line 18	a					
	b	Less: direct expenses	b					
	c	Net income or (loss) from fundraising events ▶			0			
	9a	Gross income from gaming activities. See Part IV, line 19	a					
	b	Less: direct expenses	b					
	c	Net income or (loss) from gaming activities ▶			0			
	10a	Gross sales of inventory, less returns and allowances	a					
	b	Less: cost of goods sold	b					
	c	Net income or (loss) from sales of inventory ▶			0			
		Miscellaneous Revenue		Business Code				
	11a	ADVERTISING REVENUE		511120	2,736,279.		2,736,279.	
	b	BOOK PROGRAM		451211	29,549.			29,549.
	c							
	d	All other revenue						
	e	**Total.** Add lines 11a-11d ▶			2,765,828.			
	12	**Total revenue.** See instructions ▶			153,872,987.		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, 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 United States. See Part IV, line 21	0			
2 Grants and other assistance to individuals in the United States. See Part IV, line 22	0			
3 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.		
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	1,484,207.	263,614.	956,830.	263,763.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7 Other salaries and wages	34,358,113.	24,463,900.	1,964,578.	7,929,635.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	3,928,118.	2,722,265.	242,121.	963,732.
9 Other employee benefits	5,559,534.	3,946,417.	206,858.	1,406,259.
10 Payroll taxes	2,780,684.	1,960,162.	160,583.	659,939.
11 Fees for services (non-employees):				
a Management	0			
b Legal	119,519.	48,060.	50,920.	20,539.
c Accounting	195,806.		195,806.	
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	499,292.			499,292.
f Investment management fees	0			
g Other	1,441,827.	914,313.	18,051.	509,463.
12 Advertising and promotion	683,993.	118,866.	1,519.	563,608.
13 Office expenses	3,038,443.	1,830,239.	275,379.	932,825.
14 Information technology	968,138.	592,888.	54,993.	320,257.
15 Royalties	0			
16 Occupancy	2,229,238.	1,592,027.	229,906.	407,305.
17 Travel	4,071,833.	1,828,164.	147,077.	2,096,592.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	536,551.	476,180.	50,951.	9,420.
20 Interest	21,704.		21,704.	
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	1,059,507.	983,638.	15,580.	60,289.
23 Insurance	418,467.	311,055.	-9,883.	117,295.
24 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.)				
a HABITAT DEVELOPMENT	58,235,421.	58,232,109.		3,312.
b POSTAGE AND SHIPPING	4,582,382.	1,954,857.	29,521.	2,598,004.
c PREMIUMS	3,391,869.	1,479.		3,390,390.
d PRINTING AND PUBLICATION	2,249,027.	1,512,712.	20,635.	715,680.
e All other expenses	251,794.			251,794.
25 **Total functional expenses.** Add lines 1 through 24e	147,375,977.	119,023,455.	4,633,129.	23,719,393.
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☒ if following SOP 98-2 (ASC 958-720)	16,400,000.	7,400,000.		9,000,000.

Part X Balance Sheet

			(A) Beginning of year		(B) End of year
Assets	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 Schedule L	0	5	0
	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 section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)	0	6	0
	7	Notes and loans receivable, net	0	7	0
	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.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a 31,954,954.			
	b	Less: accumulated depreciation 10b 22,948,352.	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	0	12	0
	13	Investments - program-related. See Part IV, line 11	0	13	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.
Liabilities	17	Accounts payable and accrued expenses	11,652,241.	17	11,335,416.
	18	Grants payable	0	18	0
	19	Deferred revenue	0	19	0
	20	Tax-exempt bond liabilities	0	20	0
	21	Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	0
	22	Payables to current and former officers, directors, trustees, key 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.
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ [X] and complete lines 27 through 29, and lines 33 and 34.**			
	27	Unrestricted net assets	-12,152,918.	27	-18,841,314.
	28	Temporarily restricted net assets	66,751,416.	28	65,052,232.
	29	Permanently restricted net assets	6,405,296.	29	7,288,803.
		Organizations that do not follow SFAS 117, check here ▶ [ ] and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	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.

Form 990 (2011)

Part XI 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	153,872,987.
2	Total expenses (must equal Part IX, column (A), line 25)	2	147,375,977.
3	Revenue less expenses. Subtract line 2 from line 1	3	6,497,010.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	61,003,794.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-14,001,083.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	53,499,721.

Part XII 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		X
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
c	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	X	
	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	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	X	

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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.

OMB No. 1545-0047
2011
Open to Public Inspection

Name of the organization	**Employer identification number**
DUCKS UNLIMITED, INC.	13-5643799

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

1 [ ] A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 [ ] A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E.)

3 [ ] A hospital or a cooperative hospital service organization described in **section 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, and state: ____________

5 [ ] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 [ ] A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 [X] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 [ ] A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 [ ] An organization that normally receives: (1) more than 33 1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

10 [ ] An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

11 [ ] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h.

a [ ] Type I **b** [ ] Type II **c** [ ] Type III - Functionally integrated **d** [ ] Type III - Other

e [ ] By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box . . . . . . [ ]

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	**11g(i)**		
(ii) A family member of a person described in (i) above?	**11g(ii)**		
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s).

(i) Name of supported organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1-9 above or IRC section **(see instructions)**)	**(iv)** Is the organization in col. **(i)** listed in your governing document?		**(v)** Did you notify the organization in col. **(i)** of your support?		**(vi)** Is the organization in col. **(i)** organized in the U.S.?		**(vii)** Amount of support
			Yes	No	Yes	No	Yes	No	
(A)									
(B)									
(C)									
(D)									
(E)									
Total									

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.)

Section A. Public Support

Calendar 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.")	143,390,065.	133,882,662.	147,618,152.	148,513,856.	146,288,105.	719,692,840.
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	143,390,065.	133,882,662.	147,618,152.	148,513,856.	146,288,105.	719,692,840.
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)						27,126,808.
6 **Public support.** Subtract line 5 from line 4.						692,566,032.

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	143,390,065.	133,882,662.	147,618,152.	148,513,856.	146,288,105.	719,692,840.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	6,024,456.	4,640,964.	4,178,327.	4,053,276.	4,670,810.	23,567,833.
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	-7,118.	18,976.	2,615.	13,193.	29,549.	57,215.
11 **Total support.** Add lines 7 through 10						743,317,888.

12 Gross receipts from related activities, etc. (see instructions) 12

13 **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)) . . . 14 93.17 %

15 Public support percentage from 2010 Schedule A, Part II, line 14 . . . 15 93.22 %

16a **33 1/3% support test - 2011.** 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 ▶ ☒ X

b **33 1/3% support test - 2010.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% 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 organzation 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 instructions ▶ ☐

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.)

Section A. Public Support

Calendar 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						
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 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						
c Add lines 7a and 7b						
8 **Public support** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included 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'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

15	Public support percentage for 2011 (line 8, column (f) divided by line 13, column (f))	15	%
16	Public support percentage from 2010 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2011** (line 10c, column (f) divided by line 13, column (f))	17	%
18	Investment income percentage from **2010** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests - 2011.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, 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 - 2010.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐

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

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 II - OTHER INCOME

DESCRIPTION	2007	2008	2009	2010	2011	TOTAL
ALL OTHER	-7,118.	18,976.	2,615.	13,193.	29,549.	57,215.
TOTALS	-7,118.	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
DUCKS UNLIMITED, INC.

Employer identification number
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 foundation
	[ ] 527 political organization
Form 990-PF	[ ] 501(c)(3) exempt private foundation
	[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation
	[ ] 501(c)(3) taxable private foundation

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

General Rule

[ ] For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, $5,000 or more (in money or property) from any one contributor. Complete Parts I and II.

Special Rules

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

[ ] For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one contributor, during the year, total 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 *exclusively* for religious, charitable, etc., purposes, but these contributions did not total to more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. 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 . . . . ► $ ____________

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

Name of organization DUCKS UNLIMITED, INC.

Employer identification number 13-5643799

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		$ 9,808,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II if there is a noncash contribution.)
2		$ 3,000,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II if there is a noncash contribution.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II if there is a noncash contribution.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II if there is a noncash contribution.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II if there is a noncash 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 Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(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

Part III ***Exclusively*** **religious, charitable, etc., individual contributions to section 501(c)(7), (8), or (10) organizations that total more than $1,000 for the year.** Complete columns **(a)** through **(e) and** the following line entry.

For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of **$1,000 or less** for the year. (Enter this information once. See instructions.) ►$

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part 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

(a) No. from Part 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

(a) No. from Part 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

(a) No. from Part 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

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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

2011

Open to Public Inspection

If the organization answered "Yes" to Form 990, Part IV, line 3, or Form 990-EZ, Part V, 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 35c (Proxy Tax), then

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

Name of organization	Employer identification number
DUCKS UNLIMITED, INC.	13-5643799

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.

2 Political expenditures . . . ▶ $ ______

3 Volunteer hours . . . ______

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 . . . ▶ $ ______

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? . . . ☐ Yes ☐ No

4a Was a correction made? . . . ☐ Yes ☐ No

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? . . . ☐ Yes ☐ No

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 contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. **Schedule C (Form 990 or 990-EZ) 2011**

JSA
1E1264 1.000

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-		
i Subtract line 1f from line 1c. If zero or less, enter -0-		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2008	**(b)** 2009	**(c)** 2010	**(d)** 2011	**(e)** Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column (e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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)).

For each "Yes" response to lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a) Yes	(a) No	(b) Amount
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:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
c Media advertisements?		X	
d Mailings to members, legislators, or the public?	X		14,706.
e Publications, or published or broadcast statements?	X		302,666.
f Grants to other organizations for lobbying purposes?	X		328,558.
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		362,676.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		X	
i Other activities?		X	
j Total. Add lines 1c through 1i			1,008,606.
2 a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c 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?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	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) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A; and Part II-B, line 1. Also, complete this part for any additional information.

Part IV **Supplemental Information** *(continued)*

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ 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.

OMB No. 1545-0047

2011

Open to Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete 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 advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ 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 any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II **Conservation Easements.** Complete if the organization answered "Yes" to Form 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)
- ☐ Protection of natural habitat
- ☐ Preservation of open space
- ☐ Preservation of an historically important land area
- ☐ Preservation of a certified historic structure

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	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	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _________________

4 Number of states where property subject to conservation easement is located ▶ _________________

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ _________________

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ $ _________________

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other 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 revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $ 10,580.

(ii) Assets included in Form 990, Part X ▶ $ 389,245.

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1 ▶ $ 1,008.

b Assets included in Form 990, Part X ▶ $ 1,266,593.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a [X] Public exhibition
b [ ] Scholarly research
c [X] Preservation for future generations
d [ ] Loan or exchange programs
e [X] Other UTILIZED IN EVENT SYSTEM

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . . . . [X] Yes [ ] No

Part IV **Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . . [ ] Yes [ ] No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? . . . . . [ ] Yes [ ] No

b If "Yes," explain the arrangement in Part XIV.

Part V **Endowment Funds.** Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	17,337,534.	18,574,491.	13,115,934.	15,069,715.	
b Contributions	2,123,510.	-5,075,716.	4,078,077.	2,002,415.	
c Net investment earnings, gains, and losses	-406,611.	3,840,404.	1,472,781.	-3,872,839.	
d Grants or scholarships					
e Other expenditures for facilities and programs	106,052.	1,645.	92,301.	83,357.	
f Administrative expenses					
g End of year balance	18,948,381.	17,337,534.	18,574,491.	13,115,934.	

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ▶ 55.0000 %

b Permanent endowment ▶ 42.0000 %

c Temporarily restricted endowment ▶ 3.0000 %

The percentages in lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) unrelated organizations	3a(i)		X
(ii) related organizations	3a(ii)	X	
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b	X	

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI **Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,405,264.		1,405,264.
b Buildings		12,473,024.	6,922,341.	5,550,683.
c Leasehold improvements		378,115.	314,501.	63,614.
d Equipment		17,698,551.	15,711,510.	1,987,041.
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				9,006,602.

Part VII **Investments - Other Securities.** See Form 990, Part X, line 12.

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

Part VIII **Investments - Program Related.** See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 13.)* ▶		

Part IX **Other Assets.** See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 15.)* ▶	

Part X **Other Liabilities.** See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) CHARITABLE REMAINDER TRUST	145,635.
(3) CHARITABLE GIFT ANNUITY RESERV	398,121.
(4) COMPENSATION AND RELATED ACCRU	6,408,068.
(5) PENSION AND DEFERRED COMPENSAT	21,371,982.
(6) ACCRUED POSTRETIREMENT BENEFIT	2,618,336.
(7)	
(8)	
(9)	
(10)	
(11)	
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 25.)* ▶	30,942,142.

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).

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

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 XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

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:				
a	Net unrealized gains on investments	2a	-670,515.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV.)	2d			
e	Add lines **2a** through **2d**			2e	-670,515.
3	Subtract line **2e** from line **1**			3	153,872,987.
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	4a			
b	Other (Describe in Part XIV.)	4b			
c	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 Return

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:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV.)	2d			
e	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:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
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	147,375,977.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

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

Part XIV Supplemental Information *(continued)*

POSITIONS THAT SHOULD BE RECOGNIZED IN THE FINANCIAL STATEMENTS FOR 2012

OR 2011.

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

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

2011

Open to Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 **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 grants or assistance? . . . . . [X] Yes [ ] No

2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

	(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)	NORTH AMERICA			GRANTMAKING	CONSERVATION	14,585,768.
(2)	NORTH AMERICA			GRANTMAKING	CONSERVATION	684,742.
(3)						
(4)						
(5)						
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total					15,270,510.
b	Total from continuation sheets to Part I					
c	**Totals** (add lines 3a and 3b)					15,270,510.

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Check this box if no one recipient received more than $5,000 . . . . ▶ ☐
Part II can be duplicated if additional space is needed.

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)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 2.

3 Enter total number of other organizations or entities . . . . ▶

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)							

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	☒ 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	☒ 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	☒ 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	☒ 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	☒ 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	☒ No

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)

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047
2011
Open to Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.
Employer identification number: 13-5643799

Part I **Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a [X] Mail solicitations
- b [X] Internet and email solicitations
- c [X] Phone solicitations
- d [X] In-person solicitations
- e [X] Solicitation of non-government grants
- f [X] Solicitation of government grants
- g [ ] Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? [X] Yes [ ] No

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.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(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
1 EDGE DIRECT,LLC	CONSULTING DIRECT MAIL		X	315,919.	30,000.	285,919.
2 BENZ, WHALEY, FLESSNER	CONSULTING		X		22,500.	-22,500.
3 FLATLAND CONSERVATION, LLC	AUCTION SOLICITATIO		X	24,687.	19,823.	4,864.
4 RUSS REID	FUNDRAISING COUNSEL		X	3,194,292.	300,252.	2,890,040.
5 SEALED BID AUCTION SPECIALISTS, INC.	AUCTION SOLICITATIO		X	169,298.	123,217.	53,486.
6 DAVID BARDIN	AUCTION SOLICITATIO		X		3,500.	-3,500.
7						
8						
9						
10						
Total ▶				3,704,196.	499,292.	3,208,309.

3 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,NH,NJ,NM,NY,NC,ND,OH,
OK,OR,PA,RI,SC,TN,UT,VA,WA,WV,WI,

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 (event type)	**(b)** Event #2 (event type)	**(c)** Other Events (total number)	**(d)** Total events (add col. **(a)** through col. **(c)**)
Revenue	**1** Gross receipts				
	2 Less: Charitable contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	**4** Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				( )
	11 Net income summary. Combine line 3, column (d), and line 10 ▶				

Part III **Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	**(b)** Pull tabs/instant bingo/progressive bingo	**(c)** Other gaming	**(d)** Total gaming (add col. **(a)** through col. **(c)**)
Revenue	**1** Gross revenue				
Direct Expenses	**2** Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 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. Combine line 1, column d, and line 7 ▶				

9 Enter the state(s) in which the organization operates gaming activities: ______________________________

a Is the organization licensed to operate gaming activities in each of these states? ☐ **Yes** ☐ **No**

b If "No," explain: ______________________________

____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ **Yes** ☐ **No**

b If "Yes," explain: ______________________________

____

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:

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ ______________________________

Address ▶ ______________________________

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ________________ and the amount of gaming revenue retained by the third party ▶ $ ________________ .

c 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:

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 IV **Supplemental Information.** Complete this part to provide the explanation required by Part I, line 2b, 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 J (Form 990)

Department of the Treasury
Internal Revenue Service

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

2011

Open to Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

Part I 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 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		
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:			
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	
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
	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:			
a	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:			
a	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		

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.

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 DALE HALL	(i)	252,736.	100,000.	0	12,577.	9,016.	374,329.	0
	(ii)	0	0	0	0	0	0	0
2 RANDY L. GRAVES	(i)	231,174.	55,722.	0	15,236.	9,016.	311,148.	0
	(ii)	0	0	0				
3 DANIEL P. THIEL	(i)	188,354.	40,435.	0	9,542.	9,016.	247,347.	0
	(ii)	0	0	0				
4 JAMES C. WEST	(i)	189,206.	40,435.	0	13,343.	9,016.	252,000.	0
	(ii)	0	0	0				
5 PAUL SCHMIDT	(i)	157,476.	7,897.	38,337.	6,110.	9,016.	218,836.	0
	(ii)	0	0	0				
6 JAMES C. BOYD	(i)	164,144.	28,899.	0	13,907.	9,016.	215,966.	0
	(ii)	0	0	0				
7 ROBERT D. MIMS	(i)	160,955.	24,145.	0	13,580.	9,016.	207,696.	0
	(ii)	0	0	0				
8 WAYNE A. DIERKS	(i)	151,261.	26,579.	0	8,685.	9,016.	195,541.	0
	(ii)	0	0	0				
9 SCOTT A. SUTHERLAND	(i)	155,098.	23,374.	0	12,239.	9,016.	199,727.	0
	(ii)	0	0	0				
10 WILLIAM A. WENTZ	(i)	0	13,612.	0	544.	0	14,156.	0
	(ii)	0	0	0				
11 MATTHEW B. CONNOLLY	(i)	0	0	106,332.	0	0	106,332.	106,332.
	(ii)	0	0	0				
12 DALE WHITESELL	(i)	0	0	22,800.	0	0	22,800.	22,800.
	(ii)	0	0	0				
13 DONALD A. YOUNG	(i)	0	0	38,424.	0	0	38,424.	38,424.
	(ii)	0	0	0				
14 THOMAS W. FULGAM	(i)	153,656.	26,831.	0	13,438.	9,016.	202,941.	0
	(ii)	0	0	0				
15	(i)							
	(ii)							
16	(i)							
	(ii)							

Part III 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 L (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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

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Name of the organization: DUCKS UNLIMITED, INC.
Employer identification number: 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.

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected? 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 under section 4958 . . . . . . ▶ $

3 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	(b) Loan to or from the organization? To	From	(c) Original principal amount	(d) Balance due	(e) In default? Yes	No	(f) Approved by board or committee? Yes	No	(g) Written agreement? Yes	No
(1)											
(2)											
(3)											
(4)											
(5)											
(6)											
(7)											
(8)											
(9)											
(10)											
Total . . . . . . ▶ $											

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

	(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount and type of assistance
(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)			
(9)			
(10)			

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

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	(e) Sharing of organization's revenues? Yes	No
(1)	JAMES PIKE	FORMER BOARD MEMBER	1,173,496.	MERCHANDISE PURCHASE		X
(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)

Department of the Treasury
Internal Revenue Service

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

2011

Open To Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

Part I 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	(d) Method of determining noncash contribution amounts
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	X	24.	899,172.	MARKET VALUE
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	X	1.	10,580.	APPRAISAL
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 the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement . . . . **29** 25.

			Yes	No
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		X
b	If "Yes," describe the arrangement in Part II.			
31	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?	32a	X	
b	If "Yes," describe in Part II.			
33	If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

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.

THIRD PARTY USE

32B

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

PROCESS & LIQUIDATE GIFTS OF MARKETABLE SECURITIES.

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
2011
Open to Public Inspection

Name of the organization	Employer identification number
DUCKS UNLIMITED, INC.	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

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,

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
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
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.

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

NAME AND ADDRESS	DESCRIPTION OF SERVICES	COMPENSATION
BOREAL SONGBIRD 1601 2ND AVE,SUITE 615 SEATTLE, WA 96101	HABITAT RESTORATION	1,473,000.
FDC ENTERPRISES, INC. 2948 BROOKDOWN ROAD COLUMBUS, OH 43235	HABITAT RESTORATION	1,703,415.
TOTAL COMPENSATION		9,871,168.

SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ 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.

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2011
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 organization answered "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 controlling entity
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

Part II **Identification of Related Tax-Exempt Organizations** (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(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) Section 512(b)(13) controlled entity? Yes	No
(1) WETLANDS AMERICA TRUST, INC. 36-3330394 ONE WATERFOWL WAY MEMPHIS, TN 38129	CONSERVATION	DC	501(C)(3)	11A	DUI	X	
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							

Part III **Identification of Related Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(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-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust** (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(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)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							

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

Note. 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?			
a Receipt of **(i)** interest **(ii)** annuities **(iii)** royalties or **(iv)** rent from a controlled entity	1a		X
b Gift, grant, or capital contribution to related organization(s)	1b		X
c Gift, grant, or capital contribution from related organization(s)	1c	X	
d Loans or loan guarantees to or for related organization(s)	1d	X	
e Loans or loan guarantees by related organization(s)	1e		X
f Sale of assets to related organization(s)	1f		X
g Purchase of assets from related organization(s)	1g		X
h Exchange of assets with related organization(s)	1h		X
i Lease of facilities, equipment, or other assets to related organization(s)	1i		X
j Lease of facilities, equipment, or other assets from related organization(s)	1j		X
k Performance of services or membership or fundraising solicitations for related organization(s)	1k	X	
l Performance of services or membership or fundraising solicitations by related organization(s)	1l	X	
m Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1m	X	
n Sharing of paid employees with related organization(s)	1n	X	
o Reimbursement paid to related organization(s) for expenses	1o		X
p Reimbursement paid by related organization(s) for expenses	1p		X
q Other transfer of cash or property to related organization(s)	1q		X
r Other transfer of cash or property from related organization(s)	1r		X

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 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	34,421,772.	FMV
(2)	WETLANDS AMERICA TRUST, INC.	1D	6,771,665.	FMV
(3)				
(4)				
(5)				
(6)				

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 section 512-514)	(e) Are all partners section 501(c)(3) organizations? Yes	(e) No	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
(8)													
(9)													
(10)													
(11)													
(12)													
(13)													
(14)													
(15)													
(16)													

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** | OMB No. 1545-0047

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.

Department of the Treasury
Internal Revenue Service

2009

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning 07/01 **, 2009, and ending** 06/30 **, 20** 10

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☐ Amended return ☐ Application pending	
C Name of organization	WETLANDS AMERICA TRUST, INC.
Doing Business As	
Number and street (or P.O. box if mail is not delivered to street address)	ONE WATERFOWL WAY
Room/suite	
City or town, state or country, and ZIP + 4	MEMPHIS, TN 38120
D Employer identification number	36-3330394
E Telephone number	(901) 758-3825
G Gross receipts $	25,427,154.
F Name and address of principal officer:	RANDY L. GRAVES ONE WATERFOWL WAY MEMPHIS, TN 38120
H(a) Is this a group return for affiliates?	☐ Yes ☒ No
H(b) Are all affiliates included?	☐ Yes ☐ No
If "No," attach a list. (see instructions)	
I Tax-exempt status:	☒ 501(c) (3) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527
J Website: ▶	N/A
H(c) Group exemption number ▶	
K Type of organization:	☒ Corporation ☐ Trust ☐ Association ☐ Other ▶
L Year of formation:	1985
M State of legal domicile:	DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
WETLANDS AMERICA TRUST,INC. WAS FORMED TO EXPAND DUCKS UNLIMITED,INC'S (EIN13-5643799) MISSION TO PROVIDE LEADERSHIP IN THE PROTECTION OF WETLANDS ENSURING THE FUTURE OF WATERFOWL AND OTHER WILDLIFE IN THE US

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	26
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	26
5	Total number of employees (Part V, line 2a)	5	0
6	Total number of volunteers (estimate if necessary)	6	48
7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	
b	Net unrelated business taxable income from Form 990-T, line 34	7b	

COPY FOR PUBLIC INSPECTION

			Prior Year	Current Year
Revenue	8	Contribution and grants (Part VIII, line 1h)	67,558,347.	21,700,672.
	9	Program service revenue (Part VIII, line 2g)	0.	0.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	381,355.	1,075,068.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0.	0.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	67,939,702.	22,775,740.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	186,135.	325,791.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses, Part IX, column (D), line 25) ▶ 0.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	65,865,666.	21,653,013.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	66,051,801.	21,978,804.
	19	Revenue less expenses. Subtract line 18 from line 12	1,887,901.	796,936.
			Beginning of Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	31,502,375.	34,749,290.
	21	Total liabilities (Part X, line 26)	4,728,878.	5,377,717.
	22	Net assets or fund balances. Subtract line 21 from line 20	26,773,497.	29,371,573.

Part II Signature Block

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

Sign Here ▶ Signature of officer Date

▶ Type or print name and title

Paid Preparer's Use Only	Preparer's signature ▶	Date	Check if self-employed ▶ ☐
	Preparer's identifying number (see instructions)	P00789334	
	Firm's name (or yours if self-employed), address, and ZIP + 4 ▶	KPMG LLP 50 NORTH FRONT STREET, SUITE 900 MEMPHIS, TN 38103	
	EIN ▶	13-5565207	
	Phone no. ▶	901-523-3131	

May the IRS discuss this return with the preparer shown above? (See instructions) ☒ Yes ☐ No

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions. * Form **990** (2009)

JSA
9E1065 1.000

Part III **Statement of Program Service Accomplishments**

1 Briefly describe the organization's mission:

ATTACHMENT 3

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ Yes ☒ 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 ☒ 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 $ 20,998,730. including grants of $) (Revenue $)

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.

4b (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 $)

4d Other program services. (Describe in Schedule O.)
(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶ 21,903,521.

Part IV 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	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	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? *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	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," complete Schedule D, Part IV*	9		X
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	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	X	
	• 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? *If "Yes," complete Schedule D, Part X.*			
	• 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? *If "Yes," complete Schedule D, Parts XI, XII, and XIII.*	12	X	
12 A	Was the organization included in consolidated, independent audited financial statement for the tax year? *If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional.* — 12A: Yes X			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14 a	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, and program service activities outside the United States? *If "Yes," complete Schedule F, Part I*	14b		X
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, 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 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 on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I*	17		X
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		X

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	X	
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		X
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	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		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	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		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25 a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete 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 a grant selection committee member, or to a person related to such an individual? *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):			
a	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
c	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, Part IV*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30	X	
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, 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)? *If "Yes," complete Schedule R, Part V, line 2*	35		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	X	

Part 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	**1a** 0			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	**1b** 0			
c	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
b	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.				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		**5a**		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		**5b**		X
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		**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**		X
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).**				
a	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
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		**7b**		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		**7c**		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**			
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		**7e**		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		**7f**		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.**				
a	Did the organization make any taxable distributions under section 4966?		**9a**		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		**9b**		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	**10a**			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	**11a**			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	**11b**			
12a	**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	**12b**			

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	No
1a	Enter the number of voting members of the governing body	1a 26		
b	Enter the number of voting members that are independent	1b 26		
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 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	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X	
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:			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
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		X

Section B. Policies *(This Section B requests information about policies not required by the Internal Revenue Code.)*

			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		X
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	
11A	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	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this is done*	12c	X	
13	Does the organization have a written whistleblower policy?	13	X	
14	Does 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?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process 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		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ ATTACHMENT 4

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 ☒ 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

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.

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
JOHN W CHILDS PRESIDENT & TRUSTEE	10.00	X		X				0.	0.	0.
JOHN W NEWMAN TRUSTEE	5.00	X						0.	0.	0.
KEVIN ALBERT TRUSTEE	5.00	X						0.	0.	0.
JOHN W BERRY TRUSTEE	5.00	X						0.	0.	0.
PAUL BONDERSON TRUSTEE	5.00	X						0.	0.	0.
BILL D ALONZO TRUSTEE	5.00	X						0.	0.	0.
DAVID F GROHNE TRUSTEE	5.00	X						0.	0.	0.
JAMES HULBERT TRUSTEE	5.00	X						0.	0.	0.
ORRIN H INGRAM II TRUSTEE	5.00	X						0.	0.	0.
JAMES C KENNEDY TRUSTEE	5.00	X						0.	0.	0.
BRUCE LEWIS TRUSTEE	5.00	X						0.	0.	0.
A KEL LONG III TRUSTEE	5.00	X						0.	0.	0.
DAVID MCLEAN TRUSTEE	5.00	X						0.	0.	0.
DOUGLAS R OBERHELMAN TRUSTEE	5.00	X						0.	0.	0.
MARK PINE TRUSTEE	5.00	X						0.	0.	0.
DAN RAY TRUSTEE	5.00	X						0.	0.	0.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
TOM A SEENO TRUSTEE	5.00	X						0.	0.	0.
JOHN A TOMKE TRUSTEE	5.00	X						0.	0.	0.
DAVID K WELLES JR TRUSTEE	5.00	X						0.	0.	0.
WILLIAM E WALKER III TRUSTEE	5.00	X						0.	0.	0.
ROBERT S HESTER SEC/ TREAS AND TRUSTEE	5.00	X		X				0.	0.	0.
SKIPPER DICKSON TRUSTEE	5.00	X						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	X						0.	0.	0.
JOHN W THOMPSON TRUSTEE	5.00	X						0.	0.	0.
DAN THIEL COO/ GROUP DEVELOPMENT MGR	5.00				X			0.	176,197.	13,763.
RANDY GRAVES ASST SEC./ INTERIM CEO DU	5.00				X			0.	232,099.	14,010.
ROBERT MIMS CFO & ASST. TREAS./CONTROLLER	5.00				X			0.	153,670.	13,690.
1b Total . . . . . ▶								0.	561,966.	41,463.

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

		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		X
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	X	
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		X

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

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 ▶ 0

Part 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	Federated campaigns	1a				
b	Membership dues	1b				
c	Fundraising events	1c				
d	Related organizations	1d				
e	Government grants (contributions)	1e				
f	All other contributions, gifts, grants, and similar amounts not included above	1f 21,700,672.				
g	Noncash contributions included in lines 1a-1f: $ 20,998,730.					
h	**Total.** Add lines 1a-1f ▶		21,700,672.			
Program Service Revenue		Business Code				
2a						
b						
c						
d						
e						
f	All other program service revenue					
g	**Total.** Add lines 2a-2f ▶		0.			
Other Revenue						
3	Investment income (including dividends, interest, and other similar amounts) ▶		321,418.			321,418.
4	Income from investment of tax-exempt bond proceeds ▶		0.			
5	Royalties ▶		0.			
		(i) Real / (ii) Personal				
6a	Gross Rents					
b	Less: rental expenses					
c	Rental income or (loss)					
d	Net rental income or (loss) ▶		0.			
		(i) Securities / (ii) Other				
7a	Gross amount from sales of assets other than inventory	(ii) 3,405,064.				
b	Less: cost or other basis and sales expenses	(ii) 2,651,414.				
c	Gain or (loss)	(ii) 753,650.				
d	Net gain or (loss) ▶		753,650.			753,650.
8a	Gross income from fundraising events (not including $ ____ of contributions reported on line 1c). See Part IV, line 18	a				
b	Less: direct expenses	b				
c	Net income or (loss) from fundraising events ▶		0.			
9a	Gross income from gaming activities. See Part IV, line 19	a				
b	Less: direct expenses	b				
c	Net income or (loss) from gaming activities ▶		0.			
10a	Gross sales of inventory, less returns and allowances	a				
b	Less: cost of goods sold	b				
c	Net income or (loss) from sales of inventory ▶		0.			
	Miscellaneous Revenue	Business Code				
11a						
b						
c						
d	All other revenue					
e	**Total.** Add lines 11a-11d ▶		0.			
12	**Total Revenue.** See instructions ▶		22,775,740.			1,075,068.

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).

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	325,791.	325,791.		
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	0.			
4 Benefits paid to or for members	0.			
5 Compensation of current officers, directors, trustees, and key employees	0.	0.		
6 Compensation not included above, to disqualified 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) and section 403(b) employer contributions)	0.			
9 Other employee benefits	0.			
10 Payroll taxes	0.			
11 Fees for services (non-employees):				
a Management	16,502.		16,502.	
b Legal	0.			
c Accounting	0.			
d Lobbying	0.			
e Professional fundraising services. See Part IV, line 17	0.			
f Investment management fees	0.			
g 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.)				
a MEMBERSHIPS	8,596.		8,596.	
b HABITAT DEVELOPMENT	567,000.	567,000.		
c CONSERVATION EASEMENTS	20,998,730.	20,998,730.		
d TAXES AND LICENSES	5,798.		5,798.	
e				
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				

Part X **Balance Sheet**

			(A) Beginning of year		(B) End of year
Assets	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	
	7	Notes and loans receivable, net	1,269.	7	0.
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10 a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a 12,664,652.			
	b	Less: accumulated depreciation — 10b	12,453,452.	10c	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.
Liabilities	17	Accounts payable and accrued expenses		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Payables to current and former officers, directors, trustees, key 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		24	
	25	Other liabilities. Complete Part X of Schedule D	4,728,878.	25	5,377,717.
	26	**Total liabilities.** Add lines 17 through 25	4,728,878.	26	5,377,717.
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ [X] and complete lines 27 through 29, and lines 33 and 34.**			
	27	Unrestricted net assets	21,956,232.	27	23,614,360.
	28	Temporarily restricted net assets	393,720.	28	1,251,726.
	29	Permanently restricted net assets	4,423,545.	29	4,505,487.
		Organizations that do not follow SFAS 117, check here ▶ [ ] and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	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.

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ 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		X
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
c	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	X	
	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 ☒ 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		

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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.

OMB No. 1545-0047

2009

Open to Public Inspection

Name of the organization
WETLANDS AMERICA TRUST, INC.

Employer identification number
36-3330394

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

1 [ ] A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 [ ] A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E.)

3 [ ] A hospital or a cooperative hospital service organization described in **section 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, and state: ____________

5 [ ] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 [ ] A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 [ ] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 [ ] A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 [ ] An organization that normally receives: (1) more than 33 1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

10 [ ] An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

11 [X] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h.

a [X] Type I **b** [ ] Type II **c** [ ] Type III - Functionally integrated **d** [ ] Type III - Other

e [X] By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box . . . . . [ ]

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	**11g(i)**		X
(ii) A family member of a person described in (i) above?	**11g(ii)**		X
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		X

h Provide the following information about the supported organization(s).

(i) Name of supported organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1-9 above or IRC section **(see instructions)**)	**(iv)** Is the organization in col. **(i)** listed in your governing document?		**(v)** Did you notify the organization in col. **(i)** of your support?		**(vi)** Is the organization in col. **(i)** organized in the U.S.?		**(vii)** Amount of support
			Yes	**No**	**Yes**	**No**	**Yes**	**No**	
ATTACHMENT 1									
Total									325,791.

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

Calendar 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 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						
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)						
6 **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
7 Amounts from line 4						
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						
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 Gross receipts from related activities, etc. (see instructions) . . . 12

13 **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 2009 (line 6, column (f) divided by line 11, column (f)) . . . 14 %

15 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, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . ▶ ☐

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 organization . . . ▶ ☐

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 organzation 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 instructions . . . ▶ ☐

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.)

Section A. Public Support

Calendar 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 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						
c Add lines 7a and 7b						
8 **Public support** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included 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'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

15	Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	15	%
16	Public support percentage from 2008 Schedule A, Part III, line 15	16	%

Section 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	%

19a **33 1/3 % support tests - 2009.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3 %, 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 33 1/3 %, and line 18 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐

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

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. See instructions

ATTACHMENT 1

SCHEDULE A, PART I - INFORMATION ABOUT SUPPORTED ORGANIZATIONS

(I) NAME OF SUPPORTED ORGANIZATION	(II) EIN	(III) TYPE OF ORGANIZATION	(IV) YES	(IV) NO	(V) YES	(V) NO	(VI) YES	(VI) NO	(VII) AMOUNT OF SUPPORT
DUCKS UNLIMITED, INC.	13-5643799	07		X		X		X	325,791.
TOTAL AMOUNT OF SUPPORT									325,791.

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
WETLANDS AMERICA TRUST, INC.

Employer identification number
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 foundation
	[ ] 527 political organization
Form 990-PF	[ ] 501(c)(3) exempt private foundation
	[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation
	[ ] 501(c)(3) taxable private foundation

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

General Rule

[X] For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, $5,000 or more (in money or property) from any one contributor. Complete Parts I and II.

Special Rules

[ ] For a section 501(c)(3) organization filing Form 990 or 990-EZ that met the 33 1/3 % support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), and received from any one contributor, during the year, a contribution of the greater of **(1)** $5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h or (ii) Form 990-EZ, line 1. Complete Parts I and II.

[ ] For 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 *exclusively* 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 *exclusively* 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 . . . . ► $ ____________

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

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
1		$ 5,084,100.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
2		$ 5,024,300.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
3		$ 2,049,970.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
4		$ 920,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
5		$ 811,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
6		$ 774,000.	Person [X] Payroll [ ] Noncash [X] (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
7		$ 746,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
8		$ 634,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
9		$ 590,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
10		$ 546,500.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
11		$ 540,460.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
12		$ 536,000.	Person [X] Payroll [ ] Noncash [X] (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
13		$ 516,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
14		$ 495,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
15		$ 438,500.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
16		$ 406,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
17		$ 246,000.	Person [X] Payroll [ ] Noncash [X] (Complete Part II if there is a noncash contribution.)
18		$ 237,900.	Person [X] Payroll [ ] Noncash [X] (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 X Payroll Noncash X (Complete Part II if there is a noncash contribution.)
20		$ 180,000.	Person X Payroll Noncash X (Complete Part II if there is a noncash contribution.)
21		$ 73,000.	Person X Payroll Noncash X (Complete Part II if there is a noncash contribution.)
22		$ 567,000.	Person X Payroll Noncash (Complete Part II if there is a noncash contribution.)
23		$ 50,000.	Person X Payroll Noncash (Complete Part II if there is a noncash contribution.)
24		$ 81,942.	Person X Payroll Noncash (Complete Part II if there is a noncash contribution.)

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	$ 5,084,100.	05/23/2008
2	WHISTLING WINGS (784 ACRES IN MISSOURI) CONSERVATION EASEMENT	$ 5,024,300.	11/19/2009
3	HERMITAGE PLANTATION(1087.2 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT	$ 2,049,970.	12/23/2009
4	QUANTICO CREEK(68.81 ACRES IN VIRGINIA) CONSERVATION EASEMENT	$ 920,000.	05/08/2009
5	RIVER HOUSE PLANTATION (426.98 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT	$ 811,000.	12/29/2009
6	PINTAIL FARMS(331.3 ACRES IN MISSOURI) CONSERVATION EASEMENT	$ 774,000.	12/23/2009

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	$ 746,000.	12/30/2009
8	KITTLE PROPERTY (445 ACRES IN MISSISSIPI) CONSERVATION EASEMENT	$ 634,000.	04/24/2009
9	BIRD POINT FARM (86 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT	$ 590,000.	12/30/2009
10	ANDERSON PROPERTY (364.4 ACRES IN NEBRASKA) CONSERVATION EASEMENT	$ 546,500.	12/30/2009
11	PEEPLES PLACE (443 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT	$ 540,460.	12/18/2009
12	RURAL HALL PLANTATION (178 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT	$ 536,000.	12/01/2009

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
13	LAWTON - BOGGY TRACT (295 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT	$ 516,000.	12/12/2009
14	SALT MARSH PLANTATION II (206.12 ACRES IN SOUTH CAROLINA) CONSERVATION EASEMENT	$ 495,000.	12/29/2009
15	COMO TRACT (362 ACRES IN MISSISSIPPI) CONSERVATION EASEMENT	$ 438,500.	12/18/2009
16	NAPLES PLANTATION (721.18 ACRES IN LOUISIANA) CONSERVATION EASEMENT	$ 406,000.	12/28/2007
17	DECOY INN, LLC (96.33 ACRES IN MO) CONSERVATION EASEMENT	$ 246,000.	12/29/2008
18	BARNETT/STIMPSON (310 ACRES IN TN) CONSERVATION EASEMENT	$ 237,900.	12/19/2008

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	$ 150,000.	01/25/2009
20	CARLSON-CUNZ (180 ACRES IN MINNESOTA) CONSERVATION EASEMENT	$ 180,000.	06/30/2009
21	KAULLER - KAITH TRACT (183 ACRES IN MINNESOTA) CONSERVATION EASEMENT	$ 73,000.	12/09/2009
		$	
		$	
		$	

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ 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.

OMB No. 1545-0047

2009

Open to Public Inspection

Name of the organization WETLANDS AMERICA TRUST, INC.

Employer identification number 36-3330394

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete 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 advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ 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 any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II **Conservation Easements.** Complete if the organization answered "Yes" to Form 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)
- ☒ Protection of natural habitat
- ☒ Preservation of open space
- ☐ Preservation of an historically important land area
- ☐ Preservation of a certified historic structure

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

			Held at the End of the Year
a	Total number of conservation easements	2a	376
b	Total acreage restricted by conservation easements	2b	346,227.00
c	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 the organization during the tax year ▶ 3

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 of violations, and enforcement of the conservation easements it holds? ☒ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ 3,906.00

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶$ 161,187.

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)? ☐ Yes ☐ No

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.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other 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 statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of 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 assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1 ▶ $

b Assets included in Form 990, Part X ▶ $

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV **Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V **Endowment Funds.** Complete if organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current Year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	4,376,376.	5,800,391.			
b Contributions	81,942.				
c Net investment earnings, gains, and losses	1,416,577.	-1,321,237.			
d Grants or scholarships					
e Other expenditures for facilities and programs	117,682.	102,778.			
f Administrative expenses					
g End of year balance	5,757,213.	4,376,376.			

2 Provide the estimated percentage of the year end balance held as:

a Board designated or quasi-endowment ▶ ______ %

b Permanent endowment ▶ 78.0000 %

c Term endowment ▶ 22.0000 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) unrelated organizations	3a(i)		X
(ii) related organizations	3a(ii)		X
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI **Investments - Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	12,664,652.			12,664,652.
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				12,664,652.

Part VII Investments - Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
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. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 13.)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 15.)* ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Amount
Federal income taxes	
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.

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

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 Return

1	Total revenue, gains, and other support per audited financial statements			1	24,576,880.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains on investments	2a	1,801,140.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV.)	2d			
e	Add lines **2a** through **2d**			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**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV.)	4b			
c	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 Return

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:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV.)	2d			
e	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**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
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 XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

SEE 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 I (Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047

2009

Open to Public Inspection

Name of the organization: WETLANDS AMERICA TRUST, INC.

Employer identification number: 36-3330394

Part I 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? . . . . . [X] **Yes** [ ] **No**

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to 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 Part IV and Schedule I-1 (Form 990) if additional space is needed . . . . . ▶ [ ]

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant 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 . . . . . ▶ 1

3 Enter total number of other organizations . . . . . ▶

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Part IV and Schedule I-1 (Form 990) if additional space is needed.

(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

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

DUCKS UNLIMITED, INC. IS A RELATED ORGANIZATION AND ALL RECORDS RELATED

TO THE USE OF GRANTS ARE FULLY DISCLOSED.

SCHEDULE J (Form 990)

Department of the Treasury
Internal Revenue Service

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

2009

Open to Public Inspection

Name of the organization
WETLANDS AMERICA TRUST, INC.

Employer identification number
36-3330394

Part I 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 or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		
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 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:			
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
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		X
	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:			
a	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:			
a	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 Regs. 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 Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule J (Form 990) 2009**

JSA
9E1290 2.000

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		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
DAN THIEL	(i)	0.	0.	0.	0.	0.	0.	0.
	(ii)	176,197.	0.	0.	6,814.	6,949.	189,960.	0.
RANDY GRAVES	(i)	0.	0.	0.	0.	0.	0.	0.
	(ii)	232,099.	0.	0.	7,061.	6,949.	246,109.	0.
ROBERT MIMS	(i)	0.	0.	0.	0.	0.	0.	0.
	(ii)	153,670.	0.	0.	6,741.	6,949.	167,360.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
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	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

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.

PART I, LINE 3

WETLANDS AMERICA TRUST, INC. RELIES UPON DUCKS UNLIMITED, INC., A RELATED ORGANIZATION, TO ESTABLISH THE COMPENSATION OF DUCKS UNLIMITED, INC.'S CEO/EXECUTIVE DIRECTOR.

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

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

2009

Open To Public Inspection

Name of the organization: WETLANDS AMERICA TRUST, INC.

Employer identification number: 36-3330394

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
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 APPRAISALS
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 the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement . . . **29** 21

		Yes	No
30 a During the year, did the organization receive by contribution any property reported in Part I, line 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**		X
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?	**31**	X	
32 a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	**32a**	X	
b If "Yes," describe in Part II.			
33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II.			

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 UNLIMITED, INC. SELLS AND SOLICITS EASEMENTS FOR WETLANDS AMERICA TRUST, INC.

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

Name of the organization	Employer identification number
WETLANDS AMERICA TRUST, INC.	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

IN 2008 AN INDEPENDENT CONSULTANT, SPECIALIZING IN EXECUTIVE COMPENSATION

Name of the organization: WETLANDS AMERICA TRUST, INC.

Employer identification number: 36-3330394

ATTACHMENT 2 (CONT'D)

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 BOARD OF DIRECTORS REGARDING SALARY AND BENEFITS.

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

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)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ 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.

OMB No. 1545-0047
2009
Open to Public Inspection

Name of the organization
WETLANDS AMERICA TRUST, INC.

Employer identification number
36-3330394

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" on 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 controlling entity

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(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
DUCKS UNLIMITED, INC. 13-5643799 ONE WATERFOWL WAY MEMPHIS, TN 38120	CONSERVATION	DC	501(C)3	7	N/A

Part III **Identification of Related Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(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-year assets	(h) Disproportionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(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)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership

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

Note. 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?			
a	Receipt of **(i)** interest **(ii)** annuities **(iii)** royalties or **(iv)** rent from a controlled entity	**1a**		X
b	Gift, grant, or capital contribution to other organization(s)	**1b**	X	
c	Gift, grant, or capital contribution from other organization(s)	**1c**		X
d	Loans or loan guarantees to or for other organization(s)	**1d**		X
e	Loans or loan guarantees by other organization(s)	**1e**	X	
f	Sale of assets to other organization(s)	**1f**		X
g	Purchase of assets from other organization(s)	**1g**		X
h	Exchange of assets	**1h**		X
i	Lease of facilities, equipment, or other assets to other organization(s)	**1i**		X
j	Lease of facilities, equipment, or other assets from other organization(s)	**1j**		X
k	Performance of services or membership or fundraising solicitations for other organization(s)	**1k**		X
l	Performance of services or membership or fundraising solicitations by other organization(s)	**1l**	X	
m	Sharing of facilities, equipment, mailing lists, or other assets	**1m**	X	
n	Sharing of paid employees	**1n**	X	
o	Reimbursement paid to other organization for expenses	**1o**		X
p	Reimbursement paid by other organization for expenses	**1p**		X
q	Other transfer of cash or property to other organization(s)	**1q**		X
r	Other transfer of cash or property from other organization(s)	**1r**		X

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 thresholds.

	(a) Name of other organization	**(b)** Transaction type (a–r)	**(c)** Amount involved
(1)	DUCKS UNLIMITED, INC.	1B	325,791.
(2)	DUCKS UNLIMITED, INC.	1E	5,377,717.
(3)			
(4)			
(5)			
(6)			

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) Are all partners section 501(c)(3) organizations? Yes	(d) No	(e) Share of end-of-year assets	(f) Disproportionate allocations? Yes	(f) No	(g) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(h) General or managing partner? Yes	(h) 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.

Form **990** | **Return of Organization Exempt From Income Tax** | OMB No. 1545-0047 | **2010**

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.

Open to Public Inspection

A For the 2010 calendar year, or tax year beginning 07/01 **, 2010, and ending** 06/30 **, 20** 11

B Check if applicable:	C Name of organization	D Employer identification number
Address change	DUCKS UNLIMITED, INC.	
Name change	Doing Business As	13-5643799
Initial return	Number and street (or P.O. box if mail is not delivered to street address) ONE WATERFOWL WAY — Room/suite	E Telephone number (901) 758-3825
Terminated	City or town, state or country, and ZIP + 4	
Amended return	MEMPHIS, TN 38120	G Gross receipts $ 158,715,698.
Application pending	F Name and address of principal officer: RANDY L. GRAVES ONE WATERFOWL WAY, MEMPHIS, TN 38120	H(a) Is this a group return for affiliates? Yes [ ] No [X] H(b) Are all affiliates included? Yes [ ] No [ ] If "No," attach a list. (see instructions)

I Tax-exempt status: [X] 501(c)(3) [ ] 501(c) ( ) ◀ (insert no.) [ ] 4947(a)(1) or [ ] 527

J Website: ▶ WWW.DUCKS.ORG — **H(c)** Group exemption number ▶

K Form of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other ▶ — **L** Year of formation: 1937 — **M** State of legal domicile: DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
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 Check this box ▶ [ ] if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	59.
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	58.
5	Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5	592.
6	Total number of volunteers (estimate if necessary)	6	49,000.
7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	2,388,797.
b	Net unrelated business taxable income from Form 990-T, line 34	7b	

COPY FOR PUBLIC INSPECTION

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	147,618,152.	148,513,856.
	9	Program service revenue (Part VIII, line 2g)	0.	0.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	236,884.	411,385.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,052,031.	6,134,481.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	153,907,067.	155,059,722.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	8,318,275.	13,372,423.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	43,657,295.	44,026,553.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	454,229.	861,168.
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 25,148,478.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	84,954,653.	89,111,426.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	137,384,452.	147,371,570.
	19	Revenue less expenses. Subtract line 18 from line 12	16,522,615.	7,688,152.
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	87,771,099.	91,182,307.
	21	Total liabilities (Part X, line 26)	38,659,556.	30,178,513.
	22	Net assets or fund balances. Subtract line 21 from line 20	49,111,543.	61,003,794.

Part II Signature Block

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

Sign Here

▶ Signature of officer — Date

▶ Type or print name and title

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed ▶ [ ]	PTIN P00789334
	Firm's name ▶ KPMG LLP			EIN ▶ 13-5565207	
	Firm's address ▶ 50 NORTH FRONT STREET, SUITE 900 MEMPHIS, TN 38103			Phone no. ▶ 901-523-3131	

May the IRS discuss this return with the preparer shown above? (see instructions) [X] Yes [ ] No

For Paperwork Reduction Act Notice, see the separate instructions. Form **990** (2010)

Part 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? . . . . ☐ **Yes** ☒ **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** ☒ **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 $ 102,286,894. including grants of $ 13,372,423.) (Revenue $ 0.)

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 ($12,764,225) AND DUCKS UNLIMITED MEXICO ($608,198).

4b (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 (Code: ______) (Expenses $ 3,164,680. including grants of $ 0.) (Revenue $ 0.)

DUCKS UNLIMITED, INC. PROVIDES MEMBER SERVICES TO APPROXIMATELY 649,200 TOTAL MEMBERS THROUGH EDUCATIONAL MEMBERSHIP MATERIALS, DUCKS UNLIMITED, INC. MAGAZINE, CONSERVATION BROCHURES, AND EDUCATIONAL COMPONENTS FUNDRAISING EVENTS.

4d Other program services. (Describe in Schedule O.)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses ▶** 117,940,507.

Part IV 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	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 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		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," complete Schedule D, Part IV*	9		X
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.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	X	
b	Did the organization report an amount for investments—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
c	Did the organization report an amount for investments-program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part 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		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization'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," 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	X	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14 a	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, and program service activities outside the United States? *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 organization or entity located outside the United States? *If "Yes," complete Schedule F, Parts II and IV*	15	X	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Parts III and IV*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I (see instructions)*	17	X	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
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		

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		X
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		X
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	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	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		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25 a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete 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 a grant selection committee member, or to a person related to such an individual? *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):			
a	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
c	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	X	
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30	X	
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, 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	X	
a	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* [X] **Yes** [ ] **No**			
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	X	

Part V **Statements Regarding Other IRS Filings and Tax Compliance**

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				
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable **1b** 0				
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		**1c**	X	
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** 592				
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		**2b**	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file*. (see instructions)				
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		**3a**	X	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*		**3b**	X	
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 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**		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		**5b**		X
c	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**		X
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).**				
a	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
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		**7b**		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		**7c**		X
d	If "Yes," indicate the number of Forms 8282 filed during the year **7d**				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . .		**7e**		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		**7f**		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . .		**7g**		
h	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 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.**				
a	Did the organization make any taxable distributions under section 4966?		**9a**		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		**9b**		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12 . . . . **10a**				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities **10b**				
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders **11a**				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) **11b**				
12a	**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 **12b**				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	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 **13b**				
c	Enter the amount of reserves on hand **13c**				
14a	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**		

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.*

Check if Schedule O contains a response to any question in this Part VI . . . . [X]

Section A. Governing Body and Management

		Line	Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 59			
b	Enter the number of voting members included in line 1a, above, who are independent 1b 58			
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	Does the organization have members or stockholders?	6	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X	
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:			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
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

Section B. Policies *(This Section B requests information about policies not required by the Internal Revenue Code.)*

		Line	Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a	X	
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	X	
11a	Has the organization provided a 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	Does the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this is done*	12c	X	
13	Does the organization have a written whistleblower policy?	13	X	
14	Does 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?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process 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		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► ATTACHMENT 1

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.

[X] 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

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 . . . . [X]

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 ATTACHMENT 3	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) JOHN R. POPE CHAIRMAN OF THE BOARD	5.00	X		X				0.	0.	0.
(2) STEPHEN REYNOLDS SECRETARY	5.00	X		X				0.	0.	0.
(3) ROBERT S. HESTER,JR. TREASURER	5.00	X		X				0.	0.	0.
(4) JOHN W. NEWMAN PRESIDENT	10.00	X		X				0.	0.	0.
(5) GEORGE DUNKLIN, JR. FIRST VICE PRESIDENT	10.00	X		X				0.	0.	0.
(6) DALE HALL CHIEF EXECUTIVE OFFICER	40.00	X		X				257,839.	0.	10,126.
(7) BRUCE POSEY SENIOR VP, REGION 2	5.00	X						0.	0.	0.
(8) CHRIS TRACY SENIOR VP, REGION 3	5.00	X						0.	0.	0.
(9) H. J . ELIZONDO SENIOR VP, REGION 4	5.00	X						0.	0.	0.
(10) GEORGE THOMLINSON SENIOR VP, REGION 5	5.00	X						0.	0.	0.
(11) PETER MACGAFFIN SENIOR VP, REGION 6	5.00	X						0.	0.	0.
(12) MONTY LEWIS SENIOR VP, REGION 7	5.00	X						0.	0.	0.
(13) PAUL R. BONDERSON, JR. SENIOR VP, CONSERVATION PGRM	5.00	X						0.	0.	0.
(14) MIKE BENGE SENIOR VP, DEVELOPMENT	5.00	X						0.	0.	0.
(15) REX SCHULZ SENIOR VP, EVENT & VOLUNTEER M	5.00	X						0.	0.	0.
(16) MIKE DUGGAN SENIOR VP, CORPORATE RELATIONS	5.00	X						0.	0.	0.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(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	X						0.	0.	0.
(23) CLAY ROGERS REGIONAL VP, REGION 2	5.00	X						0.	0.	0.
(24) RON BABROS REGIONAL VP, REGION 3	5.00	X						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	X						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 ▶								257,839.	0.	10,126.
c Total from continuation sheets to Part VII, Section A ATTACHMENT 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 not limited to those listed above) who received more than $100,000 in reportable compensation from the organization ▶ 75

		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	X	
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

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

Part VIII 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 Federated campaigns	1a	95,716.				
	b Membership dues	1b	13,958,225.				
	c Fundraising events	1c					
	d Related organizations	1d	31,565.				
	e Government grants (contributions)	1e	74,458,440.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	59,969,910.				
	g Noncash contributions included in lines 1a-1f: $ 604,022.						
	h **Total.** Add lines 1a-1f		▶	148,513,856.			
Program Service Revenue		Business Code					
	2a						
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g **Total.** Add lines 2a-2f		▶	0.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		▶	248,773.	0.	0.	248,773.
	4 Income from investment of tax-exempt bond proceeds		▶	0.			
	5 Royalties		▶	3,732,532.	0.	0.	3,732,532.
		(i) Real	(ii) Personal				
	6a Gross Rents						
	b Less: rental expenses						
	c Rental income or (loss)						
	d Net rental income or (loss)		▶	0.			
		(i) Securities	(ii) Other				
	7a Gross amount from sales of assets other than inventory	3,727,467.	91,121.				
	b Less: cost or other basis and sales expenses	3,655,496.	480.				
	c Gain or (loss)	71,971.	90,641.				
	d Net gain or (loss)		▶	162,612.	0.	41.	162,571.
	8a Gross income from fundraising events (not including $ ______ of contributions reported on line 1c). See Part IV, line 18	a					
	b Less: direct expenses	b					
	c Net income or (loss) from fundraising events		▶	0.			
	9a Gross income from gaming activities. See Part IV, line 19	a					
	b Less: direct expenses	b					
	c Net income or (loss) from gaming activities		▶	0.			
	10a Gross sales of inventory, less returns and allowances	a					
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory		▶	0.			
	Miscellaneous Revenue	Business Code					
	11a ADVERTISING REVENUE	511120		2,388,756.		2,388,756.	0.
	b BOOK PROGRAM	451211		13,193.		0.	13,193.
	c						
	d All other revenue						
	e **Total.** Add lines 11a-11d		▶	2,401,949.			
	12 **Total revenue.** See instructions		▶	155,059,722.	0.	2,388,797.	4,157,069.

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).

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, 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 persons described in section 4958(c)(3)(B)	0.			
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) 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):				
a Management	0.			
b Legal	217,475.	121,190.	84,251.	12,034.
c Accounting	216,135.	0.	216,135.	0.
d Lobbying	0.			
e Professional fundraising services. See Part IV, line 17	861,168.			861,168.
f Investment management fees	0.			
g Other	1,043,899.	922,629.	76,560.	44,710.
12 Advertising and promotion	583,371.	113,403.	0.	469,968.
13 Office expenses	3,076,275.	1,874,659.	250,353.	951,263.
14 Information technology	1,577,755.	956,365.	95,711.	525,679.
15 Royalties	0.			
16 Occupancy	2,054,124.	1,393,788.	209,917.	450,419.
17 Travel	3,748,104.	1,534,574.	128,547.	2,084,983.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
19 Conferences, conventions, and meetings	856,970.	828,693.	20,090.	8,187.
20 Interest	6,221.	0.	6,221.	0.
21 Payments to affiliates	0.			
22 Depreciation, depletion, and amortization	1,080,915.	979,462.	19,102.	82,351.
23 Insurance	670,039.	456,655.	76,002.	137,382.
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				
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.

Part X **Balance Sheet**

			(A) Beginning of year		(B) End of year
Assets	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 section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)		6	
	7	Notes and loans receivable, net		7	
	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.			
	b	Less: accumulated depreciation — 10b 21,951,830.	9,325,870.	10c	8,950,925.
	11	Investments - publicly traded securities	7,471,030.	11	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		14	
	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.	16	91,182,307.
Liabilities	17	Accounts payable and accrued expenses	13,579,929.	17	11,652,241.
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Payables to current and former officers, directors, trustees, key 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		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.
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ [X] and complete lines 27 through 29, and lines 33 and 34.**			
	27	Unrestricted net assets	-20,373,740.	27	-12,152,918.
	28	Temporarily restricted net assets	63,783,212.	28	66,751,416.
	29	Permanently restricted net assets	5,702,071.	29	6,405,296.
		Organizations that do not follow SFAS 117, check here ▶ [ ] and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	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.

Part XI **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	155,059,722.
2	Total expenses (must equal Part IX, column (A), line 25)	2	147,371,570.
3	Revenue less expenses. Subtract line 2 from line 1	3	7,688,152.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	49,111,543.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	4,204,099.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	61,003,794.

Part XII **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		X
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
c	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	X	
	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	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	X	

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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.**

OMB No. 1545-0047

2010

Open to Public Inspection

Name of the organization	Employer identification number
DUCKS UNLIMITED, INC.	13-5643799

Part I **Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E.)

3 ☐ A hospital or a cooperative hospital service organization described in **section 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, and state: ______

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 ☐ An organization that normally receives: (1) more than 33 1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h.

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box . . . . . ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	**11g(i)**		
(ii) A family member of a person described in (i) above?	**11g(ii)**		
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s).

(i) Name of supported organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1-9 above or IRC section **(see instructions)**)	**(iv)** Is the organization in col. (i) listed in your governing document? Yes	(iv) No	**(v)** Did you notify the organization in col. (i) of your support? Yes	(v) No	**(vi)** Is the organization in col. **(i)** organized in the U.S.? Yes	(vi) No	**(vii)** Amount of support
(A)									
(B)									
(C)									
(D)									
(E)									
Total									

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.)

Section A. Public Support

Calendar 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.

Section B. Total Support

Calendar 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. (see instructions) . . . 12

13 **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 2010 (line 6, column (f) divided by line 11, column (f)) . . . 14 93.22 %

15 Public support percentage from 2009 Schedule A, Part II, line 14 . . . 15 92.70 %

16a **33 1/3 % support test - 2010.** 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 - 2009.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3 % or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

17a **10%-facts-and-circumstances test - 2010.** 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 - 2009.** 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 organzation 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 instructions ▶ ☐

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.)

Section A. Public Support

Calendar 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						
7a 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						
c Add lines 7a and 7b						
8 **Public support** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included 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'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

15	Public support percentage for 2010 (line 8, column (f) divided by line 13, column (f))	15	%
16	Public support percentage from 2009 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2010** (line 10c, column (f) divided by line 13, column (f))	17	%
18	Investment income percentage from **2009** Schedule A, Part III, line 17	18	%

19a **33 1/3 % support tests - 2010.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3 %, 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 - 2009.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3 %, and line 18 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐

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

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).

ATTACHMENT 1

SCHEDULE A, PART II - OTHER INCOME

DESCRIPTION	2006	2007	2008	2009	2010	TOTAL
ALL OTHER	10,203.	-7,118.	18,976.	2,615.	13,193.	37,869.
TOTALS	10,203.	-7,118.	18,976.	2,615.	13,193.	37,869.

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

Name of the organization
DUCKS UNLIMITED, INC.

Employer identification number
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 foundation
	[ ] 527 political organization
Form 990-PF	[ ] 501(c)(3) exempt private foundation
	[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation
	[ ] 501(c)(3) taxable private foundation

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

General Rule

[ ] For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, $5,000 or more (in money or property) from any one contributor. Complete Parts I and II.

Special Rules

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

[ ] For 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 *exclusively* 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 *exclusively* 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 . . . . ▶ $ ____________

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

Name of organization DUCKS UNLIMITED, INC.

Employer identification number 13-5643799

Part I Contributors (see instructions)

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

SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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

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.

Name of organization	Employer identification number
DUCKS UNLIMITED, INC.	13-5643799

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities on behalf of or in opposition to candidates for public office in Part IV.

2 Political expenditures . . . . ▶ $ ______

3 Volunteer hours . . . . ______

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 . . . . . ▶ $ ______

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? . . . . . ☐ Yes ☐ No

4a Was a correction made? . . . . ☐ Yes ☐ No

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? . . . . ☐ Yes ☐ No

5 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)					

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ▶ ☐ if the filing organization belongs to an affiliated group.
B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-		
i Subtract line 1f from line 1c. If zero or less, enter -0-		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2007	**(b)** 2008	**(c)** 2009	**(d)** 2010	**(e)** Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column (e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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) Yes	(a) No	(b) Amount
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:			
a	Volunteers?	X		
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
c	Media advertisements?		X	
d	Mailings to members, legislators, or the public?	X		13,134.
e	Publications, or published or broadcast statements?	X		239,785.
f	Grants to other organizations for lobbying purposes?	X		123,781.
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	X		348,301.
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		X	
i	Other activities? If "Yes," describe in Part IV		X	
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)?		X	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	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?			

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes."**

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	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) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV **Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; and Part II-B, line 1i. Also, complete this part for any additional information.

Part IV **Supplemental Information** *(continued)*

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ 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.

OMB No. 1545-0047

2010

Open to Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete 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 advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ 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 any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II **Conservation Easements.** Complete if the organization answered "Yes" to Form 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)
☐ Protection of natural habitat
☐ Preservation of open space
☐ Preservation of an historically important land area
☐ Preservation of a certified historic structure

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	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	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ ________________

4 Number of states where property subject to conservation easement is located ▶ ________________

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ ________________

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during 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)? ☐ Yes ☐ No

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.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other 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 revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of 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 assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1 ▶ $ 28,000.

b Assets included in Form 990, Part X ▶ $ 1,359,877.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a [X] Public exhibition
b [ ] Scholarly research
c [X] Preservation for future generations
d [ ] Loan or exchange programs
e [X] Other UTILIZED IN EVENT SYSTEM

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . . . . [X] Yes [ ] No

Part IV **Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . [ ] Yes [ ] No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

			Amount
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? . . . . [ ] Yes [ ] No

b If "Yes," explain the arrangement in Part XIV.

Part V **Endowment Funds.** Complete if organization answered "Yes" to Form 990, Part IV, line 10.

		(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a	Beginning of year balance	18,574,491.	13,115,934.	15,069,715.		
b	Contributions	-5,075,716.	4,078,077.	2,002,415.		
c	Net investment earnings, gains, and losses	3,840,404.	1,472,781.	-3,872,839.		
d	Grants or scholarships					
e	Other expenditures for facilities and programs	1,645.	92,301.	83,357.		
f	Administrative expenses					
g	End of year balance	17,337,534.	18,574,491.	13,115,934.		

2 Provide the estimated percentage of the year end balance held as:

a Board designated or quasi-endowment ▶ 51.0000 %

b Permanent endowment ▶ 44.0000 %

c Term endowment ▶ 5.0000 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

			Yes	No
	(i) unrelated organizations	3a(i)		X
	(ii) related organizations	3a(ii)	X	
b	If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b	X	

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI **Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

	Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a	Land		1,405,264.		1,405,264.
b	Buildings		12,187,324.	6,567,403.	5,619,921.
c	Leasehold improvements		344,363.	307,295.	37,068.
d	Equipment		16,965,804.	15,077,132.	1,888,672.
e	Other				

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . . . . . ▶ 8,950,925.

Part VII Investments - Other Securities. See Form 990, Part X, line 12.

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

Part VIII Investments - Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 13.)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 15.)* ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Amount
(1) Federal income taxes	
(2) CHARITABLE REMAINDER TRUST	157,605.
(3) CHARITABLE GIFT ANNUITY RESERVE	415,383.
(4) COMPENSATION AND RELATED ACCRUALS	5,521,369.
(5) PENSION AND DEFERRED COMPENSATION	9,130,585.
(6) ACCRUED POSTRETIREMENT BENEFITS	3,301,330.
(7)	
(8)	
(9)	
(10)	
(11)	
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 25.)* ▶	18,526,272.

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).

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	155,059,722.
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 Return

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:				
a	Net unrealized gains on investments	2a	2,405,890.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV.)	2d			
e	Add lines **2a** through **2d**			2e	2,405,890.
3	Subtract line **2e** from line **1**			3	155,059,722.
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	4a			
b	Other (Describe in Part XIV.)	4b			
c	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 XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	147,371,570.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV.)	2d			
e	Add lines **2a** through **2d**			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**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
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	147,371,570.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

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.

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

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 Inspection

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 **For grantmakers.** 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? . . . . . . [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 following Part I, line 3 table can be duplicated if additional space is needed.)

	(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)	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	Sub-total	0.	0.			13,372,423.
b	Total from continuation sheets to Part I					
c	**Totals** (add lines 3a and 3b)	0.	0.			13,372,423.

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Check this box if no one recipient received more than $5,000 . . . . ▶ ☐
Part II can be duplicated if additional space is needed.

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			1,723,741.	INVENTORY	INVOICE COST
(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)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 0.

3 Enter total number of other organizations or entities . . . . ▶ 2.

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)							

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	☒ 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	☒ 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	☒ 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	☒ 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	☒ 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	☒ No

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).

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)

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047
2010
Open To Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.
Employer identification number: 13-5643799

Part I **Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a [X] Mail solicitations
b [X] Internet and email solicitations
c [X] Phone solicitations
d [X] In-person solicitations
e [X] Solicitation of non-government grants
f [X] Solicitation of government grants
g [ ] Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? [X] Yes [ ] No

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.

	(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(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
1	EDGE DIRECT,LLC	CONSULTING DIRECT MAIL		X	2,496,700.	471,361.	3,169,539.
2	BENZ, WHALEY, FLESSNER	CONSULTING		X	0.	28,927.	-28,927.
3	DONOR CARE	DONATION SOLICITATIO		X	32,858.	58,844.	-25,986.
4	RUSS REID	FUNDRAISING COUNSEL		X	1,144,200.	216,012.	928,188.
5	SEALED BID AUCTION SPECIALISTS, INC.	AUCTION SOLICITATIO		X	145,808.	86,024.	59,784.
6							
7							
8							
9							
10							
Total ▶					3,819,566.	861,168.	4,102,598.

3 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,

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 (event type)	**(b)** Event #2 (event type)	**(c)** Other Events (total number)	**(d)** Total events (add col. **(a)** through col. **(c)**)
Revenue	1 Gross receipts				
	2 Less: Charitable contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				( )
	11 Net income summary. Combine line 3, column (d), and line 10 ▶				

Part III **Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	**(b)** Pull tabs/Instant bingo/progressive bingo	**(c)** Other gaming	**(d)** Total gaming (add col. **(a)** through col. **(c)**)
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 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. Combine line 1, column d, and line 7 ▶				

9 Enter the state(s) in which the organization operates gaming activities: ____________________

a Is the organization licensed to operate gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: ____________________

10 a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: ____________________

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:

a The organization's facility	**13a**	%
b An outside facility	**13b**	%

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? . . . . ☐ **Yes** ☐ **No**

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ _______________ and the amount of gaming revenue retained by the third party ▶ $ _______________ .

c 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:

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 IV **Supplemental Information.** Complete this part to provide the explanation required by Part I, line 2b, 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 J (Form 990)

Department of the Treasury
Internal Revenue Service

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
2010
Open to Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.
Employer identification number: 13-5643799

Part I 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 [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		X
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:			
a	Receive a severance payment or change-of-control payment from the organization or a related organization?	4a	X	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	X	
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
	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:			
a	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:			
a	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		

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.

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

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.

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.

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)

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047

2010

Open To Public Inspection

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 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.

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected? 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 under section 4958 . . . . ▶ $

3 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	(b) Loan to or from the organization? To	From	(c) Original principal amount	(d) Balance due	(e) In default? Yes	No	(f) Approved by board or committee? Yes	No	(g) Written agreement? Yes	No
(1)											
(2)											
(3)											
(4)											
(5)											
(6)											
(7)											
(8)											
(9)											
(10)											
Total . . . . ▶ $											

Part III **Grants or Assistance Benefiting Interested Persons.**
Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

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

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	(e) Sharing of organization's revenues? Yes	No
(1)	JAMES PIKE	FORMER BOARD MEMBER	1,313,664.	MERCHANDISE PURCHASE		X
(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)

Department of the Treasury
Internal Revenue Service

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

2010

Open To Public Inspection

Name of the organization	Employer identification number
DUCKS UNLIMITED, INC.	13-5643799

Part I **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	(d) Method of determining noncash contribution amounts
1 Art - Works of art	X	1.	28,000.	APPRAISAL
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	X	37.	576,022.	MARKET VALUE
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 by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement . . . . **29** 38.

		Yes	No
30 a During the year, did the organization receive by contribution any property reported in Part I, line 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		X
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?	31	X	
32 a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a	X	
b If "Yes," describe in Part II.			
33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

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.

THIRD PARTY USE

32B

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

PROCESS & LIQUIDATE GIFTS OF MARKETABLE SECURITIES.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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

Name of the organization	Employer identification number
DUCKS UNLIMITED, INC.	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	Employer identification number
DUCKS UNLIMITED, INC.	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	Employer identification number
DUCKS UNLIMITED, INC.	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 (1)(2)(3)(4)(5)(6)	COMPENSATION FROM (D)ORG.	(E)REL. ORG.	(F)OTHER
29	JIM TALBERT REGIONAL VP, REGION 5	5.00	X	0.	0.	0.
30	SCOTT C. CRAWFORD REGIONAL VP, REGION 6	5.00	X	0.	0.	0.
31	RICHARD C MAGIE REGIONAL VP, REGION 6	5.00	X	0.	0.	0.
32	STEVE WHATLEY ASST TREASURER/ VP REGION 7	5.00	X	0.	0.	0.
33	LLOYD GOODE REGIONAL VP, REGION 7	5.00	X	0.	0.	0.
34	DOUG BURCH AT-LARGE MEMBER OF THE BOD	5.00	X	0.	0.	0.
35	KATHY M CHRISTIAN 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

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	X				0.	0.	0.
57	JOHN W. CHILDS PRES., WETLANDS AMERICA TRUST	5.00	X				0.	0.	0.
58	BILL R. WILLSEY SECRETARY EMERITUS	5.00	X				0.	0.	0.
59	ALLAN HOPP SENIOR VP, REGION 1	5.00	X				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 SR. DIRECTOR FOR CONSERVATION	40.00			X		185,721.	0.	13,038.
65	JAMES C. BOYD CIO/MEETING & CONFERENCES	40.00			X		185,319.	0.	16,599.
66	ROBERT D. MIMS CONTROLLER	40.00			X		178,911.	0.	17,357.
67	WAYNE A. DIERKS DIRECTOR OF HUMAN RESOURCE	40.00			X		170,694.	0.	17,016.
68	SCOTT A. SUTHERLAND DIRECTOR OF GOVERNMENT AFFAIRS	40.00			X		167,381.	0.	16,212.
69	DALE WHITESELL FORMER EXECUTIVE VICE PRESIDEN					X	22,800.	0.	0.
70	MATTHEW B. CONNOLLY FORMER EXECUTIVE VICE PRESIDEN					X	106,332.	0.	0.

Name of the organization	Employer identification number
DUCKS UNLIMITED, INC.	13-5643799

ATTACHMENT 2 (CONT'D)

71	DONALD A. YOUNG				
	FORMER EXECUTIVE VICE PRESIDEN	X	283,849.	0.	0.
72	WILLIAM A. WENTZ				
	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 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 P.O. BOX 309 RIO VISTA, CA 94571	HABITAT RESTORATION	4,394,615.

Name of the organization: DUCKS UNLIMITED, INC.

Employer identification number: 13-5643799

ATTACHMENT 4 (CONT'D)

990, PART VII- COMPENSATION OF 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)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ 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.

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2010
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 organization answered "Yes" on 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 controlling entity
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(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) Section 512(b)(13) controlled entity? Yes	No
(1) WETLANDS AMERICA TRUST, INC. 36-3330394 ONE WATERFOWL WAY MEMPHIS, TN 38129	CONSERVATION	DC	501(C)(3)	11A	DUI	X	
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							

Part III **Identification of Related Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(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-year assets	(h) Disproportionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(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)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							

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

Note. 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?			
a	Receipt of **(i)** interest **(ii)** annuities **(iii)** royalties or **(iv)** rent from a controlled entity	**1a**		X
b	Gift, grant, or capital contribution to other organization(s)	**1b**		X
c	Gift, grant, or capital contribution from other organization(s)	**1c**	X	
d	Loans or loan guarantees to or for other organization(s)	**1d**	X	
e	Loans or loan guarantees by other organization(s)	**1e**		X
f	Sale of assets to other organization(s)	**1f**		X
g	Purchase of assets from other organization(s)	**1g**		X
h	Exchange of assets	**1h**		X
i	Lease of facilities, equipment, or other assets to other organization(s)	**1i**		X
j	Lease of facilities, equipment, or other assets from other organization(s)	**1j**		X
k	Performance of services or membership or fundraising solicitations for other organization(s)	**1k**	X	
l	Performance of services or membership or fundraising solicitations by other organization(s)	**1l**	X	
m	Sharing of facilities, equipment, mailing lists, or other assets	**1m**	X	
n	Sharing of paid employees	**1n**	X	
o	Reimbursement paid to other organization for expenses	**1o**		X
p	Reimbursement paid by other organization for expenses	**1p**		X
q	Other transfer of cash or property to other organization(s)	**1q**		X
r	Other transfer of cash or property from other organization(s)	**1r**		X

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 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
(3)				
(4)				
(5)				
(6)				

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) Are all partners section 501(c)(3) organizations?		(e) Share of end-of-year assets	(f) Disproportionate allocations?		(g) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(h) General or managing partner?	
			Yes	No		Yes	No		Yes	No
(1)										
(2)										
(3)										
(4)										
(5)										
(6)										
(7)										
(8)										
(9)										
(10)										
(11)										
(12)										
(13)										
(14)										
(15)										
(16)										

Part VII **Supplemental Information**

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

Agreement Number	Agreement Name	Organization Name	Funding Type Code	Amount
L09PX00324 MOD 3	JOINT VENTURE PROGRAM COORDINATOR BLM	BUREAU OF LAND MANAGEMENT	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)	LONG BEACH WEST RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	60,000
MBJ-1-L-1 - F11AP00827	INDIAN RIVER LAKES WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	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	CAPE ROMAIN IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	38,910
MS-N191C/F08AP00182	LA DELTA WETLANDS 1-NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	576,607
MS-N191C/F08AP00182	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	SHIAWASSEE NWR MOIST SOIL MANAGEMENT UNIT 6 RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	57,200
CA-N891B / F10AP00715	TULARE BASINS WETLANDS RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	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	NO. TULARE/SAN JOAQUIN BASINS 4 -US FWS NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
401818D501/40181RY030 - MOD 2	ACE BASIN NWR IDIQ	U. S. FISH AND WILDLIFE SERVICE	CASH	23,534
F11PC00061/F11PD02434	PEA ISLAND IDIQ - BULKHEAD	U. S. FISH AND WILDLIFE SERVICE	CASH	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	SPINK WPA - TASK ORDER	U. S. FISH AND WILDLIFE SERVICE	CASH	6,500
10181AY157 UNDER 801818D247	DAELLENBACH RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	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	LAND TYPE AND HABITAT IN THE DELTA	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
301817D007 - 50181RY024 (ARRA)	EASTERN NECK NWR - ENTRANCE ROAD CULVERTS/WCS	U. S. FISH AND WILDLIFE SERVICE	CASH	46,394
301817D007 - 50181RY017 (ARRA)	RECOVERY ACT IMPROVEMENTS AT MOOSEHORN NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	88,119
301817D007 - 50181RY090 (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	ERIE NWR - POOL 4 STRUCTURE REPLACEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	12,931
501817J219 MOD 1	CARDS POND HYDROLOGY RESTORATION MOD 1	U. S. FISH AND WILDLIFE SERVICE	CASH	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	INTREGRATED WATERBIRD PROGRAM MOD. 1	U. S. FISH AND WILDLIFE SERVICE	CASH	43,000
F13PX01575	BLACK RUSH LAKE WPA WCS	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
F13PX01102	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	DRAKELAND FARMS WEA	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
301817D007-30181AY159-F10PD77572	MOIST SOIL UNIT 7	U. S. FISH AND WILDLIFE SERVICE	CASH	99,750
US-MI-278-1 USFWS-SNWR	SAGINAW BAY TO LAKE ERIE COASTAL HABITAT PROJECT PHASE III	U. S. FISH AND WILDLIFE SERVICE	CASH	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	CIBOLA NWR, CONTRACTED STAFF	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
201814J866 MOD-5	GCJV BIOTEAM LEADER	U. S. FISH AND WILDLIFE SERVICE	CASH	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	9
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	83
301817D007 - 30181RY088 (ARRA) - F10PD77211	GREAT RIVERS NWI DITCHES - ARRA	U. S. FISH AND WILDLIFE SERVICE	CASH	203,000
30181AG015 - F10AP00079	UPDATING AND TRACKING WETLAND CHANGES IN THE GREAT LAKES	U. S. FISH AND WILDLIFE SERVICE	CASH	150,000
30181AJ134	EMIQUON NWR WILDER TRACT WETLAND - CHALLENGE CS	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
301817D007 - 30181AY089	KIES SURVEY AND DESIGN	U. S. FISH AND WILDLIFE SERVICE	CASH	8,085
301817D007 - 30181AY158 - 301817D007 - 30181AY204 - F10PD77263	CRANE POND WCS REPLACEMENT AT CLARENCE CANNON NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	8,197
301817D007 - 30181AY143	MOIST SOIL UNIT -1 GATE REPAIR AT SHIAWASSEE NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	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
F12AC01377	CLARENCE CANNON NWR	U. S. FISH AND WILDLIFE SERVICE	CASH	300,000
MBJ-3-HM-1 - F10AP00518	MAGEE MARSH - RESTORING/ENHANCING COASTAL WETLANDS IN SW LAKE ERIE	U. S. FISH AND WILDLIFE SERVICE	CASH	150,013
F12AC01116	POTENTIAL WETLAND AND HABITAT MAPS	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
F12PD02016	HENJUM WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	7,500

F12PD02048	MUD LAKE WPA	U. S. FISH AND WILDLIFE SERVICE	CASH	5,000
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
81420-9-J563	VIANSA SEASONAL WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
81420AJ526	CULLINAN RANCH RESTORATION PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	35,000

81420AJ521	DELTA GUN CLUB WORKING LANDSCAPE AND HABITAT PROJECT	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
US-IN-73-1 EADS	NORTHEAST INDIANA PRIVATE LANDS PROGRAM - EADS	U. S. FISH AND WILDLIFE SERVICE	CASH	2,400
US-IN-73-1 EADS (2)	NORTHEAST INDIANA PRIVATE LANDS PROGRAM - EADS	U. S. FISH AND WILDLIFE SERVICE	CASH	2,400
US-IN-73-1 KIMMEL	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	CASH	35,103
F13AP00231	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	CASH	44,000
F12AC00618-SRO	GCJV ENGINEERING SUPPORT	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
F13AP00067	NAWCA SCLCWI III	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F12AP01079	TN PARTNERS GRANT AGREEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	20,000
F13PD00478	PEA ISLAND IDIQ - PUMPING STATION	U. S. FISH AND WILDLIFE SERVICE	CASH	549,708
F13AP00225	SOURIS RIVER WATERSHED WETLAND INVENTORY AND CHANGE DETECTION	U. S. FISH AND WILDLIFE SERVICE	CASH	74,600
US-SC-24-9 USFWS	SANTEE NWR - CUDDO UNIT ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	67,000
F13AC00294	SAVANNAH NWR - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	40,000
FF01R02000-3-0057	OREGON COAST NWR COMPLEX, NILESTUN UNIT	U. S. FISH AND WILDLIFE SERVICE	CASH	1,670
F13AP00351	GUM COVE NAWCA	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F13AP00369	WILLAMETTE VALLEY PARTNERSHIP I	U. S. FISH AND WILDLIFE SERVICE	CASH	960,000
F11PC00061 / F12PD01944	PEA ISLAND NWR IDIQ NORTH POND DIKE REPAIR	U. S. FISH AND WILDLIFE SERVICE	CASH	589,215
F11PC00061 / F12PD02084	MATTAMUSKEET NWR IDIQ REPAIR OUTFALL CANAL WCS	U. S. FISH AND WILDLIFE SERVICE	CASH	546,693
F13AP00274	ECONOMIC CONSERVATION OF EXPIRED CRP IN THE PRAIRIE POTHOLE REGION	U. S. FISH AND WILDLIFE SERVICE	CASH	153,062
F13AP00058	SAN JOAQUIN WETLANDS CONSERVATION	U. S. FISH AND WILDLIFE SERVICE	CASH	1,000,000
F13AP00164, XN-20-1	NAWMP REVISIONS - DALE HUMBURG	U. S. FISH AND WILDLIFE SERVICE	CASH	73,050
F13AC00286	SIMPLOT BRUNEAU RIVER FLOODPLAIN ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	25,000
201814J870 MOD-9	GCJV RESEARCH MOD-9	U. S. FISH AND WILDLIFE SERVICE	CASH	30,000
81690-8-J096	GOOSE LAKE RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	21,000
201818J609	MCFADDIN NWR-WILD COW BAYOU	U. S. FISH AND WILDLIFE SERVICE	CASH	50,000
81450-8-J509 F08AC00219	SHADY PINE WETLAND ENHANCEMENT	U. S. FISH AND WILDLIFE SERVICE	CASH	97,265
F08AC00264 81660-8-J317	TULE SMOKE HUNT CLUB, WETLAND RESTORATION	U. S. FISH AND WILDLIFE SERVICE	CASH	85,000
601818J284 (F08AC00173)	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	125,500
F09AC00266/51411-9-J111	ROANOKE RIVER MIGRATORY BIRD PHASE III	U. S. FISH AND WILDLIFE SERVICE	CASH	97,512
601819G304	MISSOURI COTEAU VII - REALTY STAFF	U. S. FISH AND WILDLIFE SERVICE	CASH	100,000
201814J870-MOD 11	GCJV RESEARCH MOD-11	U. S. FISH AND WILDLIFE SERVICE	CASH	10,000
701819Y068 UNDER 701819D034	AKPB LAND COVER MAP	U. S. FISH AND WILDLIFE SERVICE	CASH	32,869

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 - USFWS	U. S. FISH AND WILDLIFE SERVICE	CASH	15,000
401819J600	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	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-Oct-2009	15.231	COOP_AGR
29-Sep-2008	15.517	GRANT
10-Dec-2010	15.623	NAWCA
01-Apr-2011	15.623	NAWCA
11-May-2011	15.623	NAWCA
30-Jul-2008	15.623	NAWCA
16-Sep-2008	15.623	NAWCA
30-Oct-2008	15.623	NAWCA
05-Jan-2011	15.623	NAWCA
05-Dec-2012	15.623	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	15.623	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	15.623	NAWCA
28-Nov-2012	15.623	GRANT
30-May-2013	15.623	NAWCA
01-Apr-2009	15.623	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
22-Feb-2012	15.623	NAWCA
11-Jun-2012	15.623	NAWCA
13-Jun-2012	15.623	NAWCA
21-Jun-2012	15.623	NAWCA
01-May-2012	15.623	AGR
29-Mar-2012	15.623	COOP_AGR
10-Dec-2010	0	ASST_AGR
28-Nov-2012	15.623	COOP_AGR
18-Sep-2012	15.623	NAWCA
15-May-2012	15.623	NAWCA
16-Dec-2009	15.623	ASST_AGR
29-Nov-2012	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
06-May-2011	15.623	GRANT
08-Dec-2010	15.623	ASST_AGR
29-Jun-2010	15.623	ASST_AGR
14-Jul-2010	15.623	ASST_AGR
09-Jun-2011	15.623	ASST_AGR
11-May-2011	15.623	NAWCA
07-Jun-2011	15.623	ASST_AGR
07-Jun-2011	15.623	ASST_AGR
07-Jun-2011	15.623	ASST_AGR

09-Jun-2011	15.623	ASST_AGR
27-Mar-2012	15.623	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	N/A	AMEN_SM
08-Nov-2010	15.630	CON_PROF
21-Jun-2010	15.617	MOD_AA
01-Aug-2010	0	AMEN_SM
27-Aug-2010	N/A	CON_PROF
28-Feb-2011	15.622	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
25-Aug-2008	15.631	COOP_AGR
01-Oct-2012	15.608	COOP_AGR
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	15.608	COOP_AGR
16-Sep-2010	0	AGR
16-Aug-2010	0	AGR
16-Sep-2010	0	AGR
13-Aug-2010	15.631	AGR
12-Nov-2008	0	TO_AGR
11-Apr-2008	15.623	NAWCA
11-Apr-2008	15.623	NAWCA
11-Apr-2008	15.623	NAWCA
14-Aug-2008	15.623	ASST_AGR
14-Apr-2008	15.623	NAWCA
31-Jul-2008	15.623	NAWCA
13-Aug-2008	15.623	NAWCA
18-Aug-2008	15.623	NAWCA
02-Apr-2009	15.623	NAWCA
03-Jan-2008	15.608	AMEND
28-Feb-2012	15.623	NAWCA
03-Sep-2009	15.623	NAWCA
12-Jan-2010	15.623	MOD_AA
20-Jul-2009	15.623	NAWCA
15-Apr-2010	15.623	NAWCA
30-Sep-2009	15.623	ASST_AGR
24-Apr-2010	15.623	GRANT
23-Apr-2010	15.623	GRANT
12-Nov-2009	15.623	ASST_AGR
10-Sep-2009	15.623	GRANT
12-Apr-2010	15.623	ASST_AGR
14-Jul-2010	15.623	ASST_AGR
15-Jul-2008	15.623	NAWCA
07-Feb-2008	0	ASST_AGR
02-Jul-2008	15.623	NAWCA
24-Sep-2008	15.623	NAWCA
24-Oct-2008	15.623	NAWCA
04-Sep-2008	15.623	NAWCA
30-Oct-2008	15.623	NAWCA
30-Jan-2009	0	AMEN_SM
08-May-2012	15.623	NAWCA
10-Apr-2012	15.623	NAWCA
04-Jan-2011	0	AMEN_SM
18-Jul-2011	0	TO_AGR
01-Feb-2012	15.631	COOP_AGR
04-Jun-2009	15.637	GRANT
22-Sep-2009	15.617	AMEND
25-Sep-2009	15.630	COOP_AGR
01-Jun-2009	15.617	TO_AGR
06-Mar-2009	15.637	MOD_GA
08-May-2008	15.608	GRANT
11-Apr-2008	15.637	GRANT
03-Sep-2008	15.630	COOP_AGR
01-Jan-2009	15.608	GRANT
11-Sep-2011	15.662	GRANT
01-May-2012	15.637	GRANT

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	15.608	AGR
01-Jul-2011	15.662	GRANT
19-Aug-2011	0	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	15.637	COOP_AGR
17-Aug-2010	15.637	COOP_AGR
19-Aug-2010	15.650	GRANT
05-Sep-2011	0	ORDER
08-Sep-2009	15.801819Y497	TO_AGR
21-Sep-2009	15.80211-9-J108	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	15.637	MOD_CA
04-Jan-2010	N/A	CON_PROF
17-Sep-2009	0	CON_PROF
14-Sep-2009	N/A	CON_PROF
05-Aug-2009	15.FFB	ASST_AGR
09-Apr-2010	N/A	AMEN_SM
23-Nov-2009	15.602	CON_PROF
11-Dec-2009	0	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	15.617	MOD_CA
29-Aug-2008	15.623	MOD_CA
29-Aug-2008	15.617	MOD_CA
04-Aug-2008	0	TO_AGR
18-Mar-2009	0	AMEN_SM
26-Mar-2009	15.FFB	MOD_CA
16-Dec-2008	15.617	CON_PROF
10-Apr-2009	15.FFB	MOD_AA
27-May-2009	15.FFB	MOD_CA
07-Aug-2012	15.662	LTTR_AGR
01-May-2012	15.625	ORDER
01-Oct-2012	N/A	ORDER
22-Sep-2012	N/A	AMEN_SM
01-Aug-2013	15.669	GRANT
11-Jul-2013	N/A	AMEN_SM
11-Jul-2013	N/A	ORDER
03-May-2013	IDIQ	ORDER
01-Jul-2013	15.662	GRANT
01-Jul-2008	0	AGR
29-Jul-2008	0	AGR
10-Sep-2009	0	TO_AGR
29-Aug-2008	0	TO_AGR
19-Feb-2009	0	TO_AGR
11-Aug-2010	15.637	MOD_CA
19-Sep-2011	15.665	AGR
01-May-2010	15.631	AGR
06-May-2010	15.631	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	15.631	MOD_CA
23-Sep-2008	15.631	COOP_AGR
29-May-2009	0	AMEN_SM

10-Apr-2008	0	AMEN_SM
11-Jul-2008	15.637	COOP_AGR
30-Jun-2008	0	AMEN_SM
04-Jun-2008	15.637	COOP_AGR
04-Jun-2008	15.637	COOP_AGR
04-Jun-2008	15.637	COOP_AGR
04-Aug-2008	15.647	COOP_AGR
22-Jul-2008	15.637	COOP_AGR
02-Jul-2008	15.637	COOP_AGR
31-Oct-2008	15.637	COOP_AGR
21-Mar-2012	15.623	GRANT
07-May-2013	15.658	GRANT
01-Sep-2010	15.614	AMEN_SM
02-Jan-2008	0	AGR
01-Jul-2010	0	AGR
07-Sep-2010	15.637	ASST_AGR
01-Apr-2009	0	LTTR_AGR
09-Sep-2009	15.637	ASST_AGR
22-Aug-2008	15.637	ASST_AGR
01-Jul-2012	0	AGR
01-Jul-2012	0	AGR
01-Oct-2011	15.631	LTTR_AGR
01-Sep-2012	15.631	COOP_AGR
16-Feb-2010	0	MOD_CA
06-Aug-2008	0	ORDER
05-Aug-2008	15.614	COOP_AGR
07-Aug-2008	15.637	COOP_AGR
13-Jan-2009	0	AMEN_SM
01-Apr-2010	0	TO_AGR
01-Apr-2010	0	TO_AGR
08-Dec-2008	0	TO_AGR
20-Oct-2008	0	TO_AGR
30-Aug-2012	0	COOP_AGR
01-Aug-2011	15.637	GRANT
08-Aug-2012	0	MOD_AA
15-Jun-2011	15.648	COOP_AGR
09-Aug-2012	15.608	GRANT
07-Aug-2012	15.630	COOP_AGR
15-Aug-2012	15.608	COOP_AGR
30-Apr-2010	N/A	ORDER
12-Sep-2009	15.630	COOP_AGR
10-Mar-2009	0	AGR
09-Nov-2009	15.617	TO_AGR
28-May-2010	15.617	CON_PROF
28-May-2010	15.617	CON_PROF
28-May-2010	15.617	CON_PROF
28-May-2010	15.617	CON_PROF
15-Oct-2009	15.608	GRANT
01-May-2010	15.642	COOP_AGR
23-Apr-2010	N/A	ORDER
28-Jul-2010	0	CON_PROF
30-Jun-2010	N/A	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	15.631	COOP_AGR
30-Sep-2008	15.631	MOD_CA
02-Dec-2008	15.637	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	N/A	ORDER
20-Sep-2012	N/A	ORDER
20-Sep-2012	N/A	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	15.665	COOP_AGR
17-Sep-2012	N/A	ORDER

18-Sep-2012	N/A	ORDER
18-Sep-2012	N/A	ORDER
01-Feb-2013	15.637	GRANT
28-Jan-2013	0	AMEN_SM
05-Aug-2010	N/A	CON_PROF
11-Jun-2013	15.665	COOP_AGR
07-Sep-2012	15.631	COOP_AGR
10-Sep-2010	N/A	CONT_AGR
10-Sep-2010	N/A	CONT_AGR
12-Aug-2010	N/A	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	15.608	COOP_AGR
27-Aug-2010	N/A	CON_PROF
01-Aug-2011	15.630	COOP_AGR
08-Dec-2009	15.623	NAWCA
30-Apr-2009	0	ORDER
11-Apr-2011	15.631	COOP_AGR
30-Oct-2008	15.623	NAWCA
29-Apr-2010	15.623	NAWCA
08-Jun-2012	0	SSA_AGR
27-Sep-2012	0	SSA_AGR
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	15.655	ASST_AGR
04-Jun-2008	15.637	GRANT
22-Nov-2010	0	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	0	PURCHASE
24-Aug-2010	15.630	COOP_AGR
25-Aug-2010	0	MOD_CA
20-Aug-2010	15.642	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	15.623	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	15.623	NAWCA
21-Mar-2012	15.623	GRANT
28-Feb-2012	0	GRANT
01-Jun-2012	15.637	COOP_AGR
23-Apr-2012	15.623	NAWCA
06-Jul-2011	15.637	COOP_AGR
01-Jun-2010	15.623	GRANT
05-Sep-2012	0	ORDER
09-Jul-2012	0	ORDER
13-Jun-2013	15.637	COOP_AGR
10-Sep-2012	15.665	COOP_AGR
03-Aug-2012	15.623	MOD_GA
01-Jun-2010	15.623	GRANT
01-Jun-2010	15.623	GRANT
15-Feb-2013	15.631	COOP_AGR
17-Oct-2012	15.631	AGR
19-Feb-2013	15.631	AGR
19-Dec-2012	15.631	AGR
05-Dec-2012	15.631	AGR
01-Sep-2011	15.631	AGR
21-Jun-2010	15.631	GRANT
01-Jan-2009	15.611	AGR
17-Sep-2009	15.631	COOP_AGR
06-Aug-2010	15.630	GRANT

14-Jul-2010	15.631	COOP_AGR
09-Jan-2013	0	WDA_AGR
05-Feb-2013	0	WDA_AGR
12-Feb-2013	0	WDA_AGR
05-Mar-2013	0	WDA_AGR
26-Oct-2012	15.631	AGR
15-Oct-2012	15.634	LTTR_AGR
01-Feb-2012	15.637	GRANT
01-Jul-2010	0	MOU_AGR
14-Sep-2010	15.631	COOP_AGR
29-Apr-2010	15.623	NAWCA
23-Jun-2010	15.623	NAWCA
23-Jun-2010	15.630	COOP_AGR
25-Oct-2010	15.637	COOP_AGR
25-Oct-2010	15.637	COOP_AGR
25-Oct-2010	15.637	COOP_AGR
30-Apr-2010	15.608	COOP_AGR
01-Apr-2010	15.623	COOP_AGR
09-Dec-2009	15.623	NAWCA
10-May-2010	15.623	GRANT
28-Oct-2009	15.623	GRANT
16-Dec-2009	15.623	GRANT
29-Oct-2009	15.623	NAWCA
16-Jul-2010	15.642	CS_AGR
23-Sep-2009	15.637	COOP_AGR
11-May-2010	15.623	NAWCA
10-Feb-2010	15.656	AGR
30-Jun-2010	15.623	COOP_AGR
23-Jun-2010	15.630	COOP_AGR
23-Jun-2010	15.630	COOP_AGR
30-Jun-2010	15.623	NAWCA
09-Aug-2010	0	TO_AGR
01-Nov-2010	15.608	GRANT
01-Nov-2010	0	ORDER
01-Apr-2011	15.637	COOP_AGR
21-Apr-2011	0	TO_AGR
21-Apr-2011	0	TO_AGR
11-May-2011	15.623	NAWCA
11-May-2011	15.623	GRANT
08-Jul-2011	15.623	NAWCA
29-Apr-2011	15.623	SERV_AGR
12-May-2011	15.631	REST_AGR
05-May-2011	0	TO_AGR
07-Jun-2011	15.623	GRANT
01-Sep-2012	15.660	COOP_AGR
28-May-2013	0	CON_PROF
05-Apr-2013	15.637	COOP_AGR
31-Jul-2012	15.630	COOP_AGR
01-Jul-2012	15.637	COOP_AGR
12-Dec-2012	15.623	NAWCA
01-Jul-2012	15.623	GRANT
01-Mar-2013	0	TO_AGR
01-May-2013	15.669	AGR
11-Mar-2013	15.623	NAWCA
30-Jun-2013	15.623	COOP_AGR
28-May-2013	0	CON_PROF
07-Jun-2013	15.623	NAWCA
10-Jul-2013	15.623	NAWCA
20-Sep-2012	0	TO_AGR
20-Sep-2012	0	TO_AGR
01-May-2013	15.669	ASST_AGR
10-Dec-2012	15.623	NAWCA
01-Jan-2013	15.637	COOP_AGR
02-Jul-2013	15.631	COOP_AGR
23-Jul-2008	15.637	COOP_AGR
19-Aug-2008	15.631	COOP_AGR
24-Sep-2008	15637	COOP_AGR
29-Aug-2008	15.631	COOP_AGR
09-Aug-2008	15-631	COOP_AGR
24-Jul-2008	15.631	COOP_AGR
01-Apr-2009	15.623	COOP_AGR
29-May-2009	15.623	ASST_AGR
23-Mar-2009	15.637	COOP_AGR
20-Jul-2009	15.701819Y068	TO_AGR

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	15.647	COOP_AGR
11-Jun-2009	15.623	COOP_AGR
23-Sep-2009	15.642	ORDER
18-May-2009	0	TO_AGR
18-May-2009	0	TO_AGR
18-May-2009	0	TO_AGR
18-May-2009	0	TO_AGR
18-May-2009	0	TO_AGR
18-May-2009	0	TO_AGR
18-May-2009	0	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	0	ORDER
19-Jul-2011	15.637	COOP_AGR
06-Jul-2011	15.637	COOP_AGR
16-Aug-2011	15.623	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	15.637	GRANT
30-Apr-2010	15.608	COOP_AGR
01-Aug-2010	0	ORDER
01-Jan-2011	0	ORDER
05-Jan-2011	15.623	NAWCA
07-Jun-2011	15.623	GRANT
19-Sep-2011	0	ORDER
01-Aug-2011	15.631	COOP_AGR
29-Aug-2011	15.623	TO_AGR
01-Jul-2010	0	COOP_AGR
16-Feb-2012	15.623	NAWCA
05-Mar-2012	15.623	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	15.647	COOP_AGR
01-Jun-2008	15.605	COOP_AGR
04-Feb-2008	15.623	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-2009	15.631	COOP_AGR
17-Sep-2009	15.637	GRANT
21-Sep-2009	0	ORDER
04-Dec-2009	15.623	NAWCA
16-Dec-2009	15.623	GRANT
09-Feb-2010	0	TO_AGR
09-Feb-2010	0	TO_AGR
23-Sep-2009	15.608	TO_AGR
23-Sep-2009	15.608	TO_AGR
23-Sep-2009	15.608	TO_AGR
09-Dec-2009	15.623	NAWCA
04-Dec-2009	15.623	NAWCA

07-Dec-2009	15.623	NAWCA
02-Apr-2009	15.623	NAWCA
06-Nov-2009	15.637	COOP_AGR
06-Nov-2009	15.637	COOP_AGR
06-Nov-2009	15.637	COOP_AGR
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