Form **8879-EO**

IRS e-file Signature Authorization for an Exempt Organization

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VINIE IVO. 1545-18

Department of the Treasury		Do ı	or beginning	RS. Keen for	VOUL records	0/30 20		2016
Internal Revenue Service Name of exempt organization	I Informat	tion about For	<u>n 8879-EO and i</u>	ts instruction	ıs is at www.irs.g	ov/form8	879eo.	
				3		En	ployer identific	allon number
	AWS4PEOPL			<u>.</u>		5	<u>4</u> -1948	479
	erry L. H							
C	hairman &	Deputy	ED					
Part I Type of R	Return and Ret	<u>urn Informat</u>	ion (Whole D	ollars Only)			·
Check the box for the return	for which you are u	sing this Form 8	8879-EO and ente	er the applical	ble amount, if any,	from the r	return. If you	
check the box on line 1a, 2a,	, 3a, 4a, or 5a, belo	w, and the amo	unt on that line fo	r the return bo	eing filed with this	form was l	blank then	
leave line 1b, 2b, 3b, 4b, or	5b, whichever is ap	plicable, blank (do not enter -0-).	But, if you en	stered -0- on the re	tum then	entor_0_ on	
the applicable line below. Do	no <u>t c</u> omplete mare	e than 1 line in l	Part I.					
1a Form 990 check here 🕨	X b Total re	evenue, if any (Form 990. Part V	III. colume (A) line 12)		46	1,346,59
2a Form 990-EZ check here	▶ b To!	tal revenue, if a	nv (Form 990-EZ	. line 9)	,,	••••••••	'b —	
3a Form 1120-POL check he	ere ೬ 🗌 b T	otal tax (Form	1120-POL Jine 2	7)			20	
4a Form 990-PF check here	▶ ☐ b Tax h	pased on invest	ment income (F	7 990-PF	Port VI line 51	• • • • • • • • • • • • • • • • • • • •	ab	
5a Form 8868 check here	b Balance	e Due (Form 88)	200112 1100 3cl	0111 200-1 1 1	rent vi, and o)	• • • • • • • • • • • • • • • • • • • •	^{4D}	
5a Form 8868 check here			30, 11/10 00/	• • • • • • • • • • • • • • • • • • • •		, 	DD —	
	n and Signatu							····
Under penalties of perjury, I d	eclare that I am an	officer of the of	idon or Onic	#1	-			 -
the transmission, (b) the reason authorize the U.S. Treasury at financial institution account increture, and the financial institution agent at 1-888-353-4537 no is involved in the processing of the resolve issues related to the prefectionic return and, if applications are the procession of the proc	nd its designated Fi dicated in the tax pi dion to debit the en ater than 2 business he electronic paym ayment. I have sele	inancial Agent t reparation softw itry to this accou s days prior to the ent of taxes to rected a persona	o initiate an elect are for payment int. To revoke a p he payment (settl eceive confidenti I identification nu	ronic funds wi of the organiz payment, I mu ement) date. al information mber (PIN) as	ithdrawal (direct de ation's federal tax ist contact the U.S I also authorize the pecessary to ansi	ebit) entry es owed or . Treasury e financiat wer foodisi	to the n this Financial institutions	
Officer's PIN: check one box								
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on the organization's to being filed with a state ERO to enter my PIN o	agency(ies) regula	iting charities as	part of the IRS i	cated within ti Fed/State pro	his return that a co gram, I also autho	ppy of the r rize the af	eturn is prementione	ď
As an officer of the org If I have indicated withi the IRS Fed/State prog	in this return that a Jiam, I will enter my	CODY OF THE FERS	rn is baing filad s	with a ctato ac	roper/lips) ropulati	electronica ng charitie	lly filed return s as part of	n.
Officer's signature Terry L	. Henry					/	04/17	
	n and Authent	ication			Date	» 09/	04/II	
RO's EFIN/PIN. Enter your sit				·	"			
number (EFIN) followed by you	r five-digit self-sele	cted PIN.	l				69	892609911
							do	not enter all zeros
certify that the above numeric	entry is my PiN. w	hich is my sion:	iture on the 2016	electronicalle	filed return for the	a otoppiaa	tion	
ndicated above. I confirm that I nformation for Authorized (IRS)	l කිත subකිitting this	s return in accor	dance with the re	quirements o	f Pub. 4163, Mode	s organiza smized e-l	File (MeF)	
. .		0 0		_				
RO's signature Char	les L. Éar	rney, CP	<u>A</u>		Date	09/	04/17	··· <u>-</u>
	EF	RO Must Ret	ain This For	m — See Ir	nstructions			<u> </u>
	Do Not Sub	mit This Fo	rm To the IR:	S Unless F	Requested To	Do So		

For Paperwork Reduction Act Notice, see back of form.

Form 8879-EO (2016)

COLORA TOLIZIZATE TELIO ANI

.m 990

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.
 Information about Form 996 and its instructions is at www.irs.gov/form990.

2016 Open to Public Inspection

Form **990** (2016)

OMB No. 1545-0047

For the 2016 calendar year, or tax year beginning 07/01/16, and ending 06/30/17D Employer identification number C Name of organization Check if applicable: PAWS4PEOPLE, INC. Address change 54-1948479 Doing business as Name change Number and street for P.O. box if mail is not delivered to street address. Roomisulte 1121 C-324 Military Cutoff Road 910-632-0615 Inflial return Final return! City or town, state or province, country, and ZIP or foreign postal code terminated NC 28405 1,376,647 Wilmington G Gross receipts \$ Amended return Name and address of principal officer: H(a) is this a group return for subordinates? Yes Application pending Terry L. Henry 1121 C-324 Military Cutoff H(b) Are all subordinates included? If "No," attach a list. (see instructions) Wilmington NC 28405 X 501(c)(3) 501(c) (4947(a)(1) or) 🍕 (insert no.) Tax-exempt status; www.paws4people.org Website: H(c) Group exemption number Year of formation: 1999 M State of legal domicile: Form of organization: X Corporation Trust Association PartI Summary Briefly describe the organization's mission or most significant activities: The mission of paws4people, Inc. (the "Organization") is educating and Governance empowering people to utilize Assistance Dogs to transform their lives. 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) Activities & 5 4 Number of independent voting members of the governing body (Part VI, line 1b) 4 5 Total number of individuals employed in calendar year 2016 (Part V, line 2a) 12 5 200 6 Total number of volunteers (estimate if necessary) 6 ñ 7a Total unrelated business revenue from Part VIII, column (C), line 12 7a b Net unrelated business taxable income from Form 990-T, line 34 Current Year 1,317,683 1,138,485 8 Contributions and grants (Part VIII, line 1h) 9 Program service revenue (Part VIII, line 2g) 62,568 3,088 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) -1,2801,014 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) <u>54,432</u> 24,807 1,254,205 1,346,592 12 Total revenue – add fines 8 through 11 (must equal Part VIII, column (A), line 12) 13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) 0 14 Benefits paid to or for members (Part IX, column (A), line 4) 0 252,898 357,689 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 16a Professional fundraising fees (Part IX, column (A), line 11e)
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 35, 925 1,9<u>78,80</u>0 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 1,5<u>47,108</u> 2,336,489 18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) 1,800,006 -989,897 -545,801 19 Revenue less expenses. Subtract line 18 from line 12 Beginning of Current Year End of Year 9,369,115 5,847,865 20 Total assets (Part X, line 16) 21 Total liabilities (Part X, line 26) 11,887 44,704 5,803,161 9,357,228 22 Net assets or fund balances. Subtract line 21 from line 20 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. terry L Henry 10/20/2017 Sign Signature of officer Here Terry L. Chairman & Deputy ED Henry Type or print name and title Print/Type preparer's name CON Date PTIN Paid Earney, CPA self-employed P00085685 10/12/17 Charles L. Earney, CPA Preparer 56-1719839 L.L.P. Earney & Company, Firm's EIN 🕨 Use Only 710 Military Cutoff Rd Ste 250 910-256-9995 Wilmington, NC 28405-8364 X Yes No May the IRS discuss this return with the preparer shown above? (see instructions)

Part	t III Statement of Program Service Accomplishments	T
	Check if Schedule O contains a response or note to any line in this Part III	X
	Briefly describe the organization's mission:	
Th em	ne mission of paws4people, Inc. (the "Organization") is educatin mpowering people to utilize Assistance Dogs to transform their l	g and ives.
	•	
	Did the organization undertake any significant program services during the year which were not listed on the	
-	prior Form 990 or 990-EZ? If "Yes," describe these new services on Schedule O.	Yes X No
3 [Did the organization cease conducting, or make significant changes in how it conducts, any program	
s Jf	services? If "Yes," describe these changes on Schedule O.	Yes X No
	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 are required to report the amount of grants and allocations to others,	
	expenses. Section 50 f(c)(3) and 50 f(c)(4) organizations are required to report the amount or grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.	
Co op a Ca Th pa As an	ne Organization is a nonprofit non-stock corporation incorporate ommonwealth of Virginia on July 6, 1999 with its principal office perations in Wilmington, North Carolina. The Organization is regional foreign corporation in the states of North Carolina, West Virginalifornia, Georgia, Illinois, and Texas, and in the District of the Organization does business as paws4people, paws4people foundates, and paws4vets. The Organization raises, trains, and saistance Dogs and Facility Dogs, and provides certification, in the district of the duration of the team's career. The Organization spectaining customized Assistance Dogs for two general groups: child	e and istered as nia, Columbia, tion, places surance, ty Dog ializes in
4b ((Code: \/Evnences S including greats of \$ \/Pevenue S	
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Form 990 (2016) PAWS4PEOPLE, INC. Part IV Checklist of Required Schedules

1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"		Yes	No
•	complete Schedule A	1	x	
2	In the connection required to converte Cabudula D. Sahadula of Contributors (see instructions)	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			
_	candidates for public office? If "Yes," complete Schedule C, Part I	3		х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)	·····		
	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		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		x
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		х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a	····		
-	custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or			
	debt negotiation services? 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.			
а		2000000000		***********
-	acomplete Schoolule D. Bord III	11a	х	
h	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	110		
·	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		х
đ				
	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	110		
•	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		х
125	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	·····		1
124		12a	X	
h	Schedule D, Parts XI and XII Was the organization included in consolidated, independent audited financial statements for the tax year? If	12a		
IJ	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E			X
14a	Did the graphization maintain an office, employees or aposts sylvide of the United States?	14a		X
b				
IJ				
	fundraising, business, investment, and program service activities outside the United States, or aggregate	446		х
46	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or	14b		-22
15	For any foreign approximation 2 15 West 2 accordate Calcaded F. David II and III	15		х
4 C	for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		^
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other	4.0		x
47	assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		<u> </u>
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on	47		x
40	Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on	40	v	l
40	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	X	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?			₩
	If "Yes," complete Schedule G, Part III	19		X) (2016

Form 990 (2016) PAWS4PEOPLE, INC. Part IV Checklist of Required Schedules (continued)

••	Diddle and internal and an arrange has a large of the control of t		Yes	No
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		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			7.7
	domestic government 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 or other assistance to or for domestic individuals on			**
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		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			7.7
44	employees? If "Yes," complete Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b			37
	through 24d and complete Schedule K. If "No," go to line 25a	24a		<u> </u>
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	, , ,			
	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		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	_		٦,
L	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
ю	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?			7.7
	If "Yes," complete Schedule L, Part I	25b		<u> </u>
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any			
	current or former officers, directors, trustees, key employees, highest compensated employees, or	00	v	
_	disqualified persons? If "Yes," complete Schedule L, Part II	26	_X	
7	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			X
	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		
В	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):	00-		33333 37
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		X
D	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete	اممدا		77
_	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)	30-		X
	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c	X	
9	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	^	
0	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified	20		X
	conservation contributions? If "Yes," complete Schedule M	30		
1	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N,	24		Х
^	Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"	31		
2	complete Schoolule N. Dort II	32		X
9	complete Schedule N, Part II	32		
3	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	22	x	
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	^	
4	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III,	14		v
F-	or IV, and Part V, line 1	0.55		X
5a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a	255		
_	controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	-+	
ŝ	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable			х
,	related organization? If "Yes," complete Schedule R, Part V, line 2	36		
7	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,			7.7
_	Part VI	37		X
8	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and		٠,	
	19? Note. All Form 990 filers are required to complete Schedule O.	38	Х	

	art V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Pa	rt V		<u>.</u> .	<u> </u>	
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	_{1a}	6		Yes	No
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	ō			
c	Did the organization comply with backup withholding rules for reportable payments to vendors an					
-	reportable gaming (gambling) winnings to prize winners?	~		1c	44844666666	\$1000000000000000000000000000000000000
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax		İ			
	Statements, filed for the calendar year ending with or within the year covered by this return	2a	12			
b				2b	X	100000000
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instruct	-				
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	•		3a	400000000000	X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Sched	lule O		3b		1
4a	At any time during the calendar year, did the organization have an interest in, or a signature or of	her author	rity			
	over, a financial account in a foreign country (such as a bank account, securities account, or other	er financial	[
	account)?			4a		X
b	If "Yes," enter the πame of the foreign country: ▶					
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Finance	ial Accou	nts			.
	(FBAR).					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax yea			5a	<u>L</u>	X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter trans-	nsaction?		5b		X
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c		ļ
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and di	id the				
	organization solicit any contributions that were not tax deductible as charitable contributions?			6a		X
þ	If "Yes," did the organization include with every solicitation an express statement that such contrib	outions or				
_	gifts were not tax deductible?			6b	50500000000	
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly	for goods				
_	and services provided to the payor?			7a		-
0	If "Yes," did the organization notify the donor of the value of the goods or services provided?	· · · · · · · · · · · · · · · · · · ·		7b	<u> </u>	
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which i required to file Form 8282?	i was		7.		
ď	If "Yes," indicate the number of Forms 8282 filed during the year	7d	····	7c		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal bene		+2	7e		
f	Did the organization during the year, pay premiums, directly or indirectly, on a personal benefit or		·L:	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file		99 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization			* 1 1 * 1 1 1 1		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintaining					
		-	****	8	50000000000	10000000000
9	Sponsoring organizations maintaining donor advised funds.		***************************************			
а	Did the energing graphication make any tayable distributions under continue 40002			9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?					
10	Section 501(c)(7) organizations. Enter:					
а	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:	,				
а	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources	Ì				
	against amounts due or received from them.)]			
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of F		?	12a	100000000000	000000000
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	<u> </u>			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.					
а				13a	50000000	
	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	۱ ,	ı			
_	the organization is licensed to issue qualified health plans	1				
	Enter the amount of reserves on hand		·		8888888 	v
	Did the organization receive any payments for indoor tanning services during the tax year? If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Sche			14a	$\vdash \vdash$	X
IJ	in investigation and the result of the contract of the contraction of the contract of the cont	www U		I 14D '	. '	6

Р	aa	e	6

	1930 (2016) FAND4FEOFILE, INC. 94-1946479		<u></u> Ի	age b
P	art VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and			
	response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. Se	e instr	uctio	ns.
	Check if Schedule O contains a response or note to any line in this Part VI		<u> , </u>	_X_
Se	ction A. Governing Body and Management			
		100000000000000000000000000000000000000	Yes	No
1a		4		
	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.			
b	Enter the number of voting members included in line 1a, above, who are independent	_		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			
	any other officer, director, trustee, or key employee?	2_	X	<u> </u>
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	0000000000	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_	<u>X</u>	
b	Each committee with authority to act on behalf of the governing body?	8b	<u>X</u>	<u> </u>
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
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Co	ide.)		
٠.	Philips and the control of the contr		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		<u> </u>
þ	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,	l		
	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	0222240000	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	
đ	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	<u> </u>
С	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	
[3	Did the organization have a written whistleblower policy?	13	<u>X</u>	
4	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by			
_	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	4 -	◡	
a h	The organization's CEO, Executive Director, or top management official Other officers or key employees of the organization	15a	X	
b	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).	15b	X	
160	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement			
6a	with a taxable entity during the year?	10-	\$800000	X
h	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its	16a	8080000	
	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?	4 Ch		
Sec	tion C. Disclosure	16b		
7	List the states with which a copy of this Form 990 is required to be filed VA, NC, CA, GA, IL, TX, WV, DC			
8	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			
9	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.			
0.	State the name, address, and telephone number of the person who possesses the organization's books and records:			
	erry L. Henry 1121 C-234 Military Cutoff Road			
	-	-63	2-0	615
				

54	_ 1	Ω	ЛC	ЭΛ	7	a
24		9	46	54	•	9

Page 7

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

Check if Schedule O contains a response or note to any line 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.
- e 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.

(A)	(B)				C)	tion c		(D)	(E)	(F)
Name and Title	(A) (B) (C) Name and Title Average hours per week (list any hours for		ап	Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation				
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(VV-2/1099-WIGG)	from the organization and related organizations
(1) Terry L. Henry	60.00									
Chairman & Deputy ED	0.00	x		x				39,900	o	C
	MAHS				ļ <u></u>					
1, 1	60.00									
Vice-Chairman & ED	0.00	x		X				28,500	0	(
(3) Lt. Col. Mark P.	George 1.00	τ	JSM	IC						
Regular Trustee	0.00	х						ol	ol	C
(4) Harry Martens										
Regular Trustee	1.00	x						o	o	C
(5) Jonathan Peskoff									·	
Regular Trustee	1.00 0.00	х						o	o	(
(6) Scott Nottingham		_								
	1.00									
Regular Trustee	0.00	X						0	0	
(7) Thava Mahadevan,	MS 1.00									
Regular Trustee	0.00	X						0	0	<u>C</u>
(8)										
(9)										-
	· · · · · · · · · · · · · · · · · · ·									
(10)										
11)										
				1						

Part VII Section A. Officers	s, Directors, Tru	stee	s, K	ey E	mpl	oyee	95, a	and Highest Compensated	i Employees (continued)	
(A) Name and title	(B) (C) Average Position Hours per Upon (do not check more than box, unless person is both officer and a director/trust					is both or/trust	an tee)	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the
	related organizations below dotted line)	Individual trustee or director	nstitutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)		organization and related organizations
				Ì						
							ļ			
			:							
								4		
1b Sub-total							▶	68,400		
 Total from continuation shed Total (add lines 1b and 1c) Total number of individuals (in reportable compensation from 	cluding but not li	mite	d to				₽ lbov	68,400 e) who received more than	\$100,000 of	
 Did the organization list any for employee on line 1a? If "Yes," For any individual listed on line organization and related organization. 	complete Schede 1a, is the sum	<i>lule</i> of re	<i>J for</i> porta	<i>suci</i> able	h ina com	livid. pens	<i>ial</i> satio	on and other compensation	from the	Yes No
5 Did any person listed on line 1 for services rendered to the or	a receive or acci ganization? <i>If "Y</i> e	ue c	omp	ens	ation	fror	n ar		individual	5 X
Section B. Independent Contracto Complete this table for your five	e highest compe	ensa	ted i	ndep	end	ent o	cont	ractors that received more t	than \$100,000 of	
compensation from the organization	zation. Report co (A) business address	mpe	ensa	tion :	for th	ne ca	len		in the organization's tax ye (B) tion of services	ear. (C) Compensation
рпв этви	DUSINESS BOOTESS							Descrip	tion at services	Compensation
			•							
2 Total number of independent of received more than \$100,000	contractors (inclu of compensation	ding fron	but n the	not l	imite aniz	ed to	tho	se listed above) who	0	

Check if Schedule O contains a response or note to any line in this Part VIII								
			7.0		(A)	(B) Related or	(C)	(D)
					Tátál reyenue	exempt function	Unrelated business	Revenue excluded from tax
						Leveune	revenue	under sections 512-514
ants	1a	Federated campaigns	. 1a	275,985				
Program Service Revenue Contributions, Gifts, Grants	ь	Membership dues	. 1b					
	C	Fundraising events	1c		-			
<u>0</u>	d	Related organizations		166 667	+			
Sin	e	Government grants (contributions)	1e	166,667	-			
ř. Per	'	 All other contributions, gifts, grants, and similar amounts not included abor 	ve 1f	875,031				
Ę.	,	Noncash contributions included in line		140,236				
Sol	h	Total. Add lines 1a-1f		.	1,317,683			
ne				Busn, Code	7 - 7 7			
Ven	2a	Program Revenue		812900	3,088	3,088		***************************************
8	b	*				·		
VÌČE	C			· ·				
ram Ser	ď							
	e				***************************************			. <u>.</u>
ľog	f	All other program service r		· · · · · · · · · · · · · · · · · · ·				
<u> </u>	y	Total. Add lines 2a-2f			3,088		I .	
	3	Investment income (includi	-		1 014			1 014
	4	and other similar amounts) Income from investment of			1,014			1,014
	5	Royalties	-	-			•	
		(i) Re		(ii) Personal				
	6a	Gross rents						
	b	Less: rental exps.						
	С	Rental inc. or (loss)						
	ď	Net rental income or (loss)	<u></u>	▶				
	/a	Gross amount from (i) Secur sales of assets	ities	(ii) Other				
		other than inventory						
	b	Less: cost or other						
	_	basis & sales exps.						
		Gain or (loss)		b				
		Net gain or (loss)						
Other Revenue	ŲΔ	(not including S						
š		of contributions reported on line	1c).					
ğ.		See Part IV, line 18	a	40,633				
ŧ.	b	Less: direct expenses	b	30,055				
٥		Net income or (loss) from f	undraising ev	vents 🕨	10,578			
	9a	Gross income from gaming acti	vities.					
		See Part IV, line 19	a					
		Less: direct expenses	b[
İ		Net income or (loss) from g		ties ▶				
	ıva	Gross sales of inventory, le						
	h	returns and allowances Less: cost of goods sold	a					
		Net income or (loss) from s	‴└─	itory >				
ŀ		Miscellaneous Rever		Busn. Code				
ļ	11a	Refunds		900099	14,229	14,229		
	b							
İ	c	* * * * * * * * * * * * * * * * * * * *						
		All other revenue						
	е	Total. Add lines 11a-11d		▶	14,229			
	12	Total revenue. See instruc	tions		1,346,592	17,317	0	1,014

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). Check if Schedule O contains a response or note to any line in this Part IX (A) Total expenses (B) Program service (D) Fundraisino Do not include amounts reported on lines 6b. Management and 7b, 8b, 9b, and 10b of Part VIII. general expenses expenses expenses Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV. line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors. 73,800 55,350 11,070 7,380 trustees, and key employees Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Other salaries and wages 256.927 234,723 9,394 12,810 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) Other employee benefits 26,962 26,962 Payroll taxes Fees for services (non-employees): Management 10,858 7,709 3,149 Legai 13,400 3,886 9,514 Accounting Lobbying Professional fundraising services. See Part IV, line 17 Investment management fees Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, fist line 11g expenses on Schedule O.) 150,441 143,064 7,377 15,735 Advertising and promotion 15,735 12 21,753 17,861 3,892 Office expenses 13 Information technology 34,399 26,427 7,972 14 Royalties 15 16 Occupancy 51,518 51,518 23,563 23,563 17 Payments of travel or entertainment expenses for any federal, state, or local public officials Conferences, conventions, and meetings 19 20 Payments to affiliates 21 Depreciation, depletion, and amortization 1,100,743 1,100,743 33,714 33,714 23 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) 158,620 K-9 Operations & Care Exp 158,620 135,016 In-kind goods and service 135,016 Program Mgt/Support Svcs 106,704 106,704 59,846 Facility Maintenance 59,846 62,490 e All other expenses 62,490 2,336,489 2,243,636 56.928 35,925 25 Total functional expenses. Add lines 1 through 24a 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 following SOP 98-2 (ASC 958-720)

Part X Balance Sheet Check if Schedule O contains a response or note to any line in this Part X . (A) (B) Beginning of year End of year 341,757 421,779 Cash—non-interest bearing Savings and temporary cash investments 2 3 Pledges and grants receivable, net 41,302 Accounts receivable, net 4 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. 5 Complete Part II of Schedule L Loans and other 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). Complete Part II of Schedule L 6 Notes and loans receivable, net 7 inventories for sale or use 8 q Prepaid expenses and deferred charges 10a Land, buildings, and equipment; cost or 9,709,193 other basis. Complete Part VI of Schedule D 10a Less: accumulated depreciation 10b 3,487,251 4,395,659 6,221,942 Investments—publicly traded securities 11 20,531 24,573 Investments—other securities. See Part IV, line 11 12 12 Investments—program-related. See Part IV, line 11 13 14 Intangible assets 1,048,616 2,700,821 15 Other assets. See Part IV, line 11 9,369,115 5,847,865 16 Total assets. Add lines 1 through 15 (must equal line 34) 16 10,802 30,516 Accounts payable and accrued expenses 17 18 Grants payable 18 19 Deferred revenue 19 20 20 Tax-exempt bond liabilities 21 Escrow or custodial account liability. Complete Part IV of Schedule D 21 Loans and other payables to current and former officers, directors, 22 Liabilities trustees, key employees, highest compensated employees, and 14,188 1,085 disqualified persons. Complete Part II of Schedule L 22 Secured mortgages and notes payable to unrelated third parties 23 23 24 Unsecured notes and loans payable to unrelated third parties 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 11,887 44,704 Total liabilities. Add lines 17 through 25 26 Organizations that follow SFAS 117 (ASC 958), check here > Net Assets or Fund Balances complete lines 27 through 29, and lines 33 and 34. <u>5,771,334</u> 9,357,228 Unrestricted net assets 27 31,827 Temporarily restricted net assets 28 29 29 Permanently restricted net assets Organizations that do not follow SFAS 117 (ASC 958), check here ▶ □ and complete lines 30 through 34. Capital stock or trust principal, or current funds 31 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 5,803,161 9,357,228 33 33 Total net assets or fund balances 9,369,115 5,847,865 Total liabilities and net assets/fund balances ...

orr	m 990 (2016) PAWS4PEOPLE, INC. 54-19	48479		Pa	ge 12
Pa	art XI Reconciliation of Net Assets				<u> </u>
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,3	46,	592
2	Total expenses (must equal Part IX, column (A), line 25)	2		36,	
3	Revenue less expenses. Subtract line 2 from line 1	3		89,	
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		03,	
5	Net unrealized gains (losses) on investments	5		-1,	
6	Donated services and use of facilities	6	4,5	45,	
7	Investment expenses		· · · · · · · · · · · · · · · · · · ·	·	
8	Prior period adjustments				
9	Other changes in net assets or fund balances (explain in Schedule O)	_			1
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line				
	33, column (B))	10	9,3	57,	228
Pŧ	art XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				
1	Accounting method used to prepare the Form 990: \square Cash $\boxed{\mathbf{X}}$ Accrual \square Other If the organization changed its method of accounting from a prior year or checked "Other," explain Schedule O.			Yes	No
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	?	2a		X
b	If "Yes," check a box below to indicate whether the financial statements for the year were compiled reviewed on a separate basis, consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis Were the organization's financial statements audited by an independent accountant?	i or	2b	x	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited a separate basis, consolidated basis, or both: X Separate basis Consolidated basis Both consolidated and separate basis	n a			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for or of the audit, review, or compilation of its financial statements and selection of an independent acc	-	2c	x	999999999
	If the organization changed either its oversight process or selection process during the tax year, ex Schedule O.	xplain in			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set for the Single Audit Act and OMB Circular A-133?	orth in	3a		x
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not under	go the			

required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

Form **990** (2016)

SCHEDULE A (Form 990 or 990-EZ)

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

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Attach to Form 990 or Form 990-EZ.

Public Charity Status and Public Support

Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. Name of the organization

PAWS4PEOPLE, INC.

Employer identification number

54-1948479

P	art	l Reas	on for Public Charity	Status (All organizations	must c	omplete	this part.) See instruction	ns.		
The	orga	anization is no	t a private foundation becaus	se it is: (For lines 1 through 12,	check onl	y one box	(.)	-		
1		A church, co	onvention of churches, or ass	sociation of churches described	in section	n 170(b)(ʻ	l)(A)(i).			
2		A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)								
3	П	A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).								
4		A medical re	esearch organization operate	d in conjunction with a hospital	described	l in sectio	n 170(b)(1)(A)(iii). Enter the h	ospital's name,		
		city, and sta		,			, , , , , ,	,		
5		1		of a college or university owned	or operat	ed by a o	overnmental unit described in			
			(b)(1)(A)(iv). (Complete Part	· · · · · · · · · · · · · · · · · · ·		, . 3				
6	""			governmental unit described in s	section 17	70(Б)(1)(А	3(v).			
7	X	An organiza		substantial part of its support fr			• • •			
8				170(b)(1)(A)(vi). (Complete Par	t II.)					
9		An agricultur	ral research organization des	scribed in section 170(b)(1)(A)(of agriculture (see instructions).	ix) operat			ge		
10		An organizati receipts from support from	n activities related to its exer i gross investment income a	1) more than 33 1/3% of its sup- npt functions—subject to certain nd unrelated business taxable in to, 1975. See section 509(a)(2)	n exception ncome (le	ns, and (2 ss section	2) no more than 33 1/3% of its 511 tax) from businesses	oss		
11	ГТ		-	exclusively to test for public safe			•			
12	П	-	-	exclusively for the benefit of, to	•		` '' '	ses		
	ш			zations described in section 50						
		Check the bo	ox in lines 12a through 12d th	hat describes the type of suppor	rting orga	nization a	nd complete lines 12e, 12f, an	d 12g.		
	a	the supp	orted organization(s) the pov	erated, supervised, or controlled wer to regularly appoint or elect complete Part IV, Sections A a	a majority			ng		
	b			pervised or controlled in connec		its suppor	rted organization(s), by having			
				rting organization vested in the s						
		organiza	tion(s). You must complete	Part IV, Sections A and C.	•		5			
	¢			supporting organization operated structions). You must complete				ith,		
	d			 A supporting organization open e organization generally must sa 						
		requirem	ent (see instructions). You r	nust complete Part IV, Section	ns A and	D, and Pa	art V.			
	e	functions	illy integrated, or Type III no	eived a written determination fron- n-functionally integrated support			a Type I, Type II, Type III			
	f		mber of supported organizati							
	g	Provide the f	ollowing information about the	ne supported organization(s).						
(i		e of supported ganization	(ii) EJN	(III) Type of organization (described on lines 1–10 above (see instructions))	listed in you	organization ur governing ment?	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)		
				and a face a leaf control less	Yes	No	mad actional	папасиона		
(A)					† · · · · ·					
10.07										
(B)										
(C)	_	 -								
(D)		•								
(E)										
								<u> </u>		
Γota	<u> </u>							/F 000 000 F7\ 2040		

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.)

Sect	ion A. Public Support				-		· · ·
Calend	lar year (or fiscal year beginning in) 👚 🕨	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	738,718	325,598	452,480	1,138,485	1,317,683	3,972,964
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
i •	The value of services or facilities furnished by a governmental unit to the organization without charge						
5	Total. Add lines 1 through 3 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount	738,718	325,598	452,480	1,138,485	1,317,683	3,972,964
	shown on line 11, column (f)						
	Public support. Subtract line 5 from line 4.						3,972,964
	on B. Total Support						
Calend	ar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
	Amounts from line 4	738,718	325,598	452,480	1,138,485	1,317,683	3,972,964
} 1	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	88	82	165	387	1,014	1,736
ā	Net income from unrelated business activities, whether or not the business s regularly carried on						·
- -	Other income. Do not include gain or oss from the sale of capital assets Explain in Part VI.)						·-,-
	Fotal support. Add lines 7 through 10						3,974,700
	Gross receipts from related activities, etc.	· ·				12	57,950
	First five years. If the Form 990 is for the	=	, second, third, for	irth, or fifth tax yea	r as a section 501	(c)(3)	. —
	organization, check this box and stop here						<u></u>
-	on C. Computation of Public Su	····	-				
	Public support percentage for 2016 (line 6		-	n (f))			99.96%
	Public support percentage from 2015 Sche					15	99.97%
	33 1/3% support test—2016. If the organi				3 1/3% or more, c	heck this	
	pox and stop here. The organization quali						▶ 🕱
	33 1/3% support test—2015. If the organi				5 is 33 1/3% or mo	ore, check	
	his box and stop here. The organization of	•	• • •				🏲 🗀
	0%-facts-and-circumstances test201						
	0% or more, and if the organization meet						
	Part VI how the organization meets the "fa	cts-and-circumstar	nces" test. The org	anization qualifies	as a publicly supp	orted	. .
	organization						▶ [_}
	0%-facts-and-circumstances test—201	•				i line	
	5 is 10% or more, and if the organization					hlialu	
	Explain in Part VI how the organization me			-	•	-	▶ [1
	supported organization Private foundation. If the organization did	I not chock a bey	n line 13 16e 16		ek this havead as		y-
							. 🗆
	ISUUCIONS					Schedule A /Form 99	🛩 🗀

Schedule A (Form 990 or 990-EZ) 2016

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II.

	If the organization fails to	qualify under t	he tests listed	below, please c	omplete Part II	.)		
	ction A. Public Support	1 .	т	,				
	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(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						
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	received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year							
	Add lines 7a and 7b					***************************************		
8	Public support. (Subtract line 7c from							
Sec	line 6.) tion B. Total Support	J		l				
	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total	
9	Amounts from line 6	(, , , , , , , , , , , , , , , , , , ,	\.,\\\\\\\\\\\\\\\\\\\	(-,	(-,	(0)	(i) i otal	
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		<u> </u>				<u> </u>	
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 VI.)				:			
13	Total support. (Add lines 9, 10c, 11, and 12.)							
14	First five years. If the Form 990 is for the		t, second, third, fo	urth, or fifth tax yea	er as a section 501	(c)(3)	. [
Sac	organization, check this box and stop her tion C. Computation of Public St						<u></u> ▶ <u> </u>	
3ec 15				(f)			07	
16 16	Public support percentage for 2016 (line 8 Public support percentage from 2015 Sch	s, column (1) alvided Jedule A. Part III. fir	u by line 13, colun 20 15	ın (1))		15	<u>%</u> %	
	tion D. Computation of Investme	ent Income Per	rcentage	<u> </u>			70	
17	Investment income percentage for 2016 (I			L column (ft)		17	%	
8	Investment income percentage from 2015		III Baa 47			40	<u></u>	
19a	33 1/3% support tests—2016. If the orga			• 14, and line 15 is				
	17 is not more than 33 1/3%, check this b						▶ 🗀	
b	33 1/3% support tests—2015. If the orga							
	line 18 is not more than 33 1/3%, check the	nis box and stop h e	ere. The organizat	ion qualifies as a p	ublicly supported o	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 Supporting

Supporting Organizations

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

Section A. All Supporting Organizations

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

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	dule A (Form 990 or 990-EZ) 2016 PAWS4PEOPLE, INC.	54-1948479	Page (
Pa	art IV Supporting Organizations (continued)		
			Yes No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)		
	below, the governing body of a supported organization?	11a	200000
b	A family member of a person described in (a) above?	11b	
	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Pa		·
Sec	tion B. Type I Supporting Organizations		
			Yes No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to		
	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the	a	
	tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, o		l
	controlled the organization's activities. If the organization had more than one supported organization,	1	
	describe how the powers to appoint and/or remove directors or trustees were allocated among the support	ed	
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1	300000000000000000000000000000000000000
2	Did the organization operate for the benefit of any supported organization other than the supported		
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Pa	rt	
	VI how providing such benefit carried out the purposes of the supported organization(s) that operated,		
	supervised, or controlled the supporting organization.	2	
Sect	tion C. Type II Supporting Organizations		
			Yes No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the director		
	or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control		
	or management of the supporting organization was vested in the same persons that controlled or managed		
	the supported organization(s).	1 1	
Sect	tion D. All Type III Supporting Organizations		· · · · · · · · · · · · · · · · · · ·
			Yes No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the		
	organization's tax year, (i) a written notice describing the type and amount of support provided during the p		
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies o		
	organization's governing documents in effect on the date of notification, to the extent not previously provide		98,000,000,000 patro concessory
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supporte		
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI		
	the organization maintained a close and continuous working relationship with the supported organization(s)		
3	By reason of the relationship described in (2), did the organization's supported organizations have a		
	significant voice in the organization's investment policies and in directing the use of the organization's		
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's		
	supported organizations played in this regard.	3	
Sect	ion E. Type III Functionally-Integrated Supporting Organizations		· · · · · · · · · · · · · · · · · · ·
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year	r (see instructions).	
а	The organization satisfied the Activities Test. Complete line 2 below.	•	
b	The organization is the parent of each of its supported organizations. Complete line 3 below.		-
c	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity.	nt entity (see instructions).	
		,	
2 /	Activities Test. Answer (a) and (b) below.		Yes No
а	Did substantially all of the organization's activities during the tax year directly further the exempt purposes	of	
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify		
	those supported organizations and explain how these activities directly furthered their exempt purposes	ι,	
	how the organization was responsive to those supported organizations, and how the organization determine	ed be	
	that these activities constituted substantially all of its activities.	2a	
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or mo	ле	
	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the	e	
	reasons for the organization's position that its supported organization(s) would have engaged in these		
	activities but for the organization's involvement.	2b	
3	Parent of Supported Organizations. Answer (a) and (b) below.		
а	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or		

trustees of each of the supported organizations? Provide details in Part VI.

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

	54-1948	A79 Page
aniza	itions	
ov. 20,	1970 (explain in Part VI).S	ee
ıst com	plete Sections A through E	
	(A) Prior Year	(B) Current Year (optional)
1		
2		
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7		,
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•	(A) Prior Year	(B) Current Year (optional)
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<u> </u>	I supporting organization (see
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Schedule A (Form 990 or 990-EZ) 2016

ARCH MINISTRAL PROPERTY.	ule A (Form 990 or 990-EZ) 2016 PAWS4PEOPLE, INC.	<u> </u>	54-1948	479 Page 7
400000000000000000000000000000000000000	rt V Type III Non-Functionally Integrated 509(a)(3) S	Supporting Organiza	tions (continued)	
	tion D - Distributions			Current Year
	Amounts paid to supported organizations to accomplish exempt purpo			·
2	Amounts paid to perform activity that directly furthers exempt purposes	s of supported		
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purposes of supp	orted organizations		
<u>4</u> 5	Amounts paid to acquire exempt-use assets			
6	Qualified set-aside amounts (prior IRS approval required) Other distributions (describe in Part VI). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which the organizations	tion is responsive		<u> </u>
·	(provide details in Part VI). See instructions.	ation is responsive		
9	Distributable amount for 2016 from Section C, line 6			
10	Line 8 amount divided by Line 9 amount			· · · · · · · · · · · · · · · · · · ·
		(i)	(ii)	(iii)
	Section E - Distribution Allocations (see instructions)	Excess Distributions	Underdistributions	Distributable
	(,		Pre-2016	Amount for 2016
1	Distributable amount for 2016 from Section C, line 6			741104111 101 2010
	Underdistributions, if any, for years prior to 2016			
2	(reasonable cause required-explain in Part VI). See			
	instructions.			
3	Excess distributions carryover, if any, to 2016;			
a				
b				
	From 2013			 -
	From 2014			
	From 2015			
	Total of lines 3a through e			
	Applied to underdistributions of prior years			
	Applied to 2016 distributable amount			
i	Carryover from 2011 not applied (see instructions) Remainder, Subtract lines 3g, 3h, and 3i from 3f.			
J_	Distributions for 2016 from			
4	Section D, line 7: \$			
a	Applied to underdistributions of prior years			
	Applied to 2016 distributable amount			
	Remainder. Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2016, if			
	any. Subtract lines 3g and 4a from line 2. For result			
	greater than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2016. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2017. Add lines 3j			
	and 4c.			
8	Breakdown of line 7:			
a				
b	Excess from 2013			
	Excess from 2014			-
	Excess from 2015			
	Excess from 2016	Esse a consission control property (September 1987)		pppppace2000000000000000000000000000000000000

Schedule A (For	m 990 or 990-EZ) 2016	PAWS4PEOPLE			54-1948479	Page 8
Part VI	Supplemental Info III, line 12; Part IV, B, lines 1 and 2; Pa	ormation. Provide the Section A, lines 1, 2, art IV, Section C, line line 1; Part V, Section	3b, 3c, 4b, 4c, 5a, 1; Part IV, Section	6, 9a, 9b, 9c, 11a, 1 D, lines 2 and 3; Par	1b, and 11c; Part IV, t IV, Section E, lines	17b; Part Section 1c, 2a, 2b,
		lso complete this part				· · · · · · · · · · · · · · · · ·
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Schedule B (Form 990, 990-EZ, or 990-PF) Department of the Treasury Internal Revenue Service

Name of the organization

Schedule of Contributors

Employer identification number

OMB No. 1545-0047

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

Information about Schedule B (Form 990, 990-EZ, or 990-PF) and its instructions is at www.irs.gov/form990.

PAWS4PEOPLE,	INC.	54-1948479
Organization type (check o	ne):	
Filers of:	Section:	
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization	
	4947(a)(1) nonexempt charitable trust not treated as a private fou	undation
	527 political organization	
Form 990-PF	501(c)(3) exempt private foundation	
	4947(a)(1) nonexempt charitable trust treated as a private founda	ution
	501(c)(3) taxable private foundation	
	covered by the General Rule or a Special Rule. (7), (8), or (10) organization can check boxes for both the General Rule an	nd a Special Rule. See
For an organization	filing Form 990, 990-EZ, or 990-PF that received, during the year, contribu r property) from any one contributor. Complete Parts I and II. See instruct	
contributor's total co	ntributions.	
Special Rules		
	described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 ¹ /ections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990	
	that received from any one contributor, during the year, total contributions the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1.	
contributor, during the	described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that relegions, classifications of more than \$1,000 exclusively for religious, classifications are prevention of cruelty to children or animals. Complete	haritable, scientific,
For an organization	described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that release, contributions exclusively for religious, charitable, etc., purposes, but the property of the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, but the contributions exclusively for religious, charitable, etc., purposes, and the contributions exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively for religious exclusively exclusively exclusively exclusively exclusively exclusively exclusively exclusive	received from any one
	more than \$1,000. If this box is checked, enter here the total contribution nexclusively religious, charitable, etc., purpose. Don't complete any of the	
· ·	es to this organization because it received <i>nonexclusively</i> religious, charita ore during the year	
Caution: An organization the 990-EZ, or 990-PF), but it m	at isn't covered by the General Rule and/or the Special Rules doesn't file sust answer "No" on Part IV, line 2, of its Form 990; or check the box on line to certify that it doesn't meet the filing requirements of Schedule B (Form	Schedule B (Form 990, ne H of its Form 990-EZ or on its

Page 1 of 2

age 2

Name of organization PAWS4PEOPLE, INC.

Employer identification number 54-1948479

Part I	Contributors (See instructions). Use duplicate copies of Pa	art I if additional space is ne	eded.
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	Atlantic Corp 806 N. 23rd St. Wilmington NC 28405	\$ 50,000	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
2	Uniformed Services University of the Health Sciences 4301 Jones Bridge Rd Bethesda MD 20814-4712	s 166,667	Person X Payrofl Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
3	Moss Creak Marines 91 Saw Timber Dr. Hilton Head SC 29926	\$ 31,313	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
4	American Dog Rescue 381 Casa Linda Plaza #420 Dallas TX 75218	\$ 28,500	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5	RBC Wealth Management RBC Plaza 60 South Sixth Street Minneaplos MN 55402-4422	\$ 43,595	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6	The Linn Group of RBC Wealth Managem 111 Rockville Pike Ste.825 Rockville MD 20850	\$ 36,000	Person X Payroll Noncash (Complete Part II for noncash contributions.)

Page 2

Schedule B (Form 990, 990-EZ, or 990-PF) (2016)

INC.

Name of organization PAWS4PEOPLE,

Employer identification number 54-1948479

Part I	Contributors (See instructions). Use duplicate copies of P	art I if additional space is ne	eded.
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	Iron Bow 4800 Westfields Blvd. Ste. 300 Chantilly VA 20151	\$ 28,198	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8	Quad Graphics N61 W23044 Harrys Way Sussex WI 53089-3995	\$ 65,132	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b)	(c)	(d)
	Name, address, and ZIP + 4	Total contributions	Type of contribution Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	• • • • • • • • • • • • • • • • • • • •	\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payrolt Noncash (Complete Part II for noncash contributions.)

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service Name of the organization

Supplemental Financial Statements

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

Attach to Form 990.

Employer identification number

OMB No. 1545-0047

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Open to Public Inspection

P	AWS4PEOPLE, INC.		54-1948479
P	Organizations Maintaining Donor Advised Fut Complete if the organization answered "Yes" on I	nds or Other Similar Funds or A Form 990, Part IV, line 6.	Accounts.
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		·
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in writing that		
·	funds are the organization's property, subject to the organization's excl		Yes No
6	Did the organization inform all grantees, donors, and donor advisors in		les like
Ū	only for charitable purposes and not for the benefit of the donor or done	• •	
	conferring impermissible private benefit?	•	Yes No
P:	art II Conservation Easements.	<u></u>	Tes E NO
	Complete if the organization answered "Yes" on i	Form 990 Part IV line 7	
1	Purpose(s) of conservation easements held by the organization (check		
•	Preservation of land for public use (e.g., recreation or education)	Preservation of a historically impe	ortest land area
	Protection of natural habitat	Preservation of a certified historic	
	Preservation of open space	Freservation of a certified historic	2 anacime
,		mustian acutuikutian in the force of a conce	mation
2	Complete lines 2a through 2d if the organization held a qualified conse easement on the last day of the tax year.	rvation continuution in the form of a conse	(000000000)
_			Held at the End of the Tax Year
	Total number of conservation easements		2a
b			2b
C			2c
d	, , , , , , , , , , , , , , , , , , ,	ub, and not on a	
	historic structure listed in the National Register		2d
3	Number of conservation easements modified, transferred, released, ex	linguished, or terminated by the organizar	gon during the
	tax year >	and N	
4	Number of states where property subject to conservation easement is I		
5	Does the organization have a written policy regarding the periodic mon		□ v □ N-
_	violations, and enforcement of the conservation easements it holds?		
6	Staff and volunteer hours devoted to monitoring, inspecting, handling o	r violations, and entercing conservation e	asements during the year
_	One could be a second to the s	-1)	
7	Amount of expenses incurred in monitoring, inspecting, handling of viol	ations, and enforcing conservation easen	nents during the year
	> \$	harmanian and San Roy About Markey	
8	Does each conservation easement reported on line 2(d) above satisfy t		
^	and section 170(h)(4)(B)(ii)?		
9	In Part XIII, describe how the organization reports conservation easembalance about and include if replicable the text of the factorete to the	•	
	balance sheet, and include, if applicable, the text of the footnote to the organization's accounting for conservation easements.	organization's infancial statements that G	escribes nie
D.	rt III Organizations Maintaining Collections of Art,	Historical Transures, or Other	Similar Accate
	Complete if the organization answered "Yes" on F	Form 990. Part IV. line 8.	ommar Associs.
12	If the organization elected, as permitted under SFAS 116 (ASC 958), n		nalanna chaat
·u	works of art, historical treasures, or other similar assets held for public	-	
	public service, provide, in Part XIII, the text of the footnote to its financi	·	
h	If the organization elected, as permitted under SFAS 116 (ASC 958), to		
-	works of art, historical treasures, or other similar assets held for public	•	
	public service, provide the following amounts relating to these items:		
	(i) Revenue included on Form 990, Part VIII, line 1		≽ \$
2	If the organization received or held works of art, historical treasures, or	other similar assets for financial gain, pro	
_	following amounts required to be reported under SFAS 116 (ASC 958)	= :	
а	Revenue included on Form 990, Part VIII, line 1		▶ \$
	Assets included in Form 990, Part X		
-			

05164A 10/12/2017 11:18 AM Schedule D (Form 990) 2016 PAWS4PEOPLE, INC. 54-1948479 Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued) 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); Public exhibition a Loan or exchange programs Scholarly research b Other Preservation for future generations C Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part 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? Part IV **Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" on 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 b If "Yes," explain the arrangement in Part XIII and complete the following table: c Beginning balance 1c d Additions during the year 1ď Distributions during the year 1e Ending balance 1f 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII. Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10. (a) Current year (d) Three years back (e) Four years back 1a Beginning of year balance b Contributions c Net investment earnings, gains, and d Grants or scholarships e Other expenditures for facilities and programs Administrative expenses End of year balance Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as: a Board designated or quasi-endowment ▶ % b Permanent endowment ▶ % c Temporarily restricted endowment ▶ % The percentages on 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) (ii) related organizations b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? Describe in Part XIII the intended uses of the organization's endowment funds. Land, Buildings, and Equipment. Complete if the organization answered "Vec" on Form 900, Part IV, line 11a, Soc Form 900, Part V, line 10

Description of property	(a) Cost or other basis	(b) Cost or other basis	(c) Accumulated	(d) Book value
	(investment)	(other)	depreciation	
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		75,784	33,647	42,137
e Other		9,633,409	3,453,604	6,179,805
Total. Add lines 1a through 1e. (Column (d) must eq	6,221,942			

T-11	Other Provides	<u>-</u>		<u>, ,₩:</u>
Part VII	Investments—Other Securities. Complete if the organization answered "Yes" on F	orm 990 Part IV I	line 11b. See Form 990. Pa	rt X. line 12.
	(a) Description of security or category	(b) Book value	(c) Method of va	aluation:
	(including name of security)	. ,	Cost or end-of-year	narket value
(1) Financial d				
	ld equity interests			
(D)				
(40)				
(F)		·		
453				
(0)				
(LI)				
	n (b) must equal Form 990, Part X, col. (B) line 12.) ▶			
Part VIII	Investments—Program Related.			
	Complete if the organization answered "Yes" on F	<u>orm 990, Part IV, I</u>		
	(a) Description of investment	(b) Book value	(c) Method of v	
			Cost or end-of-year	Walket Aalne
(1)				
(2)				
(3)		<u></u>		
(4)				
(5)				
(6)		 		
<u>(7)</u>				
(8)				
(9)				
	n (b) must equal Form 990, Part X, col. (B) line 13.) ▶		E	
Part IX	Other Assets. Complete if the organization answered "Yes" on F	form 000 Part IV	line 11d. See Form 990, Pa	art X line 15
	Complete if the organization answered Tes of F	Om BBO, Fait IV,	III. CCC I CIIII CCC, I C	(b) Book value
(4)	In-Training/Breeding Pr	ogram K-9s		2,700,821
(1)	THE TTATHERY DECORATING 11	<u> </u>		
(2)				
(3)				<u> </u>
(4)				
(5) (6)				
(7)				
(8)				
(9)				
	n (b) must equal Form 990, Part X, col. (B) line 15.)		▶	2,700,821
Part X	Other Liabilities.			
888048804094777777777	Complete if the organization answered "Yes" on I	Form 990, Part IV,	line 11e or 11f. See Form	990, Part X,
	line 25.			
1.	(a) Description of liability	(b) Book value	_	
(1) Federal	income taxes		_	
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

(8) (9)

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶

Schedule D (Fo	orm 990) 2016	PAWS4PEOPLE,	INC.	54-1948479 P	age 5
Part XIII	Suppleme	PAWS4PEOPLE, ntal Information (cont.	inued)		
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			· · · · · · · · · · · · · · · · · · ·		
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			.,		

Department of the Treasury

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundralsing or Gaming Activities

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

Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.lrs.gov/form990.

OMB No. 1545-0047 Open to Public

Internal Revenue Service Employer identification number Name of the organization PAWS4PEOPLE, INC. 54-1948479 Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Part I Form 990-EZ filers are not required to complete this part. Indicate whether the organization raised funds through any of the following activities. Check all that apply. Mail solicitations Solicitation of non-government grants Solicitation of government grants Internet and email solicitations Phone solicitations Special fundraising events In-person solicitations d 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? If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. (iii) Did fund-(v) Amount paid to (vi) Amount paid to raiser have (i) Name and address of individual (iv) Gross receipts (or retained by) (or retained by) custody or (iii) Activity from activity or entity (fundraiser) fundraiser listed in organization control of contributions? col. (i) Yes No 8 9 10 Total 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.

54-1948479 Schedule G (Form 990 or 990-EZ) 2016 PAWS4PEOPLE, INC. Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000. (a) Event#1 (b) Event #2 (c) Other events (d) Total events Fundraising Eve (add col. (a) through col. (c)) (event type) (total number) (event type) Revenue 40,633 40,633 1 Gross receipts 2 Less: Contributions 3 Gross income (line 1 minus 40,633 40,633 line 2) 4 Cash prizes 5 Noncash prizes 6 Rent/facility costs Direct Expenses 7 Food and beverages 8 Entertainment 30,055 30,055 9 Other direct expenses 30,055 10 Direct expense summary. Add lines 4 through 9 in column (d) 11 Net income summary, Subtract line 10 from line 3, column (d) 10,578 Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more Part III than \$15,000 on Form 990-EZ, line 6a. (b) Pull tabs/instant (d) Total gaming (add Revenue (a) Bingo (c) Other gaming binga/progressive bingo col. (a) through col. (c)) Gross revenue 2 Cash prizes Direct Expenses 3 Noncash prizes 4 Rent/facility costs 5 Other direct expenses 6 Volunteer labor No 7 Direct expense summary. Add lines 2 through 5 in column (d) 8 Net gaming income summary. Subtract line 7 from line 1, column (d) Enter the state(s) in which the organization conducts gaming activities: a Is the organization licensed to conduct gaming activities in each of these states? b If "No," explain: 10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? b If "Yes," explain:

Sche	dule G (Form 990 or 990-E	Z) 2016 PAWS 4 P	EOPLE,	INC.	54-194	8479	Page 3
11	Does the organization con-	duct gaming activities with	nonmembers	?	.,,,,	📋 🔽	es 🔲 No
12	Is the organization a grant	or, beneficiary or trustee of	a trust, or a i	member of a partnership or	other entity	_	— ···
						Y	es 🔲 No
13	Indicate the percentage of	gaming activity conducted	in:			1 .	
а	The organization's facility					13a	%
b	An outside facility					13b	%
14	Enter the name and addre	ss of the person who prepa	ares the organ	nization's gaming/special ev	ents books and		
	records:						
	Name ▶						
	Address >		,,,				
15a	Does the organization have					<u></u>	
	revenue?					🗀 Y	es No
b	If "Yes," enter the amount				and the		
	amount of gaming revenue		/ ▶ \$				
c	If "Yes," enter name and a	ddress of the third party:					
	Name ▶						
	Address						
16	Gaming manager informati	ion:					
	Name ►						
	Gaming manager compens	sation 🕨 \$					
	Description of services pro	vided ▶					
	Director/officer	Employee	Indep	pendent contractor			
17	Mandatan distributions:						
17	Mandatory distributions:	d under etete leurte make.	aharitahla dis	tributions from the gaming p	proceeds to		
а	retain the state gaming lice	•					es Ne
h	Enter the amount of distrib						
_	spent in the organization's				,		
Par	UV Supplementa	Unformation Provide	ie the expla	anations required by Pa	art I, line 2b, columns (iii) a	nd (v): and	
#}00 50 .50		9, 9b, 10b, 15b, 15c, 1			provide any additional inform		
	,,,						
				,			
		.,,					, , ,
		.,,,,					
				*	·		
			, , , , ,				
					Schedule G (Fo	orm 990 or 990	0-EZ) 2016

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.

Information about Schedule L (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

Open to Public Inspection

Name of the organ	rization						Employ	yer idel	ntîficati	on nun	nber		
	PAWS4PEOPLE, INC.						54-1	9484	79				
Part I	Excess Benefit Transaction	-											
	Complete if the organization answere	ed "Yes" on Fo	m 990, Part IV	/, line	252	or 25b, or Form	990-EZ, Part V, I	line 4	0b.				
1	(a) Name of disqualified person	(b) Relatio	nship between disc	qualifie	d pers	on and	(c) Description of tra	nsactio	ıπ		(d)	Correct	ed?
	(-)		organizatio	n			(-,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	··		Yes	r	No_
_(1)													
_(2)												\bot	
(3)									·				
_{4}													_
(5)													
(6)													
under se	e amount of tax incurred by the organizection 4958ection 4958 e amount of tax, if any, on line 2, above	-						> 9	;				
Part II	Loans to and/or From Intere Complete if the organization answere organization reported an amount on	ed "Yes" on For Form 990, Part	m 990-EZ, Pa X, lîne 5, 6, o	г 22.									
	(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan		oan to m the		(f) Balance due	(g) In	default?		proved ard or	(i) W agree	
					g .?	F					nittee?	-3.00	
			: 	Τσ	From			Yes	No	Yes	No	Yes	Nα
_	Henry, MAHS, Exec. Directo	See Part V	-										
_(1)	Operations			X		12,855	1,085	i	X	X			X
(2)													ļ
_(3)				ļ. <u></u>					<u> </u>				ļ
_(4)	***************************************			_									
(5)				_									
(6)				+			1			ļ			
_(7)									_				
(8)	·			-		<u></u>		<u> </u>					
(9)													_
(10)								50000000	<u> </u>	80000000			
Total			.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			🕨 💲	1,085						<u> </u>
Part III	Grants or Assistance Benef Complete if the organization answere				27.								
	(a) Name of interested person	1 1 1	ship between intere and the organization		(c) Aı	mount of assistance	(d) Type of assistance		(e)	Purpose	e of assi	istance	
(1)								\bot					
(2)													
(3)					ļ								
(4)								\perp					
(5)								\perp					
(6)								\bot					
_(7)													
(8)					ļ			+					
(9)													

Part IV Business Transactions Involving Complete if the organization answered "				
" Complete if the organization answered				
John Protection and August 2017	Yes" on Form 990, Part IV, line 28	a, 28b, or 28c.		1
(a) Name of interested person	(b) Relationship between	(c) Amount of	(d) Description of transaction	(e) Sh of o
Mi Mallin al III desperan person	interested person and the	transaction		reveni
	organization			Yes
)				
				1-1
			<u> </u>	
art V Supplemental Information			•	
Provide additional information for respon	ases to questions on Schedule L (s	ee instructions).		
Schedule L, Part V - Addit	ional Information	n		
Schedule L, Part V - Addit	TOHAL INTOFMATIO			
Full names and titles of i	ntorostod person	e •		
ruir names and trules or 1	nceresced person	<u>-</u>		
Kyria L. Henry, MAHS, Vice	Chair of the Bo	ard of True	tees Permanent	
Kyria L. Henry, MAHS, Vice	Charr or the bo	ard or irus	cees, remainer	
Trustee, and Executive Dir	rector			
Terry L. Henry, Chairman o	of the Board of T	rustees, Pe	rmanent Trustee,	anc
Deputy Executive Director,	Operations, Fin	ance & Info	rmation Technolo	gy

SCHEDULE M (Form 990)

Noncash Contributions

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

Attach to Form 990.

Information about Schedule M (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

Open To Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

Employer identification number

	PAWS4PEOI	PLE,	INC.		54-194847	9
P	art 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 amor	ınts
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	1	5,220	quoted price/shar	re
10	Securities — Closely held stock					
11	Securities Partnership, LLC,					
	or trust interests					
12	Securities — Miscellaneous					
13	Qualified conservation	ĺ				<u></u>
	contribution — Historic structures					
14	Qualified conservation					
14	contribution — Other					
15	Real estate — Residential					
16	Real estate — Commercial					
17	Real estate — Other					 -
18	O-U49-1					
19	Food inventory					
20	Drugs and medical supplies					
21	Taxidermy					
22	Historical artifacts					
23	Scientific specimens					
24	Archeological artifacts					
25	Other ▶ (K-9 Care)	X	1	135,016	FMV	
26	Other ▶ (•		
27	Other ► (
28	Other ▶ ()					
29	Number of Forms 8283 received by t	the organia	zation during the tax year	for contributions for		
	which the organization completed Fo				_29	
						Yes No
30a	During the year, did the organization	receive by	y contribution any propert	y reported in Part I, lines 1	through	
	28, that it must hold for at least three	years fro	m the date of the initial co	ontribution, and which isn't	required	
	to be used for exempt purposes for t	he entire h	nolding period?			30a X
þ	If "Yes," describe the arrangement in	Part II.				
31	Does the organization have a gift acc	ceptance p	policy that requires the re	view of any nonstandard		
	contributions?					31 X
32a	Does the organization hire or use thi	rd parties	or related organizations t	o solicit, process, or sell no	oncash	
	contributions?					32a X
b	If "Yes," describe in Part II.					
33	If the organization didn't report an an	nount in co	olumn (c) for a type of pro	pperty for which column (a)	is checked,	
	describe in Part II.					

Page 2

54-	1	Q	Δ	R	4	7	Q
			_	O	-	•	_

Part II Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.
Schedule M - Supplemental Information
Non-cash contributions consisted of dog supplies to help assist in the
training of the dogs at paws4people. These items included leashes, food,
toys, crates, and other material. Multiple donations were received
throughout the year.
·

SCHEDULE O (Form 990 or 990-EZ) Supplemental Information to Form 990 or 990-EZ

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

Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2016

Open to Public Inspection

Employer identification number

54-1948479

Department of the Treasury Internal Revenue Service Name of the organization

PAWS4PEOPLE, INC.

Form 990, Part III, Line 4a - Continued adolescents with physical, neurological, psychiatric, or emotional disabilities; and Veterans and Service Members with Chronic/Complex Post-Traumatic Stress Disorder (C-PTSD), Traumatic Brain Injuries (TBI), and Military Sexual Trauma (MST). The Organization also trains, certifies and places Facility Dogs with specific individuals who will use the Facility Dog within his/her profession and/or volunteer activities to provide educational instruction or therapeutic interventions, medical or environmental aid, methodologies to students with "special needs", or support individuals with a physical, neurological, psychological, or other medical related disability or disabilities. Form 990, Part VI, Line 2 - Related Party Information Among Officers Paws4people, Inc. Paws4people, Inc. Chairman Vice-Chair Father and Daughter Form 990, Part VI, Line 4 - Significant Changes to Organizational Documents The Bylaws were amended to reflect changes in the title of officers, and to allow for an even number of Trustees in periods in which one (1) or more Trustee is taking office and/or exiting office. Form 990, Part VI, Line 11b - Organization's Process to Review Form 990 A draft Form 990 is prepared by an independent CPA. That draft is reviewed

by the Exeuctive Committee and other key staff members, and is provided to

Schedule O (Form 990 or 990-EZ) (2016)

Name of the organization

PAWS4PEOPLE, INC.

Employer identification number

54-1948479

the Board of Trustees for review prior to filing.

Form 990, Part VI, Line 12c - Enforcement of Conflicts Policy
Written Conflict of Interest Policy is included in the Board, Staff, and
Volunteer Handbooks, respectively. Each Trustee, Officer, manager, Key
Employee, Member of a Committee with Board Delegated Powers is required to
disclose annually interests that could give rise to conflicts. If/when a
disclosure is made, the Conflict of Interest Policy outlines the procedure
and process to be followed. The Organization may, but need not, use outside
advisors. If outside experts are used, their use shall not relieve the
Board of Trustees of its responsibility under this Conflict of Interest
Policy.

Form 990, Part VI, Line 15a - Compensation Process for Top Official

The Board of Trustees has the authority and responsibility to review and
approve the complete compensation of the Organization's Executive Director
and Deputy Executive Director, Operations, Finance & Information

Technology, respectively, and to ensure that such compensation is
reasonable and does not create any "private inurement" or "excessive
benefit" within the meaning of the Internal Revenue Code of 1986, as
amended, and the Treasury Regulations thereunder. The Board relies on the
Guidestar Nonprofit Compensation Report, which is an annual series, and is
derived from information on more than 150,000 individual positions and more
than 100,000 tax-exempt organizations. It is the only large-scale analysis
of its kind based entirely on data reported to the IRS. It is the most
comprehensive nonprofit compensation study available.

Page 2

Schedule O (Form 990 or 990-EZ) (2016)

Name of the organization

PAWS4PEOPLE, INC.

Employer identification number

54-1948479

Form 990, Part VI, Line 15b - Compensation Process for Officers

The Board of Trustees has the authority and responsibility to review and approve the complete compensation of the Organization's Executive Director and Deputy Executive Director, Operations, Finance & Information

Technology, respectively, and to ensure that such compensation is reasonable and does not create any "private inurement" or "excessive benefit" within the meaning of the Internal Revenue Code of 1986, as amended, and the Treasury Regulations thereunder. The Board relies on the Guidestar Nonprofit Compensation Report, which is an annual series, and is derived from information on more than 150,000 individual positions and more than 100,000 tax-exempt organizations. It is the only large-scale analysis of its kind based entirely on data reported to the IRS. It is the most comprehensive nonprofit compensation study available.

Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation
Bylaws are provided upon request. All other governing documents are
available on the Organization's website Legal Documentation page. Conflict
of Interest Policy is included in the Board, Staff, and volunteer
Handbooks, respectively. Financial Statements are available on the
Organization's website Legal Documentation page.

Form 990, Part VII - Additional Information

Full Names and Titles of Board of Trustees:

- 1) Terry L. Henry, Chairman, Permanent Trustee, Deputy Executive Director,
 Operations, Finance & Information Technology
- 2) Kyria L. Henry, MAHS, Vice-Chairman, Permanent Trustee, Executive
 Director

Schedule O (Form 990 or 990-EZ) (2016)

PAWS4PEOPLE, INC.	54-1948479
3) LTC Mark P. George, USMC, Regular Trustee	
4) Harry Martens, Regular Trustee	
5) Jonathan Peskoff, Regular Trustee	
6) Scott Nottingham, JD, MBA, Regular Trustee (re	signation effective
February 17, 2017)	
7) Thava Mahadevan, MS, Regular Trustee (resignat	cion effective September
15, 2016)	
Form 990, Part VIII - Additional Information	
Part VIII, Line 1g, Noncash contributions include	es the following:
In-kind goods and services - \$135,016	
Donated stock - \$5,220	
Form 990, Part XI, Line 9 - Other Changes in Net	Assets Explanation
Rounding	\$ 1
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·	<u> </u>
	Page 3 of 3

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SCHEDULE R (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

Attach to Form 990.

Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

0 7 7 7 OMB No. 1545-0047

Open to Public Inspection

Employer identification number

(g) Section 512(b)(13) controlled entity? Ν̈́ PAWS4PEOPL PAWS4PEOPL (f) Direct controlling entity PAWS4PEOPL Yes 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. 54-1948479 (f)
Direct controlling entity 38,572 3,585 1,024 (e) End-of-year assets (e)
Public charity status
(if section 501(c)(3)) 563 40 3,056 Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33. (d) Total income (d) Exempl Code section Legal domicile (state or foreign country) ă ă ŭ (c) Legal domicile (state or foreign country) Train Dogs Primary activity Part VII Part VII (b) Primary activity 47-4550098 47-4491753 47-4555877 (a) Name, address, and EIN (if applicable) of disregarded entity (a)Name, address, and EIN of related organization 28405 28405 NC 28405 PAWS4PEOPLE, INC. 1121 C-324 Military Cutoff Rd Cutoff Rd 1121 C-324 Miltary Cutoff Rd S ŭ PAMS PTS/MST Center, LLC 1121 C-324 Military paws4prisons, LLC paws4seniors WILMINGTON WILMINGTON WILMINGTON Part II Part Ê <u>8</u> ල £ ල **£** € 9

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Schedule R (Form 990) 2016

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Page 2

54-1948479

PAWS4PEOPLE, INC

Schedule R (Form 990) 2016

Schedule R (Form 990) 2016 (k) Percentage ownership (i) Section 512(b)(13) controlled entity? Š (j) General or managing partner? Yes No 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. 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. (h) Percentage ownership Code V---UBI amount in box 20 of Schedule K-1 (Form 1065) Share of end-of-year assets (h) Dispro-portionate Yes No 6 alloc.? (g) Share of end-of-year assets Share of total income Share of total Type of entity (C corp, S carp, Predominant income (related, unrelated, excluded from tax under (d) Direct controlling sections 512-514} (d)
Direct controlling entity (c) Legal domícile foreign country) (state or (c) Legal domìcile foreign country) (state or Primary activity Primary activity Name, address, and EIN of related organization (a)
Name, address, and EIN of
related organization Partill Part IV DAA ΙΞ হ 9 € lΞ 3 |⊕ €

54-1948479

Page 3

Schedule R (Form 990) 2016 PAWS4PEOPLE, INC.

PartV

Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, 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?	ed organizations listed ir	n Parts II–IV?			999994
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity				1a	
b Gift, grant, or capital contribution to related organization(s)				1b	
c Gift, grant, or capital contribution from related organization(s)				10	,
				14	ſ
e Loans or loan quarantees by related organization(s)				ā	ſ
				2	P8888
f Dividends from related organization(s)				<u></u>	st:
. 🕝				10	ſ
Purchase of assets from related organization(s)				÷	ı
				7-	r
j Lease of facilities, equipment, or other assets to related organization(s)				1j	1 1
					1000000
k Lease of facilities, equipment, or other assets from related organization(s)				*	- 1
I Performance of services or membership or fundraising solicitations for related organization(s)				=	1
m Performance of services or membership or fundraising solicitations by related organization(s)				-l	- 1
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)				1n	
o Sharing of paid employees with related organization(s)				10	
					100000
				1p	1
Reimbursement paid by related organization(s) for expenses				19	
					120000
				1.	œ
				2	1
1	ine, including covered re	elationships and transacti	on thresholds.		1
(e)	· (4)	(3)	(p)		1
Name of related organization	Transaction type (a-s)	Amount involved	Method of determining amount involved	unt involved	
					1
(1)					- 1
(2)					1
(3)					
(4)					
(c)					1
(9)					
			Schedule	Schedule R (Form 990) 2016	(ID

54-1948479

Page 4

PAWS4PEOPLE, INC.

Schedule R (Form 990) 2016

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

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.

Perchant Acceleration Perchant Perchantarion Perchan	(a)	(q)	9	l	(e)		(B)	Œ	1	\$	(K)
Charge C	Name, address, and EIN of entity	Primary activity	Legal domicile		Are all partners section			Disproportionate allocations?		General c	
Ves No			(state or foreign	unrelated, excluded from tax under	501(c)(3) organizations?		Siesse		of Schedule K-1 (Farm 1065)	padner	
			country)	sections 512-514}	Yes No					\vdash	0
	(1)										
		:									
	(2)										
	:	:									
	(3)										
		:									
	(4)					•					
	(5)										
	(9)										
	(2)										
	(8)										
		:									
	(6)										
	(10)										
	(11)				<u> </u>						
	i							<u>-</u>			
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Form 4562

Depreciation and Amortization

(Including Information on Listed Property)

OMB No. 1545-0172

Attachment Sequence No.

Department of the Treasury Internal Revenue Service

► Attach to your tax return.

► Information about Form 4562 and its separate instructions is at www.irs.gov/form4562. (99)

Identifying number

Name	(s) shown on return PAWS 4 P	PEOPLE, INC.				Identifyi	-	8479
	ess or activity to which this form relates							
	ndirect Depreciat							. <u></u>
P	-	-	erty Under Section					
			<u>, complete Part V b</u>	efore you c	omplete Part	l		
1	Maximum amount (see instruction						1	500,000
2	Total cost of section 179 property	y placed in service (see	e instructions)				2	
3	Threshold cost of section 179 pro	operty before reduction	in limitation (see instruc	ctions)			3	2,010,000
4	Reduction in limitation. Subtract	line 3 from line 2. If zer	ro or less, enter -0-				4	<u> </u>
5	Dollar limitation for tax year. Subtract I	line 4 from line 1. If zero or	less, enter -0 If married fil	ing separately, s	see instructions		5	
6	(a) Description	on of property	(b) C	ost (business use	only) (c) E	Elected cost		
							.	
7	Listed property. Enter the amoun	t from line 29			7			
8	Total elected cost of section 179		s in column (c), lines 6 a	nd 7	-		8	
9	Tentative deduction. Enter the sr		0				9	
10	Carryover of disallowed deduction						10	
11	Business income limitation. Ente						11	
12	Section 179 expense deduction.						12	
13	Carryover of disallowed deduction				13			
$\overline{}$: Don't use Part II or Part III below			· · · · · · · · · · · · · · · · · · ·	10 1			
****			nd Other Depreciat	tion (Don't	include listed	property	/ \ (S	See instructions \
	Special depreciation allowance for					Property		CC motractions./
17	during the tax year (see instruction						14	
15			, ,			····	15	
16	Property subject to section 168(f)			• • • • • • • • • • • • • • • • • • • •		·····	16	262,413
00000000000	Other depreciation (including ACI Int III MACRS Deprecia		e listed property.) (S	Coo inetruot	ione \		10	202,410
	WACKS Deprecia	HOII (DOILE INCIDA	Section A	see manuci	ions.j			
17	MACDS daductions for exacts wh	and in anning in the		016			17	0
	MACRS deductions for assets pla	-					• # <i>!</i>	
18	If you are electing to group any assets place		ar into one or more general asse vice During 2016 Tax Y			ciation Sy	retore	***************************************
	Gection B—	(b) Month and year	(c) Basis for depreciation	1	oenerar bepre	ciation sy	Stell	
	(a) Classification of property	placed in	(business/investment use	(d) Recovery period	(e) Convention	(f) Metho	d	(g) Depreciation deduction
4.0		service	only-see instructions)	period				
19a	3-year property	- -				<u> </u>		
b	5-year property							
с	7-year property	_		+				
	10-year property	_						
е	15-year property	4						
f_	20-year property	_		ļ				
	25-year property			25 yrs.		S/L		
h	Residential rental			27.5 yrs.	MM	S/L		<u></u>
	property			27.5 yrs.	MM	S/L		
i	Nonresidential real			39 yrs.	MM	S/L		
	property				MM	S/L		
	Section C—As	ssets Placed in Servi	ce During 2016 Tax Ye	ar Using the .	Alternative Dep	eciation S	Syste	m
20a	Class life					S/L		
b	12-year			12 yrs.		S/L		
C	40-year			40 yrs.	MM	S/L		
	rt.IV Summary (See ins	structions.)						
21	Listed property. Enter amount fro					"	21	
22	Total. Add amounts from line 12,		nes 19 and 20 in column	ı (g), and line	21. Enter	· · · · · · · · · · · · · · · ·		
	here and on the appropriate lines						22	262,413
23	For assets shown above and place	-			T			, , , , ,
	portion of the basis attributable to	_			23			

For Paperwork Reduction Act Notice, see separate instructions.