Department of the Treasury Internal Revenue Service

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

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

Open to Public

A For	rthe 2	2010 ca	lendar year, or tax year beginning 11-01-2010 and ending 10-31-2011			Inspection
		pplicable	C Name of organization		D Employer	identification number
┌ Add			AMERICAN BOARD OF PEDIATRICS INC		23-1417	504
┌ Nan	ne char	nge	Doing Business As		E Telephone	e number
┌ Inıtı	al retur	rn	Number and street (or P O box if mail is not delivered to street address)	Room/suite	(919) 92	9-0461
Г Теп	mınated	t	111 SILVER CEDAR COURT	,	(919) 92	9-0401
┌ Ame	ended r	return	City or town, state or country, and ZIP + 4		G Gross rece	ipts \$ 45,894,751
┌ _{App}	lication	pending	CHAPEL HILL, NC 27514			
			F Name and address of principal officer	H(a) is this a d	roup return for aff	iliates? Yes No
			ANN E HAZINSKI CPA MBA 111 SILVER CEDAR COURT	10 (11)	group recurring an	
			CHAPEL HILL, NC 27514	H(b) Are all a		
					" attach a lis exemption i	st (see instructions)
I Tax	r-exem	pt status	501(c)(3)	ii(C) 3.34p		
J W	ebsit e	:⊨ HTT	P //WWW ABP ORG			
K Forn	n of org	janization	Corporation Trust Association Other ►	L Year of form	nation 1933	M State of legal domicile NC
Pa	rt I	Sumi	mary			
Governance	T E F C N S F T	THE AME BASED CADOLES PEDIATE CONTIN MEDICA SKILLS, RIGORO	ESCRIBE THE ORGANIZATION'S MISSION OR MOST SIGNIFICANT ACTIVITIES ERICAN BOARD OF PEDIATRICS (ABP) CERTIFIES GENERAL PEDIAT ON STANDARDS OF EXCELLENCE THAT LEAD TO HIGH QUALITY HE CENTS ABP CERTIFICATION PROVIDES ASSURANCE TO THE PUBLIC SUBSPECIALIST HAS SUCCESSFULLY COMPLETED ACCREDITE UOUS EVALUATION REQUIREMENTS THAT ENCOMPASS THE SIX CLENOWLEDGE, PRACTICE-BASED LEARNING AND IMPROVEMENT, PROFESSIONALISM, AND SYSTEMS-BASED PRACTICE THE ABP'S QUIS EVALUATION PROCESS AND IN NEW INITIATIVES UNDERTAKE INDARDS OF ITS CERTIFICATION BUT ALSO ADVANCE THE SCIENCERICS	ALTH CARE IC THAT A D TRAINING ORE COMPI INTERPERS DUEST FOR N THAT NO	FOR INFANGENERAL PEROPERAL PEROPERAL POPULATION OF THE PROPERACION OF THE PROPERACION OF TONLY COLUMN AND TO	TS, CHILDREN, AND EDIATRICIAN OR ILLS THE PATIENT CARE, COMMUNICATION E IS EVIDENT IN ITS NTINUALLY IMPROVE
	-					
Activities &	2 (Check th	ıs box ▶─ ıf the organizatıon discontinued its operations or disposed of n	nore than 25	% of its net	assets
ctiv			of voting members of the governing body (Part VI, line 1a)		з	17
đ			of independent voting members of the governing body (Part VI, line 1b)		4	15
	5 T	Γotal nur	nber of individuals employed in calendar year 2010 (Part V , line 2a) .		5	104
	6 T	Γotal nur	mber of volunteers (estimate if necessary)		6	250
			elated business revenue from Part VIII, column (C), line 12		7a	0
	b N	Net unrel	lated business taxable income from Form 990-T, line 34		7b	
	8	Contrib	outions and grants (Part VIII, line 1h)	Prior	Year 0	Current Year
횰	9		m service revenue (Part VIII, line 2g)			20,323,211
Revenue	10	_	ment income (Part VIII, column (A), lines 3, 4, and 7d)		986,549	
Ě	11	Other	revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		48,145	41,596
	12		evenue—add lines 8 through 11 (must equal Part VIII, column (A), line		18,140,128	20,220,669
	13		and similar amounts paid (Part IX, column (A), lines 1-3)	•	0	20,220,009
	14		s paid to or for members (Part IX, column (A), line 4)		0	0
	15		s, other compensation, employee benefits (Part IX, column (A), lines 5-			
Expenses		10)		:	11,394,295	11,787,827
<u>₹</u>	16a		sional fundraising fees (Part IX, column (A), line 11e)		0	0
মূ	b 17		ndraising expenses (Part IX, column (D), line 25) • 0		0.450.330	9.040.000
	17 18		expenses (Part IX, column (A), lines 11a-11d, 11f-24f)		9,459,239 20,853,534	8,948,866 20,736,693
	19		ue less expenses Subtract line 18 from line 12		-2,713,406	, ,
<u>ত্</u>				Beginning	of Current	End of Year
Net Assets or Fund Balances	20	T - + - !	costs (Port V. line 16)	Ye		
A.S.S. 3 B.a	20 21		ssets (Part X, line 16)		55,179,009 21,606,208	72,420,069
Zer Fur	21 22		sets or fund balances Subtract line 21 from line 20		43,572,801	28,904,255 43,515,814
	22 1 III		ature Block	-	, - , - , - , - , - , - , - , - , -	1 ,3,313,014
Under	penali edge a	ties of pe	erjury, I declare that I have examined this return, including accompanying sche ; it is true, correct, and complete. Declaration of preparer (other than officer) i			
		****			2-03-02	
Sign			ture of officer	Date	е	
Here	•		A HAZINSKI CFO or print name and title			
	1	Print/Type	Preparer's signature	10	heck if self-	DTIN
Data		preparer's			mployed F	PTIN
Paid Prepa		Fırm's nam	ne BLACKMAN & SLOOP CPAS PA	I		Firm's EIN
Use C		Fırm's add	ress 1414 RALEIGH RD SUITE 300			Phone no (919) 942-
			CHAPEL HILL, NC 27517			8700
May t	he IRS	S discus	s this return with the preparer shown above? (see instructions)			✓ Yes No

	990 (2010)				Page 2
Par		ent of Program Service <i>A</i> Schedule O contains a response			.
1	Briefly describe	the organization's mission			
ON S ABP HAS ENCO IMPR ABP' THAT	TANDARDS OF CERTIFICATION SUCCESSFULLY OMPASS THE SIROVEMENT, INT SQUEST FOR EXTRACT ONLY CO	EXCELLENCE THAT LEAD TO HEAD TO HEAD TO HEAD TO TO TO THE PROPERTY OF THE PROP	RTIFIES GENERAL PEDIATRICIA HIGH QUALITY HEALTH CARE FO THE PUBLIC THAT A GENERAL P RAINING AND FULFILLS THE CO IENT CARE, MEDICAL KNOWLED CATION SKILLS, PROFESSIONAL S RIGOROUS EVALUATION PRO ANDARDS OF ITS CERTIFICATIO	OR INFANTS, CHILDREN, A EDIATRICIAN OR PEDIAT NTINUOUS EVALUATION OGE, PRACTICE-BASED LE LISM, AND SYSTEMS-BASE CESS AND IN NEW INITIA	ND ADOLESCENTS RIC SUBSPECIALIST REQUIREMENTS THAT ARNING AND D PRACTICE THE TIVES UNDERTAKEN
2	the prior Form 9	90 or 990-EZ?			Yes 🗸 No
_		e these new services on Schedu			
3	services? .	ition cease conducting, or make te these changes on Schedule O	significant changes in how it condu		Yes 🔽 No
4	Section 501(c)(3) and 501(c)(4) organizations a	each of the organization's three lar and section 4947(a)(1) trusts are venue, if any, for each program ser	required to report the amour	
4a	(Code EXAMINATIONS WI ADMINISTERED MA) (Expenses \$ ERE ADMINISTERED TO PEDIATRICIANS AINTENANCE OF CERTIFICATION	including grants of \$ TO CERTIFY OR RECERTIFY IN GENERAL I) (Revenue \$ PEDIATRICS AND PEDIATRIC SUBS) PECIALTIES IN ADDITION, ABP
4b	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4c	(Code) (Expenses \$	including grants of \$) (Revenue \$)
	-				
	Other pregram	services (Describe in Schedule	0.)		
74	(Expenses \$	·	, ,) (Revenue \$)
4e	Total program	service expenses►\$			

Part IV	Checklist of	Required	Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instruction)?	2		Νo
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		No
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? <i>If</i> "Yes," complete Schedule C, Part II	4		
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		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		No
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		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi- endowments? If "Yes," complete Schedule D, Part V	10		No
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line10? If "Yes," complete Schedule D, Part VI.	11a	Yes	
Ь	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		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
Ь	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If</i> " <i>Yes,"</i> complete Schedule F, Parts I and IV	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $$5,000$ of grants or assistance to any organization or entity located outside the U S ? If "Yes," complete Schedule F, Parts II and IV	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $$5,000$ of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Parts III and IV.	16		No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If</i> "Yes," complete Schedule G, Part I (see instructions)	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		No
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		No
20a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		Νo
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b		

Par	t IV Checklist of Required Schedules (continued)			
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Νο
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Νο
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes	
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-24d and complete Schedule K. If "No," go to line 25	24a		Νο
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III </i>	27		Νo
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part			
	<i>IV</i>	28a		Νo
	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes,"</i> complete Schedule L, Part IV	28b		Νο
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		Νο
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Νο
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If</i> "Yes," complete Schedule M	30		Νο
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νo
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		Νο
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35	Yes	
а	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 \bigcirc Yes \checkmark No			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If</i> "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		Νο
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	20	Yes	

Form 990 (2010)

Part V Statements Regarding Other IRS Filings and Tax Compliance

	Check if Schedule O contains a response to any question in this Part V	_ •	.୮	
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0 - if not applicable			
	1a 308			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable			
	gaming (gambling) winnings to prize winners?	1c	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			
	Statements filed for the calendar year ending with or within the year covered by this return			
ь	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		Νο
ь	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority			
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial	4a		NI -
	account)?	70		No
D	If "Yes," enter the name of the foreign country See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts			
	See matractions for ming requirements for Form ביים ביים אומים ביים וואווים ויים וווווים ויים וווווים ויים מוחד ביים ביים ביים ביים ביים ביים ביים ביי			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Νο
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	30		
C	1. 165 to line 54 of 50, and the organization merionin 0000-17	5с		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	6a		Νο
	organization solicit any contributions that were not tax deductible?			
Ь	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).	- -		
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and	7a		
	services provided to the payor?			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to	7c		
а	file Form 8282?			
u	The rest, indicate the number of forms 8282 med during the year			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit			
	contract?	7e		
	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a	- 9		
	Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did			
	the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.	0		
	Did the organization make any taxable distributions under section 4966?	9a		
	Did the organization make a distribution to a donor, donor advisor, or related person?	9a 9b		
10	Section 501(c)(7) organizations. Enter			
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club 10b			
_	facilities			
11	Section 501(c)(12) organizations. Enter			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
Ь	If "Yes," enter the amount of tax-exempt interest received or accrued during the			
4-	year [12b]			
13	(-/,/,			
а	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O	13a		
L	Enter the amount of reserves the organization is required to maintain by the states			
D	In which the organization is licensed to issue qualified health plans			
c	Enter the amount of reserves on hand			
_	13c			
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Νo
h	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule 0	14b	i	

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

Se	ection A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax			
	year			
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		No
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		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		No
6	Does the organization have members or stockholders?	6		Νο
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the	9		N.
- Sa	organization's mailing address? If "Yes," provide the names and addresses in Schedule O ection B. Policies (This Section B requests information about policies not required by the Internal	9		No
	evenue Code.)			
			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		Νo
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?		.,	
	Describe in Cabadula O the masses of any weed by the annual to the annual that Fame 200	11a	Yes	<u> </u>
D	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		
Se	ection C. Disclosure			
17	List the States with which a copy of this Form 990 is required to be filed▶			
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply			

Own website 🔽 Another's website 🔽 Upon request

- 19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ANN E HAZINSKI CPA MBA CFO
 111 SILVER CEDAR COURT
 CHAPEL HILL, NC 27514
 (919) 929-0461

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

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

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

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

Check this box if neither the organ		elated o	rgan	ızatı	on c	omper	sate	d any current office	er, director, or trust	ee
(A) Name and Title	(B) A verage hours	Posi		C) (che	cka			(D) Reportable compensation from the	(E) Reportable compensation	(F) Estimated amount of other
	per week (describe hours for related organizations in Schedule O)	Officer Officer Institutional Trustee Individual trustee or director		Key employee	Highest compensated employee	Former	2/1099-MISC) (W- 2/1099-		compensation from the organization and related organizations	
See Additional Data Table										
-										
			<u> </u>							

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

	(A) Name and Title	(B) Average hours per	(C) Position (check all that apply)						(D) Reportable compensation from the	(E) Reportable compensation	(F Estim amount o compen	ated of other
		week (describe hours for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organization (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	from organizat relat organiz	the ion and ed
See A	ddıtıonal Data Table											
							1					
					-		-					
					-		-					
1b	Sub-Total						٠	•				
С	Total from continuation she	ets to Part VII, Sec	ction A				Þ					
d	Total (add lines 1b and 1c)							F	3,978,383	2,500		513,284
2	Total number of individuals (\$100,000 in reportable com						above) who	received more tha	n		
											Yes	No
3	Did the organization list any	former officer, dire	ctorort	ruste	ee, k	ey e	mploy	ee, c	r highest compens	ated employee		

			Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee			
	on line 1a? If "Yes," complete Schedule J for such individual	3	Yes	
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organizations greater than \$150,000? If "Yes," complete Schedule J for such			
	ındıvıdual	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5		No

Section B. Independent Contractors

\$100,000 in compensation from the organization $\blacktriangleright 6$

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

(A)	(B)	(C)
Name and business address	Description of services	Compensation
PROMETRIC INC PO BOX 223608 PITTSBURG, PA 15251	EXAMINATION PROCTORING	682,326
TEKSYSTEMS INC PO BOX 198568 ATLANTA, GA 30384	COMPUTER PROGRAMMING	514,920
HOWERY LLP 1299 PENNSYLVANIA AVE NW WASHINGTON, DC 20004	LEGAL SERVICES	162,514
JOEL KOPER 204 MELVILLE LOOP 5 CHAPEL HILL, NC 27514	IT CONSULTING	134,935
EXAM DESIGN INC 6 PAGEMORE COURT DURHAM, NC 27703	EXAM ITEM BANKING SOFTWARE USE	134,700
2 Total number of independent contractors (including but not limited to those listed above) who received more than	

	990 (2010)					Pa	ge 9
Part \	VIII Statement of Revenue			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	
							512, 513, or 514
Contributions, gifts, grants and other similar amounts	 Federated campaigns						
	ii Total. Add lilles 14-11	Bus	siness Code				
Program Serwoe Revenue	2a GENERAL WRITTEN EXAMS b SUBSPECIALTY EXAMS c MAINTENANCE OF CERTIFI d STRATEGIC INITIATIVE e ABMS INTERNATIONAL		900099 900099 900099 900099		4,272,305 4,164,751 62,450		
ogra	f All other program service revenue						
<u>&</u>	g Total. Add lines 2a-2f	, interest •		20,323,211			1,243,71
	5 Royalties	al (1)	(II) Other				
	from sales of assets other than inventory b Less cost or	,386,501	4,766 -1,353	-1,387,854			
Other Revenue	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18 a b Less direct expenses b c Net income or (loss) from fundraising events 9a Gross income from gaming activities S	ents •					1,387,854
	b Less direct expenses						
	Net income or (loss) from gaming activit 10a Gross sales of inventory, less returns and allowances . a	ies r					
	b Less cost of goods sold b c Net income or (loss) from sales of inver Miscellaneous Revenue		siness Code				
	11a MISCELLA NEO US INCOME		900099	36,521	36,521		
	b VERIFICATION LETTERS		900099	5,075	5,075		
	d All other revenue e Total. Add lines 11a-11d	▶		41,596			
	12 Total revenue. See Instructions			20,220,669	20,364,807	0	-144,138

	Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).					
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. (A) Total expenses (B) Management and general expenses general expenses						
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21					
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22					
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16					
4	Benefits paid to or for members					
5	Compensation of current officers, directors, trustees, and key employees	2,650,190				
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$					
7	Other salaries and wages	5,732,537				
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	1,255,132				
9	Other employee benefits	1,578,184				
10	Payroll taxes	571,784				
а	Fees for services (non-employees) Management					
ь	Legal	208,963				
c	Accounting					
d	Lobbying					
e	Professional fundraising services See Part IV, line 17					
f	Investment management fees	70,723				
g	Other	281,547				
12	Advertising and promotion					
13	Office expenses	679,337				
14	Information technology	36,201				
15	Royalties					
16	Occupancy	366,215				
17	Travel	108,974				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials					
19	Conferences, conventions, and meetings	655,005				
20	Interest					
21	Payments to affiliates	1,325,241				
22	Depreciation, depletion, and amortization	773,603				
23	Insurance	103,480				
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)					
а	SUBSPECIALTY EXAM DIREC	1,068,876				
b	MAINTENANCE OF GENERAL	1,066,327				
С	GENERAL WRITTEN EXAM DI	831,303				
d	DUES AND SUBSCRIPTIONS	761,168				
e	BANK & CREDIT CARD CHAR	373,094				
f	All other expenses	238,809				
25	Total functional expenses. Add lines 1 through 24f	20,736,693				
26	Joint costs. Check here ► ☐ If following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation					

Part X Balance Sheet (A) (B) Beginning of year End of year 50 50 1 1 7.241.274 2 4.874.052 2 Savings and temporary cash investments 3 3 97,225 4 133,777 4 5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of 5 Schedule L . . . 6 Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers, and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) 4ssets 7 8 8 Prepaid expenses and deferred charges 259,487 9 202,678 10a Land, buildings, and equipment cost or other basis Complete 17.226.316 10a Part VI of Schedule D 10b 7.101.584 ь Less accumulated depreciation 10,459,517 **10c** 10,124,732 11 47.121.456 11 57.084.780 12 Investments—other securities See Part IV, line 11 12 13 13 Investments—program-related See Part IV, line 11 . . 14 14 15 15 16 Total assets. Add lines 1 through 15 (must equal line 34) . . . 65,179,009 16 72,420,069 2,483,335 17 1,959,308 17 Accounts payable and accrued expenses . 18 18 14.121.196 19 19 19.902.622 20 20 Liabilities 21 21 Escrow or custodial account liability Complete Part IV of Schedule D . . 22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified 22 38.282 23 23 27,344 Secured mortgages and notes payable to unrelated third parties . . 24 24 Unsecured notes and loans payable to unrelated third parties 25 4,963,395 25 7,014,981 Other liabilities Complete Part X of Schedule D 26 21,606,208 26 28,904,255 **Total liabilities.** Add lines 17 through 25 Organizations that follow SFAS 117, check here ▶ 🔽 and complete lines 27 Balances through 29, and lines 33 and 34. 27 Unrestricted net assets 43,572,801 43.515.814 Temporarily restricted net assets 28 28 Fund 29 29 Permanently restricted net assets Organizations that do not follow SFAS 117, check here 🕨 🥅 and complete lines 30 through 34. 5 30 30 Capital stock or trust principal, or current funds Assets 31 Paid-in or capital surplus, or land, building or equipment fund 31 32 32 Retained earnings, endowment, accumulated income, or other funds ¥ 43,572,801 33 43,515,814 33 Total net assets or fund balances 34 Total liabilities and net assets/fund balances 72,420,069 65.179.009

Pal	Check if Schedule O contains a response to any question in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1		20,2	220,66
2	Total expenses (must equal Part IX, column (A), line 25)	2		·	, ,36,69
3	Revenue less expenses Subtract line 2 from line 1	3		- 5	516,024
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		43,5	572,80
5	Other changes in net assets or fund balances (explain in Schedule O)	5		4	159,03
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6		43,5	515,81
Par	The triangular of the statements and Reporting Check if Schedule O contains a response to any question in this Part XII	•		F	
1	Accounting method used to prepare the Form 990			Yes	No
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		Νo
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O		2c	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were is on a separate basis, consolidated basis, or both	sued			
	☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separated basis				
3а	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		3a		Νο
Ь	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the reaudit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	quired	3b		

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OMB No 1545-0047

SCHEDULE D (Form 990)

Department of the Treasury

Supplemental Financial Statements

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

► Attach to Form 990. ► See separate instructions.

Open to Public

ai nevenue service F Attai	cii to Foriii 990. F See separate ilistructions	inspection
ame of the organization IERICAN BOARD OF PEDIATRICS INC		Employer identification number
including bound of 1252 miles inc		23-1417504
		ar Funds or Accounts. Complete if the
organization answered "Yes" to Fo	orm 990, Part IV, line 6. (a) Donor advised funds	(b) Funds and other accounts
Total number at end of year	(a) Donor advised funds	(b) Fullus and other accounts
·		
Aggregate contributions to (during year) Aggregate grants from (during year)		
Aggregate value at end of year		
Did the organization inform all donors and don funds are the organization's property, subject		
Did the organization inform all grantees, dono used only for charitable purposes and not for to conferring impermissible private benefit	· · · · · · · · · · · · · · · · · · ·	·
rt III Conservation Easements. Com	nplete if the organization answered "Ye	es" to Form 990, Part IV, line 7.
Purpose(s) of conservation easements held b Preservation of land for public use (e g , r Protection of natural habitat Preservation of open space Complete lines 2a-2d if the organization held easement on the last day of the tax year	ecreation or pleasure) Preservation Preservation	of an historically importantly land area of a certified historic structure form of a conservation
easement on the last day of the tax year		Held at the End of the Year
Total number of conservation easements		2a
Total acreage restricted by conservation ease	ements	2b
Number of conservation easements on a certi		2c 2c
Number of conservation easements included i	` '	2d
Number of conservation easements modified, the taxable year -	transferred, refeased, extinguished, or term	illiated by the organization during
Number of states where property subject to co	onservation easement is located 🗠	
Does the organization have a written policy re enforcement of the conservation easements it		, handling of violations, and Yes No
Staff and volunteer hours devoted to monitori	ng, inspecting and enforcing conservation e	asements during the year ▶
A mount of expenses incurred in monitoring, in	specting, and enforcing conservation easer	ments during the year ► \$
Does each conservation easement reported o 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?	n line 2(d) above satisfy the requirements o	of section Yes No
In Part XIV, describe how the organization rep balance sheet, and include, if applicable, the t the organization's accounting for conservation	ext of the footnote to the organization's finance as ements	ancial statements that describes
	lections of Art, Historical Treasur vered "Yes" to Form 990, Part IV, line	
If the organization elected, as permitted unde art, historical treasures, or other similar asse provide, in Part XIV, the text of the footnote t	ts held for public exhibition, education or re	search in furtherance of public service,
If the organization elected, as permitted unde historical treasures, or other similar assets h provide the following amounts relating to thes	eld for public exhibition, education, or resea	·
(i) Revenues included in Form 990, Part VIII	, line 1	▶ \$
(ii) Assets included in Form 990, Part X		► \$
If the organization received or held works of a following amounts required to be reported und		
Revenues included in Form 990, Part VIII, lir	ne 1	▶ \$
,,		· -

b Assets included in Form 990, Part X

3	Using the organization's accession and other						-				ontinuea)
•	items (check all that apply)	records, eneck an	, 0, 0,	_	_		_				
а	Public exhibition		d	Γ	Loan	orexc	hange prog	rams			
b	Scholarly research		e	Γ	Othe	r					
c	Preservation for future generations										
4	Provide a description of the organization's co Part XIV	ollections and expla	ain ho	w the	y furth	erthe	organızatıor	ı's ex	kempt purpose ii	n	
5	During the year, did the organization solicit o	r receive donation	sofar	t, hıs	torıcal	treası	ures or othe	rsım		_	_
_	assets to be sold to raise funds rather than t									Yes	No
Par ——	Part IV, line 9, or reported an an						n answere	d "Y	es" to Form 9	90,	
1a	Is the organization an agent, trustee, custod included on Form 990, Part X?					utions	or other ass	ets		_ Yes	☐ No
b	If "Yes," explain the arrangement in Part XIV	/ and complete the	follow	ving t	able		Γ		Am	ount	
c	Beginning balance							1c			
d	Additions during the year						F	1d			
e	Distributions during the year						F	1e			
f	Ending balance						F	1f			
2a	Did the organization include an amount on Fo	orm 990. Part X. lin	e 21?				L		Γ	Yes	Г №
	If "Yes," explain the arrangement in Part XIV								,		,
	rt V Endowment Funds. Complete		n ans	wer	ed "Ye	es" to	Form 990.	Par	t IV. line 10.		
		(a)Current Year) Prior			vo Years Back			(e) Four \	ears Back
1a	Beginning of year balance										
ь	Contributions										
c	Investment earnings or losses										
d	Grants or scholarships										
e	Other expenditures for facilities and programs										
f	Administrative expenses										
g	End of year balance										
2	Provide the estimated percentage of the yea	r end balance held	as								
а	Board designated or quasi-endowment 🕨										
ь	Permanent endowment										
c	Term endowment ▶										
3a	Are there endowment funds not in the posses	ssion of the organiz	ation	that	are hel	d and a	admınıstere	d for	the		
	organization by								[<u> </u>	Yes	No
	(i) unrelated organizations		•	•		•		•	3a(i		
ь	(ii) related organizations							•	3a(1		
4	Describe in Part XIV the intended uses of the							•	30	<u>'</u>	
	t VI Investments—Land, Buildings					990. P	art X. line	10.			
	Description of investment			(a)	Cost or	other	(b)Cost or o	ther	(c) Accumulated	(d) B	ook value
	·			Pas	13 (111VES	anent)	,		depreciation		
1a	Land		•				2,130				2,130,492
	Buildings						9,324	,731	2,596,886	5 [6,727,845
	•										
c I	Leasehold improvements										
c d	Leasehold improvements						5,293		4,368,552	1	924,871
c d _e (Leasehold improvements		•					,670	136,146	5	924,871 341,524 10,124,732

Part VII Investments—Other Securities. Sec	e Form 990, Part X, line 1	
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)Financial derivatives		
(2)Closely-held equity interests		
Other		
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)	F	
Part VIII Investments—Program Related. Se	ee Form 990, Part X, line	
(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)	► Inc. 4E	
Part IX Other Assets. See Form 990, Part X, (a) Descri		(b) Book value
(2)		(2) 2000 18180
Total. (Column (b) should equal Form 990, Part X, col.(B) line		
Part X Other Liabilities. See Form 990, Part (a) Description of Liability	(b) A mount	
Federal Income Taxes	(b) Amount	
DEFERRED COMPENSATION	992,167	
DEFERRED PENSION	6,022,814	
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)		
- 1949 - C. COURTE CO. SUCRE POUR POUR 1990. PAR X. COLLEY LIDE 75.) 1	7,014,981	

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	20,220,669
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	20,736,693
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-516,024
4	Net unrealized gains (losses) on investments	4	2,185,226
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-1,726,189
9	Total adjustments (net) Add lines 4 - 8	9	459,037
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-56,987
Par	t XII Reconciliation of Revenue per Audited Financial Statements With Revenue p	er R	eturn
1	Total revenue, gains, and other support per audited financial statements	1	22,405,895
2	A mounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains on investments		
b	Donated services and use of facilities		
c	Recoveries of prior year grants		
d	Other (Describe in Part XIV) 2d		
e	Add lines 2a through 2d	2e	2,185,226
3	Subtract line 2e from line 1	3	20,220,669
4	A mounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIV)		
C	Add lines 4a and 4b	4c	0
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	20,220,669
	Reconciliation of Expenses per Audited Financial Statements With Expenses	s per	
1	Total expenses and losses per audited financial statements	1	20,736,693
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
а	Donated services and use of facilities		
b	Prior year adjustments		
c	Other losses		
d	Other (Describe in Part XIV) 2d		
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	20,736,693
4	A mounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
b	Other (Describe in Part XIV)		
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	20,736,693

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

Part XIV Supplemental Information

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

Ident if ier	Return Reference	Explanation
DESCRIPTION OF UNCERTAIN FAX POSITIONS UNDER FIN 48	PART X	IN ACCORDANCE WITH FINANCIAL ACCOUNTING STANDARDS BOARD ("FASB") ACCOUNTING STANDARDS CODIFICATION 740-10 ("ASC 740-10") ACCOUNTING FOR INCOME TAXES, THE ABP REFLECTS IN THE FINANCIAL STATEMENTS THE BENEFIT OF POSITIONS TAKEN IN A PREVIOUSLY FILED TAX RETURN OR EXPECTED TO BE TAKEN IN A FUTURE TAX RETURN ONLY WHEN IT IS CONSIDERED 'MORE-LIKELY-THAN-NOT' THAT THE POSITION TAKEN WILL BE SUSTAINED BY A TAXING AUTHORITY THE ABP EVALUATES ITS UNCERTAIN TAX POSITIONS USING PROVISIONS OF ASC 450, CONTINGENCIES ACCORDINGLY, A LOSS CONTINGENCY IS RECOGNIZED WHEN IT IS PROBABLE THAT A LIABILITY HAS BEEN INCURRED AS OF THE DATE OF THE FINANCIAL STATEMENTS AND THE AMOUNT OF THE LOSS CAN BE REASONABLY ESTIMATED THE AMOUNT RECOGNIZED IS SUBJECT TO ESTIMATE AND MANAGEMENT JUDGMENT WITH RESPECT TO THE LIKELY OUTCOME OF EACH UNCERTAIN TAX POSITION THE AMOUNT THAT IS ULTIMATELY SUSTAINED FOR AN INDIVIDUAL UNCERTAIT TAX POSITION OR FOR ALL UNCERTAIN TAX POSITIONS IN THE AGGREGATE COULD DIFFER FROM THE AMOUNT RECOGNIZED IF APPLICABLE, PENALTIES AND INTEREST ASSESSED BY INCOME TAXING AUTHORITIES ARE INCLUDED IN GENERAL AND ADMINISTRATIVE EXPENSES
		UNDER THE STATUTE OF LIMITATIONS, THE TAX RETURNS OF THE ABP FOR 2008 THROUGH 2010 ARE SUBJECT TO
		EXAMINATION BY TAXING AUTHORITIES MANAGEMENT EVALUATED TAX POSITIONS FOR THE 2008 THROUGH
		2010 RETURNS, AND CONCLUDED THAT THERE ARE NO UNCERTAIN TAX POSITIONS AND BELIEVES THERE IS NO INCOME TAX EFFECT ON THE FINANCIAL STATEMENTS
		PART XI, LINE 8 POST RETIREMENT BENEFIT ADJUSTMENT

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OMB No 1545-0047

Schedule J (Form 990)

Department of the Treasury

Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest **Compensated Employees** ► Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Name of the organization AMERICAN BOARD OF PEDIATRICS INC **Employer identification number**

23-1417504

Pa	rt I Questions Regarding Compensation			
			Yes	Νο
1a	Check the approplate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items			
	First-class or charter travel Housing allowance or residence for personal use			
	▼ Travel for companions			
	Tax idemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement orprovision of all the expenses described above? If "No," complete Part III to explain	1b	Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	_	,	
	officers, directors, trustees, and the CLO/Executive Director, regarding the items checked in fine 1a.	2	Yes	
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply			
	Compensation committee Written employment contract			
	Independent compensation consultant Compensation survey or study			
	Form 990 of other organizations Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization			
а	Receive a severance payment or change-of-control payment from the organization or a related organization?	4a		Νo
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Yes	
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		Νο
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.			
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
а	The organization?	5a		
b	Any related organization?	5b		
	If "Yes," to line 5a or 5b, describe in Part III			
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
а	The organization?	6a		
ь	Any related organization?	6b		
	If "Yes," to line 6a or 6b, describe in Part III			
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7		
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was			
	subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe			
	ın Part III	8		
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	9		

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

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

Note. The sum of columns (B)(1)-(111) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of	W-2 and/or 1099-MI	SC compensation	(C) Retirement and		(F) Compensation	
		(i) Base compensation	(ii) Bonus & ıncentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ
(1) GAIL A MCGUINNESSMD	(ı) (ıı)	433,369 0	0 0	54,191 0	32,830 0	8,922 0	529,312 0	
(2) JAMES A STOCKMANIIIMD	(I) (II)	588,452 0	8,602 0	226,415 0	32,830 0	17,022 0	873,321 0	
(3) LINDA A ALTHOUSEPHD	(I) (II)	136,048 0	0	12,124 0	20,441	12,551	181,164 0	
(4) HAROLD JAMES BROWNMD	(I) (II)	334,699 0	0	15,733 0	32,830 0	20,351	403,613	
(5) HAZEN P HAMPHD	(I) (II)	194,584 0	0	22,111	29,483 0	20,231	266,409 0	1
(6) ANN E HAZINSKIMBACPA	(I) (II)	260,000 0	0	13,984	32,830 0	19,910	326,724 0	1
(7) KATHERINE H LITTLECPA	(I) (II)	298,735 0	9,854 0	142,852 0	32,830 0	16,325 0	500,596 0	
(8) PAUL V MILESMD	(I) (II)	385,732 0	0	41,514 0	32,830 0	22,835	482,911 0	
(9) MICHELE J WALL	(I) (II)	199,180 0	0	21,892 0	30,078 0	17,427 0	268,577 0	
(10) CAROL L CARRACCIOMD	(I) (II)	14,018 0	0	0	0	0	14,018	
(11)								
(12)								
(13)								
(14)								
(15)								
(16)								

Part III Supplemental Information

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

Ident if ier	Return Reference	Explanation
	1A	THE ABP PROVIDES THE OPTION OF FIRST CLASS TRAVEL TO THE PRESIDENT AND THE CHAIRMAN OF THE BOARD OF DIRECTORS THESE FIRST CLASS TICKETS ARE OFTEN PURCHASED USING UPGRADES IN ADDITION, ANY ABP STAFF MEMBER WHO TRAVELS IN EXCESS OF 25,000 AIR MILES PER YEAR HAS THE OPTION OF UPGRADING HIS/HER AIRLINE TICKET TO FIRST CLASS AND WILL BE REIMBURSED FOR THE UPGRADE THE ABP COVERS THE COSTS OF SPOUSE AIRFARE FOR MEMBERS WHO ATTEND SELECTED ABP BUSINESS MEETINGS IN ADDITION THE ABP COVERS THE COST OF SENIOR MANAGEMENT SPOUSE AIRFARE FOR TRAVEL TO SELECTED ABP BUSINESS MEETINGS
	4B	THE ABP PROVIDES A SUPPLEMENTAL NONQUALIFIED RETIREMENT PLAN FOR SOME SENIOR MANAGEMENT MEMBERS THE FOLLOWING SUCH BENEFITS WERE PROVIDED IN THE CURRENT TAX YEAR JAMES A STOCKMAN - PRESIDENT \$132,645* PAUL V MILES - VICE PRESIDENT \$8,300 GAIL A MCGUINNESS - SR VICE PRESIDENT \$6,500 KATHARINE H LITTLE - VP & CFO (EMERITUS) \$850 *NEW LEGISLATION WAS PASSED IN 2006 THAT CHANGED THE RULES WITH REGARD TO INCOME RECOGNITION FOR NON-QUALIFIED DEFERRED COMPENSATION PLANS SUCH AN AGREEMENT HAD BEEN PUT INTO PLACE BY ABP'S EXECUTIVE COMMITTEE WHEN DR STOCKMAN WAS HIRED WITH THE PASSAGE OF THE NEW LEGISLATION, DR STOCKMAN WAS NO LONGER ABLE TO DEFER COMPENSATION PER THE TERMS OF THE AGREEMENT AND RECOGNIZE IT WHEN HE RETIRES THEREFORE, IN 2007, HE WAS PAID ALL OF THE DEFERRED COMPENSATION THAT HAD BEEN ACCRUED PER THE AGREEMENT SINCE HIS HIRE IN 1990 THEREAFTER, EACH ANNUAL INSTALLMENT OF THE DEFERRED COMPENSATION IS PAID OUT TO DR STOCKMAN AS ACCRUED AND INCOME IS IMMEDIATELY RECOGNIZED
SUPPLEMENTAL INFORMATION		** KATHERINE LITTLE RETIRED FROM THE ABP ON DECEMBER 31, 2010 HER COMPENSATION FOR 2010 INCLUDED PAYOUTS FOR ACCRUED VACATION AND SICK LEAVE TOTALING \$121,086, AND SERVICE BONUSES FOR TWO YEARS TOTALING \$9,854

Schedule J (Form 990) 2010

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493067004032

OMB No 1545-0047

2010

Open to Public Inspection

SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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

Supplemental Information to Form 990 or 990-EZ

► Attach to Form 990 or 990-EZ.

Name of the organization AMERICAN BOARD OF PEDIATRICS INC Employer identification number

23-1417504

ldentifier	Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11		ABP POLICY PROVIDES THAT A PDF OF THE FORM 990 AND ATTACHED SCHEDULES IS TO BE EMAILED TO EACH BOARD MEMBER PRIOR TO THE IRS FILING

ldentifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	THE ABP HAS A CONFLICT OF INTEREST POLICY EVERY ABP MEMBER AND EMPLOYEE MUST REVIEW THE POLICY ANNUALLY AND DISCLOSE ANY POTENTIAL CONFLICT VIA A SIGNED FORM THE ABP HAS ESTABLISHED A PROFESSIONALISM AND ETHICS COMMITTEE THAT REVIEWS AND MONITORS ALL CONFLICT OF INTEREST ISSUES CONFLICTS OF MEMBERS ATTENDING MEETINGS WILL BE DISCLOSED IN THE AGENDA MATERIALS, BEGINNING IN THE SPRING OF 2012

ldentifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	EACH YEAR SINCE 1988, THE ABP HAS ENGAGED AN INDEPENDENT COMPENSATION AND BENEFIT CONSULTING FIRM TO ASSIST THE ABP IN DETERMINING COMPENSATION FOR ALL ABP STAFF FOR THE UPCOMING YEAR, INCLUDING THE PRESIDENT AND SENIOR MANAGEMENT THE COMPENSATION STRATEGY THAT THE CONSULTING FIRM HAS DESIGNED FOR ABP EMPHASIZES PAY FOR PERFORMANCE AND IS BASED UPON THE SYSTEMATIC SLOTTING OF EACH ABP STAFF POSITION ON A GRADED SCALE PAY FOR EACH OF THESE GRADES IS THEN DETERMINED BY COMPARING EACH OF THE POSITIONS TO A COMPARABLE POSITION IN THE APPROPRIATE MARKETPLACE, IE LOCAL, REGIONAL, OR NATIONAL DEPENDING UPON THE JOB'S RESPONSIBILITIES AND ITS HIERARCHY WITHIN THE ORGANIZATION A RANGE IS CREATED AROUND EACH GRADE AND PERFORMANCE DICTATES HOW QUICKLY STAFF ADVANCE THROUGH THE GRADE A FORMAL PRESENTATION IS MADE BY THE CONSULTANT TO THE EXECUTIVE COMMITTEE EACH YEAR DURING WHICH THE COMPENSATION STRATEGY IS REVIEWED, BENCHMARKS ARE REVIEWED AND UPDATED, AND STAFF SALARY RECOMMENDATIONS ARE MADE FOLLOWING THAT PRESENTATION, THE CONSULTANT MEETS IN CLOSED SESSION WITH THE EXECUTIVE COMMITTEE, WITHOUT THE PRESENCE OF ABP STAFF, TO PRESENT A REVIEW OF THE SALARY BENCHMARKS FOR THE ABP PRESIDENT AND THE PHYSICIAN VICE PRESIDENTS FOLLOWED BY HIS RECOMMENDATION FOR SALARY INCREASES FOR THOSE POSITIONS THESE RECOMMENDATIONS ALL MUST BE FORMALLY APPROVED BY THE COMMITTEE BEFORE THEY ARE IMPLEMENTED THE CONSULTANT THEN PREPARES MINUTES OF THE CLOSED SESSION AND THE APPROVED SALARY INCREASES HE THEN FORWARDS THOSE MINUTES, ALONG WITH ALL OF THE APPROVED SALARY INCREASES TO THE ABP CFO FOR IMPLEMENTATION AND SAFEKEEPING

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	CURRENTLY THESE DOCUMENTS ARE MADE AVAILABLE UPON WRITTEN REQUEST AS DEEMED APPROPRIATE

ldentifier	Return Reference	Explanation
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED GAINS ON INVESTMENTS 2,185,226 POST RETIREMENT BENEFIT ADJUSTMENT -1,726,189 TOTAL TO FORM 990, PART XI, LINE 5 459,037

ldentifier	Return Reference	Explanation
OVERSIGHT COMMITTEE	PART XI, LINE 2C	NO CHANGE FROM PRIOR YEAR

ldentifier	Return Reference	Explanation
HOURS WORKED FOR ABPF, A RELATED ORGANIZATION		THE FOLLOWING INDIVIDUALS ALSO PERFORMED SERVICES FOR THE AMERICAN BOARD OF PEDIATRICS FOUNDATION, A RELATED ORGANIZATION NAME TITLE HOURS PER WEEK JAMES A STOCKMAN, III, MD PRESIDENT 1 GAIL A MCGUINESS, MD EXEC VP 1 LINDA ALTHOUSE, PHD VP 1 HAZEN P HAM, PHD VP 27 KATHARINE H LITTLE, CPA VP & CFO(EMERITUS) 5 PAUL V MILES, MD SENIOR VP 3 MICHELE J WALL VP & COO 1 ANN HAZINSKI, CPA, MBA VP & CFO 5

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DLN: 93493067004032

OMB No 1545-0047

2010

Open to Public Inspection

Employer identification number

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37. ► Attach to Form 990. ► See separate instructions.

Department of the Treasury Internal Revenue Service

Name of the organization

AMERICAN BOARD OF PEDIATRICS INC

(Form 990)

SCHEDULE R

						23-1417504			
Part I Identification of Disregarded Entities (Cor	nplete	ıf the organizatio	n answered	"Yes"	' on Form 990, Pa				
(a) Name, address, and EIN of disregarded entity		(b) Primary activity	(c) Legal domicile (state or foreign country)		(d) e Total income	(e) End-of-year assets	(f) Direct controlling entity		
Part II Identification of Related Tax-Exempt Orga or more related tax-exempt organizations during	nizat g the	l li ons (Complete tax year.)	l If the organiz	ation	answered "Yes"	on Form 990, Part	IV, line 34 becaus	se it had	one
(a) Name, address, and EIN of related organization	F	(b) Primary activity	(c) Legal domicile (state or foreign country)		(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity		(g) 512(b)(13 trolled nization
				\longrightarrow				Yes	No
(1) AMERICAN BOARD OF PEDIATRICS FOUNDATION 111 SILVER CEDAR COURT	SUPPOF	RTING ORGANZIATION	NC		501(C)(3)	SUPPORTING ORG			No
CHAPEL HILL, NC 27514 56-1520520				ightharpoonup					
				\rightarrow					
				\rightarrow					
For Privacy Act and Paperwork Reduction Act Notice, see the Instru	ctions	for Form 990.	Cati	Vo 50	0135Y		Schedule R (F	orm 990	2010

because	it had one or mo	re relat	ed organizations t	reated as a partne	ership during the t	ax yea	r.)											
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	total income Share of		of total income Share of		g) Dispropri		(h) Disproprtionate allocations?		(i) Code V— amount in bo Schedule (Form 10	x 20 of K-1	(j) General or managing partner?		(k) Percentage ownership
								Yes	No			Yes	No					
				ble as a Corpora ations treated as a						l nswered "Y	'es" on	Form	990,	Part IV,				
Name, address, and	(a) d EIN of related organiz	ation	(b) Primary activity	(c) Legal domicile (state or foreign country)	(c Direct co ent	ntrolling	(e) Type of er (C corp, S or trust	corp,	Share o	(f) f total income	Shai end-o	g) re of f-year sets		(h) Percentage ownership				
													+					

Part III Identification of Related Organizations Taxable as a Partnership (Complete if the organization answered "Yes" on Form 990, Part IV, line 34

(6)

Sched	ule R (Form 990) 2010		Pa	age 3
Par	Transactions With Related Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35, 35A, or 36.)			
	Note. Complete line 1 if any entity is listed in Parts II, III or IV		Yes	No
1 Du	ring the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
а	Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity	1a		No
b	Gift, grant, or capital contribution to other organization(s)	1b	Yes	
c	Gift, grant, or capital contribution from other organization(s)	1c		No
d	Loans or loan guarantees to or for other organization(s)	1d	1	No
e	Loans or loan guarantees by other organization(s)	1e	<u> </u>	No
f	Sale of assets to other organization(s)	1f	\vdash	No
g	Purchase of assets from other organization(s)	1g	1	No
h	Exchange of assets	1h	1	No
i I	ease of facilities, equipment, or other assets to other organization(s)	1i	\perp	No
j	ease of facilities, equipment, or other assets from other organization(s).	1j	\vdash	No
k	Performance of services or membership or fundraising solicitations for other organization(s)	1k	Yes	
1 1	Performance of services or membership or fundraising solicitations by other organization(s)	11	1	No
m	Sharing of facilities, equipment, mailing lists, or other assets	1m	Yes	
n	Sharing of paid employees	1 n	lacksquare	No
o	Reimbursement paid to other organization for expenses	10	\vdash	No
	Reimbursement paid by other organization for expenses	1р		No
а	O ther transfer of cash or property to other organization(s)	1q	\vdash	No
_	Other transfer of cash or property from other organization(s)	1r		No

1		<u> </u>	
(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved	(d) Method of determining amount involved
(1) AMERICAN BOARD OF PEDIATRICS FOUNDATION INC	В	1,262,793	
(2) AMERICAN BOARD OF PEDIATRICS FOUNDATION INC	к	315,463	
(3) AMERICAN BOARD OF PEDIATRICS FOUNDATION INC	М	33,679	
(4)			
(5)			

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

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

(a) Name, address, and EIN of entity	(b) Primary activity Legal (state		Are part sect 501(d organiz	ners tion c)(3) zations?	(e) Share of end-of-year assets		rtionate tions?	(g) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	man part	(h) General or managıng partner?	
			Yes	No		Yes	No		Yes	No	
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Part VII Supplemental Information

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

Ident if ier	Return Reference	Explanation

Schedule R (Form 990) 2010

Software ID: Software Version:

EIN: 23-1417504

Name: AMERICAN BOARD OF PEDIATRICS INC

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Compensated Employees, and Independent Contractors													
(A) Name and Title	(B) (C) A verage Position (check all that apply) per that apply							(D) Reportable compensation from the	(E) Reportable compensation from related	(F) Estimated amount of other compensation			
	week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organization (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	from the organization and related organizations			
MYLES B ABBOTTMD DIRECTOR	3 00	Х						9,035	0	0			
DOUGLAS J BARRETTMD DIRECTOR	3 00	X						7,873	0	0			
LAURA M BROOKSMD DIRECTOR	3 00	Х						7,348	0	0			
ALAN R COHENMD CHAIR & IMMED PAST CHAIR	7 00	Х		х				13,608	0	0			
MARY FRAN HAZINSKI DIRECTOR & PUBLIC MEMBER	3 00	Х						7,500	0	0			
A CRAIG HILLEMEIERMD DIRECTOR & SEC/TREAS	5 00	Х		x				9,025	0	0			
DAVID M JAFFEMD DIRECTOR	3 00	Х						8,864	0	0			
M DOUGLAS JONES JRMD IMMED PAST CHAIR	3 00	Х		х				16,317	0	0			
THOMAS G KEENSMD DIRECTOR	3 00	Х						7,089	0	0			
MARSHALL L LAND JRMD CHAIR ELECT & CHAIR	5 00	Х		х				14,705	0	0			
CAROL JB LINDSLEYMD DIRECTOR	3 00	X						8,819	0	0			
DAVID G NICHOLSMD DIRECTOR	3 00	X						8,349	0	0			
LAUREL K LESLIE MD DIRECTOR	3 00	X						1,875	0	0			
STEPHEN LUDWIG MD DIRECTOR	3 00	X						4,672	2,500	0			
DANA C MATTHEWS MD DIRECTOR	3 00	Х						13,750	0	0			
VIRGINIA A MOYER MD DIRECTOR	3 00	X						1,500	0	0			
KENNETH BROBERTS MD DIRECTOR	3 00	Х						9,097	0	0			
JO SEPH W ST GEME MD DIRECTOR	3 00	Х						528	0	0			
GAIL A MCGUINNESSMD EXEC VP	49 00	Х		х				487,560	0	39,580			
JAMES A STOCKMANIIIMD PRES	49 00	X		×				823,469	0	47,680			
LINDA A ALTHOUSEPHD VP	49 00			х				148,172	0	31,771			
HAROLD JAMES BROWNMD VP	50 00			Х				350,432	0	47,080			
HAZEN P HAMPHD VP	23 00			Х				216,695	0	48,153			
ANN E HAZINSKIMBACPA VP & CFO	49 50			Х				273,984	0	50,800			
KATHERINE H LITTLECPA VP - EMERITUS	49 50			Х				451,441	0	47,000			

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

compensated Employees, and Independent contractors										
(A) Name and Title	(B) A verage hours per week	(C) Position (check all that apply)						(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other
		Individual trustee or director	Institutional Trustee		Key employee	Highest compensated employee	Former	from the organization (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
PAUL V MILESMD SENIOR VP	47 00			х				427,246	0	48,180
MICHELE J WALL VP & COO	49 00			х				221,072	0	45,928
W ALLEN GUBERT MANAGER, TECHNICAL SERVICE	50 00					Х		105,623	0	25,449
GRAMS GUTKNECHT LEAD PROJ ANALYST	50 00					Х		100,095	0	25,095
KELLY S REDDICK MANAGER, APPLICATION DEVEL	50 00					Х		107,305	0	30,907
ANN F SMITH SR CONTROLLER	50 00					Х		101,317	0	25,661
CAROL L CARRACCIOMD FORMER CHAIR ELECT	3 00						х	14,018	0	0