

Form **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 black lung
benefit trust or private foundation)

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

OMB No 1545-0047

2007Open to Public
Inspection**A** For the 2007 calendar year, or tax year beginning **JUL 1, 2007** and ending **JUN 30, 2008****B** Check if applicable

- ☐ Address change
☐ Name change
☐ Initial return
☐ Termination
☐ Amended return
☐ Application pending

Please use IRS label or print or type See Specific Instructions

C Name of organization**FOUNDATION FOR HEARING RESEARCH, INC.**

Number and street (or P.O. box if mail is not delivered to street address)

3518 JEFFERSON AVENUE

City or town, state or country, and ZIP + 4

REDWOOD CITY, CA 94062**D** Employer identification number**94-1706320****E** Telephone number**(650) 365-7500****F** Accounting method☐ Cash ☒ Accrual☐ Other (specify) ▶

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Website: **WWW.DEAFKIDSTALK.ORG****J** Organization type (check only one) ☒ 501(c) (3) (insert no) ☐ 4947(a)(1) or ☐ 527**K** Check here ☐ if the organization is not a 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A return is not required, but if the organization chooses to file a return, be sure to file a complete return.**H** and **I** are not applicable to section 527 organizations.**H(a)** Is this a group return for affiliates? ☐ Yes ☒ No**H(b)** If "Yes," enter number of affiliates **N/A****H(c)** Are all affiliates included? **N/A** ☐ Yes ☐ No (If "No," attach a list.)**H(d)** Is this a separate return filed by an organization covered by a group ruling? ☐ Yes ☒ No**I** Group Exemption Number **N/A****L** Gross receipts: Add lines 6b, 8b, 9b, and 10b to line 12 ▶ **6,371,414.****M** Check ☐ if the organization is not required to attach Sch. B (Form 990, 990-EZ, or 990-PF).**Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances**

Revenue	1	Contributions, gifts, grants, and similar amounts received:				
	a	Contributions to donor advised funds			1a	
	b	Direct public support (not included on line 1a)			1b	3,426,185.
	c	Indirect public support (not included on line 1a)			1c	
	d	Government contributions (grants) (not included on line 1a)			1d	
	e	Total (add lines 1a through 1d) (cash \$ 3,426,185. noncash \$)			1e	3,426,185.
	2	Program service revenue including government fees and contracts (from Part VII, line 93)			2	1,480,965.
	3	Membership dues and assessments			3	
	4	Interest on savings and temporary cash investments			4	
	5	Dividends and interest from securities			5	32,161.
	6a	Gross rents			6a	
	6b	Less: rental expenses			6b	
6c	Net rental income or (loss). Subtract line 6b from line 6a			6c		
7	Other investment income (describe)			7		
Expenses	8a	Gross amount from sales of assets other than inventory		(A) Securities	(B) Other	
		1,263,940.		8a		
	b	Less: cost or other basis and sales expenses		8b	13,637.	
	c	Gain or (loss) (attach schedule)		8c	-13,637.	
	d	Net gain or (loss). Combine line 8c, columns (A) and (B)		8d	104,732.	
	9	Special events and activities (attach schedule). If any amount is from gaming, check here ☐				
	a	Gross revenue (not including \$ 158,664. of contributions reported on line 1b)		9a	153,101.	
	b	Less: direct expenses other than fundraising expenses		9b	153,101.	
	c	Net income or (loss) from special events. Subtract line 9b from line 9a		9c	0.	
	10a	Gross sales of inventory, less returns and allowances		10a		
	b	Less: cost of goods sold		10b		
	10c	Gross profit or (loss) from sales of inventory (attach schedule). Subtract line 10b from line 10a		10c		
11	Other revenue (from Part VII, line 103)			11	15,062.	
12	Total revenue. Add lines 1e, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11			12	5,059,105.	
Net Assets	13	Program services (from line 44, column (B))			13	3,594,382.
	14	Management and general (from line 44, column (C))			14	470,513.
	15	Fundraising (from line 44, column (D))			15	221,547.
	16	Payments to affiliates (attach schedule)			16	
	17	Total expenses. Add lines 16 and 44, column (A)			17	4,286,442.
18	Excess or (deficit) for the year. Subtract line 17 from line 12			18	772,663.	
19	Net assets or fund balances at beginning of year (from line 73, column (A))			19	3,502,665.	
20	Other changes in net assets or fund balances (attach explanation)			20	-193,934.	
21	Net assets or fund balances at end of year. Combine lines 18, 19, and 20			21	4,081,394.	

723001
12-27-07

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

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Part II Statement of Functional Expenses

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others.

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22a Grants paid from donor advised funds (attach schedule) (cash \$ <u>0</u> . noncash \$ <u>0</u> . If this amount includes foreign grants, check here ☐	22a				
22b Other grants and allocations (attach schedule) (cash \$ <u>0</u> . noncash \$ <u>0</u> . If this amount includes foreign grants, check here ☐	22b				
23 Specific assistance to individuals (attach schedule)	23				
24 Benefits paid to or for members (attach schedule)	24				
25a Compensation of current officers, directors, key employees, etc. listed in Part V-A	25a	837,491.	572,974.	132,535.	131,982.
b Compensation of former officers, directors, key employees, etc. listed in Part V-B	25b	0.	0.	0.	0.
c Compensation and other distributions, not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	25c				
26 Salaries and wages of employees not included on lines 25a, b, and c	26	2,150,953.	2,013,047.	98,013.	39,893.
27 Pension plan contributions not included on lines 25a, b, and c	27				
28 Employee benefits not included on lines 25a - 27	28	99,121.	81,938.	8,474.	8,709.
29 Payroll taxes	29	224,165.	179,398.	24,583.	20,184.
30 Professional fundraising fees	30				
31 Accounting fees	31				
32 Legal fees	32				
33 Supplies	33	60,057.	46,060.	11,531.	2,466.
34 Telephone	34	59,746.	46,145.	11,108.	2,493.
35 Postage and shipping	35				
36 Occupancy	36	136,998.	132,484.	2,701.	1,813.
37 Equipment rental and maintenance	37				
38 Printing and publications	38				
39 Travel	39	17,542.	13,930.	3,086.	526.
40 Conferences, conventions, and meetings	40				
41 Interest	41	114,710.	108,633.	4,524.	1,553.
42 Depreciation, depletion, etc (attach schedule)	42	105,058.	101,773.	2,176.	1,109.
43 Other expenses not covered above (itemize). a _____ b _____ c _____ d _____ e _____ f _____ g SEE STATEMENT 5	43a 43b 43c 43d 43e 43f 43g				
44 Total functional expenses. Add lines 22a through 43g. (Organizations completing columns (B)-(D), carry these totals to lines 13-15)	44	4,286,442.	3,594,382.	470,513.	221,547.

Joint Costs. Check ☐ if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services?

Yes ☐ No ☒If "Yes," enter (i) the aggregate amount of these joint costs \$ N/A ; (ii) the amount allocated to Program services \$ N/A ;(iii) the amount allocated to Management and general \$ N/A ; and (iv) the amount allocated to Fundraising \$ N/A

Part III Statement of Program Service Accomplishments (See the instructions)

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments

What is the organization's primary exempt purpose? ► **SEE STATEMENT 6**

Program Service Expenses

(Required for 501(c)(3) and (4) orgs., and 4947(a)(1) trusts; but optional for others.)

All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)

a EDUCATION AND PROFESSIONAL EVALUATION OF HEARING IMPAIRED CHILDREN AND EDUCATION FOR PARENTS INCLUDING JEAN WEINGARTEN PENINSULA ORAL SCHOOL, LEAHEA GRAMMATICO FAMILY CENTER, MAINSTREAM AND TRAINING.

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

3,594,382.

b

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

c

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

d

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

e Other program services (attach schedule)

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

f **Total of Program Service Expenses** (should equal line 44, column (B), Program services) ► **3,594,382.**

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Part IV Balance Sheets (See the instructions.)

Note: Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.

		(A) Beginning of year	(B) End of year
Assets	45 Cash - non-interest-bearing	34,052.	45 90,503.
	46 Savings and temporary cash investments		46
	47 a Accounts receivable	47a 199,910.	
	b Less: allowance for doubtful accounts	47b	47c 199,910.
	48 a Pledges receivable	48a 1,129,329.	
	b Less: allowance for doubtful accounts	48b	48c 1,129,329.
	49 Grants receivable		49 585,110.
	50 a Receivables from current and former officers, directors, trustees, and key employees		50a
	b Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)		50b
	51 a Other notes and loans receivable	51a	51c
	b Less: allowance for doubtful accounts	51b	52
	52 Inventories for sale or use		52
	53 Prepaid expenses and deferred charges	8,025.	53 8,026.
	54 a Investments - publicly-traded securities STMT 10 ☐ Cost ☒ FMV	1,238,162.	54a 0.
	b Investments - other securities ☐ Cost ☐ FMV		54b
55 a Investments - land, buildings, and equipment - basis	55a		
b Less: accumulated depreciation	55b	55c	
56 Investments - other		56	
57 a Land, buildings, and equipment - basis	57a 4,907,198.		
b Less: accumulated depreciation STMT 7	57b 954,092.	57c 3,953,106.	
58 Other assets, including program-related investments (describe ▶ LOAN FEES)	9,874.	58 11,047.	
59 Total assets (must equal line 74) Add lines 45 through 58	5,362,727.	59 5,977,031.	
Liabilities	60 Accounts payable and accrued expenses	175,688.	60 312,152.
	61 Grants payable		61
	62 Deferred revenue		62
	63 Loans from officers, directors, trustees, and key employees		63
	64 a Tax-exempt bond liabilities		64a
	b Mortgages and other notes payable STMT 8 STMT 9	1,684,374.	64b 1,583,485.
	65 Other liabilities (describe ▶)		65
	66 Total liabilities. Add lines 60 through 65	1,860,062.	66 1,895,637.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 67 through 69 and lines 73 and 74.		
	67 Unrestricted	3,143,094.	67 2,330,604.
	68 Temporarily restricted	357,571.	68 1,748,790.
	69 Permanently restricted	2,000.	69 2,000.
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 70 through 74.		
	70 Capital stock, trust principal, or current funds		70
	71 Paid-in or capital surplus, or land, building, and equipment fund		71
	72 Retained earnings, endowment, accumulated income, or other funds		72
	73 Total net assets or fund balances. Add lines 67 through 69 or lines 70 through 72. (Column (A) must equal line 19 and column (B) must equal line 21)	3,502,665.	73 4,081,394.
	74 Total liabilities and net assets/fund balances. Add lines 66 and 73	5,362,727.	74 5,977,031.

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a	Total revenue, gains, and other support per audited financial statements	a	4,870,211.
b	Amounts included on line a but not on Part I, line 12.		
1	Net unrealized gains on investments	b1	-193,934.
2	Donated services and use of facilities	b2	
3	Recoveries of prior year grants	b3	
4	Other (specify) INVESTMENT FEES	b4	-8,597.
	Add lines b1 through b4	b	-202,531.
c	Subtract line b from line a	c	5,072,742.
d	Amounts included on Part I, line 12, but not on line a:		
1	Investment expenses not included on Part I, line 6b	d1	
2	Other (specify) LOSS ON DISPOSAL OF EQUIPMENT	d2	-13,637.
	Add lines d1 and d2	d	-13,637.
e	Total revenue (Part I, line 12) Add lines c and d	e	5,059,105.

a	Total expenses and losses per audited financial statements	a	4,291,482.
b	Amounts included on line a but not on Part I, line 17:		
1	Donated services and use of facilities	b1	
2	Prior year adjustments reported on Part I, line 20	b2	
3	Losses reported on Part I, line 20	b3	
4	Other (specify): LOSS ON DISPOSAL OF EQUIPMENT	b4	13,637.
	Add lines b1 through b4	b	13,637.
c	Subtract line b from line a	c	4,277,845.
d	Amounts included on Part I, line 17, but not on line a :		
1	Investment expenses not included on Part I, line 6b	d1	
2	Other (specify): INVESTMENT FEES	d2	8,597.
	Add lines d1 and d2	d	8,597.
e	Total expenses (Part I, line 17) Add lines c and d	e	4,286,442.

[illegible]

Part VI Other Information (continued)

		Yes	No
82 a	Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?		X
b	If "Yes," you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II. (See instructions in Part III)		
82b	N/A		
83 a	Did the organization comply with the public inspection requirements for returns and exemption applications?	X	
b	Did the organization comply with the disclosure requirements relating to <i>quid pro quo</i> contributions?	X	
84 a	Did the organization solicit any contributions or gifts that were not tax deductible?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
84b	N/A		
85 a	501(c)(4), (5), or (6). Were substantially all dues nondeductible by members?		
b	Did the organization make only in-house lobbying expenditures of \$2,000 or less?		
85a	N/A		
85b	N/A		
	If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year		
c	Dues, assessments, and similar amounts from members		
85c	N/A		
d	Section 162(e) lobbying and political expenditures		
85d	N/A		
e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices		
85e	N/A		
f	Taxable amount of lobbying and political expenditures (line 85d less 85e)		
85f	N/A		
g	Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?		
85g	N/A		
h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?		
85h	N/A		
86	501(c)(7) organizations. Enter: a Initiation fees and capital contributions included on line 12		
86a	N/A		
b	Gross receipts, included on line 12, for public use of club facilities		
86b	N/A		
87	501(c)(12) organizations. Enter: a Gross income from members or shareholders		
87a	N/A		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		
87b	N/A		
88 a	At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?		
88a			X
b	At any time during the year, did the organization, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Part XI		
88b			X
89 a	501(c)(3) organizations. Enter: Amount of tax imposed on the organization during the year under: section 4911 <u>0.</u> ; section 4912 <u>0.</u> ; section 4955 <u>0.</u>		
b	501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach a statement explaining each transaction		
89b			X
c	Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 <u>0.</u>		
d	Enter: Amount of tax on line 89c, above, reimbursed by the organization <u>0.</u>		
e	All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction?		
89e			X
f	All organizations. Did the organization acquire a direct or indirect interest in any applicable insurance contract?		
89f			X
g	For supporting organizations and sponsoring organizations maintaining donor advised funds. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year? N/A		
89g			
90 a	List the states with which a copy of this return is filed <u>CA</u>		
b	Number of employees employed in the pay period that includes March 12, 2007	90b	52
91 a	The books are in care of <u>THE ORGANIZATION</u> Telephone no. <u>(650) 365-7500</u> Located at <u>3518 JEFFERSON AVENUE, REDWOOD CITY, CA</u> ZIP + 4 <u>94062</u>		
b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If "Yes," enter the name of the foreign country <u>N/A</u> See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.	91b	X

Part VI Other Information (continued)

Yes No

c At any time during the calendar year, did the organization maintain an office outside of the United States?

91c

X

If "Yes," enter the name of the foreign country **N/A**

92 Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041- Check here

and enter the amount of tax-exempt interest received or accrued during the tax year

92

N/A

Part VII Analysis of Income-Producing Activities (See the instructions)

Note: Enter gross amounts unless otherwise indicated

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclu- sion code	(D) Amount	
93 Program service revenue:					
a TUITION AND FEES					1,480,965.
b					
c					
d					
e					
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings and temporary cash investments					
96 Dividends and interest from securities			14	32,161.	
97 Net rental income or (loss) from real estate:					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory			18	104,732.	
101 Net income or (loss) from special events			01		
102 Gross profit or (loss) from sales of inventory					
103 Other revenue:					
a MISCELLANEOUS					15,062.
b					
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))		0.		136,893.	1,496,027.
105 Total (add line 104, columns (B), (D), and (E))					1,632,920.

Note: Line 105 plus line 1e, Part I, should equal the amount on line 12, Part I.

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See the instructions)

Line No.	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes).
93	SEE STATEMENT 12

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See the instructions)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
N/A	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See the instructions)

(a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?

Yes

X No

(b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

Yes

X No

Note: If "Yes" to (b), file Form 8870 and Form 4720 (see instructions).

Part XI Information Regarding Transfers To and From Controlled Entities. Complete only if the organization is a controlling organization as defined in section 512(b)(13) **N/A**

106 Did the reporting organization make any transfers to a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity.

Yes	No
-----	----

	(A) Name, address, of each controlled entity	(B) Employer Identification Number	(C) Description of transfer	(D) Amount of transfer
a	----- ----- -----			
b	----- ----- -----			
c	----- ----- -----			
Totals				

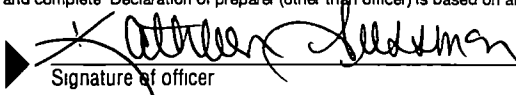
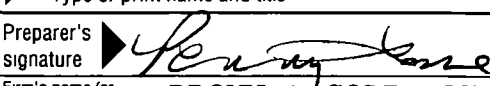
107 Did the reporting organization receive any transfers from a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity.

Yes	No
-----	----

	(A) Name, address, of each controlled entity	(B) Employer Identification Number	(C) Description of transfer	(D) Amount of transfer
a	----- ----- -----			
b	----- ----- -----			
c	----- ----- -----			
Totals				

108 Did the organization have a binding written contract in effect on August 17, 2006, covering the interest, rents, royalties, and annuities described in question 107 above?

Yes	No
-----	----

Please Sign Here	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.			
	 Signature of officer		5/14/09 Date	
Paid Preparer's Use Only	Type or print name and title			
	Preparer's signature  Firm's name (or yours if self-employed), address, and ZIP + 4 BROWN & COLD, AN ACCOUNTANCY CORPORATION 2440 CAMINO RAMON, SUITE 298 SAN RAMON, CA 94583	Date 5/10/09	Check if self-employed ☐	Preparer's SSN or PTIN (See Gen Inst X) EIN ☐
		Phone no. (925) 830-9300		

Form 990 (2007)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k),
501(n), or 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information-(See separate instructions.)

► **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

OMB No 1545-0047

2007

Name of the organization FOUNDATION FOR HEARING RESEARCH, INC.	Employer identification number 94 1706320
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Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees

(See page 1 of the instructions. List each one. If there are none, enter "None.")

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
JODY WASSERMAN 3518 JEFFERSON AVE, REDWOOD CITY, CA	SPEECH LANGUAGE PATH 33.00	61,711.	1,565.	
KAREN ERICKSON 3518 JEFFERSON AVE, REDWOOD CITY, CA	TEACHER 40.00	88,683.	2,740.	
SHARON NUTINI 3518 JEFFERSON AVE, REDWOOD CITY, CA	TEACHER 40.00	82,028.	8,880.	
MARIE JEANETTE 3518 JEFFERSON AVE, REDWOOD CITY, CA	SPEECH LANGUAGE PATH 33.00	84,036.	2,076.	
LICIA KING 3518 JEFFERSON AVE, REDWOOD CITY, CA	TEACHER 33.00	65,869.	1,445.	
Total number of other employees paid over \$50,000	► 16			

Part II-A Compensation of the Five Highest Paid Independent Contractors for Professional Services

(See page 2 of the instructions. List each one (whether individuals or firms). If there are none, enter "None.")

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
NONE		
Total number of others receiving over \$50,000 for professional services	► 0	

Part II-B Compensation of the Five Highest Paid Independent Contractors for Other Services

(List each contractor who performed services other than professional services, whether individuals or firms. If there are none, enter "None." See page 2 of the instructions.)

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
NONE		
Total number of other contractors receiving over \$50,000 for other services	► 0	

Part III **Statements About Activities** (See page 2 of the instructions.)**Yes No**

- 1** During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities ► \$ _____ \$ _____ (Must equal amounts on line 38, Part VI-A, or line i of Part VI-B.)

1		X
---	--	----------

Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A. Other organizations checking "Yes" must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities.

- 2** During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions.)

a Sale, exchange, or leasing of property?

2a		X
----	--	----------

b Lending of money or other extension of credit?

2b		X
----	--	----------

c Furnishing of goods, services, or facilities?

2c		X
----	--	----------

d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)? **SEE PART V-A, FORM 990**

2d	X	
----	----------	--

e Transfer of any part of its income or assets?

2e		X
----	--	----------

- 3 a** Did the organization make grants for scholarships, fellowships, student loans, etc.? (If "Yes," attach an explanation of how the organization determines that recipients qualify to receive payments.)

3a		X
----	--	----------

b Did the organization have a section 403(b) annuity plan for its employees?

3b	X	
----	----------	--

c Did the organization receive or hold an easement for conservation purposes, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," attach a detailed statement

3c		X
----	--	----------

d Did the organization provide credit counseling, debt management, credit repair, or debt negotiation services?

3d		X
----	--	----------

- 4 a** Did the organization maintain any donor advised funds? If "Yes," complete lines 4b through 4g. If "No," complete lines 4f and 4g

4a		X
----	--	----------

b Did the organization make any taxable distributions under section 4966?

N/A

c Did the organization make a distribution to a donor, donor advisor, or related person?

N/A

d Enter the total number of donor advised funds owned at the end of the tax year

4d		0
----	--	----------

e Enter the aggregate value of assets held in all donor advised funds owned at the end of the tax year

4e		N/A
----	--	------------

f Enter the total number of separate funds or accounts owned at the end of the year (excluding donor advised funds included on line 4d) where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts

4f		0
----	--	----------

g Enter the aggregate value of assets in all funds or accounts included on line 4f at the end of the tax year

4g		0
----	--	----------

Schedule A (Form 990 or 990-EZ) 2007

Part IV Reason for Non-Private Foundation Status (See pages 4 through 8 of the instructions.)I certify that the organization is not a private foundation because it is: (Please check only **ONE** applicable box.)

- 5 ☐ A church, convention of churches, or association of churches. Section 170(b)(1)(A)(i).
- 6 ☒ A school. Section 170(b)(1)(A)(ii). (Also complete Part V.)
- 7 ☐ A hospital or a cooperative hospital service organization. Section 170(b)(1)(A)(iii).
- 8 ☐ A federal, state, or local government or governmental unit. Section 170(b)(1)(A)(v).
- 9 ☐ A medical research organization operated in conjunction with a hospital. Section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state ►
- 10 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit. Section 170(b)(1)(A)(iv). (Also complete the **Support Schedule** in Part IV-A.)
- 11a ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 11b ☐ A community trust. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 12 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc., functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Also complete the **Support Schedule** in Part IV-A.)
- 13 ☐ An organization that is not controlled by any disqualified persons (other than foundation managers) and otherwise meets the requirements of section 509(a)(3). Check the box that describes the type of supporting organization:
- ☐ Type I ☐ Type II ☐ Type III-Functionally Integrated ☐ Type III-Other

Provide the following information about the supported organizations. (See page 8 of the instructions.)

(a) Name(s) of supported organization(s)	(b) Employer identification number (EIN)	(c) Type of organization (described in lines 5 through 12 above or IRC section)	(d) Is the supported organization listed in the supporting organization's governing documents?		(e) Amount of support
			Yes	No	
Total ►					

- 14 ☐ An organization organized and operated to test for public safety. Section 509(a)(4). (See page 8 of the instructions.)

Part IV-A **Support Schedule** (Complete only if you checked a box on line 10, 11, or 12.) **Use cash method of accounting.** **N/A**
Note: You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting.

Calendar year (or fiscal year beginning in)	(a) 2006	(b) 2005	(c) 2004	(d) 2003	(e) Total
15 Gifts, grants, and contributions received. (Do not include unusual grants. See line 28.)					
16 Membership fees received					
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc., purpose					
18 Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, income from similar sources, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975					
19 Net income from unrelated business activities not included in line 18					
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					
21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge					
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets					
23 Total of lines 15 through 22	0.	0.	0.	0.	0.
24 Line 23 minus line 17					
25 Enter 1% of line 23					

26 Organizations described on lines 10 or 11: a Enter 2% of amount in column (e), line 24	26a	N/A
b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 2003 through 2006 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts	26b	N/A
c Total support for section 509(a)(1) test: Enter line 24, column (e)	26c	N/A
d Add: Amounts from column (e) for lines: 18 _____ 19 _____ 22 _____ 26b _____	26d	N/A
e Public support (line 26c minus line 26d total)	26e	N/A
f Public support percentage (line 26e (numerator) divided by line 26c (denominator))	26f	N/A %

27 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: (2006) _____ (2005) _____ (2004) _____ (2003) _____		
b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11b, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: (2006) _____ (2005) _____ (2004) _____ (2003) _____		
c Add: Amounts from column (e) for lines: 15 _____ 16 _____ 17 _____ 20 _____ 21 _____	27c	N/A
d Add: Line 27a total _____ and line 27b total _____	27d	N/A
e Public support (line 27c total minus line 27d total)	27e	N/A
f Total support for section 509(a)(2) test: Enter amount on line 23, column (e) 27f N/A	27f	N/A
g Public support percentage (line 27e (numerator) divided by line 27f (denominator))	27g	N/A %
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))	27h	N/A %

28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 2003 through 2006, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.

Part V Private School Questionnaire (See page 9 of the instructions.)(To be completed **ONLY** by schools that checked the box on line 6 in Part IV)

	Yes	No
29 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	29 X	
30 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	30 X	
31 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe; if "No," please explain. (If you need more space, attach a separate statement.) THE SCHOOL PUBLISHES ITS RACIALLY NONDISCRIMINATORY POLICY ON ALL NEWSLETTERS, BROCHURES AND STATIONARY, AS WELL AS INFORMATION SENT TO THE STATE OF CALIFORNIA, DEPARTMENT OF EDUCATION AND SCHOOL DISTRICTS.	31 X	
32 Does the organization maintain the following:		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	32a X	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32b X	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32c X	
d Copies of all material used by the organization or on its behalf to solicit contributions? If you answered "No" to any of the above, please explain. (If you need more space, attach a separate statement.)	32d X	
33 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?	33a	X
b Admissions policies?	33b	X
c Employment of faculty or administrative staff?	33c	X
d Scholarships or other financial assistance?	33d	X
e Educational policies?	33e	X
f Use of facilities?	33f	X
g Athletic programs?	33g	X
h Other extracurricular activities? If you answered "Yes" to any of the above, please explain. (If you need more space, attach a separate statement.)	33h	X
34 a Does the organization receive any financial aid or assistance from a governmental agency?	34a	X
b Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement.	34b	X
35 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation	35 X	

Schedule A (Form 990 or 990-EZ) 2007

Part VI-A Lobbying Expenditures by Electing Public Charities (See page 11 of the instructions.)**N/A**(To be completed **ONLY** by an eligible organization that filed Form 5768)Check **a** ☐ if the organization belongs to an affiliated group.Check **b** ☐ if you checked "a" and "limited control" provisions apply.**Limits on Lobbying Expenditures**

(The term "expenditures" means amounts paid or incurred.)

	(a) Affiliated group totals	(b) To be completed for all electing organizations
36 Total lobbying expenditures to influence public opinion (grassroots lobbying)	N/A	
37 Total lobbying expenditures to influence a legislative body (direct lobbying)		
38 Total lobbying expenditures (add lines 36 and 37)		
39 Other exempt purpose expenditures		
40 Total exempt purpose expenditures (add lines 38 and 39)		
41 Lobbying nontaxable amount. Enter the amount from the following table - If the amount on line 40 is - Not over \$500,000 Over \$500,000 but not over \$1,000,000 Over \$1,000,000 but not over \$1,500,000 Over \$1,500,000 but not over \$17,000,000 Over \$17,000,000 The lobbying nontaxable amount is - 20% of the amount on line 40 \$100,000 plus 15% of the excess over \$500,000 \$175,000 plus 10% of the excess over \$1,000,000 \$225,000 plus 5% of the excess over \$1,500,000 \$1,000,000		
42 Grassroots nontaxable amount (enter 25% of line 41)		
43 Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36		
44 Subtract line 41 from line 38. Enter -0- if line 41 is more than line 38		

Caution: If there is an amount on either line 43 or line 44, you must file Form 4720.

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 45 through 50 on page 13 of the instructions.)

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4-Year Averaging Period				N/A (e) Total
	(a) 2007	(b) 2006	(c) 2005	(d) 2004	
45 Lobbying nontaxable amount					0.
46 Lobbying ceiling amount (150% of line 45(e))					0.
47 Total lobbying expenditures					0.
48 Grassroots nontaxable amount					0.
49 Grassroots ceiling amount (150% of line 48(e))					0.
50 Grassroots lobbying expenditures					0.

Part VI-B Lobbying Activity by Nonelecting Public Charities

(For reporting only by organizations that did not complete Part VI-A) (See page 14 of the instructions.)

N/A

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:

- a** Volunteers
- b** Paid staff or management (Include compensation in expenses reported on lines c through h.)
- c** Media advertisements
- d** Mailings to members, legislators, or the public
- e** Publications, or published or broadcast statements
- f** Grants to other organizations for lobbying purposes
- g** Direct contact with legislators, their staffs, government officials, or a legislative body
- h** Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means
- i** Total lobbying expenditures (Add lines c through h.)

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities.

Yes	No	Amount
		0.

	Yes	No
51a(i)		X
a(ii)		X
b(i)		X
b(ii)		X
b(iii)		X
b(iv)		X
b(v)		X
b(vi)		X
c		X

1

FORM 990	GAIN (LOSS) FROM PUBLICLY TRADED SECURITIES	STATEMENT	1
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DESCRIPTION	GROSS SALES PRICE	COST OR OTHER BASIS	EXPENSE OF SALE	NET GAIN OR (LOSS)
VARIOUS SALES OF SECURITIES	1,263,940.	1,145,571.	0.	118,369.
TO FORM 990, PART I, LINE 8	1,263,940.	1,145,571.	0.	118,369.

FORM 990	GAIN (LOSS) FROM SALE OF OTHER ASSETS	STATEMENT	2
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DESCRIPTION	DATE ACQUIRED	DATE SOLD	METHOD ACQUIRED
LOSS ON DISPOSAL OF EQUIPMENT	VARIOUS	12/31/08	PURCHASED

NAME OF BUYER	GROSS SALES PRICE	COST OR OTHER BASIS	EXPENSE OF SALE	DEPREC	NET GAIN OR (LOSS)
	0.	49,040.	0.	35,403.	-13,637.
TO FM 990, PART I, LN 8		49,040.	0.	35,403.	-13,637.

FORM 990	SPECIAL EVENTS AND ACTIVITIES	STATEMENT	3
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DESCRIPTION OF EVENT	GROSS RECEIPTS	CONTRIBUT. INCLUDED	GROSS REVENUE	DIRECT EXPENSES	NET INCOME OR (LOSS)
GOLF EVENT	104,752.	38,499.	66,253.	66,253.	0.
EVENING EVENT	152,647.	96,042.	56,605.	56,605.	0.
MISCELLANEOUS EVENTS	54,366.	24,123.	30,243.	30,243.	0.
TO FM 990, PART I, LINE 9	311,765.	158,664.	153,101.	153,101.	0.

FORM 990	OTHER CHANGES IN NET ASSETS OR FUND BALANCES	STATEMENT	4
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DESCRIPTION	AMOUNT
UNREALIZED LOSSES	-193,934.
TOTAL TO FORM 990, PART I, LINE 20	-193,934.

FORM 990	OTHER EXPENSES	STATEMENT	5
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DESCRIPTION	(A) TOTAL	(B) PROGRAM SERVICES	(C) MANAGEMENT AND GENERAL	(D) FUNDRAISING
INVESTMENT FEES	8,597.		8,597.	
INSURANCE	127,111.	108,054.	12,444.	6,613.
LEGAL & ACCOUNTING	65,661.		65,661.	
PROFESSIONAL & CONTRACT SERVICES	84,896.	40,836.	41,961.	2,099.
CLASS SUPPLIES AND EXPENSE	42,975.	42,975.		
PROFESSIONAL DEVELOPMENT	24,084.	20,859.	3,225.	
BAD DEBTS	18,031.		18,031.	
SERVICE FEES	12,058.		12,058.	
BOARD EXPENSE & DEVELOPMENT	4,600.		4,600.	
ADVERTISING	3,169.	89.	2,280.	800.
OTHER	3,587.	2,699.	723.	165.
REPAIRS AND MAINTENANCE	85,832.	82,488.	2,202.	1,142.
TOTAL TO FM 990, LN 43	480,601.	298,000.	171,782.	10,819.

FORM 990	STATEMENT OF ORGANIZATION'S PRIMARY EXEMPT PURPOSE PART III	STATEMENT	6
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EXPLANATION

EDUCATION AND PROFESSIONAL EVALUATION OF HEARING IMPAIRED CHILDREN AND
EDUCATION FOR THEIR PARENTS.

FORM 990	DEPRECIATION OF ASSETS NOT HELD FOR INVESTMENT	STATEMENT	7
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DESCRIPTION	COST OR OTHER BASIS	ACCUMULATED DEPRECIATION	BOOK VALUE
LAND	1,072,834.	0.	1,072,834.
BUILDINGS & IMPROVEMENTS	3,473,018.	866,315.	2,606,703.
FURNITURE & EQUIPMENT	361,346.	87,777.	273,569.
TOTAL TO FORM 990, PART IV, LN 57	4,907,198.	954,092.	3,953,106.

FORM 990	MORTGAGES PAYABLE	STATEMENT	8
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DESCRIPTIONBALANCE DUE

BANK OF THE WEST	625,250.
BANK OF THE WEST-LINE OF CREDIT	0.
COMMUNITY BANK	558,235.
TOTAL INCLUDED ON FORM 990, PART IV, LINE 64B, COLUMN B	1,183,485.

FORM 990	OTHER NOTES AND LOANS PAYABLE	STATEMENT	9
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LENDER'S NAME	TERMS OF REPAYMENT
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RELATED PARTY LOAN	DEMAND NOTE
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DATE OF NOTE	MATURITY DATE	ORIGINAL LOAN AMOUNT	INTEREST RATE
06/30/08	06/30/08	400,000.	.00%

SECURITY PROVIDED BY BORROWER	PURPOSE OF LOAN
UNSECURED	OPERATING CAPITAL

RELATIONSHIP OF LENDER

RELATED PARTY

DESCRIPTION OF CONSIDERATION	FMV OF CONSIDERATION	BALANCE DUE
NONE	0.	400,000.

TOTAL INCLUDED ON FORM 990, PART IV, LINE 64, COLUMN B	400,000.
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FORM 990	NON-GOVERNMENT SECURITIES	STATEMENT	10
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SECURITY DESCRIPTION	COST/FMV	CORPORATE STOCKS	CORPORATE BONDS	OTHER PUBLICLY TRADED SECURITIES	TOTAL NON-GOV'T SECURITIES
EQUITY SECURITIES	FMV			0.	
OTHER INVESTMENTS	FMV			0.	
TO FORM 990, LINE 54A, COL B				0.	

FORM 990 PART V-A - LIST OF CURRENT OFFICERS, DIRECTORS, STATEMENT 11
TRUSTEES AND KEY EMPLOYEES

NAME AND ADDRESS	TITLE AND AVRG HRS/WK	COMPEN- SATION	EMPLOYEE BEN PLAN CONTRIB	EXPENSE ACCOUNT
NORMAN L WATERS 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	CHAIRMAN 1.00	0.	0.	0.
GERALD NIETO 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	PRESIDENT 10.00	0.	0.	0.
KEN ZEMEL 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	VICE PRESIDENT 1.00	0.	0.	0.
MARK BAKER 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	TREASURER 3.00	0.	0.	0.
KEN LEVINSON 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	AUDIT COMMITTEE CHAIRMAN 1.00	0.	0.	0.
PRIYA DHARAN 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	SECRETARY 1.00	0.	0.	0.
DIANE BROADWATER 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	BOARD MEMBER 1.00	0.	0.	0.
MARGARET G DAY 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	BOARD MEMBER 1.00	0.	0.	0.
MICHELE FREED 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	BOARD MEMBER 2.00	0.	0.	0.
MERIBETH GERMINO 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	BOARD MEMBER 1.00	0.	0.	0.
ANNE HARRY 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	ADVISORY BOARD PRESIDENT 1.00	0.	0.	0.

FOUNDATION FOR HEARING RESEARCH, INC.

94-1706320

MILDRED OBERKOTTER 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	BOARD MEMBER 1.00	0.	0.	0.
BARBARA RADMACHER 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	BOARD MEMBER 1.00	0.	0.	0.
JOSEPH B ROBERSON, MD 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	BOARD MEMBER 1.00	0.	0.	0.
KATHLEEN SUSSMAN 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	EXECUTIVE DIRECTOR 50.00	134,573.	20,320.	0.
PAMELA H MUSLADIN 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	PRINCIPAL 45.00	93,647.	2,615.	0.
MARY RUTH LEEN 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	FAMILY CENTER DIRECTOR 38.00	72,272.	2,615.	0.
GABRIELA HOLZMAN 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	ASST PRINCIPAL 40.00	75,532.	693.	0.
ELIZABETH THOMSEN 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	OFFICE MANAGER 45.00	77,469.	3,077.	0.
LAURA TURNER 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	PRINCIPAL 40.00	70,000.	1,540.	0.
KAREN MCNAUGHT 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	DEVELOPMENT DIRECTOR 40.00	55,000.	2,894.	0.
LISA MCWILLIAMS 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	SPEECH PATHOLOGY COORDINATOR 32.00	78,185.	14,164.	0.
RONDA RUFVOLD 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	SECRETARY 40.00	34,869.	2,513.	0.
MARGO RAFATY 3518 JEFFERSON AVE REDWOOD CITY, CA 94062	DEVELOPMENT DIRECTOR 40.00	92,131.	3,382.	0.
TOTALS INCLUDED ON FORM 990, PART V-A		783,678.	53,813.	0.

990 Statement

JWPOSD is an auditory/oral school where deaf children listen, think and talk! Early diagnosis and early intervention are significantly important for a deaf child to learn to listen and talk. Babies who are diagnosed as deaf at birth can be fitted with hearing aids by two or three months of age to promote sound to the auditory brain to stimulate growth.

These babies are introduced to listening, language and cognition on a daily basis with the goal of mainstreaming into regular classes in their local schools by the age of three or four with excellent listening, spoken language and cognitive skills, together with superb academic and social skills on a par with their hearing peers.

Breakthrough technology, such as (bilateral) cochlear implants, FM systems and digital hearing aids, together with intensive individual speech therapy sessions, compose a critical component of the success of mainstreaming a profoundly deaf child, into the hearing world at an early age.

JWPOSD is a training center for teachers of the deaf and works with schools and colleges across the country as well as contracting with local schools in Redwood City.