

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the
Treasury

Internal Revenue Service

A For the 2024 calendar year, or tax year beginning 01-01-2024 , and ending 12-31-2024

B Check if applicable:

B Check if applicable:

☐ Address change

☐ Name change

☐ Initial return

☐ Final
return/terminated

☐ Amended return

☐ Application pending

C Name of organization
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION INC

Doing business as

Number and street (or P.O. box if no street)
1201 PENNSYLVANIA AVE NW 1200

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20004

F Name and address of principal officer:
DAVID LONG
1201 PENNSYLVANIA AVE NW 1200
WASHINGTON,DC 20004

D Employer identification number

53-0115267

E Telephone number

(202) 991-6300

G Gross receipts \$ 52,928,410

H(a) Is this a group return for subordinates? ☐ Yes ☒ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number

I Tax-exempt status: ☐ 501(c)(3) ☒ 501(c) (6) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.NECANET.ORG

K Form of organization: ☐ Corporation ☐ Trust ☒ Association ☐ Other

L Year of formation: 1901

M State of legal domicile:
DC

Part I	Summary
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1 Briefly describe the organization's mission or most significant activities:
NECA IS DEDICATED TO ENHANCING THE ELECTRICAL CONTRACTING INDUSTRY

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

3	Number of voting members of the governing body (Part VI, line 1a)	3	131
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	131
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	115
6	Total number of volunteers (estimate if necessary)	6	284
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	4,692,552
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	137,710

8 Contributions and grants (Part VIII, line 1h)	508,000	328,000
9 Program service revenue (Part VIII, line 2g)	41,224,816	45,877,249
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,269,370	1,405,721
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,095,549	1,484,162
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	44,097,735	49,095,132

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	135,000	25,000
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	20,994,158	20,641,398
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) <u>0</u>		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	23,784,278	27,280,599
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	44,913,436	47,946,997
19 Revenue less expenses. Subtract line 18 from line 12	-815,701	1,148,135

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	55,854,646	57,431,508
21 Total liabilities (Part X, line 26)	26,379,457	25,193,961
22 Net assets or fund balances. Subtract line 21 from line 20	29,475,189	32,237,547

Part II Signature Block

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

Sign Here		2025-11-03
	Signature of officer	Date
	TRACI WALKER CFO/SECRETARY-TREASURER	
	Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date 2025-11-03	Check ☐ if self-employed	PTIN P01365820
	Firm's name CBIZ ADVISORS LLC			Firm's EIN 88-1478669	
	Firm's address 1899 L STREET NW 850 WASHINGTON, DC 20036			Phone no. (202) 227-4000	

May the IRS discuss this return with the preparer shown above? See Instructions. ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form **990** (2024)

Part III		Statement of Program Service Accomplishments	
Check if Schedule O contains a response or note to any line in this Part III ☒			
1	Briefly describe the organization's mission: NECA IS DEDICATED TO ENHANCING THE ELECTRICAL CONTRACTING INDUSTRY THROUGH CONTINUING EDUCATION, LABOR RELATIONS, CURRENT INFORMATION AND PROMOTIONAL ACTIVITIES AND IS WORKING TO PROMOTE HIGHER STANDARDS, QUALITY WORKMANSHIP AND TRAINING FOR A SKILLED WORKFORCE. 		
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No If "Yes," describe these new services on Schedule O.		
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No If "Yes," describe these changes on Schedule O.		
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.		
4a	(Code:) (Expenses \$ including grants of \$) (Revenue \$) FIELD: NECA PROVIDES A NUMBER OF SERVICES TO MEMBER AS PART OF ITS MISSION TO ADVANCE THE ELECTRICAL CONTRACTING INDUSTRY. FIELD SERVICES HELP MEMBERS BY MEDIATING LOCAL LABOR DISPUTES AND PROVIDING COUNSELING.		
4b	(Code:) (Expenses \$ including grants of \$) (Revenue \$) ELECTRICAL CONTRACTOR MAGAZINE: THE MAGAZINE OF THE ELECTRICAL CONTRACTING BUSINESS. EDUCATES THE INDUSTRY THROUGH TIMELY ARTICLES AND COLUMNS ON SUCH TOPICS AS THE NATIONAL ELECTRICAL CODE, ESTIMATING, PROJECT MANAGEMENT, NETWORKING, LIGHTING, POWER QUALITY, FIBER OPTICS, INTEGRATED SYSTEMS, AND OTHER TECHNOLOGIES AND PROJECT PROFILES THAT EXAMINE HOW CONTRACTORS OPERATE IN DIFFERENT MARKETS AND SITUATIONS.		
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$) CONVENTION AND EXPOSITION: NECA'S CONVENTION AND TRADE SHOW PROVIDES AN OPPORTUNITY FOR MEMBERS TO EXCHANGE IDEAS AND ATTEND EDUCATIONAL SEMINARS; IT IS ALSO AN EXCEPTIONAL SHOWCASE FOR THE LATEST ELECTRICAL PRODUCTS AND SERVICES.		
	(Code:) (Expenses \$ including grants of \$) (Revenue \$) EDUCATION: NECA OFFERS EDUCATIONAL PROGRAMS AND PUBLICATIONS TO HELP MEMBERS RUN THEIR BUSINESSES BETTER, SERVING EMPLOYEES AT ALL LEVELS WITHIN THE ELECTRICAL CONTRACTING INDUSTRY, PROVIDING TOOLS FOR MEMBERS TO ACCURATELY ACCOUNT FOR JOB COSTS AND PUBLISHING THE MANUAL OF LABOR UNITS.		
4d	Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$) (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 instructions. 	2	Yes
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? If "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 Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III 	5	Yes
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 	6	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 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10	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.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI. 	11a	Yes
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 	11b	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	Yes
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)?	11f	Yes
12a If "Yes," complete Schedule D, Part X,  Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	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 and XII 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
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? 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 other assistance to or for foreign individuals? 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? If "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 hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 	21	Yes

Part IV

Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	No
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	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 through 24d and complete Schedule K. If "No," go to line 25a	24a	No
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), 501(c)(4), and 501(c)(29) 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 Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?	26	No
27 If "Yes," complete Schedule L, Part I. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31 If "Yes," complete Schedule M. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
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?	33	No
34 If "Yes," complete Schedule R, Part I. Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	Yes
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	
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	No
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	161
b Enter the number of Forms W-2G included on 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

Part V	Statements Regarding Other IRS Filings and Tax Compliance (continued)					
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		2a	115			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b		Yes		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		Yes		
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b		Yes		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		Yes		
b If "Yes," enter the name of the foreign country: A C						
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .		5a			No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b			No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c				
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		Yes		
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		Yes		
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a				
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b				
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c				
d If "Yes," indicate the number of Forms 8282 filed during the year		7d				
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e				
f 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 Form 1098-C?		7h				
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8				
9 Sponsoring organizations maintaining donor advised funds.						
a Did the sponsoring organization make any taxable distributions under section 4966?		9a				
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b				
10 Section 501(c)(7) organizations. Enter:						
a Initiation fees and capital contributions included on Part VIII, line 12		10a				
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b				
11 Section 501(c)(12) organizations. Enter:						
a Gross income from members or shareholders		11a				
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b				
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a				
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b				
13 Section 501(c)(29) qualified nonprofit health insurance issuers.						
a Is the organization licensed to issue qualified health plans in more than one state?		13a				
Note. See the instructions for additional information the organization must report on Schedule O.						
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b				
c Enter the amount of reserves on hand		13c				
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a			No	
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b				
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15		Yes		
16 Is the organization a trust that is required to file Form 720, Schedule N, and is subject to the section 4968 excise tax on net investment income?		16			No	
If "Yes," complete Form 4720, Schedule O.						
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
If "Yes," complete Form 6069.						

Part VI

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.
Check if Schedule O contains a response or note to any line in this Part VI

☒

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		
1b	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?		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?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	Yes	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		No

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

	Yes	No	
10a	Did the organization have local chapters, branches, or affiliates?	Yes	
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		No
	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	Yes	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	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?		
15a	The organization's CEO, Executive Director, or top management official	Yes	
15b	Other officers or key employees of the organization	Yes	
	If "Yes" to line 15a or 15b, describe the process on 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?		No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section 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 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
THE ORGANIZATION 1201 PENNSYLVANIA AVENUE NW 1200 WASHINGTON, DC 20004 (202) 991-6300

Part VII

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

Check if Schedule O contains a response or note to any line in this Part VII

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization’s tax year.
- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

List all of the organization’s **current** key employees, if any. See the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

List all of the organization’s **former** officers, key employees, or 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.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) KIRK DAVIS PRESIDENT	1.00 1.00	X		X				0	0	0
(2) STEVEN GIANOTTI VICE PRESIDENT, DISTRICT 1	1.00 1.00	X		X				0	0	0
(3) STEVEN PETRI VICE PRESIDENT, DISTRICT 2	1.00 0.00	X		X				0	0	0
(4) TERRY LETTE VICE PRESIDENT, DISTRICT 3	1.00 0.00	X		X				0	0	0
(5) DAVID M WASHEBEK VICE PRESIDENT, DISTRICT 4	1.00 0.00	X		X				0	0	0
(6) SHAWN SMITH VICE PRESIDENT, DISTRICT 5	1.00 0.00	X		X				0	0	0
(7) MARK WALTER VICE PRESIDENT, DISTRICT 6	1.00 0.00	X		X				0	0	0
(8) DONALD LAFFOON VICE PRESIDENT, DISTRICT 7	1.00 1.00	X		X				0	0	0
(9) CRAIG CLARK VICE PRESIDENT, DISTRICT 8	1.00 0.00	X		X				0	0	0
(10) GREGORY LONG VICE PRESIDENT, DISTRICT 9	1.00 1.00	X		X				0	0	0
(11) STEVE LINDLEY VICE PRESIDENT, DISTRICT 10	1.00 0.00	X		X				0	0	0
(12) MARK HARASHA VICE PRESIDENT AT LARGE	1.00 0.00	X		X				0	0	0
(13) CHARLES FAIRCHILD VICE PRESIDENT ISC	1.00 0.00	X		X				0	0	0
(14) LAEL L FULLFORD CHAPTER GOVERNORS	1.00 0.00	X						0	0	0
(15) JOSEPH P GROSS CHAPTER GOVERNORS	1.00 0.00	X						0	0	0
(16) MATTHEW TURK CHAPTER GOVERNORS	1.00 0.00	X						0	0	0
(17) SHANE SNYDER CHAPTER GOVERNORS	1.00 0.00	X						0	0	0

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee			
(18) CHAD WILLMON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(19) CHRISTOPHER M FOSTER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(20) KEVIN HEBERT	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(21) GLEN LEDOUX	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(22) WILLIAM E WEBER JR	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(23) WES TREDER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(24) DAVID GINESTRA	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(25) SCOTT MADDOX	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(26) TOM GRAY	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(27) SARA SMITH	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(28) JOSEPH ST PIERRE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(29) MICHAEL WHATLEY	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(30) BRIAN DEW	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(31) TIM M PARKER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(32) RICHARD A JAMERSON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(33) HOWARD MAYERS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(34) TOM ADAMSON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(35) RICK HENRY	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(36) BRIAN SPADER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(37) DAVID J HEISEL	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(38) GREGORY L OUTSEN	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(39) BOOMER L HOLTZ	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(40) RAYLYN WILCOX	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(41) JOSEPH P LORMAND	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(42) LARRY NOURSE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(43) RICKY ELLINGTON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(44) BERNARD FERDINANDO	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(45) BRAD KIRK	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(46) JAMES BOWLES	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(47) STEVE T WATANABE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(48) ROBERT A METZ	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(49) DARIC W STITH	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(50) LARRY F GLAENZER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(51) MITCH MURPHY	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(52) NATHAN W WICKIZER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(53) MARVIN "BARNEY" POTTEBAUM	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(54) DUSTY MOORE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(55) MICHAEL W QUARLES	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(56) JACK D BELLOWIS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(57) DANIEL SANCHEZ	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(58) MICHAEL R KRIPPENDORF	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(59) JOE KELLAMS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(60) JEFFREY T BARBER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(61) ALFRED F AUS JR	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(62) SCOTT A SEWARD	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(63) JOHN BANKS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(64) JAMES PRUSINSKI	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(65) GREG KOETZ	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(66) DARRAN V AYRES	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(67) BRENT BURTON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(68) ERIC TONNESEN	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(69) NEIL DAVIDSON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(70) TROY L BEALL	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(71) KRISTINE H DENAPOLI	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(72) ROBERT E WICKHAM	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(73) THOMAS MORTON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(74) JAMES C ATKINS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(75) MARTIN WEST	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(76) LEWIS FRAIN	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(77) CRAIG METTER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(78) ANTHONY J MALONEY III	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(79) TERRENCE CRAIG	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(80) JOEL BOYEE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(81) EDWARD E WITT JR	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(82) JIMMY FEAZEL	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(83) STEVE HARGROVE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(84) DAVID HATCH	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(85) SCOTT KORCZYNSKI	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(86) KEVIN RYEL	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(87) JEFF PERRY	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(88) PATRICK J MALONEY	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(89) MICHAEL P WEAVER	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(90) DANIEL J HAHN SR	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(91) LEEANN COCHRAN	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(92) TOM CIRCELLO	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(93) MARVIN L GROVES II	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(94) ROBERT SMITH	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(95) CHRISTOPHER O'ROURKE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(96) CARL P RATH	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(97) CHRIS OLSON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(98) ROBERT DAVIES JR	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(99) LARRY ANDRINI	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(100) DAVID CHAD	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(101) TIMOTHY P DANIELS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(102) JESSE COLLEY	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(103) WILLIAM M DARISH	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(104) MATTHEW B CAPPADONNA	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(105) LOUISE M JONES-MAGEE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(106) JAMES A THIELE	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(107) RYAN SAMSIL	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(108) PATRICK ARMOUR	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(109) RAYMOND PALMIERI	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(110) TOM G ISPAS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(111) BILL EMMONS	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(112) JAMES F STUBBLEFIELD	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(113) E J DEUBLER III	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(114) FORREST WILSON	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(115) EARL "DUKE" AUSTIN JR	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(116) EARL C O'QUINN III	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(117) BRANDON BETSCHART	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(118) EMILY ASCHINGER MARTIN	1.00						0	0	
CHAPTER GOVERNORS	0.00	X							
(119) PETER BOURLAND									

Part VIII

Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other	1a Federated campaigns		1a	
Amt Similar Amounts	b Membership dues		1b	
	c Fundraising events		1c	
	d Related organizations		1d	
	e Government grants (contributions)		1e	
	f All other contributions, gifts, grants, and similar amounts not included above		1f 328,000	
	g Noncash contributions included in lines 1a - 1f:\$		1g	
h Total. Add lines 1a-1f		328,000		

Program Service Revenue	2a MEMBERSHIP DUES	Business Code				
		900099	22,547,120	22,547,120		
	b ANNUAL CONVENTION	900099	16,261,312	16,261,312		
	c ADVERTISING INCOME	541800	4,692,552		4,692,552	
	d EDUCATIONAL COURSES	900099	2,376,265	2,376,265		
	e					
	f All other program service revenue.					
g Total. Add lines 2a-2f.		45,877,249				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		655,688			655,688	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		29,914			29,914	
	6a Gross rents	(i) Real	(ii) Personal				
		6a					
		6b Less: rental expenses					
	6c Rental income or (loss)						
	d Net rental income or (loss)						
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7a	4,235,323 347,988				
		7b Less: cost or other basis and sales expenses	3,485,815 347,463				
	7c Gain or (loss)	749,508 525					
	d Net gain or (loss)		750,033			750,033	
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a					
		8b Less: direct expenses					
c Net income or (loss) from fundraising events							
9a Gross income from gaming activities. See Part IV, line 19	9a						
	9b Less: direct expenses						
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	10a	492,506					
	10b Less: cost of goods sold	0					
c Net income or (loss) from sales of inventory		492,506	492,506				

OtherRevenueMiscAmt	11a MISCELLANEOUS INCOME	Business Code				
		900099	511,142			511,142
	b MANAGEMENT FEES	900099	450,600	450,600		
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		961,742			
12 Total revenue. See instructions		49,095,132	42,127,803	4,692,552	1,946,777	

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	25,000			
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	4,257,982			
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	12,418,019			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	942,502			
9 Other employee benefits	2,041,192			
10 Payroll taxes	981,703			
11 Fees for services (non-employees):				
a Management				
b Legal	58,080			
c Accounting	125,112			
d Lobbying	182,418			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	17,564			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	3,103,380			
12 Advertising and promotion	85,011			
13 Office expenses	1,247,282			
14 Information technology	885,487			
15 Royalties				
16 Occupancy	2,266,009			
17 Travel	4,208,182			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	10,278,435			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,080,340			
23 Insurance	137,469			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a UBI TAXES	42,196			
b MAGAZINE AD AGENCY	1,218,840			
c PRINTING & PUBLICATIONS	1,193,633			
d MISCELLANEOUS	637,107			
e All other expenses	514,054			
25 Total functional expenses. Add lines 1 through 24e	47,946,997			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		222,796	1	364,354	
	2	Savings and temporary cash investments		3,329,903	2	3,821,260	
	3	Pledges and grants receivable, net			3		
	4	Accounts receivable, net		5,022,729	4	4,171,919	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use		278,448	8	125,576	
	9	Prepaid expenses and deferred charges		2,192,185	9	2,709,501	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	9,044,449			
	b	Less: accumulated depreciation	10b	4,825,429	4,927,888	10c	4,219,020
	11	Investments—publicly traded securities		21,216,039	11	22,984,494	
	12	Investments—other securities. See Part IV, line 11			12		
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		18,664,658	15	19,035,384	
16	Total assets: Add lines 1 through 15 (must equal line 33)		55,854,646	16	57,431,508		
Liabilities	17	Accounts payable and accrued expenses		3,957,016	17	3,583,383	
	18	Grants payable			18		
	19	Deferred revenue		2,212,946	19	2,349,316	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		20,209,495	25	19,261,262	
	26	Total liabilities: Add lines 17 through 25		26,379,457	26	25,193,961	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		29,475,189	27	32,237,547	
	28	Net assets with donor restrictions			28		
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.						
	29	Capital stock or trust principal, or current funds			29		
	30	Paid-in or capital surplus, or land, building or equipment fund			30		
	31	Retained earnings, endowment, accumulated income, or other funds			31		
	32	Total net assets or fund balances		29,475,189	32	32,237,547	
	33	Total liabilities and net assets/fund balances		55,854,646	33	57,431,508	

Part XI

Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	49,095,132
2	Total expenses (must equal Part IX, column (A), line 25)	2	47,946,997
3	Revenue less expenses. Subtract line 2 from line 1	3	1,148,135
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	29,475,189
5	Net unrealized gains (losses) on investments	5	743,266
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	870,957
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	32,237,547

Part XII

Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☒ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Schedule B (Form 990) (Rev. January 2025) Department of the Treasury Internal Revenue Service	Schedule of Contributors ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
Name of the organization NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION INC		Employer identification number 53-0115267

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	☐ 501(c)() (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust not treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

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

General Rule

☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

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

Name of organization NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION INC	Employer identification number 53-0115267
--	--

Part I

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)

Name of organization
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION INC

Employer identification number
53-0115267

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION INC	Employer identification number 53-0115267
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c) (7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) \$ _____

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

Additional Data

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

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

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

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

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

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

Name of the organization NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION INC	Employer identification number 53-0115267
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."	
2	Political campaign activity expenditures. See instructions	\$
3	Volunteer hours for political campaign activities. See instructions	

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955	\$
2	Enter the amount of any excise tax incurred by organization managers under section 4955	\$
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	☐ Yes ☐ No
4a	Was a correction made?	☐ Yes ☐ No
b	If "Yes," describe in Part IV.	

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	\$
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	\$
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b	\$
4	Did the filing organization file Form 1120-POL for this year?	☐ Yes ☐ No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.	

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

Part II-A

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

- A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures															
e Total exempt purpose expenditures (add lines 1c and 1d)															
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.															
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a. If zero or less, enter -0-															
i Subtract line 1f from line 1c. If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
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 similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

1	Dues, assessments and similar amounts from members	1	22,547,120
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	779,670
b	Carryover from last year	2b	53,997
c	Total	2c	833,667
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	811,696
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	21,971
5	Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
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Name of the organization NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION INC	Employer identification number 53-0115267
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Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	

Part II

Conservation Easements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1	Purpose(s) of conservation easements held by the organization (check all that apply). ☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area ☐ Protection of natural habitat ☐ Preservation of a certified historic structure ☐ Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	Held at the End of the Year
a	Total number of conservation easements	2a
b	Total acreage restricted by conservation easements	2b
c	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶	
4	Number of states where property subject to conservation easement is located ▶	
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶	
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$	
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a	If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.	
b	If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:	
(i)	Revenue included on Form 990, Part VIII, line 1	▶ \$
(ii)	Assets included in Form 990, Part X	▶ \$
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:	
a	Revenue included on Form 990, Part VIII, line 1	▶ \$
b	Assets included in Form 990, Part X	▶ \$

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

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

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other

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

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

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

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

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

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

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and 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 current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ▶

b Permanent endowment ▶

c Term endowment ▶

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

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

(i) Unrelated organizations

(ii) Related organizations

b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

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

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		2,651,288	852,128	1,799,160
d Equipment		4,824,580	2,699,577	2,125,003
e Other		1,568,581	1,273,724	294,857
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				4,219,020

Part VII

Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

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

Part VIII

Investments - Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

Part IX

Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

Part X

Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

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

☒

Part XI

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

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	49,820,834
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	743,266	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	743,266
3	Subtract line 2e from line 1		3	49,077,568
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	17,564	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	17,564
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	49,095,132

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	47,929,433
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	47,929,433
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	17,564	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	17,564
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	47,946,997

Part XIII

Supplemental Information

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

Return Reference	Explanation
PART X, LINE 2:	THE ASSOCIATION IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(6) OF THE INTERNAL REVENUE CODE (IRC), EXCEPT ON NET INCOME DERIVED FROM UNRELATED BUSINESS ACTIVITIES. THE ASSOCIATION'S PRIMARY UNRELATED BUSINESS ACTIVITY CONSISTS OF ADVERTISING REVENUE. BASED ON THE ASSOCIATION'S OPERATIONS FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023, NO PROVISION FOR UNCERTAIN TAX POSITIONS IS REQUIRED OR HAS BEEN MADE IN THE ACCOMPANYING FINANCIAL STATEMENTS. AS OF DECEMBER 31, 2024, THERE WERE TAX YEARS OPEN THAT COULD BE SUBJECT TO REVIEW BY FEDERAL AND STATE TAXING AUTHORITIES. HOWEVER, THERE ARE CURRENTLY NO EXAMINATIONS PENDING OR IN PROGRESS.

Additional Data

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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

**Schedule I
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ **Attach to Form 990.**
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION INC	Employer identification number 53-0115267
--	--

Part I General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☐ Yes ☒ No
- 2

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

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) MILWAUKEE SCIENCE EDUCATION CONSORTIUM 2000 W KILBOURN AVE MILWAUKEE,WI 53233	39-1974865	501(C)(3)	25,000	0			GENERAL SUPPORT

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶

1

3

Enter total number of other organizations listed in the line 1 table ▶

0

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV	Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.
Return Reference	Explanation

Additional Data

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Software ID:
Software Version:

Schedule J
(Form 990)

(Rev. January 2025)

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" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION INC

Employer identification number

53-0115267

Part I

Questions Regarding Compensation

1a

Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

☒ First-class or charter travel

☒ Travel for companions

☒ Tax idemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (e.g., maid, chauffeur, chef)

b

If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2

Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

3

Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

☒ Compensation committee

☐ Independent compensation consultant

☒ Form 990 of other organizations

☐ Written employment contract

☐ Compensation survey or study

☒ Approval by the board or compensation committee

4

During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a

Receive a severance payment or change-of-control payment?

b

Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c

Participate in, or receive payment from, an equity-based compensation arrangement?

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), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a

The organization?

b

Any related organization?

If "Yes," on line 5a or 5b, describe in Part III.

6

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a

The organization?

b

Any related organization?

If "Yes," on line 6a or 6b, describe in Part III.

7

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

8

Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

9

If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes

No

1b

Yes

2

Yes

4a

No

4b

Yes

4c

No

5a

5b

6a

6b

7

8

9

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

Cat. No. 50053T

Schedule J (Form 990) (Rev. 1-2025)

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

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 DAVID LONG CEO	(i)	848,800	185,000	70,433	170,000	25,688	1,299,921	0
	(ii)	0	0	0	0	0	0	0
2 TRACI WALKER CFO/SECRETARY-TREASURER	(i)	408,799	120,000	36,569	64,400	25,688	655,456	0
	(ii)	0	0	0	0	0	0	0
3 MARCO GIAMBERARDINO SENIOR VICE PRESIDENT	(i)	328,800	45,000	34,486	49,138	23,064	480,488	0
	(ii)	0	0	0	0	0	0	0
4 PETER MASTROROCCHO SENIOR VICE PRESIDENT	(i)	328,800	40,000	38,033	48,964	23,064	478,861	0
	(ii)	0	0	0	0	0	0	0
5 JAMES FAGAN SENIOR VICE PRESIDENT	(i)	328,800	40,000	26,210	47,450	20,441	462,901	0
	(ii)	0	0	0	0	0	0	0
6 RONALD BAILEY SENIOR VICE PRESIDENT	(i)	316,300	30,000	26,200	44,844	23,064	440,408	0
	(ii)	0	0	0	0	0	0	0
7 JOSHUA BONE EXECUTIVE DIRECTOR, ELECTRI	(i)	0	0	0	0	0	0	0
	(ii)	308,800	50,000	15,630	45,076	20,441	439,947	0
8 STEVE KRIEG VICE PRESIDENT	(i)	320,050	15,000	18,584	41,315	20,441	415,390	0
	(ii)	0	0	0	0	0	0	0
9 EDWARD UPPOLE EXECUTIVE DIRECTOR	(i)	272,375	7,500	14,935	35,496	20,348	350,654	0
	(ii)	0	0	0	0	0	0	0
10 JOHN SAVAGE EXECUTIVE DIRECTOR	(i)	236,800	7,000	16,637	31,297	20,211	311,945	0
	(ii)	0	0	0	0	0	0	0
11 DAVID WOODARD EXECUTIVE DIRECTOR	(i)	232,100	6,000	15,486	30,856	20,203	304,645	0
	(ii)	0	0	0	0	0	0	0
12 CARY ANDRES EXECUTIVE DIRECTOR	(i)	243,800	8,000	1,638	30,557	20,237	304,232	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 1A	THE FOLLOWING CLASSES OF INDIVIDUALS RECEIVE FIRST-CLASS AND/OR CHARTER TRAVEL, WHICH IS REPORTED AS TAXABLE COMPENSATION TO THE RECIPIENTS: EXECUTIVE COMMITTEE, VICE PRESIDENTS, AND THE EXECUTIVE DIRECTOR OF ELECTRI. THE FOLLOWING INDIVIDUALS RECEIVE TRAVEL FOR COMPANIONS, WHICH IS REPORTED AS TAXABLE COMPENSATION TO THE RECIPIENTS: LONG, WALKER, GIAMBERARDINO, MASTROROCCO, FAGAN, BONE, BAILEY, KRIEG, UPPOLE, SAVAGE, WOODARD THE FOLLOWING INDIVIDUALS RECEIVE TAX GROSS-UP PAYMENTS, WHICH ARE REPORTED AS TAXABLE COMPENSATION TO THE RECIPIENTS: LONG, WALKER, GIAMBERARDINO, MASTROROCCO, FAGAN, BAILEY
PART I, LINE 4B	DAVID LONG, 457(F): \$105,600

Additional Data

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SCHEDULE O

(Form 990)

(Rev. January 2025)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

Attach to Form 990 or 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION INC

Employer identification number

53-0115267

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	(A) REGULAR MEMBERSHIP: REGULAR MEMBERSHIP SHALL BE AVAILABLE TO PERSONS, FIRMS, CORPORATIONS, AND OTHER PERMANENTLY ESTABLISHED ENTITIES WHOSE PRINCIPAL BUSINESS IS ELECTRICAL POWER, COMMUNICATIONS OR CONTROLS CONTRACTING AND WHO HAVE AN ESTABLISHED PLACE OF BUSINESS AS DEFINED BY THE BOARD OF GOVERNORS. REGULAR MEMBERS IN GOOD STANDING SHALL BE AUTHORIZED TO CAST THE FOLLOWING VOTES BY BALLOT IN ALL MATTERS REFERRED TO MEMBERS BY THE ASSOCIATION AND/OR CHAPTERS OF THE ASSOCIATION AND REQUIRING A VOTE BY BALLOT. BASED UPON "MANHOURS" IN THE PRIOR CALENDAR YEAR, REGULAR MEMBER, REPORTING: (1) 1 TO 75,000 MANHOURS SHALL HAVE ONE (1) VOTE, (2) 75,001 TO 150,000 MANHOURS SHALL HAVE TWO (2) VOTES, AND (3) IN EXCESS OF 150,000 MANHOURS SHALL HAVE THREE (3) VOTES. EACH REGULAR MEMBER SHALL DESIGNATE AN "ACCREDITED REPRESENTATIVE" WHO IS AN OWNER, PARTNER, OFFICER, OR OCCUPANT OF ANOTHER SENIOR POSITION. THE "ACCREDITED REPRESENTATIVE" SHALL REPRESENT AND VOTE ON BEHALF OF THE REGULAR MEMBER. (B) HONORARY MEMBERSHIP: HONORARY MEMBERSHIP SHALL BE AVAILABLE TO ANY PERSON ELECTED TO SUCH STATUS BY THE BOARD OF GOVERNORS FOR DISTINGUISHED SERVICE TO THE ELECTRICAL INDUSTRY. (C) INDIVIDUAL MEMBERSHIP: INDIVIDUAL MEMBERSHIP SHALL BE AVAILABLE TO INDIVIDUALS AND/OR OTHER ENTITIES MEETING ALL REGULAR MEMBERSHIP REQUIREMENTS FOR MEMBERSHIP IN THIS ASSOCIATION BUT EITHER: (1) NOT BEING ACCEPTED FOR MEMBERSHIP IN A CHAPTER OF THIS ASSOCIATION, OR (2) HAVING ONCE HELD MEMBERSHIP IN A CHAPTER OF THIS ASSOCIATION, DENIED CONTINUATION OF SUCH MEMBERSHIP. APPLICANTS FOR INDIVIDUAL MEMBERSHIP MUST BE APPROVED BY A MAJORITY VOTE OF THE EXECUTIVE COMMITTEE. BEFORE APPROVING INDIVIDUAL MEMBERSHIPS, THE EXECUTIVE COMMITTEE SHALL COMMUNICATE FULLY WITH CHAPTERS CONCERNED. A PROSPECTIVE INDIVIDUAL MEMBER WILL HAVE THE OPPORTUNITY TO RESPOND IN WRITING TO ANY CHAPTER POSITION AND TO BE HEARD BY THE EXECUTIVE COMMITTEE AND HAVE THE RIGHT OF APPEAL TO THE BOARD OF GOVERNORS.
FORM 990, PART VI, SECTION A, LINE 7A	THE BOARD OF GOVERNORS IS THE ULTIMATE GOVERNING BODY OF THIS ASSOCIATION AND SHALL CONTROL ALL ITS ASSETS AND AFFAIRS AND FORMULATE ITS POLICIES AND PROGRAMS. THE BOARD OF GOVERNORS SHALL CONSIST OF: (A) ONE (1) GOVERNOR ELECTED FROM AND BY THE MEMBERS OF EACH CHAPTER EMPOWERED TO ELECT GOVERNORS AFFILIATED WITH THIS ASSOCIATION, (B) THE PRESIDENT OF THIS ASSOCIATION, (C) THE DISTRICT VICE PRESIDENTS, AND (D) THE VICE PRESIDENT AT LARGE. SELECTION OF GOVERNORS - EACH CHAPTER LOCATED IN AN ODD-NUMBERED DISTRICT SHALL, IN JANUARY OF EACH ODD-NUMBERED YEAR, SELECT ONE OF ITS ACTIVE REGULAR MEMBERS TO SERVE AS A MEMBER OF THE BOARD OF GOVERNORS OF THIS ASSOCIATION FOR A TERM OF TWO (2) YEARS. EACH CHAPTER LOCATED IN AN EVEN-NUMBERED DISTRICT SHALL, IN JANUARY OF EACH EVEN-NUMBERED YEAR, SELECT ONE OF ITS ACTIVE REGULAR MEMBERS TO SERVE AS A MEMBER OF THE BOARD OF GOVERNORS OF THIS ASSOCIATION FOR A TERM OF TWO (2) YEARS. GOVERNORS SHALL TAKE OFFICE UPON SELECTION AND NOTIFICATION SENT TO THE SECRETARY/TREASURER IN WRITING.
FORM 990, PART VI, SECTION B, LINE 11B	NECA FORWARDS THE DRAFT OF THE FORM 990 TO THE EXECUTIVE COMMITTEE VIA E-MAIL PRIOR TO FILING AND ANSWERED ANY QUESTIONS THAT AROSE.
FORM 990, PART VI, SECTION B, LINE 12C	THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION EXECUTIVE COMMITTEE, BOARD OF GOVERNORS, COMMITTEES, TASK FORCES, WORKING GROUPS AND OTHERS IN THE NECA GOVERNANCE STRUCTURE, AS WELL AS ALL NECA EMPLOYEES MUST ACT AT ALL TIMES IN THE BEST INTERESTS OF NECA AND NOT FOR PERSONAL OR THIRD-PARTY GAIN OR FINANCIAL ENRICHMENT. THE NECA EXECUTIVE COMMITTEE HAS THE EXCLUSIVE AUTHORITY AND RESPONSIBILITY TO DECIDE AN APPROPRIATE REACTION TO THE DISCLOSURE. THE EXECUTIVE COMMITTEE MAY, AT ITS DISCRETION, CHOOSE AMONG THE FOLLOWING REACTIONS: DISCLOSURE: THE DISCLOSURE REGARDING A VOLUNTEER'S OTHER INTEREST IS WORTHY OF THE EXECUTIVE COMMITTEE'S ATTENTION, BUT THE DISCLOSURE ITSELF, AND THE EXECUTIVE COMMITTEE'S AWARENESS OF THE DISCLOSURE, IS CONSIDERED SUFFICIENT TO CORRECT FOR ANY BIAS THAT IT MIGHT ENTAIL. IN SHORT, THE EXECUTIVE COMMITTEE WOULD LIKELY DECIDE THAT ALTHOUGH THE VOLUNTEER CLEARLY HAS SOME OTHER INTEREST, THE EXECUTIVE COMMITTEE WILL SIMPLY TAKE THE INFORMATION INTO ACCOUNT AS THE MEMBER PARTICIPATES IN DECISION-MAKING. RECUSAL: THE OTHER INTEREST THAT HAS BEEN DISCLOSED AFFECTS AN IMPORTANT POLICY OR PROGRAM FOR THE ORGANIZATION. TO ASSURE THE ORGANIZATION AND ITS CONSTITUENCY THAT EXECUTIVE COMMITTEE DECISION-MAKING IS WITHOUT BIAS, IT IS BEST FOR THE VOLUNTEER TO RECUSE HIMSELF/HERSELF WHEN THE EXECUTIVE COMMITTEE TAKES REPORTS, DEBATES, OR MAKES DECISIONS, REGARDING THAT POLICY OR PROGRAM. IN SHORT, THE VOLUNTEER WOULD BE ASKED TO SIT OUT ANY WORK OF THE EXECUTIVE COMMITTEE IN THE AREA WHERE HE/SHE HAS CONFLICTING INTERESTS. RESIGNATION: THE OTHER INTEREST RELATES TO A CONTINUING, PERVASIVE, AND IMPORTANT EXECUTIVE COMMITTEE FUNCTION, ONE THAT CANNOT EASILY BE ISOLATED ON AN AGENDA SO AS TO PERMIT RECUSAL. IN THIS CASE, THE MEMBER MIGHT BE ASKED TO RESIGN HIS/HER POSITION, SINCE THIS IS THE ONLY WAY TO ENSURE THAT THE OTHER INTEREST DOES NOT INTRUDE UPON AND SKEW EXECUTIVE COMMITTEE DECISION-MAKING. WHILE THIS IS AN EXTREME AND RARE RESULT OF A MEMBER'S DISCLOSURE, IT IS SOMETIMES THE BEST AND ONLY FAIR ALTERNATIVE. EFFECTIVE JANUARY 2010, AT THE EXECUTIVE COMMITTEE'S FIRST MEETING OF EACH YEAR, THE COMMITTEE WILL REVIEW THE CONFLICT-OF-INTEREST POLICY. THE MEMBERS OF THE COMMITTEE WILL THEN HAVE THE OPPORTUNITY TO DISCUSS ANY POTENTIAL CONFLICTS.
FORM 990, PART VI, SECTION B, LINE 15	THE COMPENSATION COMMITTEE OF THE EXECUTIVE COMMITTEE IS THE BODY CHARGED WITH REVIEWING THE CEO'S COMPENSATION PACKAGE. THE COMMITTEE REVIEWS MARKET DATA AND THE CEO'S PERFORMANCE IN DETERMINING WHAT AN EQUITABLE COMPENSATION PACKAGE SHOULD BE. IN TURN, THE CEO OF THE ASSOCIATION IS CHARGED WITH PREPARING EVALUATIONS FOR THE ORGANIZATION'S SENIOR MANAGEMENT TEAM BASED ON EACH INDIVIDUAL'S PERFORMANCE DURING THE CURRENT YEAR. THIS DATA IS THEN USED BY THE CEO, WITH ADVISEMENT FROM THE COMPENSATION COMMITTEE, IN SETTING COMPENSATION PACKAGES FOR THE ORGANIZATION'S OFFICERS.
FORM 990, PART VI, SECTION C, LINE 19	NECA'S GOVERNING DOCUMENTS ARE AVAILABLE ON-LINE AT WWW.NECANET.ORG. NECA'S CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.
FORM 990, PART XI, LINE 9:	OTHER DEFINED BENEFIT CHANGES 870,957.
FORM 990, PART XII, LINE 2C:	THE PROCESS HAS NOT CHANGED FROM PRIOR YEAR.

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

Cat. No. 51056K

Schedule O (Form 990) (Rev. 1-2025)

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SCHEDULE R
(Form 990)
(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION INC

Employer identification number

53-0115267

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)ELECTRI INTERNATIONAL - THE FOUNDATION FOR ELECTRICAL CONSTRUCTION INC 1201 PENNSYLVANIA AVE NW 1200 WASHINGTON, DC 20004 52-1643734	RESEARCH	DC	501(C)(3)	LINE 7	NATIONAL ELECTRICAL CONTRACTORS	Yes	
(2)NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION POLITICAL ACTION COMMITTEE 1201 PENNSYLVANIA AVE NW 1200 WASHINGTON, DC 20004 52-1156960	POLITICAL ACTIVITIES	DC	527		NATIONAL ELECTRICAL CONTRACTORS	Yes	

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproprrtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

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

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

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

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l		No
1m		No
1n	Yes	
1o	Yes	
1p		No
1q	Yes	
1r	Yes	
1s		No

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)ELECTRI INTERNATIONAL	O	1,013,529	COST
(2)ELECTRI INTERNATIONAL	Q	1,706,932	COST
(3)ELECTRI INTERNATIONAL	R	337,629	COST

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.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference	Explanation
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Additional Data

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