Form	990
------	-----

### EXTENDED TO NOVEMBER 15, 2024 Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except 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. 2023 Open to Public Inspection

Department of the Treasury
Internal Revenue Service
Internal Revenue Service

AF	or th	e 2023 calendar year, or tax year beginning an	d ending		
B (	Check if pplicab	e: C Name of organization		D Employer identifi	cation number
	Addr	STATE BAR OF ARIZONA			
	Name			86-60002	94
	Initia	Number and street (or P.O. box if mail is not delivered to street address)	Room/sui	te E Telephone numbe	r
	Final retur	4201 N 24TH ST	100	602-252-	
	termi ated			<b>G</b> Gross receipts \$	20,973,319.
	Amer	PHOENIX, AZ 85010-0200		H(a) Is this a group r	
	Appli tion pend	F Name and address of principal officer: UOEL F. ENGLAND		for subordinates	s? Yes 🔀 No
		SAME AS C ABOVE		H(b) Are all subordinates in	
		empt status: 501(c)(3) X 501(c) (6) (insert no.) 4947(a)(1	) or 5		list. See instructions
	Nebs			H(c) Group exemption	
		f organization: X Corporation Trust Association Other	L Ye	ar of formation: 1933 I	<b>VI</b> State of legal domicile: <b>A</b> Z
Pa	art I	Summary			
ě	1	Briefly describe the organization's mission or most significant activities: <u>REGU</u> ARIZONA AND PROVIDES EDUCATION/DEVELOPME			
anc				·	ON SCH O)
Governance	2	Check this box if the organization discontinued its operations or dispo			26
ğ	3				26
~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	4 5	Number of independent voting members of the governing body (Part VI, line 1b) Total number of individuals employed in calendar year 2023 (Part V, line 2a)			122
ties	6	Total number of volunteers (estimate if necessary)			2179
Activities &					1,496,437.
Ă				7b	262,703.
	<u> </u>			Prior Year	Current Year
~	8	Contributions and grants (Part VIII, line 1h)		0.	1,078.
Revenue	9	Program service revenue (Part VIII, line 2g)		18,217,139.	18,245,810.
eve	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		211,299.	382,110.
£	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		748,607.	747,545.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		19,177,045.	19,376,543.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		486,987.	756,351.
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
ŝ	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		9,975,603.	10,481,818.
sus(	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
Expenses	b	Total fundraising expenses (Part IX, column (D), line 25)	0.	C 020 0F1	
ш	1 ''	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		6,939,251.	6,632,709.
	1	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		17,401,841.	17,870,878.
	19	Revenue less expenses. Subtract line 18 from line 12		1,775,204.	1,505,665.
ts or				Beginning of Current Year 25,674,316.	End of Year 28,773,235.
Assets ( Balanc	20	Total assets (Part X, line 16)	·····  -	5,174,536.	5,404,158.
Vet A	3	Total liabilities (Part X, line 26)		20,499,780.	23,369,077.
	<u>22</u> 21	Net assets or fund balances. Subtract line 21 from line 20		20,499,100.	43,303,011.
		oligination brook	loo and atata	monto and to the bast of m	knowledge and helief it is

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	Signature of officer		Date			
Here	JESSICA IENNARELLA, CFO					
	Type or print name and title					
	Print/Type preparer's name	Preparer's signature	Date	Check PTIN		
Paid	MAYUMI STELLA	MAYUMI STELLA	11/14/24	self-employed P00970938		
Preparer	Firm's name EIDE BAILLY LLP		Firm's	EIN 45-0250958		
Use Only	Firm's address 800 NICOLLET MALL	, STE. 1300				
	MINNEAPOLIS, MN 5	5402-7033	Phone	no.612-253-6500		
May the IF	RS discuss this return with the preparer shown abo	ve? See instructions		X Yes No		
LHA For	LHA For Paperwork Reduction Act Notice, see the separate instructions. 332001 12-21-23 Form 990 (2023)					

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Form	990 (2023) STATE BAR OF ARIZONA	86-600029	4 Page 2
	t III Statement of Program Service Accomplishments		
	Check if Schedule O contains a response or note to any line in this Part III		X
1	Briefly describe the organization's mission:		_
	THE STATE BAR OF ARIZONA IS A PRIVATE, NON-PROFIT ORG.		
		O THE PROVISION	
	OF LEGAL SERVICES AND ACCESS TO JUSTICE. CONSISTENT W THE STATE BAR OF ARIZONA SEEKS TO IMPROVE THE (CONT'D		цъ, <u> </u>
2	Did the organization undertake any significant program services during the year which were not listed on the		
2			(es X No
	prior Form 990 or 990-EZ? 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 servi		(es X No
Ū	If "Yes," describe these changes on Schedule O.		
4	Describe the organization's program service accomplishments for each of its three largest program service	es, as measured by expens	es.
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to		
	revenue, if any, for each program service reported.		
4a		(Revenue \$	)
	REGULATORY - PURSUANT TO RULE 32 OF THE SUPREME COURT		PHE
	STATE BAR OF ARIZONA ASSISTS THE COURT WITH THE REGUL		
	DISCIPLINE OF PERSONS ENGAGED IN THE PRACTICE OF LAW.		
	RECEIVES, SCREENS, AND INVESTIGATES COMPLAINTS AGAINS		WHICH
	MAY BE DISMISSED, REQUIRE REMEDIAL ACTION OR LEAD TO D	MORE FORMAL	,
	PROCEEDINGS RESULTING IN VARIOUS FORMS OF DISCIPLINE.		
4b	(Code:) (Expenses \$ including grants of \$)	(Revenue \$	)
	COMPLIANCE - PURSUANT TO RULE 32 OF THE SUPREME COURT	OF ARIZONA,	PHE
	STATE BAR IS CHARGED WITH ENSURING THE COMPETENCY OF		
	CONSISTENT WITH RULE 44, LEGAL SPECIALIZATION, THE ST.		
	ADMINISTERS A PROGRAM THROUGH THE BOARD OF LEGAL SPEC		
	ORDER TO IMPROVE THE QUALITY OF LEGAL SERVICES. ADDIT		
	ACCORDANCE WITH RULE 45, MANDATORY CONTINUING LEGAL E	-	
	STATE BAR ENSURES ACTIVE MEMBERS COMPLETE REQUIRED CON		
	EDUCATION ON AN ANNUAL BASIS. THE STATE BAR ALSO ASSI PRO HAC VICE ADMISSIONS UNDER RULE 39 AND PROCESSES IN		
	REGISTRATIONS UNDER RULE 38.	N HOUSE COUNS	<u> </u>
4c	(Code:) (Expenses \$ including grants of \$ )	(Revenue \$	)
	PROFESSIONAL DEVELOPMENT - PURSUANT TO RULE 32 OF THE	SUPREME COUR	r of
	ARIZONA, THE STATE BAR IS TO CONDUCT EDUCATIONAL PROG	RAMS REGARDIN	G
	SUBSTANTIVE LAW, BEST PRACTICES, PROCEDURE AND ETHICS	AND PROVIDE	
	FORUMS FOR DISCUSSION REGARDING THE ADMINISTRATION OF		
	PRACTICE OF LAW. THE STATE BAR IS ALSO RESPONSIBLE FOR		
	OF INTEGRITY, LEARNING, COMPETENCE, AND PUBLIC SERVIC		
	AND SERVE THE PROFESSIONAL NEEDS OF ITS MEMBERS. THE		
	PROFESSIONAL DEVELOPMENT OF ATTORNEYS THROUGH OPPORTU		VE ON
	ADVISORY GROUPS, COMMITTEES, SECTIONS, AND TASK FORCE		<u></u>
	PROVIDING CONTINUING LEGAL EDUCATION, PRACTICE MANAGE	MENT ASSISTAN	JE,
	LEGAL RESOURCES AND VARIOUS OTHER MEMBER SERVICES.		
44	Other program services (Describe on Schedule O.)		
чu	(Expenses \$ including grants of \$ ) (Revenue \$	)	
		/	

including grants of \$

4e Total program service expenses

Form	990	(2023
FUIII	330	12020

 Form 990 (2023)
 STATE
 BAR
 OF
 ARIZONA

 Part IV
 Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1		X
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		
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	X	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
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?			v
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			x
	or in quasi-endowments? If "Yes," complete Schedule D, Part V	10		
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
_	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,	44-	х	
h	Part VI Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total	<u>11a</u>	- 72	
D		11b		x
~	assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
U	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		x
Ь	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		x
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	
f				
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		X
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	Х	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		X X
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		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			37
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			v
40	column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			- v
40	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			v
00-	complete Schedule G, Part III	19		X X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		
b 21	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? <i>If</i> "Yes," <i>complete Schedule I, Parts I and II</i>	21	х	
	aomosto govorimont or Farenz, oolumin (~), ino FETE TES, COMDIELE SCHEDULE I, PARS FAID IF	<u> </u>	~~	1

Form 990 (2023)

Form 990 (		STATE			
Part IV	Checklist of	of Required S	chedu	iles <sub>(</sub>	(continued)

STATE BAR OF ARIZONA

			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	Х	
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	Х	
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		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
с	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? If "Yes," complete Schedule L, Part II	26		X
27	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		X
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):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If	Í		
	"Yes," complete Schedule L, Part IV	28a		X
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If	Í		
	"Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	Х	
34	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		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
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		
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		X
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	Х	
Pa	rt 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	<u></u>		
			Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 56	-		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b	4		
<u>د</u>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?

1c

Form	990 (2023) STATE BAR OF ARIZONA	86	5-60002	294	P	age <b>5</b>
Par	t V Statements Regarding Other IRS Filings and Tax Compliance (continued)					
					Yes	No
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	122			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax return	ıs?		2b	Х	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a	Х	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	0		3b	Х	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	uthority over, a				
	financial account in a foreign country (such as a bank account, securities account, or other financial a	ccount)?		4a		X
b	If "Yes," enter the name of the foreign country					
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Ac	counts (FBAR)	.			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		<u> </u>
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transact	tion?		5b		X
	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	e organization s	olicit			
	any contributions that were not tax deductible as charitable contributions?			6a	X	
b	If "Yes," did the organization include with every solicitation an express statement that such contribution	ons or gifts				
	were not tax deductible?			6b	X	
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser	vices provided to	the payor?	7a		
				7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it wa	s required				
	to file Form 8282?			7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit co		····· -	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contra			7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Fo	-	· · · · F	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization		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 L	Did the sponsoring organization make any taxable distributions under section 4966?			9a 0h		
b 10	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		····· -	9b		
10	Section 501(c)(7) organizations. Enter:	100				
a b	Initiation fees and capital contributions included on Part VIII, line 12 Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10a 10b				
ь 11	Section 501(c)(12) organizations. Enter:					
		11a				
b	Gross income from members or snarenoiders Gross income from other sources. (Do not net amounts due or paid to other sources against	110				
D D	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			12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	þ			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.					
	Is the organization licensed to issue qualified health plans in more than one state?		ľ	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				
с	Enter the amount of reserves on hand	13c				
14a				14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedul		Г	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuner					
	excess parachute payment(s) during the year?			15		Х
	If "Yes," see the instructions and file Form 4720, Schedule N.					
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment	income?		16		Х
	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 act	ivities				
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?			17		
	If "Yes." complete Form 6069.					

Form	990	(2023)	)

### STATE BAR OF ARIZONA

Pa	t VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for	a "No" i	respon	se
	to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.			
	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion 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 1a 20	;		
	If there are material differences in voting rights among members of the governing body, or if the governing	1		
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.			
b	Enter the number of voting members included on line 1a, above, who are independent 1b 20	5		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other	-		
	officer, director, trustee, or key employee?	2		Х
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
-	of officers, directors, trustees, or key employees to a management company or other person?	3		х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	Х	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6	Did the organization have members or stockholders?	6	Х	
о 7а	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or			
	more members of the governing body?	7a	х	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or	<u> </u>		
	persons other than the governing body?	7b	х	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	х	
h	Each committee with authority to act on behalf of the governing body?	8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			
Ū	organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			
	(This Section B requests information about policies not required by the internal nevenue code.)		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		X
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	100		
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
119	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	
b	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? <i>If "No." go to line 13</i>	12a	х	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes." describe	12.0		
U	on Schedule O how this was done	12c	х	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent	17		
10	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	х	
а ь		15b	X	
	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.	100		
162	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a			
104		16a		Х
h	taxable entity during the year? If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation			
U	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure		1	

17	List the states with which a copy of this Form 990 is required to be filed NONE
18	Section 6104 requires an organization to make its Forms 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.
	X Own website Another's website X Upon request Other (explain on Schedule O)
19	Describe on 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

20	State the name, address, and telephone number of the person who possesses the organization's books and reco	ords
	JESSICA IENNARELLA, CFO - 602-340-7218	
	4201 N 24TH ST, STE 100, PHOENIX, AZ 85016-6266	

Part VII	Compensation of Officers	, Directors, Trus	tees, Key Employee	s, Highest Compensate	d
	Employees, and Independ	ent 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, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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.

Name and title         Average hours per weak biotrane at interventional biotrane at interventine biotrane at interventional biotrane at interventionat	(A)	(B)		(C)		(D)	(E)	(F)			
hours per veck         box. Interpreter to the main and the intermand and enclased organizations         compensation from the organization week (list any hours for veltade organizations)         compensation from the organization and related organizations         annound of the organization and related organizations           (1) JOBL ENGLAND         55.00         x         200,679         0.         36,578           (2) MAREY VESSELLA         55.00         x         185,115         0.         21,209           (3) KATY VESSELLA         55.00         x         185,115         0.         21,209           (3) KATY VESSELLA         50.00         x         164,887         0.         21,209           (4) LORI MARWELL         50.00         x         164,887         0.         40,122.           (6) ANR KENARION OFFICER         0.00         x         140,495         0.         40,122.           (6) ANR KENE         50.00         x         140,223         0.         19,940.           (7) NOBERT REPRANTION OFFICER         0.00         x         140,223         0.         19,940.           (7) NOBERT REPRANTED OFFICER         0.00         x         140,223         0.         19,940.           (10) JESSICA S. SANCHEZ         7.50         X         0.         0. <td< td=""><td>Name and title</td><td>Average</td><td>(do</td><td colspan="2">Position</td><td>Reportable</td><td>Reportable</td><td>Estimated</td></td<>	Name and title	Average	(do	Position		Reportable	Reportable	Estimated			
Week (bit ary nums for related organizations (W2/1099-MISC)         mom organization (W2/1099-MISC)         mom organization (W2/1099-MISC)         compensation from the organizations (W2/1099-MISC)           (1) JOEL ENGLAND         55.00 (SO/EXECUTIVE DIRECTOR         55.00 0.00         x         200,679.         0.36,578.           (2) MAREY VESSELLA         55.00 (W2/1099-MISC)         x         185,115.         0.         21,786.           (3) KATHY GERHART         55.00 (W1 Lot X)         x         170,127.         0.         21,209.           (4) LOI HAWELL         50.00 (W1 LOI X)         x         164,887.         0.         21,623.           (5) LISA FANAHI (5) LISA FANAHI         50.00 (SO)         x         140,495.         0.         40,122.           (6) MAT REIM (9) ORDER BAR COUNSEL         0.00         x         140,223.         0.         19,940.           (6) CATA BERSEL         0.00         x         140,223.         0.         19,940.           (6) CATA BERSEL         0.00         x         132,272.         0.         16,320.           (9) JESSICA S. SAMERELA         55.00         x         118,735.         0.         0.           (10) CATA BERSEL         0.00         x         100.         0.         0.         0. <t< td=""><td></td><td>1 .</td><td>box</td><td colspan="2">box, unless person is both an</td><td></td><td></td><td></td></t<>		1 .	box	box, unless person is both an							
(1)         JOEL ENGLAND         55.00         X         200,679         0.36,578.           CB0/EXECUTIVE DIBECTOR         0.00         X         200,679         0.36,578.           C2)         MARTY VESSELLA         55.00         X         185,115.         0.21,786.           CHIEF BAR COUNSEL         0.00         X         185,115.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         170,127.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         164,887.         0.21,209.         0.21,623.           C5)         LISA PAMAHI         50.00         X         140,495.         0.40,122.         0.40,122.           C6)         ANY REM         50.00         X         140,223.         0.16,875.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           C8         CAIG EMILEY         50.00         X         123,272.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         123,272.         0.16,320.           C9)         JESICA ISMARELLA         55.00         X         0.0.0.         0.0						liecto	i/uus	lee)			
(1)         JOEL ENGLAND         55.00         X         200,679         0.36,578.           CB0/EXECUTIVE DIBECTOR         0.00         X         200,679         0.36,578.           C2)         MARTY VESSELLA         55.00         X         185,115.         0.21,786.           CHIEF BAR COUNSEL         0.00         X         185,115.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         170,127.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         164,887.         0.21,209.         0.21,623.           C5)         LISA PAMAHI         50.00         X         140,495.         0.40,122.         0.40,122.           C6)         ANY REM         50.00         X         140,223.         0.16,875.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           C8         CAIG EMILEY         50.00         X         123,272.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         123,272.         0.16,320.           C9)         JESICA ISMARELLA         55.00         X         0.0.0.         0.0			lirecto							<b>v</b>	•
(1)         JOEL ENGLAND         55.00         X         200,679         0.36,578.           CB0/EXECUTIVE DIBECTOR         0.00         X         200,679         0.36,578.           C2)         MARTY VESSELLA         55.00         X         185,115.         0.21,786.           CHIEF BAR COUNSEL         0.00         X         185,115.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         170,127.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         164,887.         0.21,209.         0.21,623.           C5)         LISA PAMAHI         50.00         X         140,495.         0.40,122.         0.40,122.           C6)         ANY REM         50.00         X         140,223.         0.16,875.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           C8         CAIG EMILEY         50.00         X         123,272.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         123,272.         0.16,320.           C9)         JESICA ISMARELLA         55.00         X         0.0.0.         0.0			e or d	stee			sated		e e	•	
(1)         JOEL ENGLAND         55.00         X         200,679         0.36,578.           CB0/EXECUTIVE DIBECTOR         0.00         X         200,679         0.36,578.           C2)         MARTY VESSELLA         55.00         X         185,115.         0.21,786.           CHIEF BAR COUNSEL         0.00         X         185,115.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         170,127.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         164,887.         0.21,209.         0.21,623.           C5)         LISA PAMAHI         50.00         X         140,495.         0.40,122.         0.40,122.           C6)         ANY REM         50.00         X         140,223.         0.16,875.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           C8         CAIG EMILEY         50.00         X         123,272.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         123,272.         0.16,320.           C9)         JESICA ISMARELLA         55.00         X         0.0.0.         0.0			truste	al tru:		yee	mper		· ·	1000 1120)	<b>v</b>
(1)         JOEL ENGLAND         55.00         X         200,679         0.36,578.           CB0/EXECUTIVE DIBECTOR         0.00         X         200,679         0.36,578.           C2)         MARTY VESSELLA         55.00         X         185,115.         0.21,786.           CHIEF BAR COUNSEL         0.00         X         185,115.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         170,127.         0.21,209.         0.21,209.           CHIEF INFORMATION OFFICER         0.00         X         164,887.         0.21,209.         0.21,623.           C5)         LISA PAMAHI         50.00         X         140,495.         0.40,122.         0.40,122.           C6)         ANY REM         50.00         X         140,223.         0.16,875.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           C8         CAIG EMILEY         50.00         X         123,272.         0.16,875.           C7)         ROBERTA TEPPER         50.00         X         123,272.         0.16,320.           C9)         JESICA ISMARELLA         55.00         X         0.0.0.         0.0			idual	tution	er	emplo	est co loyee	ler	,		organizations
(1) JOEL ENGLAND       55.00       X       200,679.       0. 36,578.         CBO/EXECUTIVE DIRECTOR       0.00       X       200,679.       0. 36,578.         (2) MARET VESSELLA       55.00       X       185,115.       0. 21,786.         (3) KATHY GENHART       55.00       X       170,127.       0. 21,209.         (4) LORI MAXWELL       50.00       X       164,887.       0. 21,623.         (5) LISA FANAHI       50.00       X       140,495.       0. 40,122.         (6) AMY REMM       50.00       X       140,495.       0. 40,122.         (7) ROBERTA TEPPER       0.00       X       140,223.       0. 16,875.         (7) ROBERTA TEPPER       50.00       X       132,272.       0. 16,320.         (9) ORAF INMARELLA       55.00       X       118,735.       0. 23,965.         (10) JESSICA IEMNARELLA       55.00       X       118,735.       0. 0. 0.         (11) BENJAMIN F, TALOR, II       7.50       X       0. 0. 0.       0. 0.         PRESIDENT (THER 6/23)       0.00       X       0. 0. 0.       0. 0.         (13) SAMUEL J. SAKE       7.50       X       0. 0. 0.       0. 0.         PRESLECT INDARELLA       50.00       X		,	Indiv	Insti	Offic	Key	High emp	Form			
(2)         MARET VESSELLA         55.00         X         185,115.         0.         21,786.           (3)         KATHY GREHART         55.00         X         185,115.         0.         21,786.           (3)         KATHY GREHART         55.00         X         170,127.         0.         21,786.           (3)         KATHY GREHART         50.00         X         170,127.         0.         21,786.           (4)         LORI MAXWELL         50.00         X         164,887.         0.         21,623.           (5)         LISA PANAHI         50.00         X         140,495.         0.         40,122.           (6)         MAY REHM         50.00         X         140,495.         0.         16,875.           (7)         ROBERTA TEPPER         50.00         X         140,223.         0.         19,940.           (8)         CRAIG HENLEY         50.00         X         132,272.         0.         16,320.           (9)         JESSICA IENNARELLA         55.00         C         C         C         6.320.           (9)         JESSICA SANCEZ         7.50         X         0.         0.         0.           (11) <td< td=""><td>(1) JOEL ENGLAND</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	(1) JOEL ENGLAND										
CHIEF BAR COUNSEL         0.00         X         185,115.         0.21,786.           (3) KATHY GEHART         55.00         X         170,127.         0.21,209.           (4) LORI MAXWELL         50.00         X         170,127.         0.21,209.           (4) LORI MAXWELL         50.00         X         164,887.         0.21,623.           (5) LISA PANAHI         50.00         X         140,495.         0.40,122.           (5) AMY REMM         50.00         X         140,495.         0.40,122.           (6) AMY REMM         50.00         X         140,495.         0.40,122.           (7) ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           (8) CRAIG HENLEY         50.00         X         132,272.         0.16,320.           (9) JESICA LENNRALLA         55.00         X         118,735.         0.23,965.           (10) JESICA S. SANCHEZ         7.50         X         0.00         0.0.           (11) BENJAMIN F. TAYLOR, II         7.50         X         0.00         0.0.           (12) TED A. SCHMIDT         7.50         X         0.00         0.0.         0.           (13) SAMUEL J. SAKS         7.50         X         0.0.0.	CEO/EXECUTIVE DIRECTOR				Х				200,679.	0.	36,578.
(3)         KATHY GERHART         55.00         X         170,127.         0.21,209.           (4)         LORI MAXWELL         50.00         X         170,127.         0.21,623.           (5)         LISA PANAHI         50.00         X         164,887.         0.21,623.           (5)         LISA PANAHI         50.00         X         140,495.         0.40,122.           (6)         AY REIM         50.00         X         140,495.         0.40,122.           (7)         ROBERTA TEPPER         50.00         X         164,875.         0.16,875.           (7)         ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           (8)         CRAIG HERLEY         50.00         X         132,272.         0.16,875.           (9)         JESICA IENNARELA         55.00         X         132,272.         0.16,320.           (9)         JESICA IENNARELA         55.00         X         118,735.         0.23,965.           (10)         JESICA IENNARELA         55.00         X         0.00.0.         0.0.           (11)         BENAMIN P. TAVLOR, II         7.50         X         0.00.0.         0.0.           PRES-LEECT (AS OF 6/23) / PRESELE	(2) MARET VESSELLA										
CFO (THRU 12/23)         0.00         X         170,127.         0.21,209.           (4) LORI MAXMELL         50.00         X         164,887.         0.21,623.           CHIEF INFORMATION OFFICER         0.00         X         164,887.         0.21,623.           (5) LISA PANAHI         50.00         X         140,495.         0.40,122.           (6) AMY REHM         50.00         X         140,495.         0.40,122.           (6) AMY REHM         50.00         X         156,479.         0.16,875.           (7) ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           (8) CRAIG HENLEY         50.00         X         140,223.         0.19,940.           (9) JESSICA IENNARELLA         55.00         X         118,735.         0.23,965.           (10) JESSICA S, SANCHEZ         7.50         X         0.00.         X         0.0.           (11) BENJAMIN F, TAYLOR, II         7.50         X         0.0.         0.0.         0.0.           PRES AS OF 6/23) / PRESELECT (THRU 6/23)         0.00         X         0.0.         0.0.         0.           (12) TED A, SCHMIDT         7.50         X         0.0.         0.0.         0.         0.0.         0	CHIEF BAR COUNSEL				Х				185,115.	0.	21,786.
(4) LORI MAXWELL       50.00       X       164,887.       0.21,623.         CHIEF INFORMATION OFFICER       50.00       X       164,887.       0.21,623.         (5) LISA FANAHI       50.00       X       140,495.       0.40,122.         (6) AMY REHM       50.00       X       140,495.       0.40,122.         (6) AMY REHM       50.00       X       140,495.       0.16,875.         (7) ROBERTA TEPPER       50.00       X       140,223.       0.19,940.         (8) CRAIG HENLEY       50.00       X       132,272.       0.16,320.         (9) JESTICA IENNARELLA       55.00       C       C       C         (9) JESTICA S. SANCHEZ       7.50       X       118,735.       0.23,965.         (10) JESSICA S. SANCHEZ       7.50       X       0.00.       0.00.         (11) BENJAMIN F. TAYLOR, II       7.50       X       0.00.       0.00.         (12) TED A. SCHMIDT       7.50       X       0.00.       0.00.       0.00.         (13) SAMUEL J. SAKS       7.50       X       0.00.       0.00.       0.00.         (14) DOREEN MCPAUL       7.50       X       0.00.       0.00.       0.00.         (15) ERIC M. RUCHENKY <td< td=""><td>(3) KATHY GERHART</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	(3) KATHY GERHART										
CHIEF INFORMATION OFFICER         0.00         X         164,887.         0.21,623.           (5)         LISA PANAHI         50.00         X         140,495.         0.40,122.           (6)         MY REHM         50.00         X         140,495.         0.40,122.           (6)         MY REHM         50.00         X         156,479.         0.16,875.           (7)         ROBERTA TEPFER         50.00         X         140,223.         0.19,940.           (8)         CRIG HENLEY         50.00         X         132,272.         0.16,320.           (9)         JESSICA IENNARELA         55.00         X         118,735.         0.23,965.           (10)         JESSICA S. SANCHEZ         7.50         PRESIDENT (THRU 6/23)         0.00         X         X         0.00.           (11)         BENJOR HAR SCHIDT         7.50         PRESCA SCHIDT         7.50         PRESCA SCHIDT         0.00.         0.00.           (12)         TEA A. SCHMIDT         7.50         PRESCA SCHIDT         0.00.         0.00.         0.00.           (13)         SAMUEL J. SAKS         7.50         PRESCA SCHIDT         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.	CFO (THRU 12/23)				Х				170,127.	0.	21,209.
(5)       LISA PANAHI       50.00       X       140,495.       0.40,122.         (6)       AMY REHM       50.00       X       156,479.       0.16,875.         (7)       ROBERTA TEPPER       50.00       X       140,223.       0.19,940.         (8)       CRAIG HENLEY       50.00       X       132,272.       0.16,320.         (9)       JESSICA IENNARELLA       55.00       X       118,735.       0.23,965.         (10)       JESSICA S. SANCHEZ       7.50       X       0.00       0.0.       0.0.         PRESIDENT (HHRU 6/23)       0.000       X       X       0.0.       0.0.       0.0.         (11)       BENJAMIN F. TAYLOR, II       7.50       X       0.0.       0.0.       0.0.         PRESIDENT (HHRU 6/23)       0.000       X       X       0.0.       0.0.       0.0.         (12)       TEA, SCHNIDT       7.50       X       0.0.       0.0.       0.0.       0.0.         PRES-ELECT (AS OF 6/23) / VP (THRU 6/23)       0.000       X       X       0.0.       0.0.       0.0.         (13)       SAMUEL J. SAKS       7.50       X       0.0.       0.0.       0.0.       0.0.         V	(4) LORI MAXWELL	50.00									
GENERAL COUNSEL         0.00         X         140,495.         0.40,122.           (6) AMY REHM         50.00         X         156,479.         0.16,875.           (7) ROBERTA TEPPER         50.00         X         140,223.         0.16,875.           (7) ROBERTA TEPPER         50.00         X         140,223.         0.16,875.           (8) CRAIG HENLEY         50.00         X         140,223.         0.19,940.           (8) CRAIG HENLEY         50.00         X         132,272.         0.16,320.           (9) JESSICA IENNARELLA         55.00         X         118,735.         0.23,965.           (10) JESSICA S. SANCHEZ         7.50         X         0.00         X         X         0.0.           PRESIDENT (THRU 6/23)         0.000         X         X         0.0.         0.         0.           (11) JESSICA S. SANCHEZ         7.50         X         X         0.         0.0.         0.           PRESIDENT (THRU 6/23)         0.000         X         X         0.         0.         0.           (12) TED A. SCHNIDT         7.50         X         X         0.         0.         0.           (13) SAMUEL J. SAKS         7.50         X         0. </td <td>CHIEF INFORMATION OFFICER</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>Х</td> <td></td> <td>164,887.</td> <td>0.</td> <td>21,623.</td>	CHIEF INFORMATION OFFICER						Х		164,887.	0.	21,623.
(6)         AMY REHM         50.00         X         156,479.         0.         16,875.           (7)         ROBERTA TEPPER         50.00         X         140,223.         0.         19,940.           (8)         CRAIG HENLEY         50.00         X         140,223.         0.         16,875.           (9)         JESSICA IENNARELLA         55.00         X         132,272.         0.         16,320.           (9)         JESSICA S. SANCHEZ         7.50         X         118,735.         0.         23,965.           (10)         JESSICA IENNARELLA         55.00         X         118,735.         0.         0.           (11)         BENJAMIN F. TAYLOR, II         7.50         X         X         0.         0.           (12)         TED A. SCHMIDT         7.50         X         X         0.         0.         0.           (13)         SAMUEL J. SAKS         7.50         X         X         0.         0.         0.           (14)         DOREN MCPAUL         7.50         X         X         0.         0.         0.           (14)         DOREN MCPAUL         7.50         X         0.         0.         0.         0.<	(5) LISA PANAHI										
DEPUTY CHIEF BAR COUNSEL         0.00         X         156,479.         0.16,875.           (7) ROBERTA TEPPER         50.00         X         140,223.         0.19,940.           (8) CRAIG HENLEY         50.00         X         140,223.         0.19,940.           (8) CRAIG HENLEY         50.00         X         132,272.         0.16,320.           (9) JESSICA IENNARELLA         55.00         X         118,735.         0.23,965.           (10) JESSICA S, SANCHEZ         7.50         X         0.00         X         118,735.         0.23,965.           (11) JESSICA S, SANCHEZ         7.50         X         0.00         X         0.00.         0.00.           (11) BENJAMIN F. TAYLOR, II         7.50         Y         Y         0.00.         0.00.           (12) TED A. SCHMIDT         7.50         Y         0.00.         0.00.         0.00.         0.00.           (13) SAMUEL J. SAKS         7.50         Y         0.00.         0.00.         0.00.         0.00.         0.00.           (14) DOREEN MCPAUL         7.50         Y         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.           (15) ERIC M. RUCHENSKY         5.00         Y <td< td=""><td>GENERAL COUNSEL</td><td></td><td></td><td></td><td></td><td></td><td>Х</td><td></td><td>140,495.</td><td>0.</td><td>40,122.</td></td<>	GENERAL COUNSEL						Х		140,495.	0.	40,122.
(7)       ROBERTA TEPPER       50.00       X       140,223.       0.19,940.         (8)       CRAIG HENLEY       50.00       X       140,223.       0.19,940.         (8)       CRAIG HENLEY       50.00       X       132,272.       0.16,320.         (9)       JESSICA IENNARELLA       55.00       X       118,735.       0.23,965.         (10)       JESSICA S. SANCHEZ       7.50       X       0.00       X       X       0.0.0.         (11)       BENJAMIN F. TAYLOR, II       7.50       X       0.00       X       X       0.0.0.       0.0.0.         (12)       TED A. SCIMIDT       7.50       X       0.00       X       X       0.0.0.       0.0.         PRES-ELECT(AS OF 6/23)/VP (THRU 6/23)       0.000       X       X       0.0.       0.0.       0.0.         (13)       SAMUEL J. SAKS       7.50       X       0.0.       0.0.       0.0.       0.0.         VP (AS OF 6/23)/VP (THRU 6/23)       0.000       X       X       0.0.       0.0.       0.         (14)       DOREM KASOF 6/23)       0.000       X       X       0.0.       0.       0.         ELECTED GOVERNOR (THRU 6/23)       0.000	(6) AMY REHM										
CHIEF MEMBER SERVICE OFFICER         0.00         X         140,223.         0.19,940.           (8) CRAIG HENLEY         50.00         X         132,272.         0.16,320.           (9) JESSICA TENNARELLA         55.00         X         132,272.         0.16,320.           (9) JESSICA TENNARELLA         55.00         X         118,735.         0.23,965.           (10) JESSICA SANCHEZ         7.50         X         0.00         X         X         0.00.         0.00.           (11) BENJAMIN F. TAYLOR, II         7.50         X         0.00         X         0.00.         0.00.           (12) TED A. SCHNIDT         7.50         X         0.00.         0.00.         0.00.         0.00.         0.00.           (13) SAMUEL J. SAKS         7.50         X         0.00.         0.00.         0.00.         0.00.           (14) DOREEN MCPAUL         7.50         X         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.         0.00.	DEPUTY CHIEF BAR COUNSEL						Х		156,479.	0.	16,875.
(8) CRAIG HENLEY       50.00       X       132,272.       0.       16,320.         (9) JESSICA IENNARELLA       55.00       X       118,735.       0.       23,965.         (10) JESSICA S. SANCHEZ       7.50       X       0.00       X       0.       0.       0.         PRESIDENT (THRU 6/23)       0.00       X       X       0.       0.       0.       0.         (11) BENJAMIN F. TAYLOR, II       7.50       PRESELECT(THRU 6       0.000       X       X       0.       0.       0.         (12) TED A. SCHNIDT       7.50       VP(AS OF 6/23)/VPC (THRU 6/23)       0.000       X       X       0.       0.       0.         (13) SAMUEL J. SAKS       7.50       X       0.       0.       0.       0.       0.         (14) DOREEN MCPAUL       7.50       X       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       0.       <	(7) ROBERTA TEPPER										
SENIOR BAR COUNSEL         0.00         X         132,272.         0.         16,320.           (9) JESSICA IENNARELLA         55.00         X         118,735.         0.         23,965.           (10) JESSICA S. SANCHEZ         7.50         X         0.00         X         118,735.         0.         23,965.           (10) JESSICA S. SANCHEZ         7.50         X         0.00         X         X         0.         0.         0.           PRESIDENT (THRU 6/23)         0.00         X         X         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.							X		140,223.	0.	19,940.
(9) JESSICA IENNARELLA       55.00       X       118,735.       23,965.         CFO (AS OF 12/23)       0.00       X       X       118,735.       0.       23,965.         (10) JESSICA S. SANCHEZ       7.50       X       X       0.       0.       0.         PRESIDENT (THRU 6/23)       0.000       X       X       0.       0.       0.         (11) BENJAMIN F. TAYLOR, II       7.50       X       X       0.       0.       0.         (12) TED A. SCHMIDT       7.50       X       X       0.       0.       0.       0.         (13) SAMUEL J. SAKS       7.50       X       X       0.       0.       0.       0.         VP(AS OF 6/23)/VP (THRU 6/23)       0.000       X       X       0.       0.       0.         (14) DOREEN MCPAUL       7.50       X       X       0.       0.       0.         SECRETARY/TREASURER (AS OF 6/23)       0.000       X       X       0.       0.       0.         (15) ERIC M. RUCHENSKY       5.00       X       0.       0.       0.       0.       0.         ELECTED GOVERNOR (THRU 6/23)       0.000       X       0.       0.       0.       0.	(8) CRAIG HENLEY										
CFO (AS OF 12/23)         0.00         X         118,735.         0.23,965.           (10) JESSICA S. SANCHEZ         7.50         0.000         X         X         0.00         0.00         0.00           PRESIDENT (THRU 6/23)         0.000         X         X         0.00         0.00         0.00           (11) BENJAMIN F. TAYLOR, II         7.50         0.000         X         X         0.00         0.00           (12) TED A. SCHMIDT         7.50         0.000         X         X         0.00         0.00           PRES-ELECT(AS OF 6/23)/VP (THRU 6/23)         0.000         X         X         0.00         0.00           (13) SAMUEL J. SAKS         7.50         0.000         X         X         0.00         0.00           (14) DOREEN MCPAUL         7.50         0.000         X         0.00         0.00         0.00           SECRETARY/TREASURER (AS OF 6/23)         0.000         X         0.00         0.00         0.00           (14) DOREEN MCPAUL         7.50         0.00         0.00         0.00         0.00         0.00           SECRETARY/TREASURER (AS OF 6/23)         0.000         X         0.00         0.00         0.00           LECCTED GOVERNOR (T	SENIOR BAR COUNSEL						Х		132,272.	0.	16,320.
(10) JESSICA S. SANCHEZ       7.50       X       X       0.00       0.00       0.00         PRESIDENT (THRU 6/23)       0.000       X       X       0.00       0.00       0.00         (11) BENJAMIN F. TAYLOR, II       7.50       0.000       X       X       0.00       0.00         PRES(AS OF 6/23)/ PRESELECT (THRU 6       0.000       X       X       0.00       0.00         (12) TED A. SCHMIDT       7.50       0.000       X       X       0.00       0.00         PRES-ELECT (AS OF 6/23)/VP (THRU 6/23)       0.000       X       X       0.00       0.00         (13) SAMUEL J. SAKS       7.50       0.000       X       X       0.00       0.00         VP(AS OF 6/23)/TREAS/SEC(THRU 6/23)       0.000       X       X       0.00       0.00         (14) DOREEN MCPAUL       7.50       0.000       X       X       0.00       0.00         ELECTED GOVERNOR (THRU 6/23)       0.000       X       X       0.00       0.00       0.00         (16) SHARON A. FLACK       5.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00	(9) JESSICA IENNARELLA										
PRESIDENT (THRU 6/23)         0.00         X         X         0.         0.         0.           (11) BENJAMIN F. TAYLOR, II         7.50					X				118,735.	0.	23,965.
(11) BENJAMIN F. TAYLOR, II       7.50       X       X       0.       0.       0.         PRES(AS OF 6/23) / PRESELECT(THRU 6       0.000       X       X       0.       0.       0.       0.         (12) TED A. SCHMIDT       7.50       7.50       0.000       X       X       0.       0.       0.         PRES-ELECT(AS OF 6/23)/VP (THRU 6/23       0.000       X       X       0.       0.       0.         (13) SAMUEL J. SAKS       7.50       .       .       .       .       .       .         VP(AS OF 6/23)/TREAS/SEC(THRU 6/23)       0.000       X       X       0.       0.       0.       .         (14) DOREEN MCPAUL       7.50       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       . <td>(10) JESSICA S. SANCHEZ</td> <td></td>	(10) JESSICA S. SANCHEZ										
PRES(AS OF 6/23) / PRESELECT(THRU 6       0.00 X       X       0.0.0.0.         (12) TED A. SCHMIDT       7.50			Х		X				0.	0.	0.
(12) TED A. SCHMIDT       7.50         PRES-ELECT (AS OF 6/23)/VP (THRU 6/23       0.00 X       X       0.00       0.00         (13) SAMUEL J. SAKS       7.50       0.00 X       X       0.00       0.00         VP (AS OF 6/23)/TREAS/SEC (THRU 6/23)       0.00 X       X       0.00       0.00       0.00         (14) DOREEN MCPAUL       7.50       0.00 X       X       0.00       0.00       0.00         SECRETARY/TREASURER (AS OF 6/23)       0.000 X       X       0.00       0.00       0.00         (15) ERIC M. RUCHENSKY       5.00       0.000 X       0.00       0.00       0.00       0.00         ELECTED GOVERNOR (THRU 6/23)       0.000 X       0.000 X       0.00       0.00       0.00       0.00         (16) SHARON A. FLACK       5.00       0.00       0.00       0.00       0.00       0.00         ELECTED GOVERNOR (THRU 6/23)       0.000 X       0.00       0.00       0.00       0.00       0.00         (17) D CHRISTOPHER RUSSELL       5.00       0.000       0.00       0.00       0.00       0.00       0.00	(11) BENJAMIN F. TAYLOR, II										
PRES-ELECT (AS OF 6/23)/VP (THRU 6/23       0.00       X       X       0.       0.       0.         (13) SAMUEL J. SAKS       7.50       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .	PRES(AS OF 6/23)/ PRESELECT(THRU 6		Х		X				0.	0.	0.
(13) SAMUEL J. SAKS       7.50       0.000 X       X       0.00.00.00       0.000         (14) DOREEN MCPAUL       7.50       0.000 X       0.000       0.000       0.000       0.000         SECRETARY/TREASURER (AS OF 6/23)       0.000 X       X       0.000       0.000       0.000         SECRETARY/TREASURER (AS OF 6/23)       0.000 X       X       0.000       0.000       0.000         (15) ERIC M. RUCHENSKY       5.00       0.000 X       0.000       0.000       0.000       0.000         ELECTED GOVERNOR (THRU 6/23)       0.000 X       0.000       0.000       0.000       0.000       0.000         (17) D CHRISTOPHER RUSSELL       5.00       0.000       0.000       0.000       0.000       0.000         ELECTED GOVERNOR       0.000 X       0.000       0.000       0.000       0.000       0.000	(12) TED A. SCHMIDT										
VP (AS OF 6/23) /TREAS/SEC(THRU 6/23)       0.00       X       X       0.       0.       0.         (14) DOREEN MCPAUL       7.50       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .       .	PRES-ELECT(AS OF 6/23)/VP (THRU 6/23		Х		X				0.	0.	0.
(14) DOREEN MCPAUL       7.50       0.00 X       0.00 0.00       0.00 0.00         SECRETARY/TREASURER (AS OF 6/23)       0.00 X       X       0.00 0.00       0.00         (15) ERIC M. RUCHENSKY       5.00       0.00 X       0.00       0.00       0.00         ELECTED GOVERNOR (THRU 6/23)       0.000 X       0.00       0.00       0.00       0.00         (16) SHARON A. FLACK       5.00       0.000 X       0.00       0.00       0.00       0.00         ELECTED GOVERNOR (THRU 6/23)       0.000 X       0.00       0.00       0.00       0.00         (17) D CHRISTOPHER RUSSELL       5.00       0.000       0.00       0.00       0.00         ELECTED GOVERNOR       0.000 X       0.000       0.00       0.00       0.00       0.00	(13) SAMUEL J. SAKS										
SECRETARY/TREASURER (AS OF 6/23)       0.00 X       X       0.00 O.       0.00         (15) ERIC M. RUCHENSKY       5.00	VP(AS OF 6/23)/TREAS/SEC(THRU 6/23)		Х		X				0.	0.	0.
(15) ERIC M. RUCHENSKY       5.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       0.00       <	(14) DOREEN MCPAUL										
ELECTED GOVERNOR (THRU 6/23)       0.00 X       0.00 O.       0.       0.         (16) SHARON A. FLACK       5.00 X       0.00 X       0.       0.       0.         ELECTED GOVERNOR (THRU 6/23)       0.00 X       0.       0.       0.       0.         (17) D CHRISTOPHER RUSSELL       5.00 X       0.00 X       0.       0.       0.         ELECTED GOVERNOR       0.00 X       0.00 X       0.       0.       0.	SECRETARY/TREASURER (AS OF 6/23)		Х		X				0.	0.	0.
(16) SHARON A. FLACK       5.00       0.00 X       0.00 0.00         ELECTED GOVERNOR (THRU 6/23)       0.00 X       0.00 0.00       0.00         (17) D CHRISTOPHER RUSSELL       5.00       0.000 X       0.000         ELECTED GOVERNOR       0.000 X       0.000       0.000	(15) ERIC M. RUCHENSKY										
ELECTED GOVERNOR (THRU 6/23)         0.00 X         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.         0.	ELECTED GOVERNOR (THRU 6/23)		Х						0.	0.	0.
(17) D CHRISTOPHER RUSSELL5.000.000.00ELECTED GOVERNOR0.000X0.000.00	(16) SHARON A. FLACK										
ELECTED GOVERNOR 0.00 X 0. 0.			Х						0.	0.	0.
	ELECTED GOVERNOR	0.00	Х						0.	0.	

Form	990	(2023)

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)												
(A)	(B) (C)							(D)	(E)		(F)	
Name and title	Average	(de				1 than c	nc	Reportable	Reportable		Estimat	ed
	hours per	box	, unles	ss pei	rson i	is both	an	compensation	compensation		amount	of
	week		cer an	dad	lirecto	or/trus	tee)	from	from related		other	
	(list any	rector						the	organizations		compensa	
	hours for related	or di	ee			ated		organization	(W-2/1099-MISC/		from th	
	organizations	ustee	trust		e	bens		(W-2/1099-MISC/ 1099-NEC)	1099-NEC)		organization organizati	
	below	ual tr	tional		ploye	vee vee	_	1099-NEC)			organizat	
	line)	Individual trustee or director	Institutional trustee	Officer	key employee	Highest compensated employee	Former				organizat	10113
(18) SANDRA BENSLEY	5.00			0	Ť	1 0				+		
DISTRICT GOVERNER	0.00	x						0.	0			Ο.
(19) LETICIA MARQUEZ	5.00									+		-
ELECTED GOVERNOR	0.00	х						0.	0			Ο.
(20) DIANDRA DAY BENALLY	5.00									-		
ELECTED GOVERNOR	0.00	х						0.	0			Ο.
(21) KELSI LANE	5.00									+		-
ELECTED GOVERNOR	0.00	x						0.	0			Ο.
(22) ROBERT J. MCWHIRTER	5.00											
ELECTED GOVERNOR	0.00	Х						0.	0	•		0.
(23) JOHN W. MOODY	5.00											
DISTRICT GOVERNER	0.00	Х						0.	0	•		0.
(24) DAVID B. ROSENBAUM	5.00											
DISTRICT GOVERNER	0.00	Х						0.	0	•		0.
(25) JIMMIE DEE SMITH	5.00								_			
ELECTED GOVERNOR		Х						0.	0	•		0.
(26) DENNIS M FITZGIBBONS	5.00											
ELECTED GOVERNOR	0.00	Х						0.	0			0.
1b Subtotal								1,409,012.	0		218,4	
c Total from continuation sheets to Part	/II, Section A							0.	0			0.
d Total (add lines 1b and 1c)								1,409,012.	0	•	218,4	18.
2 Total number of individuals (including but	not limited to th	ose	liste	d ab	oove	e) wh	o re	eceived more than \$100,	000 of reportable			~ ~
compensation from the organization												29
										_	Yes	No
<b>3</b> Did the organization list any <b>former</b> office	r, director, trust	ee, k	key e	mpl	loye	e, or	hig	hest compensated empl	oyee on			
line 1a? If "Yes," complete Schedule J for	such individual									F	3	X
4 For any individual listed on line 1a, is the	sum of reportabl	e co	mpe	ensa	tion	and	oth	ner compensation from the	ne organization			
and related organizations greater than \$1			•							· ⊨	4 X	
5 Did any person listed on line 1a receive or	•							0				
rendered to the organization? If "Yes," co	mplete Schedule	e J fo	or su	ıch į	oers	on .					5	X
Section B. Independent Contractors												
1 Complete this table for your five highest of										satic	on from	
the organization. Report compensation fo	r the calendar ye	ear e	endin	ig w	vith o	or wi	thin	the organization's tax y	ear.			
(A) (B) (C)								~				
Name and business address         Description of services         Compensation								n				
LAWRENCE DUNCAN	V NF OF	<u>ہ</u> م	1					CONSULTING -	NETWORK		115 0	0.0
3905 W DARROW ST, PHOENI	A, AZ 85	04	T				_	SUPPORT			115,2	00.
									1			

2	Total number of independent contractors (including but not limi	ted to those listed above) who received more than	
	\$100,000 of compensation from the organization	1	

Form 990 STATE BA	R OF ARI	ZC	NA						86-600	0294
Part VII Section A. Officers, Directors, Tr	ustees, Key Er	nplo	yee	s, ar	nd H	lighe	est (	Compensated Employe	es (continued)	
(A)	(B)			(C)				(D)	(E)	(F)
Name and title	Name and title Average								Reportable	Estimated
	hours	(cl	(check all that				ly)	compensation	compensation	amount of
	per							from	from related	other
	week	or				loyee		the organization	organizations (W-2/1099-MISC)	compensation from the
	(list any hours for	direct				d em p		(W-2/1099-MISC)	(00-2/1099-00130)	organization
	related	ee or	stee			nsate				and related
	organizations	Individual trustee or director	Institutional trustee		oyee	Highest com pensated em ployee				organizations
	below	vidual	itutior	cer	Key employee	nest c	Former			
	line)	Indi	Inst	Officer	Key	High	Forr			
(27) ROBYN M AUSTIN	5.00									
PUBLIC GOVERNOR	0.00	Х						0.	0.	0.
(28) MIGNONNE HOLLIS	5.00									•
PUBLIC GOVERNOR	0.00	Х						0.	0.	0.
(29) JONATHAN F MARTONE	5.00									
PUBLIC GOVERNOR (THRU 6/23)	0.00	Х						0.	0.	0.
(30) DAVID K. BYERS	5.00							_		•
AT-LARGE GOVERNOR	0.00	Х						0.	0.	0.
(31) DOREEN MCPAUL	5.00									•
AT-LARGE GOVERNOR (THRU 6/23)	0.00	Х						0.	0.	0.
(32) NICHOLAS JAMES BROWN	5.00									
YLD DIVISION PRESIDENT (THRU 6/23)	0.00	Х						0.	0.	0.
(33) ELIZABETH SCHMITT	5.00									
YLD DIVISION PRESIDENT	0.00	Х						0.	0.	0.
(34) JENA DECKER XU	5.00									-
ELECTED GOVERNOR	0.00	Х						0.	0.	0.
(35) PRESTON L POLLOCK	5.00									
ELECTED GOVERNOR	0.00	Х						0.	0.	0.
(36) CEDRIC R DAVE	5.00									•
PUBLIC GOVERNOR	0.00	Х						0.	0.	0.
(37) MIKE BAUMSTARK	5.00								•	0
AT-LARGE GOVERNOR	0.00	Х						0.	0.	0.
(38) HEATHER BAKER-MUSHKATEL	5.00								•	0
ELECTED GOVERNOR	0.00	Х						0.	0.	0.
(39) DAVID J. JOHNS	5.00								•	0
ELECTED GOVERNOR	0.00	Х						0.	0.	0.
(40) HENRY EDWARD WHITMER	5.00								0	0
ELECTED GOVERNOR	0.00	Х						0.	0.	0.
(41) CORTEZ W. SMITH	5.00								0	0
PUBLIC GOVERNOR	0.00	Х						0.	0.	0.
		1								
							l			<u> </u>
Total to Part VII, Section A, line 1c	<u></u>							<u> </u>		

ar	t VI	1	023) STA Statement of Re			Ľ,	ARIZONA			86-6000	<b>294</b> Ра
			Check if Schedule O	conta	ains a respo	nse	or note to any line	e in this Part VIII (A) Total revenue	(B) Related or exempt function revenue	<b>(C)</b> Unrelated business revenue	(D) Revenue excl from tax un sections 512
Ś	1 a	a F	Federated campaigns		1a						
In			Membership dues								
mo			Fundraising events								
ar A			<b>B</b> 1 1 1 1 1								
milŝ			Government grants (contr								
ŝ			All other contributions, gifts,								
the		5	similar amounts not included	l abov	re 1f		1,078.				
Ò	ç	<b>1</b>	Noncash contributions included in	lines 1	a-1f <b>1g</b> \$	;	1,078.				
and Other Similar Amounts	ł	ו ו	Total. Add lines 1a-1f					1,078.			
							Business Code				
	2 a	1	MEMBERSHIP DUES				812900	11,258,280.	11258280.		
đ	k	) I	PROFESSIONAL DEVELO	PMEN	T		611430	5,160,292.	3,772,092.	1388200.	
nue	c	; ]	COMPLIANCE				812900	1,170,888.	1,170,888.		
Revenue	c	1 2	ASSESSMENTS				812900	482,844.	482,844.		
£	e	, I	REGULATORY				812900	173,506.	173,506.		
	f	1	All other program service	reve	nue						
	ç	<b>j</b> 1	Total. Add lines 2a-2f					18,245,810.			
	3	I	Investment income (inclue	ding	dividends, ir	ntere	st, and				
		C	other similar amounts)					386,782.			386,
	4	I	Income from investment of	of tax	exempt bo	nd p	roceeds				
	5	F	Royalties	· · <u>· · · · · · ·</u>				164,454.	68,986.	95,468.	
					(i) Real		(ii) Personal				
	6 a	a (	Gross rents	6a	595,2	37.					
	k	b I	Less: rental expenses	6b	27,6						
	c	; F	Rental income or (loss)	6c	567,6	37.					_
			Net rental income or (loss	.) <u></u>		<u></u>		567,637.		12,769.	554,
	7 a	a (	Gross amount from sales of		(i) Securit		(ii) Other				
		â	assets other than inventory	7a	1,564,5	04.					
	k		Less: cost or other basis								
			and sales expenses	7b	1,568,8		295.				
			Gain or (loss)				-295.				
			Net gain or (loss)			. <u></u>		-4,672.			-4,
	8 a		Gross income from fundraisi								
			including \$								
			contributions reported on		,						
			Part IV, line 18			8a					
			Less: direct expenses			8b					
			Net income or (loss) from								
	9 8		Gross income from gamir			1					
	L		Part IV, line 19			9a 9b					
			Less: direct expenses								
			Net income or (loss) from Gross sales of inventory, l			°					
	10 8					10a					
	L		and allowances Less: cost of goods sold			10a					
+		<i>,</i> 1	Net income or (loss) from	उवारि		у	Business Code				
	11 a	<b>,</b> т	DEFERRED COMPENSATI	ON P	LAN REVEN	IJ	813920	15,454.	15,454.		
a		-									
evenue	k	-									
Be	c	-	All other revenue								
							L	15,454.			
	e	-	Total. Add lines 11a-11d								

	and domestic governments. See Part IV, line 21	127,940.		
2	Grants and other assistance to domestic			
	individuals. See Part IV, line 22	628,411.		
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	780,663.		
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	7,713,310.		
8	Pension plan accruals and contributions (include	.,		
0	section 401(k) and 403(b) employer contributions)	492,562.		
9		869,401.		
	Other employee benefits	625,882.		
10	Payroll taxes	025,002•		
11	Fees for services (nonemployees):			
a L	Management	58,454.		
b		58,635.		
	Accounting	889.		
d	Lobbying	009.		
e	Professional fundraising services. See Part IV, line 17	30,272.		
f	Investment management fees	50,272.		
g	Other. (If line 11g amount exceeds 10% of line 25,	1,226,531.		
40	column (A), amount, list line 11g expenses on Sch O.)	44,722.		
12	Advertising and promotion	877,250.		
13	Office expenses	899,898.		
14	Information technology	0,000		
15	Royalties	754,833.		
16		63,525.		
17	Travel	05,525.		
18	Payments of travel or entertainment expenses			
40	for any federal, state, or local public officials	1,114,702.		
19	Conferences, conventions, and meetings	1,114,702.		
20	Interest			
21	Payments to affiliates	607,087.		
22	Depreciation, depletion, and amortization	150,532.		
23	Insurance	130,332.		
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If			
	line 24e amount exceeds 10% of line 25, column (A),			
	amount, list line 24e expenses on Schedule 0.)	54,425.		
a L	BANK AND CREDIT CARD FE	355,635.		
a		159,384.		
C.	TRAINING AND DEVELOPMEN MEMBER RESEARCH TOOL	80,004.		<u> </u>
d		95,931.		
	All other expenses	17,870,878.		
<u>25</u>	Total functional expenses. Add lines 1 through 24e	±1,010,010.		
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 hereif following SOP 98-2 (ASC 958-720)			
				Form <b>990</b> (2023)
332010	) 12-21-23			FORM <b>330</b> (2023)

#### Form 990 (2023) STATE BAR OF ARIZONA

Grants and other assistance to domestic organizations

and domestic governments. See Part IV, line 21

Part IX Statement of Functional Expenses

Do not include amounts reported on lines 6b,

7b, 8b, 9b, and 10b of Part VIII.

1

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

(A) Total expenses

127,940.

(B) Program service expenses

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

(C) Management and general expenses

**(D)** Fundraising expenses

		Check if Schedule O contains a response or note	a to only	line in this Dort V			
		Check in Schedule O contains a response of hote	e to any		(A)		(B)
					Beginning of year		End of year
	1	Cash - non-interest-bearing			4,224,773.	1	4,592,089.
	2	•			73,677.	2	69,351.
	3				3		
	4	Accounts receivable, net			77,596.	4	167,928.
	5	Loans and other receivables from any current or			1	-	
	-	trustee, key employee, creator or founder, subst					
		controlled entity or family member of any of thes				5	
	6	Loans and other receivables from other disqualif					
		under section 4958(f)(1)), and persons described	-			6	
s	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use			85,571.	8	54,298.
As	9	Description and the formed all second			547,115.	9	599,281.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	19,772,528.			
	b	Less: accumulated depreciation	10b		9,422,382.	10c	9,202,326.
	11	Investments - publicly traded securities			10,853,512.	11	13,586,027.
	12	Investments - other securities. See Part IV, line 1				12	
	13	Investments - program-related. See Part IV, line 1	1			13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			389,690.	15	501,935.
	16	Total assets. Add lines 1 through 15 (must equa	al line 33	3)	25,674,316.	16	28,773,235.
	17	Accounts payable and accrued expenses			1,426,419.	17	1,711,088.
	18	Grants payable		18			
	19	Deferred revenue			3,326,235.	19	3,189,115.
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete F	Part IV c	of Schedule D		21	
es	22	Loans and other payables to any current or form					
iliti		trustee, key employee, creator or founder, subst					
Liabilities		controlled entity or family member of any of thes		· · · · · · · · · · · · · · · · · · ·		22	
-	23	Secured mortgages and notes payable to unrela		· · · · · · · · · · · · · · · · · · ·		23	
	24	Unsecured notes and loans payable to unrelated	•			24	
	25	Other liabilities (including federal income tax, pay					
		parties, and other liabilities not included on lines	17-24).	Complete Part X	421,882.		503,955.
		of Schedule D			5,174,536.	25	5,404,158.
	26			X	5,174,550.	26	5,404,150.
ş		Organizations that follow FASB ASC 958, che and complete lines 27, 28, 32, and 33.	ck nere				
nce nce	27	Net assets without donor restrictions			20,499,780.	27	23,369,077.
ala	28	Net assets with donor restrictions			20/199//001	28	23730370774
ЦШ	20	Organizations that do not follow FASB ASC 9				20	
Ъп		and complete lines 29 through 33.	<i>b</i> 0, ene				
p	29	Capital stock or trust principal, or current funds				29	
ets	30	Paid-in or capital surplus, or land, building, or eq				30	
Ass	31	Retained earnings, endowment, accumulated inc				31	
Net Assets or Fund Balances	32	Total net assets or fund balances			20,499,780.	32	23,369,077.
Z	33	Total liabilities and net assets/fund balances			25,674,316.	33	28,773,235.
					-,,••		<b>990</b> (0000)

28,773,235. Form **990** (2023)

Form 990 (2023)
Part X Balance Sheet

Form	1990 (2023) STATE BAR OF ARIZONA	86-0	5000294	Page <b>12</b>	
Pa	rt XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1 2 3 4 5 6 7 8 9	Total revenue (must equal Part VIII, column (A), line 12) Total expenses (must equal Part IX, column (A), line 25) Revenue less expenses. Subtract line 2 from line 1 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) Net unrealized gains (losses) on investments Donated services and use of facilities Investment expenses Prior period adjustments Other changes in net assets or fund balances (explain on Schedule O)	1 2 3 4 5 6 7 8 9	20,499	,878. ,665.	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	23,369	0.077.	
Pa	rt XII Financial Statements and Reporting			70770	
	Check if Schedule O contains a response or note to any line in this Part XII			X	
1 2a	Accounting method used to prepare the Form 990: Cash X Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule Were the organization's financial statements compiled or reviewed by an independent accountant?		-	Yes No	
b	<ul> <li>separate basis, consolidated basis, or both:</li> <li>Separate basis</li> <li>Consolidated basis</li> <li>Both consolidated and separate basis</li> <li>b Were the organization's financial statements audited by an independent accountant?</li> <li>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:</li> </ul>				
	Separate basis X Consolidated basis Both consolidated and separate basis If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the 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 on Sch		2c	x	
	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? If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi	red audit	<u>3</u> a	X	
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits				

Form **990** (2023)

SCHEDULE C	
(Form 990)	

Department of the Treasury

Name of organization

Internal Revenue Service

### **Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for instructions and the latest information.

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.

STATE BAR OF ARIZONA						86-60002	
De		ganization is exempt under	section 501(c) o	r is a section 52	7 oro		494
FC		Janization is exempt under			<i>i</i> org		
1	Provide a description of the organiz	zation's direct and indirect political	campaign activities in	Part IV.			
2	Political campaign activity expendit	•			\$		
3	Volunteer hours for political campa						
	· · · · · · · · · · · · · · · ·	······································					
Pa	art I-B Complete if the org	ganization is exempt under	section 501(c)(3	i).			
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	on 4955 tax, did it file Form 4720 fo	r this year?			Yes	No No
4a	Was a correction made?					Yes	No No
	If "Yes," describe in Part IV.						
Pa	art I-C Complete if the org	panization is exempt under	section 501(c), o	except section 5	01(c)	(3).	
1	Enter the amount directly expended	d by the filing organization for secti	on 527 exempt function	on activities	\$		
2	Enter the amount of the filing organ	nization's funds contributed to othe	r organizations for see	ction 527			
	exempt function activities				\$		
3	Total exempt function expenditures	s. Add lines 1 and 2. Enter here and	on Form 1120-POL,				
	line 17b				\$		
4	Did the filing organization file Form	<b>1120-POL</b> for this year?				Yes	No No
5	Enter the names, addresses, and e		•	•			
	made payments. For each organiza	· · · · · ·				-	
	contributions received that were pr				parate	segregated fund	l or a
	political action committee (PAC). If	additional space is needed, provide	e information in Part I	V.			
	<b>(a)</b> Name	(b) Address	(c) EIN	(d) Amount paid f		(e) Amount of	
				filing organization funds. If none, ente		contributions re- promptly and	
				iunus. Ii none, ente	#r -0	delivered to a	
politi						political organ	
						If none, ent	ter -0
						<b> </b>	
						<b> </b>	

OMB No. 1545-0047

2023 Open to Public Inspection

Employer identification number

Schedule C (Form 990) 2023 ST	ATE BAR O	F ARIZONA		86-	6000294	Page <b>2</b>
Part II-A Complete if the organi	zation is exer	npt under sectior	n 501(c)(3) and file	d Form 5768 (el	ection und	er
section 501(h)).						
A Check if the filing organization	e e	<b>e</b>	Part IV each affiliated	group member's nan	ne, address, El	N,
expenses, and share of	, 0	, ,				
B Check if the filing organization	checked box A a	nd "limited control" pro	ovisions apply.			
Limits o (The term "expenditu	n Lobbying Expe res" means amou		,	<b>(a)</b> Filing organization's totals	<b>(b)</b> Affiliate total	• •
<b>1a</b> Total lobbying expenditures to influence	ce public opinion (	grassroots lobbying)				
<b>b</b> Total lobbying expenditures to influence						
c Total lobbying expenditures (add lines	-	• • • • •				
d Other exempt purpose expenditures						
e Total exempt purpose expenditures (ad						
f Lobbying nontaxable amount. Enter th	e amount from the					
If the amount on line 1e, column (a) or (b)		bying nontaxable am				
not over \$500,000,		the amount on line 1e.				
over \$500,000 but not over \$1,000,000	D, \$100,00	00 plus 15% of the exc	ess over \$500,000.			
over \$1,000,000 but not over \$1,500,0	00, \$175,00	00 plus 10% of the exc	ess over \$1,000,000.			
over \$1,500,000 but not over \$17,000,	000, \$225,00	00 plus 5% of the exce	ss over \$1,500,000.			
over \$17,000,000,	\$1,000,	000.				
g Grassroots nontaxable amount (enter 2	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 o	n either line 1h or	line 1i, did the organiza	ation file Form 4720			
reporting section 4911 tax for this year	?				Yes	No No
(Some organizations that		eraging Period Under	.,	f tha five columna k		
(Some organizations that i		ate instructions for li	•		Jelow.	
	Lobbying Expe	nditures During 4-Yea	ar Averaging Period			
Calendar year (or fiscal year beginning in)	<b>(a)</b> 2020	<b>(b)</b> 2021	(c) 2022	<b>(d)</b> 2023	(e) To	tal
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						

Schedule C (Form 990) 2023

## Schedule C (Form 990) 2023 STATE BAR OF ARIZONA 86-60002 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		(a)			(b)	
of the	e lobbying activity.	Yes	No	Amo	ount	
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: Volunteers?					
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? Media advertisements?					
d	Mailings to members, legislators, or the public?					
f	Grants to other organizations for lobbying purposes?					
h	Direct contact with legislators, their staffs, government officials, or a legislative body?         Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?         Other activities?					
j	Total. Add lines 1c through 1i					
2a	Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?         If "Yes," enter the amount of any tax incurred under section 4912					
	If "Yes," enter the amount of any tax incurred by organization managers under section 4912					
	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(6).	n 501(c)(5),	, or sec			
				Yes	No	
1	Were substantially all (90% or more) dues received nondeductible by members?				X X	
2 3	Did the organization make only in-house lobbying expenditures of \$2,000 or less?		. 2		X	
<u> </u>	t III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered ' answered "Yes."	n 501(c)(5),	, or sec ) Part I	II-A, line	3, is	
1	Dues, assessments and similar amounts from members		1	10,784	.,076.	
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of politic expenses for which the section 527(f) tax was paid).	al				
	Current year				889.	
	Carryover from last year				000	
-	Total			5.2	<u>889.</u> 8,920.	
3 4	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the exceeds the organization agree to carryover to the reasonable estimate of nondeductible lobbying and po	ess	. 3		,920•	
	expenditures next year?		4			
5	Taxable amount of lobbying and political expenditures. See instructions		. 5	-53	8,031.	
	t IV Supplemental Information					
Prov	de 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 a	nd 2 (see		

instructions); and Part II-B, line 1. Also, complete this part for any additional information.

				OMB No. 154	E 0047	
SC	SCHEDULE D Supplemental Financial Statements					
(Forr	n 990) Complete if the orga	202	23			
Depart	Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.           Department of the Treasury         Attach to Form 990.					
Interna	ternal Revenue Service Go to www.irs.gov/Form990 for instructions and the latest information.					
Nam	e of the organization STATE BAR OF ARIZO	NA	Employ	ver identification 86-600029		
Pa			counts.			
	organization answered "Yes" on Form 990, Part IV, li					
		(a) Donor advised funds (l	<b>b)</b> Funds	and other accoun	ts	
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	-				
	are the organization's property, subject to the organization's			Yes	No No	
6	Did the organization inform all grantees, donors, and donor a	0 0	•			
	for charitable purposes and not for the benefit of the donor of		•	<u> </u>	<b>—</b>	
Pa		reprization annuared "Mag" on Form 000, Dart IV		Yes	No No	
1	Purpose(s) of conservation easements held by the organizat		lille 7.			
•	Preservation of land for public use (for example, recrea		rically imr	ortant land area		
	Protection of natural habitat	Preservation of a certif				
	Preservation of open space					
2	Complete lines 2a through 2d if the organization held a qual	ified conservation contribution in the form of a cor	servation	easement on the	last	
	day of the tax year.		He	ld at the End of the	Tax Year	
а	Total number of conservation easements		2a			
b						
с	Number of conservation easements on a certified historic str	ructure included on line 2a	2c			
d	d Number of conservation easements included on line 2c acquired after July 25, 2006, and not					
	on a historic structure listed in the National Register		2d			
3	Number of conservation easements modified, transferred, re	leased, extinguished, or terminated by the organiz	zation dur	ing the tax		
	year					
4	Number of states where property subject to conservation ea					
5	Does the organization have a written policy regarding the perviolations, and enforcement of the conservation easements in the			Yes	No	
6	Staff and volunteer hours devoted to monitoring, inspecting,					
Ŭ			i cascine	into during the yet		
7	Amount of expenses incurred in monitoring, inspecting, han	dling of violations, and enforcing conservation eas	ements d	luring the year		
				0,		
8	Does each conservation easement reported on line 2d above	e satisfy the requirements of section 170(h)(4)(B)(i)				
	and section 170(h)(4)(B)(ii)?			Yes	No No	
9	In Part XIII, describe how the organization reports conservat	ion easements in its revenue and expense stateme	ent and			
	balance sheet, and include, if applicable, the text of the foot	note to the organization's financial statements tha	t describe	es the		
Do	organization's accounting for conservation easements. T III Organizations Maintaining Collections o	f Art Historical Tracquires or Other Si	milor A	aaata		
Fai	Complete if the organization answered "Yes" on Forn		inniai A	155015.		
10	If the organization elected, as permitted under FASB ASC 95		noo ohoot	tworko		
Id	of art, historical treasures, or other similar assets held for pu					
	service, provide in Part XIII the text of the footnote to its fina	, ,	ce or pub			
b	If the organization elected, as permitted under FASB ASC 95		sheet wo	orks of		
	art, historical treasures, or other similar assets held for public					
	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 tre					
	the following amounts required to be reported under FASB $\ensuremath{A}$	ASC 958 relating to these items:				
а	Revenue included on Form 990, Part VIII, line 1		\$ _			
b	Assets included in Form 990. Part X		\$			

		<b>D</b>
D	Assets included in Form 990,	Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. 332051 09-28-23

\$

Sche		AR OF ARIZO					00294	
Par	t III Organizations Maintaining C	ollections of Ar	t, Historical Tr	easures, or Oth	er Simila	ar Assets	continue	ed)
3	Using the organization's acquisition, accession	on, and other record	s, check any of the	e following that make	significant	use of its		
	collection items (check all that apply).							
а	Public exhibition	c	I 📃 Loan or ex	change program				
b	Scholarly research	e	e 🗌 Other					
с	Preservation for future generations							
4	Provide a description of the organization's co	ellections and explair	how they further	the organization's ex	empt purp	ose in Part	XIII.	
5	During the year, did the organization solicit o	-	-	-				
	to be sold to raise funds rather than to be ma						Yes	No No
Par	t IV Escrow and Custodial Arrang						ne 9, or	
	reported an amount on Form 990, Par		0			, ,	,	
1a	Is the organization an agent, trustee, custodia	an, or other intermed	diary for contributio	ons or other assets n	ot included	1		
	on Form 990, Part X?						Yes	No No
b	If "Yes," explain the arrangement in Part XIII a							
			-				Amount	
с	Beginning balance				1c			
d	Additions during the year							
	Distributions during the year							
f	Ending balance				1f			
2a	Did the organization include an amount on Fo				bility?		Yes	No
b	If "Yes," explain the arrangement in Part XIII.	Check here if the ex	planation has beer	n provided in Part XII	I			
Par	t V Endowment Funds Complete if	the organization ans	swered "Yes" on F	orm 990, Part IV, line	e 10.			
		(a) Current year	(b) Prior year	(c) Two years back	(d) Three	years back	(e) Four y	ears back
1a	Beginning of year balance							
b	Contributions							
с	Net investment earnings, gains, and losses							
d	Grants or scholarships							
е	Other expenditures for facilities							
	and programs							
f	Administrative expenses							
g	End of year balance							
2	Provide the estimated percentage of the curr	ent year end balance	e (line 1g, column (	a)) held as:				
а	Board designated or quasi-endowment		%					
b	Permanent endowment	%	—					
с	Term endowment	%						
	The percentages on lines 2a, 2b, and 2c show	uld equal 100%.						
3a	Are there endowment funds not in the posses		ation that are held a	and administered for	the			
	organization by:	C C					Y	'es No
	(i) Unrelated organizations?						3a(i)	
							3a(ii)	
b	If "Yes" on line 3a(ii), are the related organiza						3b	
4	Describe in Part XIII the intended uses of the						<u> </u>	
Par	t VI Land, Buildings, and Equipm	ent						
	Complete if the organization answered	d "Yes" on Form 990	), Part IV, line 11a.	See Form 990, Part	X, line 10.			
	Description of property	(a) Cost or o basis (investr			Accumula depreciatio		(d) Book v	value
1a	Land	· · · · ·		53,943.			1,753	,943.
	Buildings				,833,2		3,906	
	Leasehold improvements				,185,8		2,924	
	Equipment				,012,9			,638.
	Other				,538,2			,576.
	. Add lines 1a through 1e. (Column (d) must e				· · ·		9,202	

Schedule D (Form 990) 2023

Schedule D	) (Form 990) 2023	STATE	BAR	OF	ARIZONA
Part VII	Investments -	Other Secu	rities		

(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. (Col. (b) must equal Form 990, Part X, line 12, col. (B)) 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	
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	of yoar market value
	(b) BOOK value	(c) Method of Valdation. Cost of end	oryear market value
(1)(2)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))			
Part IX Other Assets			
Complete if the organization answered "Yes"		11d. See Form 990, Part X, line 15.	
	Description		(b) Book value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, line 15, col	. (B))		
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.	
1. (a) Description of liability			(b) Book value
(1) Federal income taxes			
(2) TENANT SECURITY DEPOSIT			42,508.
(3) DUE TO SUPREME COURT			39,729.
(4) DEFERRED COMPENSATION OBL	IGATIONS		421,718.
(5)			· · ·
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, line 25, col	(B))		503,955.
	· /=// ·····		

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

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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... 🗴

Sche	dule D (Form 990) 2023 STATE BAR OF ARIZONA		86-6000294 Page 4
Par	t XI Reconciliation of Revenue per Audited Financial Stat	ements With Reven	ue per Return
	Complete if the organization answered "Yes" on Form 990, Part IV, lin	e 12a.	
1	Total revenue, gains, and other support per audited financial statements		
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
а	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
с	Recoveries of prior year grants		
d	Other (Describe in Part XIII.)		
е	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
с	Add lines 4a and 4b		
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		
Pa	rt XII Reconciliation of Expenses per Audited Financial Sta	tements With Exper	nses per Return
	Complete if the organization answered "Yes" on Form 990, Part IV, lin	e 12a.	
1	Total expenses and losses per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:	1 1	
а	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
С	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
е	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	1 1	
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
с	Add lines 4a and 4b		
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18	3.)	
Pa	t 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.

PART X, LINE 2:

THE ORGANIZATION IS ORGANIZED AS AN ARIZONA NONPROFIT AND HAS BEEN
RECOGNIZED BY THE IRS AS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION
501(A) AS ORGANIZATIONS DESCRIBED IN IRC SECTION 501(C)(6), QUALIFY FOR
THE CHARITABLE CONTRIBUTION DEDUCTION, AND HAVE BEEN DETERMINED NOT TO BE
PRIVATE FOUNDATIONS. MANAGEMENT HAS DETERMINED THE CPF IS A GRANTOR TRUST
AND AS SUCH IT IS A DISREGARDED ENTITY TREATED AS A DIVISION OF SBA SOLELY
FOR INCOME TAX PURPOSES. ACCORDINGLY, CONTRIBUTIONS TO EITHER ORGANIZATION
DO NOT QUALIFY FOR THE CHARITABLE CONTRIBUTION DEDUCTION UNDER SECTION
170(B)(1)(A). SBA IS ANNUALLY REQUIRED TO FILE A RETURN OF ORGANIZATION
EXEMPT FROM INCOME TAX (FORM 990) WITH THE IRS. CPF IS ANNUALLY REQUIRED
TO FILE A RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX (FORM 1041) WITH
332054 09-28-23 Schedule D (Form 990) 2023

THE IRS. IN ADDITION, THE ENTITIES ARE SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO THEIR EXEMPT PURPOSES. THE ORGANIZATION DETERMINED THAT CPF IS NOT SUBJECT TO UNRELATED BUSINESS INCOME TAX AND HAS NOT FILED AN EXEMPT ORGANIZATION BUSINESS INCOME TAX RETURN (FORM 990-T) WITH THE IRS.

MANAGEMENT BELIEVES THAT EACH ENTITY HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AFFECTING ITS ANNUAL FILING REQUIREMENTS, AND AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE CONSOLIDATED FINANCIAL STATEMENTS. THE ORGANIZATION WOULD RECOGNIZE FUTURE ACCRUED INTEREST AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS AND LIABILITIES IN INCOME TAX EXPENSE IF SUCH INTEREST AND PENALTIES ARE INCURRED. THE ENTITIES' FORMS 990, 990-T AND OTHER INCOME TAX FILINGS REQUIRED BY STATE, LOCAL, OR NON-U.S. TAX AUTHORITIES ARE NO LONGER SUBJECT TO TAX EXAMINATION FOR YEARS BEFORE 2020.

SCHEDULE I (Form 990)								OMB No. 1545-0047
								2023
Department of the Treasury				Attach to Forn	n 990.			Open to Public
Internal Revenue Service			Go to www.irs	s.gov/Form990 for	the latest inform	ation.		Inspection
(Form 990) Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22. Department of the Treasury Internal Revenue Service Name of the organization Name of the organization Name of the organization Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22. Complete if the organization answered "Yes" on Form 990. Complete if the organization answered "Yes" on Form 990.		Employer identification number $86-6000294$						
Control and Control of Associations to the United States     Complete if the organization     Covernments, and Individues to Organization     Covernments, and Individues to Torm 800, Part V, line 21 or 22.     Complete if the organization     Covernments, and Individues to Pool     Covernments     Covernment     Covernments     Covernments     Covernment     Covernme								
criteria used to aw	ard the grants or assis	tance?						
		-				janization answered "Y	′es" on Form 990, Part	IV, line 21, for any
1 (a) Name and add	ress of organization	,	(c) IRC section	(d) Amount of	<b>(e)</b> Amount of noncash	valuation (book, FMV, appraisal,		
ARIZONA FOUNDATION	FOR LEGAL					PER MEMORANDUM		
SERVICES & EDUCATIO	ON - 4201 N 24TH					OF		
STREET, STE 210 - H	PHOENIX, AZ					UNDERSTANDING	RENT REDUCTION	SUPPORT FOR PRO BONO
85016		95-3351710	501(C)(3)	59,740.	60,000.	(MOU)	PER MOU	LEGAL SERVICES
Impedation of the displanation introduction of the sector of th								
2 Enter total number	r of section 501(c)(3) ar	I nd government org	anizations listed in th	l e line 1 table		I	I	
3 Enter total number	r of other organizations	s listed in the line 1	table					0.

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

Schedule I (Form 990) 2023

Schedule I (Form 990) 2023

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	<b>(c)</b> Amount of cash grant	(d) Amount of non- cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
CLIENT PROTECTION FUND (CPF)	69	617,713.	0.		
CRIMINAL JUSTICE SECTION SCHOLARSHIP	6	7,698.	0.		
TAX SECTION	3	3,000.	0.		
Part IV Supplemental Information. Provide the information red	quired in Part I, lin	e 2; Part III, column	(b); and any other ac	dditional information.	

PART I, LINE 2:

A MEMORANDUM OF UNDERSTANDING (MOU) OF SHARED INITIATIVES BETWEEN THE STATE

BAR OF ARIZONA AND THE ARIZONA FOUNDATION FOR LEGAL SERVICES & EDUCATION

(AZFLSE) DOCUMENTS THE AGREEMENT REGARDING THE AMOUNT AND TYPE OF

ASSISTANCE PROVIDED TO THE AZFLSE.

PART III: THE TRUSTEES OF THE CLIENT PROTECTION FUND OF THE STATE BAR OF

ARIZONA CONSIDER CLAIMS ALLEGING A LOSS OF MONEY OR PROPERTY DUE TO THE

#### DISHONEST CONDUCT OF A LAWYER ACTING AS A LAWYER OR FIDUCIARY TO THE

AND AGGREGATE CLAIMS AGAINST ANY ONE LAWYER.

SCHOLARSHIPS WERE SPONSORED BY THE TAX LAW SECTION AND THE CRIMINAL JUSTICE LAW SECTION. LAW SCHOOL STUDENTS MUST SUBMIT APPLICATIONS OR ESSAYS TO RECEIVE THE SCHOLARSHIP. THE APPLICATIONS AND/OR ESSAYS ARE REVIEWED BY A COMMITTEE COMPRISED OF MEMBERS OF THE INVOLVED SECTION AND RECIPIENTS ARE SELECTED. SCHOLARSHIPS PAID IN 2023 BY THE TAX SECTION WERE PAID DIRECTLY TO THE STUDENT WITH NO RESTRICTIONS ON USE. SCHOLARSHIPS PAID IN 2023 BY THE CRIMINAL JUSTICE SECTION FOR UNIVERSITY OF ARIZONA STUDENTS WERE PAID DIRECTLY TO THE STUDENT WITH NO RESTRICTIONS ON USE. SCHOLARSHIPS PAID IN 2023 BY THE CRIMINAL JUSTICE SECTION FOR ARIZONA STATE UNIVERSITY STUDENTS WERE PAID DIRECTLY TO THE UNIVERSITY.

SC	HEDULE J	Compensation Information		OMB No.	1545-004	47		
(Fo	rm 990)	For certain Officers, Directors, Trustees, Key Employees, and Highest		20	<b>7</b> 2	2		
		Compensated Employees Complete if the organization answered "Yes" on Form 990, Part IV, line 23.		20	2023			
Depa	tment of the Treasury	Attach to Form 990.		Open to Public				
Intern	al Revenue Service	Go to www.irs.gov/Form990 for instructions and the latest information.	<u> </u>	Inspe				
Nan	e of the organizatior		Employer id			nber		
Da	rt I Question	STATE BAR OF ARIZONA s Regarding Compensation	80-00	00029	4			
Га		s Regarding Compensation			V.			
40	Chook the energy	nte heu/ee) if the exception provided only of the following to be fave a nerver listed on Ferm	000		Yes	No		
la		ate box(es) if the organization provided any of the following to or for a person listed on Form line 1a. Complete Part III to provide any relevant information regarding these items.	990,					
	First-class or c		naluco					
	Travel for com							
		ation and gross-up payments $X$ Health or social club dues or initiation fee						
		pending account Personal services (such as maid, chauffer						
h	If any of the boxes	on line 1a are checked, did the organization follow a written policy regarding payment or						
	•	rovision of all of the expenses described above? If "No," complete Part III to explain		1b	х			
2		require substantiation prior to reimbursing or allowing expenses incurred by all directors,						
-		s, including the CEO/Executive Director, regarding the items checked on line 1a?		2	х			
	tractoco, and onico							
3	Indicate which, if ar	y, of the following the organization used to establish the compensation of the organization's	1					
		ctor. Check all that apply. Do not check any boxes for methods used by a related organizati						
		tion of the CEO/Executive Director, but explain in Part III.						
	X Compensation							
		ompensation consultant X Compensation survey or study						
		her organizations $\overline{X}$ Approval by the board or compensation of	ommittee					
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 re	ated organization:						
а	Receive a severanc	e payment or change-of-control payment?		. 4a		X		
b	Participate in or rec	eive payment from a supplemental nonqualified retirement plan?		4b		X		
С	Participate in or rec	eive payment from an equity-based compensation arrangement?		<b>4c</b>		X		
	If "Yes" to any of lin	es 4a-c, list the persons and provide the applicable amounts for each item in Part III.						
	Only section 501(c	)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.						
5	For persons listed of	n Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation	n					
	contingent on the re							
а	The organization?			<u>5a</u>		──		
b	Any related organiz	ation?		. <u>5</u> b				
		r 5b, describe in Part III.						
6	-	n Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation	n					
	contingent on the n							
						<u> </u>		
b	Any related organiz			. <u>6</u> b				
_		r 6b, describe in Part III.						
7		n Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments		_				
~		es 5 and 6? If "Yes," describe in Part III		. 7		├──		
8	•	reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the						
~				8		-		
9		d the organization also follow the rebuttable presumption procedure described in		-				
	Regulations section			9				
⊦or	Paperwork Reducti	on Act Notice, see the Instructions for Form 990.	Schedu	le J (Forr	n 990)	2023		

### 86-6000294

Page **2** 

#### 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 aren't 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.

	( <b>B)</b> Breakdown of W	-2 and/or 1099-MIS0 compensation	C and/or 1099-NEC	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)	
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990
(1) JOEL ENGLAND	(i)	200,000.	0.	679.	11,809.	25,402.	237,890.	0.
CEO/EXECUTIVE DIRECTOR	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MARET VESSELLA	(i)	174,716.	1,650.	8,749.	10,571.	11,848.	207,534.	0.
CHIEF BAR COUNSEL	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) KATHY GERHART	(i)	133,757.	150.	36,220.	9,665.	12,176.	191,968.	0.
CFO (THRU 12/23)	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) LORI MAXWELL	(i)	155,494.	650.	8,743.	9,098.	13,158.	187,143.	0.
CHIEF INFORMATION OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) LISA PANAHI	(i)	129,865.	2,650.	7,980.	8,761.	31,984.	181,240.	0.
GENERAL COUNSEL	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) AMY REHM	(i)	152,706.	3,150.	623.	9,202.	8,306.	173,987.	0.
DEPUTY CHIEF BAR COUNSEL	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) ROBERTA TEPPER	(i)	130,324.	1,150.	8,749.	7,974.	12,461.	160,658.	0.
CHIEF MEMBER SERVICE OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

#### 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.

### PART I, LINE 1A:

STATE BAR OF ARIZONA HAS WRITTEN WELLNESS PROGRAM TO SUPPORT A HEALTHY

LIFESTYLE. SBA WILL REIMBURSE \$75 PER QUARTER FOR MONTHLY FEES. ALL

#### EMPLOYEES ARE ELIGIBLE.

86-6000294

SCHEDULE O (Form 990)

LHA

332211 11-14-23

Name of the organization

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 Form 990-EZ. Go to www.irs.gov/Form990 for the latest information.



86-6000294

STATE BAR OF ARIZONA

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

LEGAL PROFESSION AND PUBLIC.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ADMINISTRATION OF JUSTICE AND THE COMPETENCY, ETHICS, AND

PROFESSIONALISM OF LAWYERS PRACTICING IN ARIZONA.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

ACCESS TO JUSTICE: PURSUANT TO RULE 32 OF THE SUPREME COURT OF ARIZONA,

THE STATE BAR MISSION INCLUDES ACCESS TO JUSTICE, WHICH INVOLVES

EFFORTS TO IMPROVE ACCESS TO OUR LEGAL SYSTEM FOR ALL ARIZONIANS. THE

BAR CARRIES OUT THIS TASK THROUGH ITS PUBLIC SERVICE CENTER BY

SUPPORTING VARIOUS LEGAL AID ORGANIZATIONS, ASSISTING WITH ACCESS TO

ATTORNEYS, WORKING TO EDUCATE THE PUBLIC ABOUT THE LEGAL PROCESS, AND

BY SUPPORTING THE SUPREME COURT'S ACCESS TO JUSTICE COMMISSION.

PUBLICATIONS: (1) ARIZONA ATTORNEY - MONTHLY MAGAZINE WITH SUBSTANTIVE

ARTICLES ABOUT LEGAL ISSUES AND TOPICS THAT AFFECT THE LEGAL

PROFESSION; (2) ELEGAL - SERIES OF ELECTRONIC NEWSLETTERS UPDATING

MEMBERS ON LEGAL NEWS, ISSUES, ETHICS OPINIONS AND COURT CASES

THE CLIENT PROTECTION FUND OF THE STATE BAR OF ARIZONA IS A TRUST AND, AS SUCH, IS TECHNICALLY A SEPARATE LEGAL ENTITY FROM THE STATE BAR OF ARIZONA. HOWEVER, BECAUSE THE STATE BAR HAS AN ADMINISTRATIVE ROLE, IT IS INCLUDED IN THE STATE BAR'S FEDERAL INCOME TAX REPORTING. THE CLIENT PROTECTION FUND EXISTS TO PROMOTE THE PUBLIC CONFIDENCE IN THE For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule O (Form 990) 2023

Schedule O (Form 990) 2023	Page 2
Name of the organization	Employer identification number
STATE BAR OF ARIZONA	86-6000294
ADMINISTRATION OF JUSTICE AND THE INTEGRITY OF THE LEGAL P	ROFESSION BY
REIMBURSING LOSSES CAUSED BY THE DISHONEST CONDUCT OF LAWY	ERS ADMITTED
AND LICENSED TO PRACTICE IN ARIZONA. IN 2023 THE ORGANIZAT	ION PROVIDED
ASSISTANCE TO 68 CLAIMS FILED WITH THE FUND.	

FORM 990, PART VI, SECTION A, LINE 4:

THE ARTICLES WERE AMENDED TO ADDRESS THE DISTRIBUTION OF ASSETS UPON DISSOLUTION. THE AMENDMENT ALLOWS THE ASSETS OF THE ORGANIZATION TO BE DISTRIBUTED TO A 501(C)(6) UPON DISSOLUTION. SPECIFICALLY, THE LANGUAGE READS "IF THE CORPORATION IS DISSOLVED, AND AFTER THE LIABILITIES OF THE CORPORATION HAVE BEEN DISCHARGED OR PROVIDED FOR PURSUANT TO ARIZONA'S NONPROFIT CORPORATION STATUTES, THE REMAINING ASSETS MAY BE DISTRIBUTED, AS DESIGNED BY THE BOARD OF GOVERNORS, TO: (1) AN ORGANIZATION OR ORGANIZATIONS OPERATING A BUSINESS LEAGUE WITHIN THE MEANING OF IRS CODE SECTION 501(C)(6); OR (2) AN ORGANIZATION OR ORGANIZATIONS QUALIFIED AS EXEMPT UNDER SECTION 501(C)(3) OF THE IRS CODE. ANY ASSETS NOT SO DISPOSED OF SHALL BE DISPOSED OF BY A COURT OF COMPETENT JURISDICTION IN MARICOPA COUNTY".

FORM 990, PART VI, SECTION A, LINE 6:

AS PROVIDED IN RULE 32 (C) OF THE RULES OF THE SUPREME COURT OF ARIZONA AND THE BYLAWS OF THE CORPORATION, MEMBERSHIP IS DIVIDED INTO SIX CLASSES: ACTIVE, INACTIVE, RETIRED, SUSPENDED, JUDICIAL AND AFFILIATE. DISBARRED OR RESIGNED PERSONS ARE NOT MEMBERS OF THE BAR. ACTIVE MEMBERS CONSIST OF EVERY PERSON LICENSED TO PRACTICE LAW IN THE STATE OF ARIZONA EXCEPT FOR PERSONS WHO ARE INACTIVE, RETIRED, SUSPENDED, JUDICIAL, OR AFFILIATE MEMBERS. LEGAL PARAPROFESSIONALS ARE AFFILIATE MEMBERS FOR PURPOSES OF REGULATION AND DISCIPLINE UNDER RULE 32. ALL PERSONS ADMITTED TO PRACTICE 332212 11-14-23

Name of the organization	Employer identification number
STATE BAR OF ARIZONA	86-6000294
IN ACCORDANCE WITH THE RULES OF THE COURT SHALL, BY THAT F	ACT, BECOME
ACTIVE OR AFFILIATE MEMBERS OF THE STATE BAR. UPON ADMISSI	ON, THE APPLICANT
MUST PAY A FEE AS REQUIRED BY THE SUPREME COURT AND AN ANN	UAL MEMBERSHIP
FEE TO MAINTAIN MEMBERSHIP STATUS. MEMBERS HAVE LIMITED RI	GHTS TO VOTE ON
CERTAIN ISSUES REGARDING THE GOVERNANCE OF THE ORGANIZATIO	N AND DO NOT
RECEIVE ANY OF THE ORGANIZATION'S PROFITS, EXCESS DUES, OF	RECEIVE A SHARE

FORM 990, PART VI, SECTION A, LINE 7A:

PER RULE 32, THE BOARD IS COMPOSED OF SIXTEEN (16) ELECTED GOVERNORS AND TEN (10) APPOINTED GOVERNORS. ELECTED GOVERNORS ARE ELECTED BY MEMBERS IN SPECIFIED DISTRICTS.

THE SUPREME COURT APPOINTS FOUR (4) PUBLIC GOVERNORS WHO MUST NOT BE STATE BAR OF ARIZONA MEMBERS OF THE STATE BAR AND MUST NOT HAVE, OTHER THAN AS CONSUMERS OF LEGAL SERVICES, A FINANCIAL INTEREST IN THE PRACTICE OF LAW; THREE (3) AT-LARGE GOVERNORS, WHO MAY BE FORMER ELECTED, PUBLIC, OR DISTRICT GOVERNORS; AND (3) DISTRICT GOVERNORS WHO MUST BE MEMBERS OF THE STATE BAR AND MEET DEFINED DISTRICT REQUIREMENTS.

FORM 990, PART VI, SECTION A, LINE 7B:

RULE 32 (ORGANIZATION OF THE STATE BAR OF ARIZONA) OF THE RULES OF THE ARIZONA SUPREME COURT GOVERN THE MISSION, COMPOSITION OF THE BOARD OF DIRECTOR, MEMBERSHIP CLASSES, MEMBERSHIP FEES AND REQUIRE OVERSIGHT BY THE ARIZONA SUPREME COURT. MEMBERSHIP FEES ARE ESTABLISHED BY THE BOARD WITH THE CONSENT OF THE SUPREME COURT OF ARIZONA.

Schedule O (Form 990) 2023	Page <b>2</b>
Name of the organization STATE BAR OF ARIZONA	Employer identification number $86-6000294$
THE CHIEF FINANCIAL OFFICER REVIEWS THE RETURN WITH THE TA	X PREPARER. A
COMPLETE COPY OF THE FINAL FORM 990 IS PROVIDED TO THE CEO	/EXECUTIVE
DIRECTOR AND MEMBERS OF THE BOARD OF GOVERNORS FOR REVIEW	PRIOR TO THE
FILING OF THE RETURN. THE FINANCE AND AUDIT COMMITTEE IS A	LSO PROVIDED WITH
A COMPLETE COPY OF THE FINAL FORM 990 FOR REVIEW.	

FORM 990, PART VI, SECTION B, LINE 12C:

THE STATE BAR OF ARIZONA HAS A WRITTEN CONFLICT OF INTEREST POLICY. THIS POLICY IS DISCUSSED WITH ALL NEW EMPLOYEES AND NEW BOARD MEMBERS. ALL EMPLOYEES ARE REQUIRED TO SIGN A WRITTEN STATEMENT THAT THEY HAVE READ THE POLICY. IN ADDITION, THE STATE BAR HAS A MANDATORY ANNUAL ETHICS TRAINING.

EACH EMPLOYEE IS RESPONSIBLE FOR COMING FORWARD WITH A POTENTIAL CONFLICT OF INTEREST OR REPORTING POSSIBLE CONFLICTS THAT THEY MAY BE AWARE OF. THE STATE BAR OF ARIZONA DEPARTMENT OR DIVISION HEAD IS RESPONSIBLE FOR REVIEWING POTENTIAL CONFLICTS. IF IT INVOLVES A DIVISION HEAD, REVIEW RESIDES WITH THE CEO/EXECUTIVE DIRECTOR. IF IT INVOLVES THE CEO/EXECUTIVE DIRECTOR, REVIEW RESIDES WITH THE BOARD PRESIDENT.

ALL BOARD MEMBERS ARE REQUIRED TO SIGN A CONFLICT OF INTEREST DISCLOSURE STATEMENT ON AN ANNUAL BASIS AT THE BEGINNING OF THE BOARD OF GOVERNORS TERM YEAR.

IF A PERSON IS IDENTIFIED WITH A CONFLICT, HE OR SHE IS REMOVED FROM THE VETTING AND DECISION-MAKING PROCESS RELATED TO THAT CONFLICT.

FORM 990, PART VI, SECTION B, LINE 15:

 THE EXECUTIVE COMPENSATION COMMITTEE, WHICH IS COMPRISED OF ACTIVE BOARD

 332212 11-14-23
 Schedule O (Form 990) 2023

Name of the organization	Page 2
STATE BAR OF ARIZONA	86-6000294
MEMBERS, SETS AND ADJUSTS THE SALARY OF THE CEO/EXECUTIVE	DIRECTOR. THE
CEO/EXECUTIVE DIRECTOR SALARY IS REVIEWED ANNUALLY. THE PO	LICY ALLOWS THE
BOARD TO SEEK ASSISTANCE FROM OUTSIDE ADVISORS AND CONSULT	ANTS TO OBTAIN
OBJECTIVE AND MARKET-BASED DATA, SUCH AS COMPENSATION STU	IES, INDEPENDENT
FIRMS, ETC. THE EXECUTIVE COMPENSATION COMMITTEE REVIEWS F	ESEARCH PROVIDED
BY AN INDEPENDENT CONSULTANT AND MAKES RECOMMENDATIONS TO	THE BOARD. THE
BOARD THEN VOTES TO APPROVE, MODIFY, OR REJECT THE RECOMME	NDATION.

THE ORGANIZATION'S ARTICLES OF INCORPORATION, BY-LAWS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST. FINANCIAL INFORMATION IS ALSO PUBLISHED ANNUALLY IN OUR MAGAZINE. AUDITED FINANCIAL STATEMENTS ARE POSTED ON THE ORGANIZATION'S WEBSITE.

FORM 990, PART XII, LINE 2C:

THE ORGANIZATION HAS A FINANCE AND AUDIT COMMITTEE RESPONSIBLE FOR OVERSIGHT OF THE FINANCIAL STATEMENT AUDIT AND SELECTION OF THE INDEPENDENT ACCOUNTANT. THE COMMITTEE COORDINATES THE AUDIT WITH THE INDEPENDENT AUDITORS. ANY FINANCIAL CONCERN ENCOUNTERED IN THE SYSTEM IS ROUTED TO THIS COMMITTEE FOR REVIEW. THIS PROCESS HAS NOT CHANGED FROM PRIOR YEARS.

### SCHEDULE R

(Form 990)

### **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.

OMB No. 1545-0047

2023 Open to Public Inspection

Employer identification number 86-6000294

Department of the Treasury Internal Revenue Service

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

Name of the organization

### STATE BAR OF ARIZONA

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

<b>(a)</b> Name, address, and EIN (if applicable) of disregarded entity	<b>(b)</b> Primary activity	<b>(c)</b> Legal domicile (state or foreign country)	<b>(d)</b> Total income	<b>(e)</b> End-of-year assets	<b>(f)</b> Direct controlling entity
CLIENT PROTECTION FUND OF THE STATE BAR OF					
ARIZONA - 47-6411607, 4201 N 24TH ST STE	PROMOTE PUBLIC CONFIDENCE				
100, PHOENIX, AZ 85016	IN LEGAL PROFESSION	ARIZONA	812,749.	2,437,132.	STATE BAR OF ARIZONA

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>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	<b>(e)</b> Public charity status (if section	<b>(f)</b> Direct controlling entity	cont	<b>g)</b> 512(b)(13) rolled tity?
				501(c)(3))		Yes	No

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

Schedule R (Form 990) 2023

### Schedule R (Form 990) 2023 STATE BAR OF ARIZONA

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.

		-	( ))	( )	(0)	()			(1)		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(	h)	(i)	(j)	
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign	Direct controlling entity	Predominant income (related, unrelated, excluded from tax under sections 512-514)	Share of total income	Share of end-of-year assets	alloca	ortionate tions?	amount in box 20 of Schedule	partne	or Percentage ownership
		country)		sections 512-514)		400010	Yes	No	K-1 (Form 1065)	Yes I	10
	-										
	-										
	-										
	1										
											+
	1										
	{										
	4										

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>(b)</b> Primary activity	(c) Legal domicile (state or foreign	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	<b>(f)</b> Share of total income	<b>(g)</b> Share of end-of-year assets	(h) Percentage ownership	(i Sec 512(t contr enti	i) :tion ɔ)(13) rolled ity?
		country)						Yes	No

### Schedule R (Form 990) 2023 STATE BAR OF ARIZONA

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?							
а	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a						
	Gift, grant, or capital contribution to related organization(s)	1b						
с	Gift, grant, or capital contribution from related organization(s)	1c						
	Loans or loan guarantees to or for related organization(s)	1d						
	Loans or loan guarantees by related organization(s)	1e						
f	Dividends from related organization(s)	1f						
g		1g						
h	Purchase of assets from related organization(s)	1h						
i	Exchange of assets with related organization(s)	1i						
j	Lease of facilities, equipment, or other assets to related organization(s)	1j						
k	Lease of facilities, equipment, or other assets from related organization(s)	1k						
- I	Performance of services or membership or fundraising solicitations for related organization(s)	11						
m	Performance of services or membership or fundraising solicitations by related organization(s)	1m						
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n						
o	Sharing of paid employees with related organization(s)	10						
р	Reimbursement paid to related organization(s) for expenses	1p						
	Reimbursement paid by related organization(s) for expenses	1q						
	Other transfer of cash or property to related organization(s)	1r		$\square$				
S	Other transfer of cash or property from related organization(s)	1s						
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.							

<b>(a)</b> Name of related organization	<b>(b)</b> Transaction type (a-s)	<b>(c)</b> Amount involved	(d) Method of determining amount involved
<u>(1)</u>			
(2)			
(3)			
(4)			
<u>(5)</u>			
<u>(6)</u>			

### Schedule R (Form 990) 2023 STATE BAR OF ARIZONA

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

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

(a) Name, address, and EIN of entity	<b>(b)</b> Primary activity	(c)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e Are partner 501(o org:		<b>(f)</b> Share of total income	<b>(g)</b> Share of end-of-year assets	Dispr tior alloca	n) opor- nate tions?	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General c managing partner?	(k) Percentage ownership
		country	sections 512-514)	Yes	No	income	455615	Yes	No	(Form 1065)	Yes NC	

Schedule R (Form 990) 2023

# Schedule R (Form 990) 2023 STAT Part VII Supplemental Information

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

### UNRELATED BUSINESS INCOME

### **CARRYOVER DATA TO 2024**

Name STATE BAR OF ARIZONA	Employer Identification Number $86-6000294$
Based on the information provided with this return, the following are possible carryover amounts to next year.	
FEDERAL CONTRIBUTION - 50% CASH	209,001
	205,001
	· ·
	· ·
	· ·

i	Name:	STATE BAR OF	ARIZONA								FEIN:	86-6000294							
		and Entity: COl 382 Annual Limitation	NTRIBUTION - 5		ryover							D* CASH FED DETAIL CARRYOVER SCHEDULE Section 382 Carryover							
	Year Origi- nated	Original Carryover Amount	Total Amount Used	Amount Used for															
A B C D E F	2018 2019 2020 2021 2022	53,709. 47,764. 40,053.																	
G H I	2023	30,551.																	
JKLZZ																			
M N O P Q R S F																			
S T U V V																			
vv	Detail Type	E Amount S Used for B	Amount Used for	Amount Used for	Amount Used for	Amount Used for	Amount Used for	Amount Used for	Amount Used for	Amount Used for	Amount Used for	Amount Used for							
АВСОШЕСН																			
1																			
J K L M																			
M N O P Q R S H																			
U V																			
W																			

312571 04-01-23

(Rev. January 2024)

### Application for Extension of Time To File an Exempt Organization Return or Excise Taxes Related to Employee Benefit Plans

Department of the Treasury Internal Revenue Service

### File a separate application for each return. Go to www.irs.gov/Form8868 for the latest information.

**Electronic filing (e-file).** You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

			113.						
	dentification	anlayer or other filer and instru	votiono	Taynaya	idantificat				
Type or Print	Name of exempt organization, en	Taxpayer identification number (TIN)							
	STATE BAR OF ARIZ		86-6	000294					
File by the due date for Number, street, and room or suite no. If a P.O. box, see instructions.									
return. See instructions. City, town or post office, state, and ZIP code. For a foreign address, see instructions. PHOENIX, AZ 85016-6266									
Enter the	Return Code for the return that this		te application for each return)			01			
	ion Is For	Return			<u></u>	Return			
, approar		Code				Code			
Form 990	) or Form 990-EZ	01	Form 4720 (other than individua	)		09			
	20 (individual)	03	Form 5227	/		10			
Form 990		04	Form 6069			11			
	D-T (sec. 401(a) or 408(a) trust)	05	Form 8870			12			
	D-T (trust other than above)	06	Form 5330 (individual)			13			
	D-T (corporation)	07	Form 5330 (other than individua	)		14			
Form 104		08		,					
• After y	ou enter your Return Code, complete	e either Part II or Part III. Part II	I, including signature, is applicable	e only for an	extension	of			
time to fi	le Form 5330.								
• If this a	application is for an extension of time	e to file Form 5330, you must e	nter the following information.						
Pla	an Name								
	n Number								
Pla	an Year Ending (MM/DD/YYYY)								
	utomatic Extension of Time To File								
The b	ooks are in the care of $\underline{JESSIC}$								
		24TH ST, STE 10	)0 – PHOENIX, AZ 8	35016-6	266				
Telepl	hone No. <u>602-340-7218</u>		Fax No.						
	organization does not have an office		ited States, check this box						
<ul> <li>If this</li> </ul>	is for a Group Return, enter the orga								
box			ch a list with the names and TINs						
<b>1</b> Ire	equest an automatic 6-month extensi	on of time until NOVEMB	<u>ER 15</u> ,20 <u>24</u> ,to	file the exem	ipt organiza	ation return for			
the	organization named above. The ext	ension is for the organization's	return for:						
X	$\begin{bmatrix} \\ \\ \\ \\ \\ \end{bmatrix}$ calendar year 20 $\begin{bmatrix} 23 \\ \\ \\ \\ \\ \\ \\ \\ \\ \end{bmatrix}$ or								
	tax year beginning	, 20	, and ending			, 20			
				_					
2 Ift	he tax year entered in line 1 is for les Change in accounting period	s than 12 months, check reaso	on: Initial return	Final retur	n				
3a lft	his application is for Forms 990-PF, 9	990-T. 4720. or 6069. enter the	tentative tax. less						
	y nonrefundable credits. See instruct		,	3a	\$	0.			
	his application is for Forms 990-PF, 9		/ refundable credits and						
	imated tax payments made. Include	· · · · ·		3b	\$	Ο.			
c Ba	lance due. Subtract line 3b from line	e 3a. Include your payment with	h this form, if required, by						
usi	ing EFTPS (Electronic Federal Tax Pa	ayment System). See instructio	ns.	3c	\$	0.			
	acy Act and Paperwork Reduction					8868 (Rev. 1-2024)			
LHA 32	3841 12-22-23		JE SERVICE CENTER						