



2019 S.L. Gimbel Foundation
Fund
Grant Application

Internal Use Only:
Grant 25,000
No: 20190334

Organization / Agency Information

FD Lote: 25423

Organization/Agency Name: Nebraska Humane Society		
Physical Address: 8929 Fort Street		
Mailing Address: 8929 Fort Street		
CEO or Director: Nancy Hintz		Title: President & CEO
Phone: 402-444-7800 x2215	Fax: 402-546-1476	Email: nhintz@nehumanesociety.org
Contact Person: Tracy Bohrofen		Title: Grants Manager
Phone: 402-905-3428	Fax: 402-546-1476	Email: tbohrofen@nehumanesociety.org
Web Site Address: www.nehumanesociety.org		Tax ID: 47-0378997

Program / Grant Information

Interest Area: Animal Protection Education Environment Health Human Dignity

Program/Project Name: Microchipping		Amount of Grant Requested: \$25,000	
Total Organization Budget: \$12,377,109	Per 990, Percentage of Program Service Expenses (Column B/Column A x 100): 85.0%	Per 990, Percentage of Management & General Expenses Only (Column C/Column A x 100): 7.1%	Per 990, Percentage of Management & General Expenses and Fundraising (Column C+D/Column A x 100): 15.1%
Purpose of Grant Request (one sentence): Microchip all animals entering NHS to reduce the number of lost pets and to increase our pet return rate to owners.			
Program Start Date (Month and Year): July 2019		Program End Date (Month and Year): June 2020	
Gimbel Grants Received: List Year(s) and Award Amount(s) N/A			

Signatures

Board President / Chair: (Print name and Title) KEN Bunnell, BOARD CHAIR	Signature: <i>Ken Bunnell</i>	Date: 2-28-19
Executive Director/President: (Print name and Title) Nancy Hintz, CEO	Signature: <i>Nancy Hintz</i>	Date: 2-28-19

2019 S.L. Gimbel Foundation Fund APPLICATION

Narrative

I. Organization Background

The Nebraska Humane Society (NHS), founded in 1875, is the fifth oldest humane society in the U.S. and, today, is one of the largest. As an open-entry shelter, more than 24,000 animals, including wildlife, come through our doors annually. With our programs, we reach more than 200,000 people each year with our message of compassion and humane treatment. NHS is contracted to provide animal control services to Omaha and Sarpy County communities. We provide medical care, shelter, and a second chance for stray, lost, abandoned, and abused animals in our jurisdiction. NHS has a strong history of advocacy for animal welfare in our state, having lobbied the Department of Agriculture, Unicameral, and local city councils to close puppy mills, stop dog fighting, insist on responsible pet ownership guidelines, and enforce dangerous dog ordinances. With our breadth and depth of services, a focus on continual improvement, and role as community partner, we are recognized as a leader in animal welfare having built a strong reputation in the Omaha area, regionally, and nationally.

Organizational Accomplishments:

We have reunited 9,465 lost pets and their owners, helped 33,452 animals find their forever homes via adoption, and microchipped 22,909 animals!

2018 – Our Behavior Helpline experienced a 148% increase in calls (3,197 in 2017 to 4,729) from the public seeking guidance in dealing with their pets' behaviors. NHS staff listens, assesses, and devises a plan to help owners' work with their pets through troublesome behaviors (i.e. litterbox, chewing, aggression). Our goal is for humans and pets to live harmoniously, so the pet is not surrendered. The NHS Molly Project was responsible for 229 dogs being adopted through our canine behavior modification program. Prior to this program's pilot (2010), these dogs were considered unadoptable due to being fearful or unruly. To-date, nearly 3,000 dogs have found their forever homes with this program.

2017 – NHS launched a \$14.1M capital campaign to renovate 45% (37,105 square feet) of our existing facility, our first major renovation in 20 years. Work on the Judy Varner Adoption and Education Center began in 2019 and will continue into 2020. The resulting improvements will reduce the stress and length of stay for the animals, transform how the public views and interacts with adoptable animals. The new design incorporates state-of-the-art sheltering practices, enhanced public services, humane education opportunities, and interactive adoption spaces.

2016 – Our President & CEO, Judy Varner, retired after 19 years at the helm. During her tenure, NHS grew significantly; building our reputation as a leader in animal welfare and advocacy. Nancy Hintz was hired as President & CEO to lead and inspire NHS to new levels of achievement. Ms. Hintz is passionate about animals and spent her earlier career advocating for vulnerable children and adults. She was responsible for introducing therapy dogs to her non-profit's work and the Douglas County Juvenile Court.

Program Activities:

Annually NHS raises approximately \$3.5M to support our mission-focused core programming. (2018 statistics are cited below.)

Adoption

NHS is a place of second chances. We assisted 11,262 animals in finding their forever home. Our Reuniting Pets & People service was responsible for 2,675 lost pets being reunited with their owners.

Animal Medical

Animals arriving at NHS are spayed or neutered, vaccinated, provided parasite control medication, heartworm preventative, and antibiotics as needed. When surgery is required, pain relief medication and the highest standard of humane care are provided. NHS performed 1,474 specialty and dental surgeries, 18,312 diagnostic tests, 6,530 spay/neuter surgeries, and microchipped 7,469 animals.

Behavior, Dog Training, and Community Programs

The Behavior Helpline (community service) to access expert advice was utilized by 4,729 callers. Dog Training Classes were attended by 1,472 people and their dogs. Pet Food Pantry provided pet food and litter to people

experiencing temporary economic hardship, aiding 607 people and 3,733 pets. Our Animeals program provides free pet food and supplies for low income home-bound seniors' pets. The Molly Project (Canine Behavior Modification Program) rehabilitates animals of last hope, with 229 "Molly" dogs adopted.

Humane Education

With school and community presentations and tours, we reached over 8,000 children and adults. Camp Kindness and Humane Hands sessions were attended by 451 children and youth.

Low Cost Spay/Neuter Clinic

The Lied Spay/Neuter Center addresses the root cause of homeless pets. We offer high volume spay/neuter services to the community at low cost, and performed a record 6,247 surgeries.

Project Pet Safe

This program provides sanctuary for the pets of domestic abuse victims while the owners move, navigate the judicial system, and locate new housing. NHS partners with other community non-profits to serve these domestic abuse victims. We assisted 32 people and 57 pets with this program.

II. Project Information:

A) Statement of Need

The Nebraska Humane Society's mission is "to protect, save and enrich the lives of animals and the communities we serve". To live our mission, a vital component of our work is microchipping every animal we adopt, as well as reuniting lost pets with their owners. This community service is at the core of our work. (A microchip is the size of a grain of rice and is injected in a dog or cat between the shoulder blades in a painless process. Pet owners' information is then stored in an online database.)

Whether lost or stolen, microchipping substantially increases the likelihood of pets returning home, by offering secure, reliable, unique and permanent identification. With our focus on microchipping, NHS seeks to continue to reduce the number of pets that are lost in the Omaha metro area. In the 400 square mile jurisdiction served by NHS, this is a significant number. In 2018, NHS reunited 2,863 lost pets with their grateful owners (includes Free Ride Home and Reuniting Pets & People programs). Microchipping is an effective way to address the issue of lost pets. We have a long-term commitment to microchipping.

In January 2018, we had a compelling example of the power of microchipping a pet.

A stray St. Bernard was stolen from Texas in 2016. "Bowser" had been a family member from the age of two months. He was stolen and ended up in the Omaha metro area. He got loose and was turned into NHS; his microchip helped our staff connect to his Texas family. The owner drove through ice and sleet to reclaim their beloved pet. This happy ending is a testament to the impact of microchipping.

Keeping pets in their homes is important for public safety, the animals' safety, as well as for the emotional bond between people and their pets. Pets are family members who provide physical, social, and emotional health benefits for their human family. Pet care and relationships are important to build empathy and caring in children, as well as loyal companions for adults and elderly (American Veterinary Medical Foundation; Human Animal Bond Research Institute).

As a large metro humane society, NHS is positioned to have large scale impact with our microchipping efforts. With more than 11,000 adoptions per year, we have the reach and opportunity to discuss its importance with potential adopters during the adoption process. Without NHS, there is no other organization that can achieve the impact we can related to microchipping and returning lost pets.

The S.L. Gimbel Foundation's funding is requested to support our efforts to ensure animals are identifiable with microchips and reunited with their owners whenever possible.

B) Project Description

Our Animal Control Officers (ACOs) cover 400 square miles in our jurisdiction. When a stray animal is picked up, the ACO always scans for a microchip to identify the animal and owners. If a microchip is present, the ACO uses the laptop in the NHS van to search our database for a match. If a match is found, the ACO will give that animal a "Free Ride Home". This is an efficient way to reunite the scared animal with its owners and keep the pet from entering the NHS shelter, saving our resources for other animals in need. In 2018, 188 strays benefitted from our "Free Ride Home".

When an animal enters NHS, we always scan the animal for a microchip. If no microchip is found, this is noted and will be part of the medical treatment plan for that animal. If a microchip is found, we

search our database and contact the owners to let them know their pet is safe at NHS and awaiting their arrival. In 2018, we reunited 2,675 lost animals with their owners.

All cats and dogs adopted through NHS leave with a microchip implanted. The microchip number is part of the adopted animal's record in our database, ready for future use if needed.

As an animal welfare organization, keeping animals safe and in loving homes is a top priority. Thus, we consider our microchipping efforts as a core function of our work. As the primary municipal shelter serving the Omaha metro area, NHS is uniquely positioned to impact the number of strays safely returned to their homes, whether from the streets or after the animal has entered our shelter facility.

C) Project Goal, Objectives, Activities & Expected Outcomes

Project Goal:

Microchip 100% of all cats and dogs entering NHS to reduce the number of lost pets and to increase our pet return rate to owners.

Project Objectives:

We anticipate microchipping up to 7,400 animals at NHS within 48 hour of NHS gaining custody of the animals.

Program Activities:

Annually NHS raises approximately \$3.5M to support our mission-focused core programming. (2018 statistics are cited below.)

Adoption

NHS is a place of second chances. We assisted 11,262 animals in finding their forever home. Our Reuniting Pets & People service was responsible for 2,675 lost pets being reunited with their owners.

Animal Medical

Animals arriving at NHS are spayed or neutered, vaccinated, provided parasite control medication, heartworm preventative, and antibiotics as needed. When surgery is required, pain relief medication and the highest standard of humane care are provided. NHS performed 1,474 specialty and dental surgeries, 18,312 diagnostic tests, 6,530 spay/neuter surgeries, and microchipped 7,469 animals.

Behavior, Dog Training, and Community Programs

The Behavior Helpline (community service) to access expert advice was utilized by 4,729 callers. Dog Training Classes were attended by 1,472 people and their dogs. Pet Food Pantry provided pet food and litter to people experiencing temporary economic hardship, aiding 607 people and 3,733 pets. Our Animeals program provides free pet food and supplies for low income home-bound seniors' pets. The Molly Project (Canine Behavior Modification Program) rehabilitates animals of last hope, with 229 "Molly" dogs adopted.

Humane Education

With school and community presentations and tours, we reached over 8,000 children and adults. Camp Kindness and Humane Hands sessions were attended by 451 children and youth.

Low Cost Spay/Neuter Clinic

The Lied Spay/Neuter Center addresses the root cause of homeless pets. We offer high volume spay/neuter services to the community at low cost, and performed a record 6,247 surgeries.

Project Pet Safe

This program provides sanctuary for the pets of domestic abuse victims while the owners move, navigate the judicial system, and locate new housing. NHS partners with other community non-profits to serve these domestic abuse victims. We assisted 32 people and 57 pets with this program.

Expected Outcomes:

We will microchip up to 7,400 animals in the 12-month period, July 1, 2019-June 30, 2020.

Evaluation:

5. Evaluation

Using our Chameleon database, we will track and run reports on the number of animals microchipped monthly, as well as pets with a microchip that we are able to reunite with their owners. We will microchip up to 7,400 animals in the 12-month period, July 1, 2019-June 30, 2020.

D) Timeline

Provide a timeline for implementing the project. State the start date and ending date of the project, include timeframes for specific activities, as appropriate.

The timeframe for this program is July 1, 2019 – June 30, 2020.

E) Target Population

Who will this grant serve? How many people will be impacted? Provide a breakdown: Number of Children, Youth, Adults, Seniors, Animals.

This program serves Omaha and the adjoining Sarpy County communities, a population totaling 743,059, as well as the 7,400 cats and dogs that will be microchipped.

F) Projects in the Community

How does this project relate to other existing projects in the community? Who else in the community is providing this service or has a similar project? Who are your community partners (if any)? How are you utilizing volunteers?

NHS is the only open entry, full service animal shelter in the metro area. We work on behalf of all animals, speaking for those with no voice. No other organization is providing similar services. Over the years, we have built a reputation as an animal welfare leader, regionally and nationally. We have many community partners including public and private schools, non-profit agencies, municipalities, law enforcement, wildlife groups, and breed specific rescues. We are fortunate to have an engaged and committed cadre of 500+ volunteers. Our volunteers must complete training for the area(s) they will be working in. They are instrumental in daily work, as our animal population ranges from 365-500 at any given time, and the care of living creatures is time intensive.

G) Use of Grant Funds

How will you use the grant funds?

Funding from the S.L. Gimbel Foundation would be used to support NHS' efforts in microchipping all cats and dogs in our custody.

1. Purchase microchipping supplies
2. Purchase microchip scanners (10)

XVII. Project Future

A) Sustainability

NHS is leanly staffed and efficient in our operations. We depend on donors, volunteers, and our communities to help support us in striving toward our mission of protecting, saving and enriching the lives of animals.

We are focused on maximizing our revenue streams, while continuing to keep animal welfare best practices at the forefront of all we do. Our overall funding sources represent a strong mix of sustainable earned income and philanthropic support. Earned income is realized through our spay/neuter clinic, pet licensing, animal control contracts, behavior training classes, humane education programs, private pet cremations and our Animal Outfitters retail operation. Philanthropic dollars are secured from corporate and private foundations, as well as individual donors, planned giving, and special events.

While NHS has diverse revenue income, we will always need to fundraise to support our work. We will work to build our revenue streams, while continuing to engage and cultivate new donors across the communities we serve. We are always grateful for the support all our donors provide, and certainly do not take any support for granted.

IV. Governance, Executive Leadership and Key Personnel/Staff Qualifications

A) Governance

The NHS Board of Directors consists of 18 members and meets quarterly. Committees include: Executive, Finance, Board Governance, Facilities, Marketing and Development, and Executive Compensation. The Board is responsible for approving budgets, financial filings and audits and the IRS Form 990. A quorum of one-third of board members is mandated, and a majority carries the vote.

B) Management

Describe the qualifications of key personnel/staff responsible for the project.

Nancy Hintz, President/Chief Executive Officer, has been at the helm of NHS since June 2016. Ms. Hintz's career included eight years as a Nebraska State Probation Officer, specializing in child abuse and neglect judicial proceedings. She then founded and led CASA (Court Appointed Special Advocates) in Douglas County. After 14 years, she went on to lead NOVA Treatment Community, offering co-occurring treatment, foster care and in-home services. Ms. Hintz's "passion for animals" led her to the NHS role, stating "I've always had a love for animals, which inspired me to introduce therapy dogs to CASA and the Douglas County Juvenile Court". She noted, "I believe this is a once-in-a-lifetime opportunity for me to utilize my skills advocating for animals the same way I have advocated for vulnerable children."

Kiley Maddux, Chief of Shelter Operations, has been with the Nebraska Humane Society since 2003. Ms. Maddux is a licensed veterinary technician who has worked in numerous NHS departments. Her strong background in operations benefits NHS with her experience and leadership. As Chief of Shelter Operations, her role is to orchestrate all aspects of shelter operations, develop and monitor the operations budget, implement operational changes, and oversee facilities management.

S.L. Gimbel Foundation APPLICATION

Organization Name:

--

V. Project Budget and Narrative (Do not delete these instructions on your completed form).

A) **Budget Table:** Provide a detailed line-item budget for your entire project by completing the table below.

Requested line items should be limited to Ten (10) line items. The less the better.

A breakdown of specific line item requests and attendant costs should include:

- 1) Line item requests for materials, supplies, equipment and others:
 - a. Identify and list the type of materials, supplies, equipment, etc.
 - b. Specify the unit cost, number of units, and total cost
 - c. Use a formula/equation as applicable. (i.e. 40 books @ \$100 each = \$4000)
- 2) Line item requests for staff compensation, benefits: **Do not use FTE percentages.**
 - a. Identify the position; for each position request, specify the hourly rate and the number of hours (i.e. \$20/hr x 20 hours/week x 20 weeks = \$8,000)
 - b. For benefits, provide the formula and calculation (i.e. \$8,000 x 25% = \$2,000)
- 3) Line items on Salaries/Personnel included in budget (contribution or in-kind) but NOT requested from the Gimbel Foundation must be broken down per number 2) above: Provide rate of pay per hour and number of hours.

Line Item Request	Line Item Description <i>(Maximum two lines)</i>	Support From Your Agency	Support From Other Funders	Requested Amount From Gimbel/TCF	Line Item Total of Project
Microchips	7,400 microchips @ \$8.99/each will be ordered for a 12 month period	\$34776	\$10000	\$21750	\$66526
Microchip scanners	10 Microchip scanners @ \$325/each will be ordered	0	0	\$3250	\$3250
TOTALS:		\$ 34776	\$ 10000	\$ 25000	\$ 69776

B) Narrative: The budget narrative is the justification of “how” and/or “why” a line item helps to meet the project deliverables. Provide a description for each line item request as necessary. Explain how the line item relates to the project. If you are requesting funds to pay for staff, list the specific duties of each position. See attached SAMPLE Project Budget and Budget Narrative

Program/Project Name - Microchipping

These microchips will be implanted in dogs and cats before adoption. The microchip scanners will replace broken scanners that are in high demand by various NHS departments to identify animals (e.g. for medical treatments, adoption processing); these are critical pieces of equipment for staff and help them operate efficiently.

S.L. Gimbel Foundation APPLICATION

VI. Sources of Funding: Please list your current sources of funding and amounts.

Secured/Awarded

Name of Funder: Foundation, Corporation, Government	Amount
Municipality contracts	\$5,203,513
Anonymous grants (2 foundations)	\$160,000
Dorothy B. Davis Foundation	\$50,000
Sherwood Foundation	\$60,000
Richard Brooke Foundation	\$150,000
PetSmart Charities	\$20,000
Anonymous Foundation (2 grants)	\$71,000
Michael O'Bannon Foundation	\$15,000

Pending

Name of Funder: Foundation, Corporation, Government	Amount	Decision Date
Doris Day Animal Foundation	\$20,000	March/April
Hitchcock Foundation	\$50,000	June
Hubbard Foundation (5 yr. request)	\$50,000	July
Robert B. Daugherty Foundation (3 yr. request)	\$150,000	July
	\$	

Diversity of Funding Sources: A financially healthy organization should have a diverse mix of funding sources. Complete those categories that apply to your organization using figures from your most recent fiscal year.

Funding Source	Amount	% of Total Revenue	Funding Source	Amount	% of Total Revenue
Contributions	\$2,956,599	24%	Program Fees	\$2,572,104	21%
Fundraising/Special Events	\$736,057	6%	Interest Income	\$110,630	1%
Corp/Foundation Grants	\$631,067	5%	Other:	\$	%
Government Grants	\$5,228,724	43%	Other:	\$	%

Notes:

2018 is the most recent fiscal year. 2019 (Jan. – Dec.) is the current fiscal year. All contributions to our capital campaign 2017-19 are separate from the fundraising details provided; these figures represent annual fundraising to support our operations.

S.L. Gimbel Foundation APPLICATION

VII. Financial Analysis

Agency Name: Nebraska Humane Society

Most Current Fiscal Year (Dates): From: January 2017 To: December 2017

This section presents an overview of an applicant organization's financial health and will be reviewed along with the grant proposal. Provide all the information requested on your **entire organization**. Include any notes that may explain any extraordinary circumstances. Information should be taken from your most recent 990 and audit. **Double check your figures!**

Form 990, Part IX: Statement of Functional Expenses

1) Transfer the totals for each of the columns, Line 25- Total functional expenses (page 10)

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
\$12,005,552	\$10,202,205	\$847,018	\$956,329

2) Calculate the percentages of Columns B, C, and D, over A (per totals above)

- Program services (B) – A general rule is that at least 75% of total expenses should be used to support programs
- Management & general administration (C) – A general rule is that no more than 15% of total expenses should be used for management & general expenses
- Fundraising (D) – A general rule is that no more than 10% of total expenses should be used for fundraising

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
	Columns B / A x 100	Columns C / A x 100	Columns D / A x 100
Must equal 100%	85%	7%	8%

3) Calculate the difference between your CURRENT year budget for management & general expenses and your previous management & general expenses per your 990 (Column C)

Percentage of Organization's Current Total Budget used for Administration	Column C, Management & general expenses per 990 above	Differential
7%	7%	0%

If the differential is above (+) or below (-) 10%, provide an explanation:

S.L. Gimbel Foundation APPLICATION

Quick Ratio: Measures the level of liquidity and measures only current assets that can be quickly turned to cash. A generally standard Quick Ratio equals 1 or more.

Cash	+ Accounts Receivables	/Current Liabilities	= Quick Ratio
\$4,022,791	\$59,324	\$891,069	4.59%

Excess or Deficit for the Year: (2017 is the most recent fiscal year-end with audited financials)

Excess or (Deficit) Most recent fiscal year end (2017)	Excess or (Deficit) Prior fiscal year end (2016)
\$9,334,402	\$1,706,687

Notes:

2017 Form 990 is used.

Excess: Large variance from 2017 to 2016 is due to capital campaign fundraising received.

SAMPLE Budget Comparison

	Actuals		Budget		Variance	
	Most Recently Completed Year		Projections Current Year			
	20 18		20 19			
Income						
Individual Contributions	4,323,722	-	4,559,520	-	235,798	-
Corporate Contributions	0	-	0	-	0	-
Foundation Grants	631,067	-	920,000	-	288,933	-
Government Contributions	5,228,724	-	5,203,513	-	(25,211)	-
Other Earned Income	2,572,104	-	2,544,586	-	(27,518)	-
Other Unearned Income	110,630	-	69,400	-	(41,230)	-
Interest & Dividend Income	0	-	0	-	0	-
Total Income	12,235,180	-	12,377,019	-	141,839	-
Expenditures						
Personnel						
Salary CEO	170,000	-	175,100	-	5,100	-
Salary Assistant	65,768	-	67,741	-	1,973	-
Payroll Taxes	24,251	-	22,657	-	(1,594)	-
Insurance - Workers' Comp	787	-	802	-	15	-
Insurance - Health	19,947	-	30,864	-	10,917	-
Payroll Services	0	-	0	-	0	-
Retirement	(306)	-	7,100	-	7,406	-
Total Personnel	280,447	-	304,264	-	23,817	-
General Program/Administrative						
Bank/Investment Fee	160,005	-	285,680	-	125,675	-
Publications	0	-	0	-	0	-
Conferences & Meetings	26,230	-	42,783	-	16,553	-
Mileage	81,736	-	79,165	-	(2,571)	-
Audit & Accounting	91,808	-	106,324	-	14,516	-
Program Consultants	134,913	-	169,608	-	34,695	-
Insurance Expense	164,361	-	167,114	-	2,753	-
Telephone Expense - Land Lines	42,748	-	42,695	-	(53)	-
DSL & Internet	279,028	-	356,601	-	77,573	-
Website	0	-	0	-	0	-
Office Supplies	65,740	-	73,804	-	8,064	-
Postage & Delivery	167,396	-	178,494	-	11,098	-
Printing & Copying	92,949	-	115,003	-	22,054	-
Miscellaneous	9,920,742	-	10,455,484	-	534,742	-
Total General Program/Administrative	11,227,656	-	12,072,755	-	845,099	-
Total Expenditures	11,508,103	-	12,377,019	-	868,916	-
Revenue Less Expense	727,078	-	0	-	(727,078)	-

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	304,968.	99,428.	159,022.	46,518.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	5,314,312.	4,483,579.	365,331.	465,402.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	100,605.	80,385.	9,390.	10,830.
9 Other employee benefits	1,220,028.	1,079,546.	71,740.	68,742.
10 Payroll taxes	427,235.	351,369.	38,864.	37,002.
11 Fees for services (non-employees):				
a Management				
b Legal	50,026.	35,504.	13,629.	893.
c Accounting	28,150.		28,150.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	12,853.		12,853.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	176,201.	101,125.	68,759.	6,317.
12 Advertising and promotion	249,498.	248,049.		1,449.
13 Office expenses				
14 Information technology	305,849.	232,352.	20,617.	52,880.
15 Royalties				
16 Occupancy	685,534.	674,986.	5,274.	5,274.
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	6,956.	4,282.	655.	2,019.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	824,522.	799,787.	16,490.	8,245.
23 Insurance	239,002.	214,517.	5,476.	19,009.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a ANIMAL MEDICAL	681,715.	681,715.		
b SUPPLIES	222,189.	199,915.	12,805.	9,469.
c REPAIRS AND MAINTENANCE	177,203.	174,211.	1,496.	1,496.
d ANIMAL CARE	167,240.	167,240.		
e All other expenses	811,466.	574,215.	16,467.	220,784.
25 Total functional expenses. Add lines 1 through 24e	12,005,552.	10,202,205.	847,018.	956,329.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720)	0.	0.	0.	0.

Internal Revenue Service

Department of the Treasury

P. O. Box 2508
Cincinnati, OH 45201

Date: April 13, 2001

Nebraska Humane Society
8929 Fort St.
Omaha, NE 68134-2842

Person to Contact:
Tonya Martin 31-07387
Customer Service Representative
Toll Free Telephone Number:
8:00 a.m. to 9:30 p.m. EST
877-829-5500
Fax Number:
513-263-3756
Federal Identification Number:
47-0378997
Accounting Period Ends:
December 31

Dear Sir or Madam:

This is in response to your letter dated March 30, 2001 requesting a letter affirming your organization's exempt status.

In October 1934 we issued a determination letter that recognized your organization as exempt from federal income tax under section 101(6) of the Internal Revenue Code of 1939 (now section 501(c)(3) of the Internal Revenue Code of 1986). That determination letter is still in effect.

We classified your organization as a publicly supported organization, and not a private foundation, because it is described in sections 509(a)(1) and 170(b)(1)(A)(vi) of the Code. This classification was based on the assumption that your organization's operations would continue as stated in the application. If your organization's purposes, character, method of operations, or sources of support have changed, please let us know so we can consider the effect of the change on the organization's exempt status and foundation status.

Your organization is required to file Form 990, Return of Organization Exempt from Income Tax, only if its gross receipts each year are normally more than \$25,000. If a return is required, it must be filed by the 15th day of the fifth month after the end of the organization's annual accounting period. The law imposes a penalty of \$20 a day, up to a maximum of \$10,000, when a return is filed late, unless there is reasonable cause for the delay.

As of January 1, 1984, your organization is liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of \$100 or more the organization pays to each of its employees during a calendar year. There is no liability for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the excise taxes under Chapter 42 of the Code. However, these organizations are not automatically exempt from other federal excise taxes. If you have any questions about excise, employment, or other federal taxes, please let us know.

Nebraska Humane Society
47-0378997

Donors may deduct contributions to your organization as provided in section 170 of the Code.

Bequests, legacies, devises, transfers, or gifts to your organization or for its use are deductible for federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

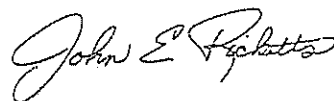
Your organization is not required to file federal income tax returns unless it is subject to the tax on unrelated business income under section 511 of the Code. If your organization is subject to this tax, it must file an income tax return on Form 990-T, Exempt Organization Business Income Tax Return. In this letter, we are not determining whether any of your organization's present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

The law requires you to make your organization's annual return available for public inspection without charge for three years after the due date of the return. If your organization had a copy of its application for recognition of exemption on July 15, 1987, it is also required to make available for public inspection a copy of the exemption application, any supporting documents and the exemption letter to any individual who requests such documents in person or in writing. You can charge only a reasonable fee for reproduction and actual postage costs for the copied materials. The law does not require you to provide copies of public inspection documents that are widely available, such as by posting them on the Internet (World Wide Web). You may be liable for a penalty of \$20 a day for each day you do not make these documents available for public inspection (up to a maximum of \$10,000 in the case of an annual return).

Because this letter could help resolve any questions about your organization's exempt status and foundation status, you should keep it with the permanent records of the organization.

If you have questions, please call us at the telephone number shown in the heading of this letter.

Sincerely,



John E. Ricketts, Director, TE/GE
Customer Account Services

Confidential – Not for Distribution
NEBRASKA HUMANE SOCIETY
2019 BOARD OF DIRECTORS

CHAIRMAN

Bunnell, Ken
Sr. V.P. Human Resources
First National of Nebraska, Inc.
1620 Dodge Street
Omaha, NE 68197
Office: (402) 341-0500
kbunnell@fnni.com

VICE CHAIRMAN

Worick, Richard "Dick"
Founder & Chairman
The MSR Group
1121 North 102 Court, Suite 100
Omaha, NE 68114
Office: (402) 392-0755 x107
Cell: (402) 415-4977
worick@themsrgroup.com

SECRETARY/TREASURER

Wilson, David P.
Attorney
Walentine O'Toole McQuillan & Gordon LLP
11240 Davenport St.
Office: (402) 330-6300
Cell: (402) 850-3136
dwilson@womglaw.com

Bashara, Dr. Peter
Owner/Veterinarian
Gentle Doctor Animal Hospital
15230 West Maple Road
Omaha, NE 68116
Office: (402) 445-4400
dvmpcb@cox.net

Friedland, Ted
Principal
Friedland Family Foundation
9959 Rockbrook Rd.
Omaha, NE 68124-1964
Home: (402) 932-9959
tedfriedland@gmail.com

Pooley, Michael S.
Sr. Exec.
Amazon Web Services-AWS
17209 Sage Street
Omaha, NE 68136
Cell: (402) 686-4200
mspdx1@gmail.com

Bouchard, Amy
S.V.P. Consumer Banking-Finance
First National Bank Omaha
1620 Dodge St. – Stop 3151
Omaha, NE 68197
Office: 402-602-6343
Cell: 402-740-3620
abouchard@fnni.com

Gustwiller, Stephen
Project Manager
Kiewit Building Group
302 South 36th Street, Suite 500
Omaha, NE 68131
Office: (402) 977-4500
Steve.Gustwiller@kiewit.com

Rizvi, Barbara
Financial Planner
First National Bank
14010 FNB Parkway, Suite 200
Omaha, Nebraska 68154
Office: (402) 602-8757
Cell: (402) 599-0102
brizvi@fnni.com

Bouza, Elizabeth A. "Beth"
Sr. Dir. Sales – Food & Beverage
Union Pacific Railroad
1400 Douglas St. – Stop 1310
Omaha, NE 68179
Office: 402-544-3410
Cell: 402-598-8456
eabouza@up.com

Kluver, Andrew R.
E.V.P. & G.M.
Technology Group Solutions
15811 W. Dodge Rd. #151
Omaha, NE 68118
Office: 402-578-8380
akluver@tgs-mtc.com

Shaner, Kristine
Healthcare Professional
Methodist Health System
12115 South 79 Street
Papillion, NE 68046
Cell: 531-777-0200
kristinekshaner@gmail.com

Cacioppo, Chrissy
Benefits Administrator
Centris Federal Credit Union
11825 Q St.
Omaha, NE 68137
Office: 402-758-6508
Cell: 402-215-5524
ccacioppo@centrisfcu.org

Likes, Steven C. "Steve"
Attorney, Partner
Kutak Rock LLC
The Omaha Building
1650 Farnam Street
Omaha, NE 68102-2103
Office: 402-661-8648
steve.likes@kutakrock.com

Thomsen, Jill
Founder & Principal
Equal Opps Consulting
5302 Davenport St.
Omaha, NE 68132
Phone: 402-594-4342
thomsen.jill@gmail.com

Ellis, Matthew
Exec. V.P., Secretary & Gen. Counsel
WoodmenLife
1700 Farnam Street
Omaha, NE 68102
Office: (402) 271-7223
mellis@woodmen.org

Nilsson, Karin
Community Volunteer
8125 Hickory Street
Omaha, NE 68124
Home: (402) 391-2512
mkarinn@aol.com

Wurtele, Tim
Project Management/Architect
Sampson Construction Co., Inc.
440 Regency Parkway, Suite 131
Omaha, NE 68131
Office: (402) 827-5600
Cell: (402) 610-7495
tim.wurtele@sampson-construction.com