

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOSEPH HAMILTON DIRECTOR, ARIZONA	20.00 0.00	X					0.	0.	0.	
(2) REESE LEVASSEUR DIRECTOR, BAY AREA & WESTERN	20.00 0.00	X					0.	0.	0.	
(3) CHERYL LEWIS DIRECTOR, BAYOU GULF STATES	20.00 4.00	X					0.	0.	0.	
(4) DOUG BECKLEY DIRECTOR, BUCKEYEE	20.00 0.00	X					0.	0.	0.	
(5) RICHARD JOHNSON DIRECTOR, CAL-DIEGO	20.00 0.00	X					0.	0.	0.	
(6) JOSE REYNOSO DIRECTOR, CALIFORNIA	20.00 0.00	X					0.	0.	0.	
(7) CRAIG ENENBACH DIRECTOR, CENTRAL FLORIDA	20.00 0.00	X					0.	0.	0.	
(8) ANN ADAIR DIRECTOR, COLONIAL	20.00 4.00	X					0.	0.	0.	
(9) REDZUAN RAZAK DIRECTOR, FLORIDA	20.00 0.00	X					0.	0.	0.	
(10) STEPHEN BUSH DIRECTOR, FLORIDA GULF COAST	20.00 0.00	X					0.	0.	0.	
(11) STANLEY BROWN DIRECTOR, GATEWAY	20.00 0.00	X					0.	0.	0.	
(12) DAVID NELSON DIRECTOR, GREAT PLAINS	20.00 0.00	X					0.	0.	0.	
(13) KENNETH LLOYD DIRECTOR, IOWA	20.00 0.00	X					0.	0.	0.	
(14) ROY GRAY DIRECTOR, KENTUCKY-INDIANA	20.00 0.00	X					0.	0.	0.	
(15) WILLIAM JAKOVAC DIRECTOR, KEYSTONE	20.00 0.00	X					0.	0.	0.	
(16) MELVIN HASENYAGER DIRECTOR, LONE STAR	20.00 0.00	X					0.	0.	0.	
(17) ROBERT VANCE DIRECTOR, MICHIGAN	20.00 0.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) WILLIAM H. "HODGE" WOOD DIRECTOR, MID-AMERICA	20.00 4.00	X						0.	0.	0.
(19) JEFF DOLEZAL DIRECTOR, MID-ATLANTIC	20.00 0.00	X						0.	0.	0.
(20) CINDY MCINTOSH DIRECTOR, MID-SOUTH	20.00 0.00	X						0.	0.	0.
(21) TODD KEMERY DIRECTOR, MINNESOTA	20.00 0.00	X						0.	0.	0.
(22) MICHAEL SOLANO DIRECTOR, MOUNTAIN STATES	20.00 0.00	X						0.	0.	0.
(23) DAN KAMINSKI DIRECTOR, NEVADA	20.00 0.00	X						0.	0.	0.
(24) MICHAEL NEGRETE DIRECTOR, NEW ENGLAND	20.00 0.00	X						0.	0.	0.
(25) MICHAEL OLSON DIRECTOR, NORTH CENTRAL	20.00 0.00	X						0.	0.	0.
(26) MIKE PARTRIDGE DIRECTOR, NORTHWEST	20.00 0.00	X						0.	0.	0.
1b Subtotal								0.	0.	0.
c Total from continuation sheets to Part VII, Section A								1,921,458.	0.	304,741.
d Total (add lines 1b and 1c)								1,921,458.	0.	304,741.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **33**

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
EDGE DIRECT LLC 3030 WATERVIEW AVE, BALTIMORE, MD 21230	GIFTS/MAIL PROGRAM	39,000,127.
HEARTLAND DIRECT INTERNATONAL LLC 2900 E APACHE STREET, TULSA, OK 74110	GIFTS/MAIL PROGRAM	3,359,761.
U.S. POSTMASTER, 900 BRENTWOOD ROAD, NW, WASHINGTON, DC 20001	MAIL DELIVERY	2,309,017.
BLACKBAUD, INC, 2000 DANIEL ISLAND DRIVE, CHARLESTON, SC 29492	DATA MANAGEMENT	1,588,253.
LAKE GROUP MEDIA, INC. 1 BRYRAM BROOK LANE, ARMONK, NY 10504	DATA MANAGEMENT	1,570,238.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **51**

SEE PART VII, SECTION A CONTINUATION SHEETS