

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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

A For the 2023 calendar year, or tax year beginning APR 1, 2023 and ending MAR 31, 2024

B Check if applicable: C Name of organization: TROUT UNLIMITED, INC. D Employer identification number: 38-1612715
E Telephone number: (703) 522-0200
G Gross receipts \$: 85,720,470.
H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
I Tax-exempt status:
J Website: WWW.TU.ORG
K Form of organization:
L Year of formation: 1959
M State of legal domicile: MI

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1 Briefly describe the organization's mission... TO CONSERVE, PROTECT, AND RESTORE NORTH AMERICA'S COLDWATER FISHERIES AND THEIR WATERSHEDS.
2 Check this box if the organization discontinued its operations...
3-7a Activities & Governance
8-12 Revenue
13-19 Expenses
20-22 Net Assets or Fund Balances

Part II Signature Block

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

Sign Here: Signature of officer James Hughey, CFO, Date 02/12/2025
Paid Preparer Use Only: Print/Type preparer's name RICHARD J. LOCASTRO, CPA, Preparer's signature Richard J. Locastro, Date 2/12/2025, Check if self-employed, PTIN P00288314, Firm's name GELMAN, ROSENBERG & FREEDMAN, Firm's EIN 52-1392008, Firm's address 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930, Phone no. 301-951-9090

May the IRS discuss this return with the preparer shown above? See instructions [X] Yes [] No

Part 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: TO CONSERVE, PROTECT, AND RESTORE NORTH AMERICA'S COLDWATER FISHERIES AND THEIR WATERSHEDS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 65,439,748. including grants of \$ 783,607.) (Revenue \$ 3,613,426.) CONSERVATION OPERATIONS: THE FOLLOWING ARE SOME NOTABLE DEVELOPMENTS UNDERWAY IN TU'S IDENTIFIED "PRIORITY WATERS":

KENNEBEC-SANDY, MAINE

THE SANDY RIVER PROVIDES SOME OF THE HIGHEST QUALITY SALMON SPAWNING HABITAT IN MAINE, BUT TO GET THERE FISH MUST NAVIGATE FOUR MAINSTEM DAMS ON THE KENNEBEC RIVER. A MAJOR HYDRO RELICENSING PROCESS ON THE KENNEBEC WILL DETERMINE WHETHER SUFFICIENT ACCESS TO THE SANDY CAN BE ESTABLISHED. AFTER RECEIVING A BIOLOGICAL OPINION FROM NOAA THAT DID NOT CALL FOR DAM REMOVAL, TU CONVENED A MEETING WITH THE U.S. FISH AND WILDLIFE SERVICE TO ENCOURAGE THEIR INVOLVEMENT IN THE RELICENSING

4b (Code:) (Expenses \$ 3,559,304. including grants of \$ 326,575.) (Revenue \$ 196,536.) VOLUNTEER OPERATIONS AND CHAPTER SUPPORT: IN ADDITION TO PLANNING CX3 ANNUAL MEETING THIS YEAR, TU'S VOLUNTEER OPERATIONS PLANNED AND EXECUTED THREE REGIONAL RENDEZVOUS, WHICH WERE VERY SUCCESSFUL WITH MORE THAN 500 GRASSROOTS MEMBERS AND PARTNERS ATTENDING ONE OF THE THREE EVENTS. THESE EVENTS BRING THE MOST ACTIVE AND PASSIONATE VOLUNTEERS TOGETHER WITH OUR EXPERT STAFF AND PARTNERS TO LEARN BEST PRACTICES, SHARE INNOVATIONS, NETWORK, AND GROW OUR "ONE TU" CULTURE.

THE THREE-YEAR PARTNERSHIP WITH TRACTOR SUPPLY COMPANY ON THE PLANT FOR OUR FUTURE CAMPAIGN HAS CREATED THE CAPACITY TO GROW AND IMPROVE THE MARKETING AND AWARENESS OF TU'S GRASSROOTS TREE PLANTING EFFORTS AND

4c (Code:) (Expenses \$ 3,409,151. including grants of \$ 24,475.) (Revenue \$ 188,245.) MEMBERSHIP DEVELOPMENT: THE NLC WORKGROUPS CONTINUE TO MAKE PROGRESS TOWARD COMPLETING THEIR QUANTIFIABLE GOALS WHICH SUPPORT THE TU STRATEGIC PLAN. TU CONTINUES TO EVOLVE ITS MEMBERSHIP MESSAGING TO FOCUS ON COLLABORATION AND ENGAGEMENT.

4d Other program services (Describe on Schedule O.) (Expenses \$ 3,308,530. including grants of \$) (Revenue \$ 182,690.)

4e Total program service expenses 75,716,733.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question number, Yes, No. Rows 22-38 detailing various organizational requirements and compliance checks.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question number, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No columns. Includes rows for employee counts (2a), tax returns (2b), unrelated business income (3a), foreign accounts (4a), prohibited transactions (5a-5c), annual gross receipts (6a-6b), deductible contributions (7a-7h), sponsoring organizations (8-9), section 501(c)(7) organizations (10), section 501(c)(12) organizations (11), section 4947(a)(1) trusts (12a-12b), section 501(c)(29) health insurers (13a-13c), indoor tanning services (14a-14b), section 4960 tax (15), section 4968 excise tax (16), and section 501(c)(21) organizations (17).

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response 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]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (33); 1b Enter the number of voting members included on line 1a, above, who are independent (32); 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? (X); 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? (X); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (X); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (X); 6 Did the organization have members or stockholders? (X); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (X); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (X); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? (X); b Each committee with authority to act on behalf of the governing body? (X); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O (X).

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? (X); 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? (X); 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (X); 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (X); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (X); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done (X); 13 Did the organization have a written whistleblower policy? (X); 14 Did the organization have a written document retention and destruction policy? (X); 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official (X); b Other officers or key employees of the organization (X); If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? (X); 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? (X).

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
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
JAMES HUGHEY - (703)522-0200
1777 NORTH KENT STREET, SUITE 100, ARLINGTON, VA 22209

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, 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.

(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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) CHRISTOPHER WOOD PRESIDENT & CEO	40.00	X		X				448,706.	0.	47,919.
(2) JOANNE THEURICH CHIEF OPERATING OFFICER	40.00			X				266,706.	0.	7,072.
(3) ELIZABETH NORTH VP DEVELOPMENT (UNTIL 10/11/2023)	40.00				X			247,499.	0.	22,315.
(4) JAMES HUGHEY CHIEF FINANCIAL OFFICER	40.00			X				250,080.	0.	6,489.
(5) PETER BARBER VP MARKETING	40.00					X		223,433.	0.	26,970.
(6) ELENA PARKIN CONTROLLER (UNTIL 3/8/2024)	40.00					X		191,839.	0.	21,546.
(7) KEITH CURLEY VP EASTERN CONSERVATION	40.00					X		176,446.	0.	32,136.
(8) ROBERT MASONIS VP WESTERN CONSERVATION	40.00					X		181,868.	0.	14,380.
(9) LINDSAY SLATER VP GOV'T AFFAIRS (FROM 4/4/2023)	40.00					X		174,331.	0.	21,217.
(10) HARRIS HYMAN CHAIRMAN	20.00	X		X				0.	0.	0.
(11) JIM WALKER VICE CHAIR/CHAIR NLC (UNTIL 9/2023)	20.00	X		X				0.	0.	0.
(12) RICH THOMAS NATIONAL SECRETARY	20.00	X		X				0.	0.	0.
(13) PATSY ISHIYAMA SECRETARY (UNTIL 9/2023)	15.00	X		X				0.	0.	0.
(14) LAWRENCE GARLICK TREASURER	15.00	X		X				0.	0.	0.
(15) LINDA ROSENBERG ACH TRUSTEE, THEN SEC. (TRANS. @ 9/2023)	5.00	X		X				0.	0.	0.
(16) STEWART ALSOP TRUSTEE (FROM 9/2023)	5.00	X						0.	0.	0.
(17) SCOTT BLACKLEY TRUSTEE	10.00	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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) TONY BROOKFIELD TRUSTEE (FROM 9/2023)	5.00	X						0.	0.	0.
(19) JOHN BURNS TRUSTEE (FROM 4/2023)	10.00	X						0.	0.	0.
(20) AMY CORDALIS TRUSTEE	5.00	X						0.	0.	0.
(21) JOSH CRUMPTON TRUSTEE	5.00	X						0.	0.	0.
(22) MAC CUNNINGHAM TRUSTEE	10.00	X						0.	0.	0.
(23) JOSEPH DE BRIYN TRUSTEE	10.00	X						0.	0.	0.
(24) PAUL DOSCHER TRUSTEE	5.00	X						0.	0.	0.
(25) LAWRENCE FINCH TRUSTEE	5.00	X						0.	0.	0.
(26) SUSAN GREER TRUSTEE (FROM 9/2023)	5.00	X						0.	0.	0.
1b Subtotal								2,160,908.	0.	200,044.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,160,908.	0.	200,044.

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 68

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such person</i>		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
FARLINE BRIDGE, INC. 1445 MILLER DRIVE, STAYTON, OR 97383	CONSTRUCTION	2,565,950.
WYLATTI RESOURCE MANAGEMENT PO BOX 575, COVELO, CA 95428	CONSTRUCTION	1,902,850.
MEYERS EARTHWORK, INC. PO BOX 493730, REDDING, CA 96049	CONSTRUCTION	1,585,212.
WATERWAYS CONSULTING, INC, 509A SWIFT STREET, SANTA CRUZ, CA 95060	CONSTRUCTION	856,780.
HASKINGS EXCAVATING, LLC PO BOX 24, SUPERIOR, MT 59872	CONSTRUCTION	786,684.

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 94

SEE PART VII, SECTION A CONTINUATION SHEETS

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 (check all that apply)						(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			
(27) PETER GRUA TRUSTEE	5.00	X					0.	0.	0.	
(28) CHRIS HILL TRUSTEE	5.00	X					0.	0.	0.	
(29) THOMAS L. JONES TRUSTEE (UNTIL 9/2023)	5.00	X					0.	0.	0.	
(30) ALEX MAHER TRUSTEE (UNTIL 9/2023)	5.00	X					0.	0.	0.	
(31) GREGORY A. MCCRICKARD TRUSTEE	10.00	X					0.	0.	0.	
(32) PHOEBE MUZZY TRUSTEE	5.00	X					0.	0.	0.	
(33) STEWART PARKER TRUSTEE (FROM 9/2023)	5.00	X					0.	0.	0.	
(34) AL PERKINSON TRUSTEE	5.00	X					0.	0.	0.	
(35) GREG PLACONE TRUSTEE	5.00	X					0.	0.	0.	
(36) CANDICE PRICE TRUSTEE	5.00	X					0.	0.	0.	
(37) DONALD (DWIGHT) SCOTT TRUSTEE	5.00	X					0.	0.	0.	
(38) KATHY SCOTT TRUSTEE	5.00	X					0.	0.	0.	
(39) JUDI SITTLER TRUSTEE	5.00	X					0.	0.	0.	
(40) JOE SWEDISH TRUSTEE	5.00	X					0.	0.	0.	
(41) SHARON SWEENEY FEE TRUSTEE (FROM 4/2023)	5.00	X					0.	0.	0.	
(42) BLAIN TOMLINSON TRUSTEE (FROM 9/2023)	5.00	X					0.	0.	0.	
(43) TERRY TURNER TRUSTEE	10.00	X					0.	0.	0.	
(44) LESLIE WELDON TRUSTEE (FROM 9/2023)	5.00	X					0.	0.	0.	
(45) JEFF WITTEN TRUSTEE	10.00	X					0.	0.	0.	
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	5,597.				
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	53,072,617.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	25,474,386.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 462,833.				
	h Total. Add lines 1a-1f			78,552,600.			
Program Service Revenue	2 a MEMBERSHIP DUES	Business Code					
		900099	3,096,600.	3,096,600.			
	b PUBLICATIONS	900099	261,275.		261,275.		
	c REGISTRATION FEES	900099	242,983.	242,983.			
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f			3,600,858.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		746,189.			746,189.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		4,063.			4,063.	
	6 a Gross rents	6a	(i) Real	23,770.			
			(ii) Personal				
	b Less: rental expenses ...	6b	0.				
	c Rental income or (loss)	6c	23,770.				
	d Net rental income or (loss)			23,770.		23,770.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	1,387,438.			
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	1,465,775.				
	c Gain or (loss)	7c	-78,337.				
d Net gain or (loss)			-78,337.		-78,337.		
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a	1,380,776.					
b Less: cost of goods sold	10b	800,737.					
c Net income or (loss) from sales of inventory			580,039.	580,039.			
Miscellaneous Revenue	11 a MISCELLANEOUS	Business Code					
		900099	13,946.			13,946.	
	b LIST RENTALS	900099	10,830.			10,830.	
	c _____						
	d All other revenue						
e Total. Add lines 11a-11d			24,776.				
12 Total revenue. See instructions			83,453,958.	3,919,622.	261,275.	720,461.	

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 X

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 ...	1,134,657.	1,134,657.		
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	1,258,022.	334,561.	693,274.	230,187.
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	24,725,035.	19,630,765.	4,960,679.	133,591.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,660,497.	1,325,258.	323,997.	11,242.
9 Other employee benefits	4,542,558.	2,754,633.	1,775,353.	12,572.
10 Payroll taxes	2,099,664.	1,356,970.	721,310.	21,384.
11 Fees for services (nonemployees):				
a Management				
b Legal	150,787.	104,963.	45,824.	
c Accounting	142,106.		142,106.	
d Lobbying	273,127.	273,127.		
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	56,073.		56,073.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	37,289,285.	36,891,665.	343,106.	54,514.
12 Advertising and promotion	59,917.	44,917.	15,000.	
13 Office expenses	2,415,867.	1,834,739.	346,336.	234,792.
14 Information technology	887,684.	106,831.	780,853.	
15 Royalties				
16 Occupancy	852,114.	378,572.	473,542.	
17 Travel	2,011,764.	1,716,046.	275,472.	20,246.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	712,533.	430,471.	279,266.	2,796.
20 Interest	158,633.	144,965.	12,596.	1,072.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	182,544.	182,544.		
23 Insurance	321,944.	294,205.	25,563.	2,176.
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 O.)				
a MATERIALS	3,434,800.	3,433,602.	1,198.	
b MAGAZINE PRODUCTION	1,554,877.	1,096,919.	8,791.	449,167.
c OTHER EXPENSES	890,171.	803,529.	79,846.	6,796.
d WATER LEASES	866,103.	866,103.		
e All other expenses	655,173.	576,691.	77,754.	728.
25 Total functional expenses. Add lines 1 through 24e	88,335,935.	75,716,733.	11,437,939.	1,181,263.
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"/> X if following SOP 98-2 (ASC 958-720)	1,661,899.	506,451.	0.	1,155,448.

Part X Balance Sheet

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

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash - non-interest-bearing	3,251,120.	1	1,761,485.
	2 Savings and temporary cash investments	10,813,397.	2	2,678,723.
	3 Pledges and grants receivable, net	16,317,080.	3	27,296,346.
	4 Accounts receivable, net	2,145,467.	4	739,493.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	913,484.	8	1,308,295.
	9 Prepaid expenses and deferred charges	486,854.	9	368,689.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 6,072,600.		
	b Less: accumulated depreciation	10b 5,339,000.	539,580.	10c 733,600.
	11 Investments - publicly traded securities	10,471,131.	11	11,863,801.
	12 Investments - other securities. See Part IV, line 11	1,130,931.	12	1,190,014.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	445,023.	15	30,439.
16 Total assets. Add lines 1 through 15 (must equal line 33)	46,514,067.	16	47,970,885.	
Liabilities	17 Accounts payable and accrued expenses	5,720,034.	17	9,031,509.
	18 Grants payable		18	
	19 Deferred revenue	293,753.	19	1,464,673.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	457,891.	25	978,237.
	26 Total liabilities. Add lines 17 through 25	6,471,678.	26	11,474,419.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	3,896,165.	27	-1,880,593.
	28 Net assets with donor restrictions	36,146,224.	28	38,377,059.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	40,042,389.	32	36,496,466.
33 Total liabilities and net assets/fund balances	46,514,067.	33	47,970,885.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	83,453,958.
2	Total expenses (must equal Part IX, column (A), line 25)	2	88,335,935.
3	Revenue less expenses. Subtract line 2 from line 1	3	-4,881,977.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	40,042,389.
5	Net unrealized gains (losses) on investments	5	1,336,054.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	36,496,466.

Part XII Financial Statements and Reporting

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

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

Form 990 (2023)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	55081301.	62783791.	66504204.	55874353.	78552600.	318796249
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	55081301.	62783791.	66504204.	55874353.	78552600.	318796249
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						318796249

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	55081301.	62783791.	66504204.	55874353.	78552600.	318796249
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	186,225.	304,460.	507,443.	597,811.	774,022.	2369961.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	26,889.	29,386.	3,637.	11,622.	24,776.	96,310.
11 Total support. Add lines 7 through 10						321262520
12 Gross receipts from related activities, etc. (see instructions)					12	36,006,266.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	99.23 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	99.32 %
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
2a		
2b		
3a		
3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.
 All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Multiple horizontal lines for supplemental information.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2023

Name of the organization

TROUT UNLIMITED, INC.

Employer identification number

38-1612715

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

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

General Rule

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

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

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

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

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

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

Schedule B (Form 990) (2023)

Name of organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>1</u>	<hr/> <hr/> <hr/>	\$ <u>7,987,151.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>2</u>	<hr/> <hr/> <hr/>	\$ <u>7,067,130.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>3</u>	<hr/> <hr/> <hr/>	\$ <u>6,802,084.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>4</u>	<hr/> <hr/> <hr/>	\$ <u>6,642,105.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>5</u>	<hr/> <hr/> <hr/>	\$ <u>4,892,561.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>6</u>	<hr/> <hr/> <hr/>	\$ <u>2,547,755.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	<hr/> <hr/> <hr/>	\$ <u>2,475,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	<hr/> <hr/> <hr/>	\$ <u>2,117,798.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	<hr/> <hr/> <hr/>	\$ <u>2,097,449.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10	<hr/> <hr/> <hr/>	\$ <u>2,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

Name of organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

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

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

Schedule C (Form 990) 2023

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)	0.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)	454,506.													
c Total lobbying expenditures (add lines 1a and 1b)	454,506.													
d Other exempt purpose expenditures	87,825,356.													
e Total exempt purpose expenditures (add lines 1c and 1d)	88,279,862.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
not over \$500,000,	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000,	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	264,649.	273,938.	421,195.	454,506.	1,414,288.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	6,500.				6,500.

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)).

	(a)		(b)
	Yes	No	Amount
<i>For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.</i>			
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV Supplemental Information

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

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization **TROUT UNLIMITED, INC.** Employer identification number **38-1612715**

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	7
b Total acreage restricted by conservation easements	687.00
c Number of conservation easements on a certified historic structure included on line 2a	0
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	0

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 0

4 Number of states where property subject to conservation easement is located 2

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 20

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 3,000.

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2023

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	8,368,390.	9,135,126.	9,417,420.	5,295,898.	5,976,942.
b Contributions				2,500,000.	
c Net investment earnings, gains, and losses	1,337,228.	-426,945.	34,737.	1,946,850.	-373,092.
d Grants or scholarships					
e Other expenditures for facilities and programs		339,791.	317,031.	325,328.	307,952.
f Administrative expenses					
g End of year balance	9,705,618.	8,368,390.	9,135,126.	9,417,420.	5,295,898.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 0.0000 %
 - b Permanent endowment 77.3300 %
 - c Term endowment 22.6700 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|-----|----|
| (i) Unrelated organizations? | | X |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		7,801.		7,801.
b Buildings				
c Leasehold improvements		65,566.	65,287.	279.
d Equipment		5,999,233.	5,273,713.	725,520.
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B)) 733,600.

Part VII Investments - Other Securities

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (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-year market value
(1)		
(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" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) 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) REFUNDABLE ADVANCES - FEDERAL	
(3) GRANTS	947,798.
(4) OPERATING LEASE LIABILITY	30,439.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	978,237.

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 ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

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

1	Total revenue, gains, and other support per audited financial statements	1	85,607,495.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	1,336,054.
b	Donated services and use of facilities	2b	72,819.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	800,737.
e	Add lines 2a through 2d	2e	2,209,610.
3	Subtract line 2e from line 1	3	83,397,885.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	56,073.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	56,073.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	83,453,958.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

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

1	Total expenses and losses per audited financial statements	1	89,153,418.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	72,819.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	800,737.
e	Add lines 2a through 2d	2e	873,556.
3	Subtract line 2e from line 1	3	88,279,862.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	56,073.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	56,073.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	88,335,935.

Part XIII Supplemental Information

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

PART II, LINE 5:

ANNUALLY, A TU REPRESENTATIVE VISITS THE PROPERTY AND SPEAKS WITH THE LANDOWNER TO REVIEW THE PROPERTY AND IDENTIFY ANY NEW ACTIVITIES OR DAMAGES SINCE THE LAST INSPECTION THAT COULD AFFECT THE PROPERTY. THE REPRESENTATIVE DISCUSSES WITH THE LANDOWNER ANY POTENTIAL OR PLANNED ACTIVITIES CONCERNING THE LAND INCLUDING, BUT NOT LIMITED TO, THE TRANSFER OF THE LAND, AGRICULTURAL ACTIVITIES, TIMBER HARVESTING, WATER DEVELOPMENT, ROAD CONSTRUCTION, AND COMMERCIAL ACTIVITIES.

PART II, LINE 9:

CONSERVATION EASEMENTS ARE NOT REPORTED IN THE REVENUE, EXPENSE OR BALANCE SHEET OF TU.

Part XIII Supplemental Information (continued)

PART V, LINE 4:

CCF ENDOWMENT: THE FUND WAS DEVELOPED TO SUPPORT THE SCIENTIFIC RESOURCE WORK OF TU AND WAS FUNDED THROUGH THE RUSSELL MEMORIAL FUND (\$569,375) AND OTHER INDIVIDUAL CONTRIBUTIONS. UP TO 15% OF THE ORIGINAL CONTRIBUTION REVENUE WAS ALLOCATED TO BE SPENT ON OVERHEAD AND ADMINISTRATIVE COSTS ASSOCIATED WITH THE COLDWATER CONSERVATION FUND PROGRAM. THE REMAINING PORTION OF THE OVERHEAD AND ADMINISTRATIVE ALLOCATION WAS SPENT IN FISCAL YEAR 2016. A PORTION OF THE CURRENT INVESTMENT INCOME FROM THE ENDOWMENT'S FUNDS ARE TO BE SPENT ANNUALLY, IN ACCORDANCE WITH TU'S SPENDING POLICY. SPENDING RATE OF 4.5% WAS SET FOR THE YEARS ENDED MARCH 31, 2024 AND 2023.

E.T. TELLER ENDOWMENT: THIS FUND WAS ESTABLISHED IN 1995 BY THE TELLER FAMILY. PER REQUEST BY THE DONOR, UP TO 50% OF THE ANNUAL EARNINGS ARE AVAILABLE FOR GENERAL OPERATIONS OF TU. THE OTHER 50% SHOULD BE REINVESTED IN THE FUND.

IDAHO WATER FUND: THIS ENDOWMENT WAS ESTABLISHED IN 2008 WITH GRANT FUNDS FROM THE ISHIYAMA FAMILY FOUNDATION. THE PURPOSE OF THE ENDOWMENT IS TO FUND THE IDAHO WATER PROJECT. A PORTION OF THE FUNDS CAN BE SPENT ANNUALLY, IN ACCORDANCE WITH TU'S SPENDING POLICY. FUNDS IN THE AMOUNT OF \$0 AND \$36,663 WERE SPENT DURING THE YEARS ENDING MARCH 31, 2024 AND 2023, RESPECTIVELY.

TALCOTT ENDOWMENT: THE TALCOTT ENDOWMENT WAS ESTABLISHED IN 2021 WITH A BEQUEST IN THE AMOUNT OF \$2,500,000 FROM THAYER TALCOTT, JR. THE FUNDS WERE RESTRICTED TO TU'S PERPETUAL ENDOWMENT WITH THE INCOME TO BE USED TO SUPPORT THE GENERAL PURPOSES OF TU.

Part XIII Supplemental Information (continued)

PART XI, LINE 2D - OTHER ADJUSTMENTS:

COST OF GOODS SOLD REPORTED AS AN EXPENSE ON THE
FINANCIAL STATEMENTS AND NETTED AGAINST SALES

REVENUE ON FORM 990, PART VIII, LINE 10C. 800,737.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

COST OF GOODS SOLD REPORTED AS AN EXPENSE ON THE
FINANCIAL STATEMENTS AND NETTED AGAINST SALES

REVENUE ON FORM 990, PART VIII, LINE 10C. 800,737.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization **TROUT UNLIMITED, INC.** Employer identification number **38-1612715**

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
CASCADIA CONSERVATION DISTRICT 14 N. MISSION ST. WENATCHEE, WA 98801	20-6343276	501(C)(3)	100,000.	0.			IMPLEMENTATION OF LOW-TECH PROCESS-BASED RESTORATION AND THE REINTRODUCTION OF BEAVERS
CASCADE FISHERIES PO BOX 3162 WENATCHEE, WA 98807	91-2088823	501(C)(3)	143,080.	0.			THIS PARTNERSHIP WILL HELP THE AGENCY IMPLEMENT AOP PROJECTS IN THE STATE OF WASHINGTON WITH THE
CONFEDERATED TRIBES OF THE COLVILLE RESERVATION - PO BOX 150 - NESPELEM, WA 99155	91-0557683	501(C)(3)	160,000.	0.			THIS PROJECT SUPPORTS PROJECT PLANNING AND A FEASIBILITY STUDY FOR THE REMOVAL OF ENLOE DAM.
SAGELAND COLLABORATIVE 824 SOUTH 400 WEST SUITE B119 SALT LAKE CITY, UT 84101	83-0468561	501(C)(3)	87,598.	0.			PROJECT DESIGN, MONITORING, PERMITTING, VOLUNTEER RECRUITMENT, AND CONSTRUCTION
KLAMATH WATERSHED PARTNERSHIP 205 RIVERSIDE DR. KLAMATH FALLS, OR 97601	93-1215213	501(C)(3)	16,780.	0.			SUPPORTS A COLLABORATION TO IMPLEMENT LOW-TECH PROCESS-BASED RESTORATION TECHNIQUES THROUGHOUT THE
SUSTAINABLE NORTHWEST 233 SW NAITO PARKWAY, SUITE 200 PORTLAND, OR 97204	93-1152222	501(C)(3)	5,080.	0.			SUPPORTS A COLLABORATION TO IMPLEMENT LOW-TECH PROCESS-BASED RESTORATION TECHNIQUES THROUGHOUT THE

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **9.**
- 3** Enter total number of other organizations listed in the line 1 table **0.**

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

Schedule I (Form 990) 2023

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CLALLAM COUNTY 223 EAST 4TH STREET, SUITE 6 PORT ANGELES, WA 98362	91-6001298	GOVERNMENT	82,000.	0.			REPLACE THREE EXISTING FISH PASSAGE CULVERT BARRIERS WITH NEW STREAM CROSSING STRUCTURES TO
JEFFERSON COUNTY 1820 JEFFERSON ST. PORT TOWNSEND, WA 98368	91-6001322	GOVERNMENT	53,754.	0.			CORRECTION OF FIVE FISH PASSAGE BARRIERS IN THE HOH WATERSHED (UPPER HOH ROAD; TRIBUTARY TO HELL
UINTA COUNTY CONSERVATION DISTRICT PO BOX 370 LYMAN, WY 82937	83-0252534	501(C)(3)	300,000.	0.			RESTORE APPROXIMATELY 6,300 FEET OF THE BEAR RIVER WITH NATURAL CHANNEL DESIGN

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

THE MAJORITY OF THE GRANTS ARE GIVEN OUT TO TU CHAPTERS AND COUNCILS AND ARE MONITORED BY THE EMBRACE-A-STREAM COMMITTEE FOR COMPLIANCE WITH THEIR GRANT AGREEMENT. FOR THOSE GRANTS ISSUED TO OUTSIDE ORGANIZATIONS, THOSE ARE TYPICALLY PART OF A LARGER GRANT AGREEMENT THAT DICTATES THE TERM OF THE ARRANGEMENTS WITH THE APPROPRIATE TU EMPLOYEE MONITORING COMPLIANCE.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: CASCADIA CONSERVATION DISTRICT

Part IV Supplemental Information

(H) PURPOSE OF GRANT OR ASSISTANCE: IMPLEMENTATION OF LOW-TECH
PROCESS-BASED RESTORATION AND THE REINTRODUCTION OF BEAVERS ON TO
NATIONAL FOREST SYSTEM (NFS) LANDS.

NAME OF ORGANIZATION OR GOVERNMENT: CASCADE FISHERIES

(H) PURPOSE OF GRANT OR ASSISTANCE: THIS PARTNERSHIP WILL HELP THE
AGENCY IMPLEMENT AOP PROJECTS IN THE STATE OF WASHINGTON WITH THE SUPPORT
OF TU.

NAME OF ORGANIZATION OR GOVERNMENT: SAGELAND COLLABORATIVE

(H) PURPOSE OF GRANT OR ASSISTANCE: PROJECT DESIGN, MONITORING,
PERMITTING, VOLUNTEER RECRUITMENT, AND CONSTRUCTION FACILITATION

NAME OF ORGANIZATION OR GOVERNMENT: KLAMATH WATERSHED PARTNERSHIP

(H) PURPOSE OF GRANT OR ASSISTANCE: SUPPORTS A COLLABORATION TO
IMPLEMENT LOW-TECH PROCESS-BASED RESTORATION TECHNIQUES THROUGHOUT THE
SPRAGUE RIVER WATERSHED.

NAME OF ORGANIZATION OR GOVERNMENT: SUSTAINABLE NORTHWEST

(H) PURPOSE OF GRANT OR ASSISTANCE: SUPPORTS A COLLABORATION TO
IMPLEMENT LOW-TECH PROCESS-BASED RESTORATION TECHNIQUES THROUGHOUT THE
SPRAGUE RIVER WATERSHED.

NAME OF ORGANIZATION OR GOVERNMENT: CLALLAM COUNTY

(H) PURPOSE OF GRANT OR ASSISTANCE: REPLACE THREE EXISTING FISH PASSAGE
CULVERT BARRIERS WITH NEW STREAM CROSSING STRUCTURES TO RESTORE FISH
PASSAGE.

Part IV Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: JEFFERSON COUNTY

(H) PURPOSE OF GRANT OR ASSISTANCE: CORRECTION OF FIVE FISH PASSAGE

BARRIERS IN THE HOH WATERSHED (UPPER HOH ROAD; TRIBUTARY TO HELL ROARING CREEK, SNELL CREEK, LINDER CREEK AND OIL CITY ROAD)

NAME OF ORGANIZATION OR GOVERNMENT: UINTA COUNTY CONSERVATION DISTRICT

(H) PURPOSE OF GRANT OR ASSISTANCE: RESTORE APPROXIMATELY 6,300 FEET OF THE BEAR RIVER WITH NATURAL CHANNEL DESIGN RESTORATION TECHNIQUES AND REPLACE A FAILING IRRIGATION DIVERSION THAT INHIBITS FISH MIGRATION.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

TROUT UNLIMITED, INC.

Employer identification number

38-1612715

Part I Questions Regarding Compensation

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

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

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

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

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

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

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

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7	X	
8		X
9		

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

Schedule J (Form 990) 2023

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.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) CHRISTOPHER WOOD PRESIDENT & CEO	(i)	418,706.	30,000.	0.	18,276.	29,643.	496,625.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) JOANNE THEURICH CHIEF OPERATING OFFICER	(i)	266,706.	0.	0.	6,336.	736.	273,778.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ELIZABETH NORTH VP DEVELOPMENT (UNTIL 10/11/2023)	(i)	247,499.	0.	0.	4,368.	17,947.	269,814.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JAMES HUGHEY CHIEF FINANCIAL OFFICER	(i)	250,080.	0.	0.	5,990.	499.	256,569.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) PETER BARBER VP MARKETING	(i)	223,433.	0.	0.	5,507.	21,463.	250,403.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ELENA PARKIN CONTROLLER (UNTIL 3/8/2024)	(i)	191,839.	0.	0.	4,677.	16,869.	213,385.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) KEITH CURLEY VP EASTERN CONSERVATION	(i)	176,446.	0.	0.	4,401.	27,735.	208,582.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) ROBERT MASONIS VP WESTERN CONSERVATION	(i)	181,868.	0.	0.	4,401.	9,979.	196,248.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) LINDSAY SLATER VP GOV'T AFFAIRS (FROM 4/4/2023)	(i)	174,331.	0.	0.	2,621.	18,596.	195,548.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(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 7:

MERIT-BASED BONUS COMPENSATION IS REPORTED IN PART II, COLUMN (B)(II).

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization **TROUT UNLIMITED, INC.** Employer identification number **38-1612715**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	24	462,833.	FMV
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29** **0**

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?
 b If "Yes," describe the arrangement in Part II.
 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?
 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?
 b If "Yes," describe in Part II.
 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31	X	
32a		X

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

Schedule M (Form 990) 2023

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

THIS COLUMN REPORTS THE NUMBER OF DONATIONS.

Multiple horizontal lines for data entry.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

TROUT UNLIMITED, INC.

Employer identification number

38-1612715

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

PROCESS, AND WE ARE EXPECTING A DRAFT ENVIRONMENTAL IMPACT STATEMENT IN
THE NEAR FUTURE. WE WILL CONTINUE TO WORK WITH THE KENNEBEC COALITION
AND STATE AND FEDERAL AGENCIES TO ADVOCATE FOR DAM REMOVAL ON THE
KENNEBEC.

CASCO BAY TRIBUTARIES, MAINE

STREAMS THAT DRAIN INTO CASCO BAY WERE IDENTIFIED AS PRIORITY WATERS
DUE TO THEIR IMPORTANCE TO SEA-RUN, OR "SALTER" BROOK TROUT. IN JUNE,
WE REMOVED THREE DAMS ON FROST GULLY BROOK TO HELP RESTORE CONNECTIVITY
TO THE SEA. THE IMPOUNDMENTS BEHIND THE DAMS WERE RAISING WATER
TEMPERATURES IN JULY TO OVER 70 DEGREES, AND NOW FROST GULLY BROOK WILL
FLOW YEAR-ROUND WITH COLD SPRING WATER. TU SECURED FUNDING TO CONDUCT
ANALYSES OF OTHER COASTAL STREAMS TO IDENTIFY AND PLAN FUTURE SALTER
BROOK TROUT PROJECTS.

SKY ISLAND, NORTH CAROLINA

SKY ISLAND WAS ONE OF THE AREAS THAT INSPIRED THE PRIORITY WATERS
APPROACH BECAUSE IT DEMONSTRATED WHAT CAN BE ACCOMPLISHED WHEN TU STAFF
AND GRASSROOTS FROM AROUND THE STATE CONCENTRATE THEIR EFFORTS ON A
FOCAL PROJECT AREA. TU STAFF TRAINED MORE THAN 100 VOLUNTEERS WHO
GATHERED DATA ON FISH PASSAGE BARRIERS AND SEDIMENT SOURCES FROM
HUNDREDS OF MILES OF ROADS AND TRAILS. THE CATHEY'S CREEK WATERSHED
EMERGED AS A PRIORITY FOR RESTORATION, AND TU RECENTLY SECURED \$1.2
MILLION TO REPLACE CULVERTS AND RECONNECT THE WATERSHED.

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
---	--

TENNESSEE RIVER HEADWATERS, TENNESSEE

TU SPENT THE SUMMER OF 2023 COMPLETING LARGE WOOD ADDITION PROJECTS ON THE CHEROKEE NATIONAL FOREST IN TENNESSEE, WHICH IS NOTABLE BECAUSE IT IS THE FIRST WOOD ADDITION PROJECT TO BE COMPLETED IN THE SOUTHERN APPALACHIANS. THIS RESTORATION TECHNIQUE, WHICH HAS BEEN USED EXTENSIVELY FROM WEST VIRGINIA TO MAINE, HAS GREAT POTENTIAL TO BENEFIT STREAMS OF THE SOUTHERN APPALACHIANS. THIS YEAR'S WORK IN TENNESSEE WILL BE A SPRINGBOARD FOR SIMILAR PROJECTS THROUGHOUT THE REGION.

COASTER BROOK TROUT WATERS, MI, WI, MN

MUCH LIKE THE STREAMS OF CASCO BAY, TRIBUTARIES TO LAKE SUPERIOR HOLD BROOK TROUT THAT MIGRATE IN THIS CASE, TO THE LAKE AND BACK KNOWN AS "COASTERS." SINCE IDENTIFYING THIS PRIORITY WATER AREA, TU HAS BEGUN CONVENING STATE AND FEDERAL AGENCIES TO REENERGIZE COASTER RESTORATION EFFORTS. WE HAVE ESTABLISHED A PARTNERSHIP WITH THE RED CLIFF BAND OF LAKE SUPERIOR CHIPPEWA TO SUPPORT THEIR COASTERS PROGRAM AND WILL COMPLETE RECONNECTION PROJECTS ON LAKE SUPERIOR TRIBUTARIES THROUGH OUR \$4.8 MILLION FUNDING AGREEMENT WITH NOAA AND OUR FOREST SERVICE KEYSTONE AGREEMENT.

DRIFTLESS AREA, WI, MN, IA, IL

TU IS IN THE FINAL STAGES OF NEGOTIATING A \$6 MILLION REGIONAL CONSERVATION PARTNERSHIP PROGRAM AGREEMENT WITH THE NATURAL RESOURCES CONSERVATION SERVICE FOR FIVE YEARS OF DRIFTLESS AREA RESTORATION WORK. OUR DRIFTLESS PROGRAM RECENTLY RECEIVED A \$200,000 GRANT FROM THE BUILDERS INITIATIVE TO EXPAND OUR WORK IN LOCAL COMMUNITIES OF NORTHEAST IOWA.

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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ALASKA

IN ALASKA, THE EPA OFFICIALLY FINALIZED CLEAN WATER ACT PROTECTIONS FOR THE LAND AND WATERS NEAR THE PEBBLE DEPOSIT IN JANUARY, MAKING IT EXTREMELY DIFFICULT FOR THE PROPOSED PEBBLE MINE TO PROCEED. HOWEVER, IN JULY, THE STATE OF ALASKA FILED A CASE AGAINST THE EPA IN U.S. SUPREME COURT, CHALLENGING THEIR DECISION TO ISSUE A FINAL CLEAN WATER ACT 404(C) DETERMINATION. TU'S ATTORNEYS ARE REVIEWING THE CASE, AND WE'VE SECURED THE PRO-BONO ASSISTANCE OF THE SHEPPARD MULLIN LEGAL TEAM THAT REPRESENTED US IN OUR SUCCESSFUL CHALLENGE TO EPA'S PRIOR DECISION TO WITHDRAW PROTECTIONS. WE ARE WELL-POSITIONED TO DEFEND THE PROTECTIONS WE'VE WORKED SO HARD TO PUT IN PLACE.

WE BROKE GROUND ON OUR FIRST ALASKA ABANDONED MINE RESTORATION PROJECT THIS SUMMER. WE'RE USING PRIVATE DOLLARS TO SECURE MORE THAN \$7 MILLION IN PUBLIC FUNDING TO RESTORE 1.8 MILES OF RESURRECTION CREEK, AN IMPORTANT CHINOOK SALMON RIVER ON THE KENAI PENINSULA WHICH HAS BEEN SEVERELY DAMAGED FROM HISTORIC PLACER MINING. WE ARE PLEASED TO REPORT THAT JUST DAYS AFTER CHANNEL RECONSTRUCTION, PINK SALMON WERE MIGRATING UP STREAM AND A BROWN BEAR WAS FISHING IN THE RECONSTRUCTED CHANNEL! THIS IS THE FIRST OF MANY RESTORATION PROJECTS WE HAVE PLANNED IN THE NEXT FIVE YEARS TO PUT MORE THAN \$8 MILLION IN FEDERAL FUNDS TO WORK IMPROVING FISH HABITAT.

OREGON

TU'S SALMON SUPERHWY PARTNERSHIP IS WRAPPING UP ANOTHER FANTASTIC FIELD SEASON COMPLETING TWO VERY LARGE, CULVERT-TO-BRIDGE PROJECTS ON TILLAMOOK COUNTY ROADS IN THE TRASK RIVER BASIN, WHICH OPENED OVER THREE MILES OF HABITAT FOR ESA-LISTED COHO AND OTHER SALMON, STEELHEAD,

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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AND PACIFIC LAMPREY. THESE CULVERTS WERE AT HIGH RISK OF FAILURE AND LOCATED ON "PRIORITY 1" LIFELINE ROAD ROUTES, SO THE PROJECTS HAVE ALSO IMPROVED HUMAN SAFETY AND ECONOMIC SECURITY FOR DISADVANTAGED COMMUNITIES IN THE REGION. WITH STRONG ADVOCACY FROM SENATOR'S WYDEN AND MERKLEY, THE SSH PARTNERSHIP JUST SECURED ITS FIRST AWARD FROM THE FEDERAL HIGHWAY ADMINISTRATION'S NATIONAL CULVERT REMOVAL REPLACEMENT AND RESTORATION GRANT PROGRAM OF OVER \$2 MILLION FOR THREE ADDITIONAL FISH PASSAGE PROJECTS.

TU'S NON-PARTISAN APPROACH PROVED EFFECTIVE DURING THE STATE LEGISLATIVE SESSION. WE ACHIEVED MAJOR VICTORIES INCLUDING PASSAGE OF OUR TOP-PRIORITY POLICY BILL THAT PERMANENTLY AUTHORIZES OREGON'S SPLIT-SEASON WATER LEASING PROGRAM WHICH IS A KEY TOOL FOR OUR FLOW RESTORATION PROGRAMS IN THE STATE. WE ALSO OBTAINED PASSAGE OF A BILL THAT IMPROVES MANAGEMENT OF PISCIVOROUS NON-NATIVE GAME FISH, AND A BILL THAT GRANTS THE WATER RESOURCES DEPARTMENT THE AUTHORITY TO FILE FOR INJUNCTIONS TO IMMEDIATELY END ILLEGAL WATER USE AND STORAGE (PRIMARILY RELATED TO ILLEGAL CANNABIS GROWS). IN ADDITION, TU WORKED SUCCESSFULLY ON VARIOUS BUDGET BILLS TO INCREASE FUNDING FOR FISH PASSAGE PROJECTS, WORK TO MONITOR AND SUPPORT REINTRODUCTION OF ANADROMOUS FISH IN THE UPPER KLAMATH BASIN, NEW GAGING AND STUDIES TO PROTECT COLDWATER REFUGIA FOR NATIVE STEELHEAD AND SALMON, AND MORE THAN \$50 MILLION FOR IRRIGATION INFRASTRUCTURE MODERNIZATION. MOST OF THESE BUDGET ITEMS WERE NOT INCLUDED IN THE GOVERNOR'S ORIGINAL BUDGET PROPOSAL, BUT WERE ADDED THROUGH EFFECTIVE COALITION WORK, LARGELY LED BY TU STAFF. TU AND OUR PARTNERS ALSO KILLED BAD BILLS, INCLUDING THREE MEASURES THAT WOULD HAVE GUTTED OREGON'S FISH PASSAGE PROGRAM, A BILL THAT WOULD HAVE EFFECTIVELY GRANTED OWNERSHIP FOR A PORTION OF THE

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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KLAMATH RIVER'S FLOW TO A WASTEWATER TREATMENT DISTRICT (SO THEY COULD SELL IT!), AND A "SALMON CREDIT" BILL THAT WOULD HAVE STREAMLINED THE DEVELOPMENT AND DESTRUCTION OF FUNCTIONING SALMONID HABITAT.

IDAHO

TROUT UNLIMITED AND THE NEZ PERCE TRIBE HAVE BEEN WORKING COLLABORATIVELY ON WATERSHED/AQUATIC ECOSYSTEM RESTORATION AND PROTECTION PROJECTS SINCE 2017. TU AND THE TRIBE INKED A TWO-YEAR PARTNERSHIP AGREEMENT IN 2019, WHICH PROVIDED AN OVERARCHING FRAMEWORK TO COORDINATE PARTNERSHIP WORK TO ACHIEVE SCIENCE-BASED WATERSHED RESTORATION, PROTECT RIVER VALUES, AND ENHANCE WORK WITHIN THE NEZ PERCE RESERVATION AND ACROSS THE TRIBE'S VAST HOMELAND. DUE TO THE SUCCESS OF THAT AGREEMENT, IN JULY 2023, TU AND THE TRIBE EXECUTED A NEW FIVE-YEAR PARTNERSHIP AGREEMENT THAT WILL ENABLE US TO ACHIEVE OUR MUTUAL GOALS OF PROTECTING AND RESTORING SALMON AND STEELHEAD HABITAT IN THE SNAKE RIVER BASIN.

WASHINGTON

IN EASTERN WASHINGTON, TU'S WENATCHEE-ENTIAI BEAVER PROJECT TEAM RECENTLY RECEIVED OVER \$700,000 IN IJJA/BIL GRANTS FROM THE FOREST SERVICE AND BLM FOR THEIR BEAVER-POWERED RESTORATION WORK IN THE THIRSTY WATERSHEDS THAT FEED THE COLUMBIA RIVER FROM THE EASTERN FLANK OF THE CASCADES. THEIR LOW-TECH PROCESS-BASED RESTORATION PROJECTS IMPROVE INSTREAM FLOWS, FLOODPLAIN CONNECTIVITY, AND HABITAT COMPLEXITY FOR ESA-LISTED SALMON, STEELHEAD, AND BULL TROUT. IN MAY, THE TEAM WAS HONORED BY A VISIT FROM THE CHIEF OF THE FOREST SERVICE AND HAD THE OPPORTUNITY TO GIVE CHIEF MOORE A FIRSTHAND LOOK AT THEIR WORK ON ALDER CREEK IN THE OKANOGAN-WENATCHEE NATIONAL FOREST.

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:

TU IS HARD AT WORK TO REMOVE ENLOE DAM ON THE SIMILKAMEEN RIVER, WHICH WOULD OPEN HUNDREDS OF MILES OF SALMON AND STEELHEAD HABITAT IN THE UPPER COLUMBIA BASIN. A FEASIBILITY STUDY IS UNDERWAY WITH THE GOAL OF HAVING THE DAM REMOVAL ALTERNATIVES AND 30 PERCENT DESIGN COMPLETED BY WINTER 2025. THE FEASIBILITY STUDY WILL BE INFORMED BY A REPORT THAT TU COMPLETED IN JUNE 2023 WITH \$205,000 RECEIVED FROM THE WASHINGTON STATE LEGISLATURE. THE REPORT IDENTIFIES POTENTIAL ENTITIES WHO MIGHT UNDERTAKE THE DAM REMOVAL, A ROAD MAP AND SEQUENCING PLAN FOR DAM REMOVAL, OPTIONS FOR SEDIMENT REMOVAL AND DISPOSAL, AND A STAKEHOLDER OUTREACH PLAN.

CALIFORNIA

TU'S LONG CAMPAIGN WITH TRIBAL AND CONSERVATION PARTNERS TO TAKE OUT FOUR OLD DAMS ON THE KLAMATH RIVER REACHED ANOTHER MILESTONE. BY THE END OF THIS MONTH, THE FIRST OF THESE DAMS TO COME OUT - COPCO II, A DIVERSION DAM - WILL BE COMPLETELY GONE, AND THE ORIGINAL RIVER CHANNEL RECONNECTED. THE THREE REMAINING DAMS WILL BE REMOVED BY THE END OF 2024, RESTORING SALMON AND STEELHEAD ACCESS TO MORE THAN 400 MILES OF SPAWNING AND REARING HABITAT.

OUR CALIFORNIA PROGRAM HAS BEEN HIGHLY SUCCESSFUL IN SECURING FEDERAL FUNDING FOR HABITAT RESTORATION. TU'S INLAND TROUT PROGRAM, WHICH IS DRIVING RESTORATION OF HEADWATERS AND MEADOWS IN THE NATIVE RANGES OF GOLDEN TROUT, LAHONTAN CUTTHROAT, AND EAGLE LAKE RAINBOW TROUT, EARNED \$7 MILLION IN NEW HABITAT RESTORATION GRANTS. OUR NORTH COAST COHO AND STEELHEAD PROJECT (NCCP) WAS RECOGNIZED BY THE NOAA RESTORATION CENTER

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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AS ONE OF NINE NATIONAL PARTNERS IN THE SPOTLIGHT FOR 2023, AND GARNERED NEARLY \$300,000 IN NEW FEDERAL GRANTS, WITH SEVERAL MILLIONS OF DOLLARS IN STATE GRANTS PENDING.

THE CALIFORNIA WATER PROGRAM WAS AWARDED MORE THAN \$8.4 MILLION IN NEW GRANTS FOR BOOSTING STREAMFLOW AND RECONNECTING HABITAT IN PRIORITY WATERS FOR CENTRAL COAST STEELHEAD AND CENTRAL VALLEY CHINOOK. ALSO IN THE CENTRAL VALLEY, OUR CALIFORNIA SCIENCE PROGRAM RECEIVED \$300,000 TO LEAD LANDSCAPE SCALE SALMON RECOVERY PLANNING AND IMPLEMENTATION AS PART OF THE REORIENTING TO RECOVERY INITIATIVE IN THE CENTRAL VALLEY. A CRITICAL PIECE OF THIS WORK IS PARTNERING WITH AFFECTED TRIBES TO INTEGRATE TRADITIONAL KNOWLEDGE INTO THE BROADER BODY OF SALMON DATA BEING APPLIED TO HABITAT RESTORATION. LASTLY, OUR CONSERVATION HYDROLOGY TEAM WAS AWARDED NEARLY \$500,000 FROM NOAA TO DEVELOP A REGIONAL DROUGHT FORECASTING MODEL BASED ON DATA COLLECTED FROM THIS PROGRAM'S GROWING NETWORK OF STREAMFLOW, RIFFLE DEPTH, AND DISSOLVED OXYGEN MONITORING STATIONS -- NOW THE LARGEST NON-GOVERNMENTAL SYSTEM OF STREAM GAGES IN THE STATE.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
HAS OPENED NEW DOORS FOR THE ORGANIZATION. THE ARBOR DAY FOUNDATION HAS CONNECTED WITH OUR ENGAGEMENT STAFF SEVERAL TIMES IN THE LAST QUARTER SEEKING TO CONNECT PROJECT SITES FOR TREE PLANTINGS WITH INTERESTED DONORS. THESE BROKERED PLANTING GRANTS NOT ONLY HELP PROVIDE "MATCH" FOR SOME OF OUR NATIONAL PROJECTS, BUT ALSO ALLOW FOR AS MUCH AS 20 PERCENT OF THE FUNDING TO BE USED FOR STAFFING AND FACILITATION OF THE PLANTING PROJECTS. WE ARE ESTABLISHING AN EFFORT TO IDENTIFY AND TARGET

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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ADDITIONAL CORPORATE AND FOUNDATION FUNDERS FOR THIS WORK - ESPECIALLY FOR PROGRAMS THAT ENGAGE UNDERSERVED COMMUNITIES.

WE BROUGHT TOGETHER MULTIPLE 5 RIVERS COLLEGE CLUB LEADERS FROM ACROSS THE COUNTRY ON THE WIND RIVER INDIAN RESERVATION IN WYOMING FOR THE COSTA AMBASSADOR SUMMIT. DURING THE SUMMIT, THE STUDENTS LEARNED ABOUT THE HISTORY OF THE RESERVATION AND THE 2.2 MILLION ACRES OF LAND MANAGED BY SHOSHONE AND ARAPAHO TRIBAL FISH AND GAME. THEY ALSO LEARNED ABOUT INDIFLY'S WORK ON THE RESERVATION AND THEIR MISSION TO USE FLY FISHING AS A TOOL TO CREATE SUSTAINABLE ECONOMIC OPPORTUNITIES FOR TRIBAL MEMBERS. THROUGHOUT THE WEEK, THE STUDENTS CAMPED, FISHED, DISCUSSED THEIR STRUGGLES AND TRIUMPHS WITH THEIR 5 RIVERS CLUBS, AND BONDED OVER THEIR SHARED LOVE OF FLY FISHING AND TU. ON THEIR LAST DAY ON THE RESERVATION, THE STUDENTS HOSTED A LEARN TO FLY FISH CLINIC FOR TRIBAL YOUTH AND HELPED DOZENS OF KIDS CATCH THEIR FIRST TROUT ON THE FLY.

THE 10TH ANNUAL TU TEEN LEADERSHIP SUMMIT WAS HELD AT GEORGETOWN LAKE, MONTANA. THIS EVENT BRINGS TOGETHER 25 TEEN LEADERS FROM ACROSS THE COUNTRY, MANY OF WHOM ARE GRADUATES FROM ONE OF TU'S SUMMER FLY FISHING CAMPS AND ACADEMIES. ALL SUMMITS FEATURE TROUT-CENTRIC, HANDS-ON VOLUNTEER PROJECT. THIS YEAR, THE TEENS WORKED WITH TU STAFFER, TESS SCANLON, AND THE US FOREST SERVICE TO CONSTRUCT BEAVER DAM ANALOGS ON A NATIVE CUTTHROAT STREAM. CHECK OUT THE TU TEENS INSTAGRAM: @TUTEENS.

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

TU'S PRIORITY WATERS COMMUNICATIONS CAMPAIGN LAUNCHED IN MID-JANUARY

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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FOLLOWING COMPLETION OF A NEW WEBSITE (HTTPS://PRIORITYWATERS.TU.ORG) THAT INCLUDES STATE-BY-STATE RUNDOWN OF PRIORITY WATERS WORK, A SECTION ABOUT HOW WE WORK AND WHY IT MATTERS, AND MAPS. THIS NEW WEBSITE IS INTEGRATED WITH TU.ORG AND IS AN UPDATE FOR OUR STANDING CONSERVATION CONTENT. A MULTIMEDIA EFFORT INVOLVING SOCIAL MEDIA, BLOGS, PRESS, EMAILS, ADS, AND FILMS IS PROMOTING THE MESSAGE THAT TU IS WORKING AT SCALE ACROSS THE NATION, AND WORKING IN PLACES YOU LIVE, LOVE AND FISH. THE FIRST OF A SERIES OF PRIORITY WATERS FILMS LAUNCHES IN FEBRUARY: "A BEAUTIFUL MESS" HIGHLIGHTS OUR WORK IN TENNESSEE'S CHEROKEE NATIONAL FOREST. FORTHCOMING INSTALLMENTS ARE SET IN ARIZONA (APACHE TROUT), CALIFORNIA (GOLDEN TROUT), THE OLYMPIC PENINSULA (SALMON AND STEELHEAD), AND WYOMING AND UTAH (CUTTHROAT TROUT). THIS IS AN ALL-HANDS-ON-DECK EVERGREEN CAMPAIGN, AND WE HAVE BEEN ENCOURAGING STAFF, VOLUNTEERS AND LEADERS TO HELP US SPREAD THE WORD USING A TU PRIORITY WATERS TOOLKIT.

EXPENSES \$ 1,787,939. INCLUDING GRANTS OF \$ 0. REVENUE \$ 98,726.

GOVERNMENT AFFAIRS:

THE TU GOVERNMENT AFFAIRS DEPARTMENT HAS BEEN IMPLEMENTING OUR NEW AND EXPANDED APPROACH TO PROTECTION AND ADVOCACY ACROSS ALL ASPECTS OF TU AND EXTERNALLY TO FEDERAL AGENCIES AND CONGRESS.

HIGHLIGHTS INCLUDE:

- TU SIMULTANEOUSLY TESTIFYING IN CONGRESS IN BOTH THE SENATE AND HOUSE HEARINGS ON SIGNIFICANT CONSERVATION AND POLICY ISSUES.
- HOLDING A KEY MEETING WITH THE US FOREST SERVICE THAT COULD EXPAND OUR KEYSTONE AGREEMENT BY \$50-70M OVER AN ADDITIONAL 10 YEARS.
- EXPLORING THE DEVELOPMENT OF A TU TRIBAL PARTNERSHIP CENTER FOR ADVOCACY.

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
---	--

- PROPELLING TU'S GOOD SAMARITAN MINE CLEANUP BILL, WHICH HAS 26 SENATE CO-SPONSORS AND THE UNIQUE STATUS AS THE ONLY BIPARTISAN CONSERVATION BILL IN CONGRESS.

- TAKING A NEW LEADERSHIP ROLE IN ADVOCATING FOR PROTECTIONS FOR COLDWATER FISHERIES IN THE ARCTIC.

- TAKING A COMPREHENSIVE APPROACH TO THE LOWER SNAKE DAM REMOVAL ISSUE AS THE ADMINISTRATION REACHED AN AGREEMENT WITH THE TRIBES AND PLAINTIFFS.

EXPENSES \$ 1,520,591. INCLUDING GRANTS OF \$ 0. REVENUE \$ 83,964.

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

TU HAS 8 CLASSES OF MEMBERSHIP: REGULAR, FAMILY, TEEN, YOUTH, LIFE, GIFT, GRIFFITH CIRCLE, AND BUSINESS.

SOMEONE BECOMES A MEMBER OF TU BY PAYING AT LEAST THE REGULAR ANNUAL MEMBERSHIP PRICE, WHICH GIVES THEM ONE VOTE AT THE ANNUAL MEETING.

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

THE NOMINATING COMMITTEE OF THE BOARD PRESENTS THE SLATE OF BOARD MEMBERS AT THE ANNUAL MEETING OF TU FOR APPROVAL BY THE MEMBERSHIP. ANY MEMBER IN GOOD STANDING THAT IS PRESENT OR WHO HAS SUBMITTED A PROXY IN ADVANCE OF THE MEETING IS ALLOWED TO VOTE ON THE SLATE.

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

THE MEMBERSHIP ONLY APPROVES THE SLATE OF BOARD MEMBERS AND CHANGES TO THE BYLAWS AS PRESENTED AT THE ANNUAL MEETING.

FORM 990, PART VI, SECTION B, LINE 11B:

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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THE FORM 990 WAS PREPARED BY THE OUTSIDE ACCOUNTANTS AND REVIEWED BY THE CFO AND THE CONTROLLER. A COPY OF THE FORM 990 WAS MADE ELECTRONICALLY AVAILABLE TO ALL BOARD MEMBERS PRIOR TO FILING WITH THE IRS.

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

A COPY OF THE CONFLICT OF INTEREST POLICY AND A QUESTIONNAIRE CONCERNING BUSINESS RELATIONSHIPS IS SENT TO ALL BOARD MEMBERS EACH FISCAL YEAR. THE BOARD MEMBERS RETURN THE COMPLETED QUESTIONNAIRE TO THE NOMINATING AND GOVERNANCE COMMITTEE OF THE BOARD OF TRUSTEES, WHO MONITORS COMPLIANCE WITH THE POLICY.

EACH EMPLOYEE HAS A DUTY TO DISCLOSE TO THE CHIEF OPERATING OFFICER THE MATERIAL FACTS OF ANY PROPOSED TRANSACTION OF TU IN WHICH SUCH PERSON HAS ANY ACTUAL OR POTENTIAL CONFLICT OF INTEREST. AN EMPLOYEE HAVING AN ACTUAL OR PROPOSED CONFLICT OF INTEREST SHALL NOT PARTICIPATE IN THE DELIBERATIONS OR DECISION-MAKING PROCESS OF TU REGARDING THE MATTER UNDER CONSIDERATION. HOWEVER, HE OR SHE SHALL PROVIDE TU WITH ANY AND ALL RELEVANT INFORMATION REGARDING THE MATTER. THE CHIEF OPERATING OFFICER SHALL TAKE SUCH ADDITIONAL ACTION AS MAY BE REQUIRED TO ENSURE THAT THE CONFLICT OF INTEREST IS RESOLVED, AND SHALL MAINTAIN A RECORD OF THE EXISTENCE AND RESOLUTION OF THE CONFLICT.

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

THE CHAIRMAN OF THE BOARD APPOINTS A COMPENSATION COMMITTEE THAT CONSISTS OF NON-COMPENSATED BOARD MEMBERS, INCLUDING THE CHAIRMAN. THIS COMMITTEE MEETS AT LEAST ANNUALLY TO REVIEW THE COMPENSATION PACKAGES FOR THE CEO AND OTHER KEY EMPLOYEES, AND COMPARE THE PACKAGES TO THE GENERAL MARKET AND SIMILAR NON-PROFIT ORGANIZATIONS, ALONG WITH THE RESULTS OF AN INDEPENDENT

Name of the organization TROUT UNLIMITED, INC.	Employer identification number 38-1612715
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SALARY SURVEY CONDUCTED BY AN EXTERNAL CONSULTANT. THEY ALSO REVIEW THE WORK PLANS AND ACCOMPLISHMENTS AND TAKE INTO CONSIDERATION THE EVALUATIONS OF KEY EMPLOYEES WHEN DETERMINING THE FINAL COMPENSATION. COMPENSATION REVIEWS FOR THE CEO AND OTHER KEY EMPLOYEES ARE DONE ON AN ANNUAL OR FISCAL YEAR BASIS, MOST RECENTLY IN JANUARY 2024.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:
AL, AR, CA, FL, GA, HI, IL, KS, KY, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, OR, PA, RI, SC, TN, UT
VA, WV, WI

FORM 990, PART VI, SECTION C, LINE 19:
TU POSTS ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, TAX RETURNS AND FINANCIAL STATEMENTS ON ITS WEBSITE AND WILL MAKE COPIES OF THE DOCUMENTS AVAILABLE UPON REQUEST FOR THE SAME PERIOD OF DISCLOSURE AS SET FORTH IN SECTION 6104(D).

FORM 990, PART IX, LINE 11G, OTHER FEES:
PROFESSIONAL CONSULTANTS:
PROGRAM SERVICE EXPENSES 17,273,703.
MANAGEMENT AND GENERAL EXPENSES 334,483.
FUNDRAISING EXPENSES 54,514.
TOTAL EXPENSES 17,662,700.

CONSTRUCTION CONTRACTORS:
PROGRAM SERVICE EXPENSES 19,617,962.
MANAGEMENT AND GENERAL EXPENSES 8,623.
FUNDRAISING EXPENSES 0.
TOTAL EXPENSES 19,626,585.

