

Goodwill/Easter Seals Minnesota
Goodwill Industries, Inc.

2015 Return of Organization Exempt from Tax (Form 990)

09/30/2016 YE

Public Disclosure Copy

**STATEMENT THAT THIS IS A TAX RETURN
NOT A FINANCIAL STATEMENT**

The accompanying federal income tax return does **NOT** constitute a financial statement. We have not audited, reviewed or compiled the accompanying income tax return and, accordingly, do not express an opinion or any other form of assurance on it.

An income tax return is not intended to constitute financial statements prepared in accordance with generally accepted accounting principles. Accordingly, it does not necessarily include all financial information or disclosures required by generally accepted accounting principles. If the omitted financial information or disclosures were included with the tax return, they might influence the users' conclusions about the taxpayer's financial position, results of operations and cash flows. Accordingly, this income tax return is not designed to be used in lieu of financial statements.

RECORD RETENTION

Copies of your tax returns are enclosed for your files. It is your responsibility to retain copies of your tax information. We recommend the following guidelines:

- Tax returns – keep indefinitely.
- Supporting documentation – keep for 8 years.
- Records supporting your tax basis in personal, investment and business assets and gift documentation – keep indefinitely.

Please note: Eide Bailly retains copies of tax returns, workpapers and other tax information for a period of eight years. After that, we dispose of all records. If you have questions regarding retention of tax records, please contact us.

Return of Organization Exempt From Income Tax
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.
▶ Information about Form 990 and its instructions is at www.irs.gov/form990.

A For the 2015 calendar year, or tax year beginning **OCT 1, 2015** and ending **SEP 30, 2016**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC. Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 553 FAIRVIEW AVE N City or town, state or province, country, and ZIP or foreign postal code ST PAUL, MN 55104 F Name and address of principal officer: MICHAEL WIRTH-DAVIS SAME AS C ABOVE	D Employer identification number 41-0706171 E Telephone number 651-379-5862 G Gross receipts \$ 108,309,480. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions) H(c) Group exemption number ▶
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.GOODWILLEASTERSEALS.ORG		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		
L Year of formation: 1919		M State of legal domicile: MN

Part I Summary

1	Briefly describe the organization's mission or most significant activities: TO ELIMINATE BARRIERS TO WORK AND INDEPENDENCE.	
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
3	Number of voting members of the governing body (Part VI, line 1a)	3 17
4	Number of independent voting members of the governing body (Part VI, line 1b)	4 17
5	Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5 3840
6	Total number of volunteers (estimate if necessary)	6 1574
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a 0.
7b	Net unrelated business taxable income from Form 990-T, line 34	7b 0.
8	Contributions and grants (Part VIII, line 1h)	8 24,956,817. 18,830,013.
9	Program service revenue (Part VIII, line 2g)	9 3,744,172. 3,526,776.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	10 1,545,006. 279,857.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	11 29,013,174. 29,428,216.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12 59,259,169. 52,064,862.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	13 4,960,954. 394,135.
14	Benefits paid to or for members (Part IX, column (A), line 4)	14 0. 0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	15 31,882,046. 32,553,431.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	16a 0. 0.
b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 755,978.	
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	17 23,771,277. 23,583,505.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	18 60,614,277. 56,531,071.
19	Revenue less expenses. Subtract line 18 from line 12	19 -1,355,108. -4,466,209.
20	Total assets (Part X, line 16)	20 59,802,324. 56,389,134.
21	Total liabilities (Part X, line 26)	21 27,002,422. 27,880,811.
22	Net assets or fund balances. Subtract line 21 from line 20	22 32,799,902. 28,508,323.

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 MICHAEL WIRTH-DAVIS, PRESIDENT Type or print name and title	Date 		
Paid Preparer Use Only	Print/Type preparer's name DEB NELSON, CPA	Preparer's signature DEB NELSON, CPA	Date 02/02/17	Check <input type="checkbox"/> if self-employed PTIN P01264758
	Firm's name ▶ EIDE BAILLY LLP		Firm's EIN ▶ 45-0250958	
	Firm's address ▶ 800 NICOLLET MALL, STE. 1300 MINNEAPOLIS, MN 55402-7033		Phone no. 612-253-6500	

May the IRS discuss this return with the preparer shown above? (see instructions) 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: THE MISSION OF GOODWILL-EASTER SEALS MINNESOTA IS TO ELIMINATE BARRIERS TO WORK AND INDEPENDENCE. THE VISION OF GOODWILL-EASTER SEALS MINNESOTA IS A WORLD WHERE EVERYONE EXPERIENCES THE POWER OF WORK.

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 If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 48,035,898. including grants of \$ 332,386.) (Revenue \$ 32,954,992.) EMPLOYMENT AND TRAINING PROGRAMS EMPLOYMENT AND TRAINING SERVICES INCLUDE SEVERAL VOCATIONAL TRAINING PROGRAMS IN REAL WORK SETTINGS, SUCH AS SITUATIONAL ASSESSMENT, EMPLOYEE DEVELOPMENT SERVICES AND WORK EXPERIENCE. INDUSTRY-SPECIFIC, COMMUNITY-BASED SKILLS TRAINING PROGRAMS INCLUDE RETAIL, CONSTRUCTION, AUTOMOTIVE, BANK SKILLS, FINANCIAL SERVICES AND CUSTOMER CALL CENTER.

INTAKE AND ELIGIBILITY SCREENING IS A COMPREHENSIVE ORIENTATION TO TRAINING PROGRAMS AND SERVICES AT GOODWILL/EASTER SEALS MINNESOTA SO INDIVIDUALS CAN MAKE INFORMED CHOICES ABOUT PARTICIPATING IN PROGRAMS AND SERVICES. IN 2016, 1144 INDIVIDUALS COMPLETED A COMPREHENSIVE INTAKE AND ORIENTATION.

4b (Code:) (Expenses \$ 856,075. including grants of \$ 61,749.) (Revenue \$) COMMUNITY SERVICES COMMUNITY RESOURCE/ADVOCACY SERVICES ARE PROVIDED TO ASSIST PROGRAM PARTICIPANTS IN RESOLVING SOCIAL, MEDICAL, HOUSING AND OTHER ISSUES THAT PRESENT A BARRIER TO REACHING THEIR VOCATIONAL GOALS. A TOTAL OF 8,135 INDIVIDUALS RECEIVED ASSISTANCE IN ACCESSING COMMUNITY AND SUPPORT SERVICES IN 2016.

MEDICAL EQUIPMENT LOAN PROGRAM: THIS PROGRAM PROVIDES SHORT TERM LOANS OF DURABLE MEDICAL EQUIPMENT TO ANYONE WITH A PERMANENT OR TEMPORARY DISABILITY. EQUIPMENT AVAILABLE FOR LOAN INCLUDES WALKERS, COMMODES, BATH CHAIRS, TRANSFER BENCHES, AND WHEELCHAIRS TO NAME A FEW. THE EQUIPMENT LOAN PROGRAM SERVED 13,625 PEOPLE NEEDING DURABLE MEDICAL

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 48,891,973.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X

**GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.**

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Part IV Checklist of Required Schedules *(continued)*

		Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		X
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X	
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		X
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		X
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		X
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	38	X	

Note. All Form 990 filers are required to complete Schedule O

Form **990** (2015)

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
	1a 1064		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
	1b 0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a 3840		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	X	
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b	

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 in Schedule O. See instructions.

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	17	
b	Enter the number of voting members included in line 1a, above, who are independent	17	
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, or 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
b	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 in Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	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?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe in 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	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in 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 in 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
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **MN**
- 18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19** Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records: **MARY JO MURPHY - 651-379-5800**
553 FAIRVIEW AVENUE N, ST. PAUL, MN 55104

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

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

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

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

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

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MARY JO HEGGE-SWANSON, DNP, MPH CHAIR	3.00 1.00	X		X				0.	0.	0.
(2) JEROME HAMILTON, CPIM, CQE VICE CHAIR	3.00 1.00	X		X				0.	0.	0.
(3) RICHARD TEPE, CFA TREASURER	3.00 0.00	X		X				0.	0.	0.
(4) WENDY MAHLING, JD SECRETARY	3.00 0.00	X		X				0.	0.	0.
(5) LISA MANZEY ADELMANN, MBA, CPA PAST CHAIR	3.00 1.00	X		X				0.	0.	0.
(6) SUE ABDERHOLDEN DIRECTOR (THRU SEPT 2016)	3.00 0.00	X						0.	0.	0.
(7) JOSEPH BARSKY III, MBA DIRECTOR	3.00 1.00	X						0.	0.	0.
(8) JOHN BERGSTROM, MBA DIRECTOR (THRU JAN 2016)	3.00 1.00	X						0.	0.	0.
(9) MARGARET CAMP DIRECTOR	3.00 0.00	X						0.	0.	0.
(10) DEBORAH GALKA, MBA DIRECTOR	3.00 1.00	X						0.	0.	0.
(11) THOMAS HEANEY, MA DIRECTOR (THRU JAN 2016)	3.00 0.00	X						0.	0.	0.
(12) MICHAEL HOWE DIRECTOR	3.00 0.00	X						0.	0.	0.
(13) PEGGY L. KADLEC DIRECTOR	3.00 0.00	X						0.	0.	0.
(14) SHAWN LEWIS DIRECTOR	3.00 0.00	X						0.	0.	0.
(15) RACHEL LOCKETT DIRECTOR	3.00 0.00	X						0.	0.	0.
(16) FREDRICK MENZ, PHD DIRECTOR (THRU JAN 2016)	3.00 0.00	X						0.	0.	0.
(17) SITA MORANTZ DIRECTOR	3.00 0.00	X						0.	0.	0.

**GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.**

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) LESLIE OLSON, MBA DIRECTOR	3.00 0.00	X						0.	0.	0.
(19) ED SURKO, MBA DIRECTOR	3.00 0.00	X						0.	0.	0.
(20) MICHAEL VINYON, JD DIRECTOR	3.00 1.00	X						0.	0.	0.
(21) CHAD WONDERLING DIRECTOR (THRU SEPT 2016)	3.00 0.00	X						0.	0.	0.
(22) MICHAEL WIRTH-DAVIS, DPA PRESIDENT & CEO	50.00 1.00			X				268,013.	0.	9,322.
(23) JASON SEIFERT VP OF FINANCE/COO	50.00 0.00			X				191,817.	0.	17,423.
(24) SHEILA OLSON VP OF SERVICES AND PROGRAM	40.00 0.00				X			151,325.	0.	16,268.
(25) CARMEN BARKER LEMAY VP PERFORMANCE EXCELLENCE	40.00 0.00					X		136,120.	0.	11,629.
(26) EVAN D. THIMMESCH PRIVACY/DATA SECURITY OFFICER	40.00 0.00					X		130,704.	0.	8,061.
1b Sub-total								877,979.	0.	62,703.
c Total from continuation sheets to Part VII, Section A								351,603.	0.	42,380.
d Total (add lines 1b and 1c)								1,229,582.	0.	105,083.

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 **11**

	Yes	No
3 Did the organization list any former officer, director, or 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
KOCH & SONS PO BOX 86, MINNEAPOLIS, MN 55486	TRUCK DRIVERS, TRANSPORTATION	760,758.
E.O. JOHNSON CO. 4680 HIGHWAY 63 N, ROCHESTER, MN 55906	IT SUPPORT	742,221.
THE CREW 4839 W 124TH STREET, SAVAGE, MN 55378	FACILITY MAINTENANCE	599,687.
COBRA CONSTRUCTION, 2360 COUNTY RD J SUITE #102, WHITE BEAR LAKE, MN 55110	BUILDERS/CONSTRUCTIO N	369,813.
CAL-TEX ELECTRIC, 17001 FISH POINT ROAD SE, STE 104, PRIOR LAKE, MN 55372	ELECTRICAL REPAIRS	307,321.

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 **13**

SEE PART VII, SECTION A CONTINUATION SHEETS

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**GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.**

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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) ANN MARIE COURCHENE DIRECTOR OF SALES	40.00 0.00					X		124,951.	0.	15,323.
(28) HEIDI L. FISHER VP PHILANTHROPY	40.00 0.00					X		117,315.	0.	15,111.
(29) MARY JO MURPHY DIRECTOR OF FINANCE	40.00 0.00					X		109,337.	0.	11,946.
Total to Part VII, Section A, line 1c								351,603.		42,380.

GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.

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Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a 620,100.				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e 6,096,273.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 12,113,640.				
	g Noncash contributions included in lines 1a-1f: \$	9,753,714.				
	h Total. Add lines 1a-1f	▶ 18,830,013.				
	Program Service Revenue	2 a <u>PLACEMENT/TRAINING/RETENTION</u>	Business Code 561300	3,526,776.	3,526,776.	
b						
c						
d						
e						
f All other program service revenue						
g Total. Add lines 2a-2f		▶ 3,526,776.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)	▶ 144,670.			144,670.	
	4 Income from investment of tax-exempt bond proceeds	▶				
	5 Royalties	▶				
	6 a Gross rents	(i) Real				
		(ii) Personal				
		b Less: rental expenses				
		c Rental income or (loss)				
	d Net rental income or (loss)	▶				
	7 a Gross amount from sales of assets other than inventory	(i) Securities	4,877,512.	71,655.		
		(ii) Other				
		b Less: cost or other basis and sales expenses	4,682,728.	131,252.		
		c Gain or (loss)	194,784.	-59,597.		
	d Net gain or (loss)	▶ 135,187.			135,187.	
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a				
		b Less: direct expenses	b			
c Net income or (loss) from fundraising events		▶				
9 a Gross income from gaming activities. See Part IV, line 19	a					
	b Less: direct expenses	b				
	c Net income or (loss) from gaming activities	▶				
10 a Gross sales of inventory, less returns and allowances	a 80,793,278.					
	b Less: cost of goods sold	b 51,430,638.				
	c Net income or (loss) from sales of inventory	▶ 29,362,640.	29,362,640.			
Miscellaneous Revenue		Business Code				
11 a MISCELLANEOUS REVENUE	900099	65,576.	65,576.			
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d	▶ 65,576.				
12 Total revenue. See instructions.	▶ 52,064,862.	32,954,992.	0.	279,857.		

**GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.**

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Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	394,135.	394,135.		
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	670,625.	297,906.	248,479.	124,240.
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	26,195,360.	22,712,655.	3,205,817.	276,888.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	508,074.	440,192.	59,192.	8,690.
9 Other employee benefits	2,780,379.	2,372,017.	362,672.	45,690.
10 Payroll taxes	2,398,993.	2,095,737.	269,052.	34,204.
11 Fees for services (non-employees):				
a Management				
b Legal	194,425.	5,531.	188,894.	
c Accounting	63,400.	458.	62,942.	
d Lobbying	66,000.		66,000.	
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	4,736,907.	3,467,596.	1,235,725.	33,586.
12 Advertising and promotion	593,712.	390,933.	85,990.	116,789.
13 Office expenses	3,301,665.	3,229,990.	57,410.	14,265.
14 Information technology	72,795.		72,795.	
15 Royalties				
16 Occupancy	10,032,652.	9,917,482.	96,255.	18,915.
17 Travel	534,347.	516,823.	16,460.	1,064.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	149,969.	109,103.	39,308.	1,558.
20 Interest	296,734.	285,643.	10,777.	314.
21 Payments to affiliates	215,693.		215,693.	
22 Depreciation, depletion, and amortization	1,432,026.	1,142,435.	282,070.	7,521.
23 Insurance	320,975.	248,632.	70,575.	1,768.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PRODUCTION SUPPLIES	607,338.	606,056.	1,257.	25.
b CREDIT CARD AND BANK FE	567,357.	527,973.	36,014.	3,370.
c SUBSCRIPTIONS AND MEMBE	85,600.	37,951.	44,953.	2,696.
d JOB ADVERTISING AND PLA	52,704.	5,590.	47,114.	
e All other expenses	259,206.	87,135.	107,676.	64,395.
25 Total functional expenses. Add lines 1 through 24e	56,531,071.	48,891,973.	6,883,120.	755,978.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

**GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.**

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Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year	
Assets	1 Cash - non-interest-bearing	1,659,474.	1	788,582.	
	2 Savings and temporary cash investments		2		
	3 Pledges and grants receivable, net	317,200.	3	390,050.	
	4 Accounts receivable, net	2,545,690.	4	2,297,022.	
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L			5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L			6	
	7 Notes and loans receivable, net			7	
	8 Inventories for sale or use	4,698,024.	8	3,690,400.	
	9 Prepaid expenses and deferred charges	467,728.	9	419,227.	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	60,111,916.			
	b Less: accumulated depreciation	19,538,694.			
	11 Investments - publicly traded securities	38,742,079.	10c	40,573,222.	
	12 Investments - other securities. See Part IV, line 11	10,849,661.	11	7,806,703.	
	13 Investments - program-related. See Part IV, line 11		12		
	14 Intangible assets		13		
	15 Other assets. See Part IV, line 11	522,468.	14	423,928.	
16 Total assets. Add lines 1 through 15 (must equal line 34)	59,802,324.	15	56,389,134.		
17 Accounts payable and accrued expenses	7,427,347.	16	8,024,582.		
18 Grants payable		17			
19 Deferred revenue	59,891.	18	43,210.		
20 Tax-exempt bond liabilities	16,999,583.	19	16,053,957.		
21 Escrow or custodial account liability. Complete Part IV of Schedule D		20			
22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		21			
23 Secured mortgages and notes payable to unrelated third parties	1,988,176.	22	3,150,009.		
24 Unsecured notes and loans payable to unrelated third parties		23			
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	527,425.	24	609,053.		
26 Total liabilities. Add lines 17 through 25	27,002,422.	25	27,880,811.		
27 Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.					
28 Unrestricted net assets	27,166,755.	26	22,987,983.		
29 Temporarily restricted net assets	5,633,147.	27	5,520,340.		
30 Permanently restricted net assets		28			
31 Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.					
32 Capital stock or trust principal, or current funds		29			
33 Paid-in or capital surplus, or land, building, or equipment fund		30			
34 Retained earnings, endowment, accumulated income, or other funds		31			
35 Total net assets or fund balances	32,799,902.	32	28,508,323.		
36 Total liabilities and net assets/fund balances	59,802,324.	33	56,389,134.		

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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	52,064,862.
2	Total expenses (must equal Part IX, column (A), line 25)	2	56,531,071.
3	Revenue less expenses. Subtract line 2 from line 1	3	-4,466,209.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	32,799,902.
5	Net unrealized gains (losses) on investments	5	174,630.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	28,508,323.

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 in 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 type="checkbox"/> Separate basis <input checked="" 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 in 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 Single Audit Act and OMB Circular A-133? _____	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 in Schedule O and describe any steps taken to undergo such audits _____	X	

Form 990 (2015)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.

OMB No. 1545-0047

2015

Open to Public Inspection

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Name of the organization **GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.** Employer identification number **41-0706171**

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 10 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 11 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 11a through 11d that describes the type of supporting organization and complete lines 11e, 11f, and 11g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	20190672.	21691807.	22731735.	24956817.	18830013.	108401044
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	20190672.	21691807.	22731735.	24956817.	18830013.	108401044
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.						108401044

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
7 Amounts from line 4	20190672.	21691807.	22731735.	24956817.	18830013.	108401044
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	203,253.	227,405.	310,677.	305,070.	144,670.	1191075.
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.)	486,561.	79,020.	68,544.	152,756.	65,576.	852,457.
11 Total support. Add lines 7 through 10						110444576
12 Gross receipts from related activities, etc. (see instructions)					12	320,700,178.
13 First five 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 2015 (line 6, column (f) divided by line 11, column (f))	14	98.15 %
15 Public support percentage from 2014 Schedule A, Part II, line 14	15	98.07 %
16a 33 1/3% support test - 2015. 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 - 2014. 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 - 2015. 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 - 2014. 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 9 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) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(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) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(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 in 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 five 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 2015 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2014 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2014 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2015. 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 - 2014. 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 in line 11 on Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of 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 (b) and (c) 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 11a or 11b in Part I, answer (b) and (c) 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 (b) and (c) 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 (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 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</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 in 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 in 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 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 in (b) and (c) below, the governing body of a supported organization?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI .		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? 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 directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
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? 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.		

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)? 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).		

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? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3 By reason of the relationship described in (2), 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? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		

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 government entity (see instructions).			
2 Activities Test. Answer (a) and (b) below.		Yes	No
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? 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.			
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? 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.			
3 Parent of Supported Organizations. Answer (a) and (b) 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? Provide details in Part VI .			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.			

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. 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 (explain in detail in Part VI):		
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 1-1/2% 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 .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount		(A) Prior Year	Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2015 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2015	(iii) Distributable Amount for 2015
1 Distributable amount for 2015 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2015 (reasonable cause required-see instructions)			
3 Excess distributions carryover, if any, to 2015:			
a			
b			
c			
d From 2013			
e From 2014			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2015 distributable amount			
i Carryover from 2010 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2015 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2015 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2015, if any. Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions).			
6 Remaining underdistributions for 2015. Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions).			
7 Excess distributions carryover to 2016. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a			
b			
c Excess from 2013			
d Excess from 2014			
e Excess from 2015			

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.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

MISCELLANEOUS REVENUE

2011 AMOUNT: \$ 486,561.

2012 AMOUNT: \$ 79,020.

2013 AMOUNT: \$ 68,544.

2014 AMOUNT: \$ 152,756.

2015 AMOUNT: \$ 65,576.

Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Information about Schedule B (Form 990, 990-EZ, or 990-PF) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2015

Name of the organization

GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.

Employer identification number

41-0706171

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 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

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

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Do not 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 is not covered by the General Rule and/or the Special Rules does not file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it does not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2015)

Name of organization GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number 41-0706171
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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
1	<hr/> <hr/> <hr/>	\$ <u>1,343,740.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>1,022,525.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ <u>689,424.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ <u>692,323.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ <u>620,100.</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.)

Name of organization GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number 41-0706171
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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 GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number 41-0706171
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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 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2015

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.
- ▶ Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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 GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number 41-0706171
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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 expenditures ▶ \$ _____
- 3 Volunteer hours _____

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 or 990-EZ) 2015

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	66,000.													
c	Total lobbying expenditures (add lines 1a and 1b)	66,000.													
d	Other exempt purpose expenditures	48,825,973.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	48,891,973.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1"> <thead> <tr> <th>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) 2012	(b) 2013	(c) 2014	(d) 2015	(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	72,000.	72,000.	72,000.	66,000.	282,000.
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					

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 be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	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 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 expenditure 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.**

OMB No. 1545-0047

2015

Open to Public Inspection

▶ **Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.**

Name of the organization GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC. **Employer identification number** 41-0706171

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 (e.g., 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	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

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

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (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 SFAS 116 (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 SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

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

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

- a Public exhibition
- b Scholarly research
- c Preservation for future generations
- d Loan or exchange programs
- e Other _____

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

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

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

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

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

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

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on 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	4,370,987.	4,121,940.	3,478,221.	2,995,417.	2,186,126.
b Contributions	247,771.	294,268.	290,718.	38,870.	293,923.
c Net investment earnings, gains, and losses	620,762.	-25,535.	352,551.	443,934.	515,368.
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses	21,185.	19,686.			
g End of year balance	5,218,335.	4,370,987.	4,121,490.	3,478,221.	2,995,417.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment 100.00 %
- b Permanent endowment _____ %
- c Temporarily restricted endowment _____ %

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

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

- (i) unrelated organizations
- (ii) related organizations

	Yes	No
3a(i)		X
3a(ii)	X	
3b	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		7,214,484.		7,214,484.
b Buildings		31,108,840.	8,013,419.	23,095,421.
c Leasehold improvements		1,422,307.	951,405.	470,902.
d Equipment		19,876,648.	10,573,870.	9,302,778.
e Other		489,637.		489,637.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				40,573,222.

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, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

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

(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, col. (B) line 13.) ▶		

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) CAPITAL LEASE OBLIGATION	609,053.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	609,053.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	53,713,678.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	174,630.	
b	Donated services and use of facilities	2b	59,083.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	233,713.	
3	Subtract line 2e from line 1		3	53,479,965.
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		
b	Other (Describe in Part XIII.)	4b	-1,415,103.	
c	Add lines 4a and 4b	4c	-1,415,103.	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	52,064,862.

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	56,196,956.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	59,083.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	59,083.	
3	Subtract line 2e from line 1		3	56,137,873.
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		
b	Other (Describe in Part XIII.)	4b	393,198.	
c	Add lines 4a and 4b	4c	393,198.	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	56,531,071.

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 V, LINE 4:

THE PURPOSE IS TO HOLD LONG TERM INVESTMENTS TO SUPPORT GOODWILL/EASTER SEALS MINNESOTA'S FUTURE ENDEAVORS. ANNUAL DISBURSEMENTS OF ENDOWMENT FUND EARNINGS WILL NOT BEGIN UNTIL THE FUND HAS REACHED A TOTAL MARKET VALUE OF \$10,000,000 AND HAS MAINTAINED THAT AVERAGE VALUE OVER A PERIOD OF TWO CONSECUTIVE CALENDAR QUARTERS. TO DATE, NO DISBURSEMENTS FROM THE ENDOWMENT HAVE BEEN APPROVED.

PART X, LINE 2:

GOODWILL/EASTER SEALS IS ORGANIZED AS A MINNESOTA NONPROFIT CORPORATION AND HAS BEEN RECOGNIZED BY THE INTERNAL REVENUE SERVICE (IRS) AS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(A) OF THE INTERNAL REVENUE

Part XIII Supplemental Information (continued)

CODE AS AN ORGANIZATION DESCRIBED IN SECTION 501(C)(3), QUALIFIES FOR THE CHARITABLE CONTRIBUTION DEDUCTION UNDER SECTION 170(B)(1)(A)(VI) AND HAS BEEN DETERMINED NOT TO BE A PRIVATE FOUNDATION UNDER SECTIONS 509(A)(1). THE ORGANIZATION IS ANNUALLY REQUIRED TO FILE A RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX (FORM 990) WITH THE IRS.

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

THE ORGANIZATION BELIEVES IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AFFECTING ITS ANNUAL FILING REQUIREMENTS, AND AS SUCH, DO NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. THE ORGANIZATIONS WOULD RECOGNIZE FUTURE ACCRUED INTEREST AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS AND LIABILITIES IN INCOME TAX EXPENSE IF SUCH INTEREST AND PENALTIES ARE INCURRED.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

NON-OPERATING LOSS REPORTED IN FUND BALANCE ON FINANCIAL STATEMENTS -1,415,103.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

DISCONTINUED OPERATIONS LOSS IN FUND BALANCE ON FINANCIAL STATEMENTS 393,198.

**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.

▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2015

**Open to Public
Inspection**

Name of the organization **GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.**

**Employer identification number
41-0706171**

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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance

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

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

Schedule I (Form 990) (2015)

GOODWILL/EASTER SEALS MINNESOTA
 GOODWILL INDUSTRIES, INC.

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 non-cash assistance
CLIENT ASSISTANCE FOR PARTICIPANTS	1940	0.	394,135.	FMV	RENT, EDUCATION, FOOD, CLOTHING, MEDICAL, TRANSPORTATION

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:

PARTICIPANTS SEEKING ASSISTANCE ARE REQUIRED TO MAKE AN APPLICATION FOR ASSISTANCE. THIS IS APPROVED BY A MANAGER IN MISSION SERVICES AND RECEIPTS ARE REQUIRED. CHECK REQUESTS FOR REIMBURSEMENT ARE MADE WITH AN APPROVED CHECK REQUEST AND ARE MAINTAINED IN ACCOUNTS PAYABLE BY VENDOR NAME, BY FISCAL YEAR.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2015

Open to Public Inspection

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.

▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization **GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.** Employer identification number **41-0706171**

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 (e.g., maid, chauffeur, chef) |
- b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain
- 2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked in line 1a?
- 3** Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.
- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input 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" to 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 non-fixed 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" to 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		

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

Schedule J (Form 990) 2015

GOODWILL/EASTER SEALS MINNESOTA
 GOODWILL INDUSTRIES, INC.

Schedule J (Form 990) 2015

41-0706171

Page 2

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC 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) MICHAEL WIRTH-DAVIS, DPA PRESIDENT & CEO	(i)	262,731.	0.	5,282.	8,109.	1,866.	277,988.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) JASON SEIFERT VP OF FINANCE/COO	(i)	191,817.	0.	0.	5,941.	12,065.	209,823.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) SHEILA OLSON VP OF SERVICES AND PROGRAM	(i)	151,325.	0.	0.	4,786.	11,952.	168,063.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Supplemental Information on Tax-Exempt Bonds

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part VI.**

▶ **Attach to Form 990.** ▶ **Information about Schedule K (Form 990) and its instructions is at www.irs.gov/form990.**

Name of the organization **GOODWILL/EASTER SEALS MINNESOTA**
GOODWILL INDUSTRIES, INC. Employer identification number **41-0706171**

Part I Bond Issues		SEE PART VI FOR COLUMN (F) CONTINUATIONS									
(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Deceased		(h) On behalf of issuer		(i) Pooled financing	
						Yes	No	Yes	No	Yes	No
A CITY OF WAITE PARK MINNESOTA	41-6005608	NONE	01/29/07	2,053,000.	REFINANCE BUILDING IN ST. C		X		X		X
B CITY OF ROCHESTER MINNESOTA	41-6005494	NONE	03/29/10	3,750,000.	PURCHASED BUILDING		X		X		X
C CITY OF OSSEO MINNESOTA	41-6005442	NONE	03/15/13	4,200,000.	PURCHASED BUILDING		X		X		X
D CITY OF LANDFALL VILLAGE MINNESOTA	41-1592821	NONE	02/27/15	6,500,000.	PURCHASED BUILDING		X		X		X

Part II Proceeds		A		B		C		D	
1	Amount of bonds retired	732,915.		908,478.		583,846.		358,805.	
2	Amount of bonds legally defeased								
3	Total proceeds of issue	2,053,000.		3,750,000.		4,200,000.		6,500,000.	
4	Gross proceeds in reserve funds					85,484.			
5	Capitalized interest from proceeds								
6	Proceeds in refunding escrows								
7	Issuance costs from proceeds			50,000.		62,616.		45,560.	
8	Credit enhancement from proceeds								
9	Working capital expenditures from proceeds								
10	Capital expenditures from proceeds	2,053,000.		3,700,000.		4,132,700.		6,454,440.	
11	Other spent proceeds					4,200.			
12	Other unspent proceeds								
13	Year of substantial completion	2007		2010		2013		2015	
		Yes	No	Yes	No	Yes	No	Yes	No
14	Were the bonds issued as part of a current refunding issue?		X		X		X		X
15	Were the bonds issued as part of an advance refunding issue?		X		X		X		X
16	Has the final allocation of proceeds been made?	X		X		X		X	
17	Does the organization maintain adequate books and records to support the final allocation of proceeds?	X		X		X		X	

Part III Private Business Use		A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
1	Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X		X		X		X
2	Are there any lease arrangements that may result in private business use of bond-financed property?		X		X		X		X

**GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.**

Part III Private Business Use (Continued)

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
3a Are there any management or service contracts that may result in private business use of bond-financed property?		X		X		X		X
b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c Are there any research agreements that may result in private business use of bond-financed property?		X		X		X		X
d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property?								
4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government .....	.00	%	.00	%	.00	%	.00	%
5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government .....	.00	%	.00	%	.00	%	.00	%
6 Total of lines 4 and 5 .....	.00	%	.00	%	.00	%	.00	%
7 Does the bond issue meet the private security or payment test?		X		X		X		X
8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued?		X		X		X		X
b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of		%		%		%		%
c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?		X		X		X		X

Part IV Arbitrage

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X		X		X		X
2 If "No" to line 1, did the following apply?								
a Rebate not due yet?		X		X		X		X
b Exception to rebate?	X		X			X		X
c No rebate due?		X		X		X		X
If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3 Is the bond issue a variable rate issue?		X	X		X			X
4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?		X		X		X		X
b Name of provider								
c Term of hedge								
d Was the hedge superintegrated?								
e Was the hedge terminated?								

GOODWILL/EASTER SEALS MINNESOTA
 GOODWILL INDUSTRIES, INC.

Part IV Arbitrage (Continued)

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
5a Were gross proceeds invested in a guaranteed investment contract (GIC)?		X		X		X		X
b Name of provider								
c Term of GIC								
d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6 Were any gross proceeds invested beyond an available temporary period?		X		X		X		X
7 Has the organization established written procedures to monitor the requirements of section 148?		X		X		X		X

Part V Procedures To Undertake Corrective Action

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation is not available under applicable regulations?		X		X		X		X

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K (see instructions).

SCHEDULE K, PART I, BOND ISSUES:

(A) ISSUER NAME: CITY OF WAITE PARK MINNESOTA

(F) DESCRIPTION OF PURPOSE: REFINANCE BUILDING IN ST. CLOUD

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2015

Open To Public Inspection

Department of the Treasury
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Information about Schedule M (Form 990) and its instructions is at www.irs.gov/form990.

Name of the organization **GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.** Employer identification number **41-0706171**

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	X		416,739.FMV	
5 Clothing and household goods	X		9,291,165.FMV	
6 Cars and other vehicles	X	50	41,850.FMV	
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	1	3,960.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 IV, Donee Acknowledgement **29** **0**

	Yes	No
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 three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	X	
b If "Yes," describe in Part II.		
33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

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

Schedule M (Form 990) (2015)

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, LINE 32B:

THE ORGANIZATION USES A THIRD PARTY FOR DONATION OF VEHICLES. THE THIRD PARTY IS RESPONSIBLE FOR PICK-UP, TOWING, PAPERWORK, ETC. AND THE ORGANIZATION RECEIVES A PORTION OF THE GROSS AUCTION/SALVAGE PROCEEDS.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2015

Open to Public
Inspection

Name of the organization	GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number	41-0706171
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FORM 990, PART III, PROGRAM A:

SITUATIONAL ASSESSMENT IS AN EVALUATION IN THE WORKPLACE UNDER THE DIRECTION OF A GOODWILL/EASTER SEALS CASE MANAGER. THIS INDIVIDUALIZED EVALUATION MEASURES SEVERAL ATTRIBUTES, FROM ENDURANCE AND WORK TOLERANCE TO INTEREST AND ABILITY. DURING 2016, 197 INDIVIDUALS PARTICIPATED IN SITUATIONAL ASSESSMENT.

EMPLOYEE DEVELOPMENT SERVICES ARE OFFERED IN A WORKPLACE SETTING UNDER THE GUIDANCE OF A GOODWILL/EASTER SEALS CASE MANAGER. SERVICES PROVIDE THE INDIVIDUAL WITH A CHANCE TO DEVELOP THE SKILLS NEEDED TO MAINTAIN A JOB, INCLUDING WORKPLACE INTERACTION SKILLS, ATTENDANCE, PUNCTUALITY, ETC. INDIVIDUALS ARE PAID DURING THIS TRAINING. DURING 2016, 151 PEOPLE WERE INVOLVED IN EMPLOYEE DEVELOPMENT SERVICES.

WORK EXPERIENCE TRAINING ALLOWS AN INDIVIDUAL TO DEVELOP SPECIFIC JOB SKILLS AND A WORK HISTORY WITH THE SUPPORT OF A GOODWILL/EASTER SEALS CASE MANAGER. WORK EXPERIENCE PROGRAMS ARE DEVELOPED AND MODIFIED TO MEET THE NEEDS OF DIFFERENT POPULATIONS. WE CURRENTLY PROVIDE WORK EXPERIENCE PROGRAMS FOR NEW REFUGEES, INDIVIDUALS RE-ENTERING SOCIETY AFTER INCARCERATION AND TANF OR MINNESOTA FAMILY INVESTMENT PROGRAM RECIPIENTS. ALL INDIVIDUALS ARE PAID DURING THEIR TRAINING FOR THE WORK THEY PERFORM. IN 2016, 141 INDIVIDUALS PARTICIPATED IN OUR WORK EXPERIENCE PROGRAM.

SCHOOL WORK EXPERIENCE: THIS PROGRAM FOCUSES ON HIGH SCHOOL STUDENTS WHO ARE "AT-RISK" OR WHO ARE IN SCHOOL TRANSITION PROGRAMS FOR STUDENTS

Name of the organization	GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number	41-0706171
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WITH DISABILITIES. THE STUDENTS TRAIN AT OUR LOCATIONS AND ARE PAID A TRAINING WAGE. DURING 2016, 197 STUDENTS RECEIVED WORK EXPERIENCE TRAINING.

SITUATIONAL ASSESSMENT, EMPLOYEE DEVELOPMENT SERVICES AND WORK EXPERIENCE TRAINING ARE PROVIDED AT GOODWILL STORES, AS WELL AS AT OUR CORPORATE HEADQUARTERS, OUR CENTRAL PROCESSING AND OUR DISTRIBUTION CENTER, AND WITH COMMUNITY-BASED EMPLOYERS.

FAST COLLABORATIVE: SERVICES PROVIDED INCLUDE CASE MANAGEMENT, EMPLOYMENT, ADULT MENTAL HEALTH, CHILDREN'S MENTAL HEALTH AND COMMUNITY HEALTH SERVICES. THE PROJECT IS USING THE EVIDENCED-BASED MODEL OF SUPPORTED EMPLOYMENT TO HELP INCREASE EMPLOYMENT. THE GOAL OF THIS PROJECT IS TO IMPROVE EMPLOYMENT SUCCESS AND FAMILY STABILITY TO ASSIST FAMILIES IN BECOMING SELF-SUFFICIENT AND MOVE THEM OUT OF POVERTY. IN 2016, WE SERVED 227 INDIVIDUALS IN THIS PROGRAM.

HENNEPIN AND RAMSEY COUNTY MINNESOTA FAMILY INVESTMENT PROGRAM (MFIP): GOODWILL/EASTER SEALS IS AN MFIP PROVIDER TO HENNEPIN AND RAMSEY COUNTY OFFERING COMPREHENSIVE EMPLOYMENT SERVICES (I.E. JOB DEVELOPMENT ASSISTANCE, JOB-SEEKING SKILLS CLASSES, REFERRALS TO TRAINING AND SUPPORT ONCE EMPLOYED) FOR COUNTY RESIDENTS RECEIVING MFIP BENEFITS. IN 2016, WE SERVED 1,235 INDIVIDUALS IN THIS PROGRAM.

FATHER PROJECT: OUR FATHER PROJECT OFFERS COMPREHENSIVE SERVICES FOR YOUNG, NON-CUSTODIAL FATHERS. SERVICES PROVIDED INCLUDE PARENTING/SUPPORT GROUP, FATHER/CHILD ACTIVITIES, CHILD SUPPORT SEMINARS AND LEGAL SEMINARS. SERVICES WERE PROVIDED TO 299 DADS IN

Name of the organization	GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number	41-0706171
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2016.

AUTOMOTIVE SKILLS TRAINING: AUTOMOTIVE SERVICE TECHNICIAN TRAINING (METRO) IS AN 8 WEEK COURSE DESIGNED TO PROVIDE SHORT TERM SKILL ACQUISITION TRAINING AND SUPPORT IN THE AREAS OF SHOP SAFETY, ENGINE LUBRICATIONS, COOLING SYSTEMS, TIRE, BELTS, BRAKES, DIAGNOSTICS, CUSTOMER SERVICE, TECHNICAL SERVICE INFORMATION AND 20-POINT INSPECTION AND MAINTENANCE. THE COURSE INCLUDES A COMBINATION OF CURRICULUM-BASED CLASSROOM INSTRUCTION, INDUSTRY GUEST SPEAKERS, ON-THE-JOB TRAINING AND EMPLOYMENT READINESS TRAINING INCLUDING RESUME DEVELOPMENT AND INTERVIEW SKILLS TRAINING TO PREPARE INDIVIDUALS FOR ENTRY-LEVEL POSITIONS IN VEHICLE MAINTENANCE AND REPAIR. OCCUPATIONS INCLUDE TIRE, BATTERY AND LUBE TECHNICIANS AND OTHER RELATED OCCUPATIONS. TRAINING TAKES PLACE IN AN AUTO SHOP WITH APPROXIMATELY 1-2 HOURS OF CLASSROOM INSTRUCTION AND 2-3 HOURS OF PAID ON-THE-JOB TRAINING. UP TO 12 WEEKS OF JOB DEVELOPMENT SERVICES ARE PROVIDED TO ASSIST PARTICIPANTS TO OBTAIN EMPLOYMENT IN THE AUTOMOTIVE INDUSTRY. IN 2016, 24 INDIVIDUALS PARTICIPATED.

BANK SKILLS TRAINING: BANKING AND FINANCE TRAINING (METRO) IS AN 8 WEEK COURSE DESIGNED TO PROVIDE SHORT TERM SKILL ACQUISITION TRAINING AND SUPPORT IN THE AREAS OF CUSTOMER SERVICE, SALES, CASH BUNDLING, DEBIT AND CREDITS, CHECK RECONCILIATION, ACCOUNTING PRINCIPLES, RECONCILIATION, FDIC REGULATIONS, CODE OF ETHICS, CONFIDENTIALITY AND SECURITY AND COMPUTER SKILLS INCLUDING MICROSOFT EXCEL, ACCESS, AND 10 KEY. THIS COURSE INCLUDES A COMBINATION OF CURRICULUM-BASED CLASSROOM INSTRUCTION, INDUSTRY GUEST SPEAKERS, BUSINESS TOURS AND EMPLOYMENT READINESS TRAINING INCLUDING RESUME DEVELOPMENT AND INTERVIEW SKILLS

Name of the organization GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number 41-0706171
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TRAINING TO PREPARE INDIVIDUALS FOR A VARIETY OF OCCUPATIONS WHICH INCLUDE TELLER ASSOCIATE, CORPORATE OPERATIONS CLERK, CUSTOMER SERVICE, ACCOUNTING SPECIALISTS, RECONCILIATION, AND OTHER RELATED POSITIONS.

TRAINING TAKES PLACE AT LOCAL AREA BUSINESSES. UP TO 12 WEEKS OF JOB DEVELOPMENT SERVICES ARE PROVIDED TO ASSIST PARTICIPANTS TO OBTAIN EMPLOYMENT IN THE BANKING INDUSTRY. DURING 2016, 56 INDIVIDUALS PARTICIPATED.

CONSTRUCTION SKILLS TRAINING (METRO) IS A 12 WEEK COURSE DESIGNED TO PROVIDE SHORT TERM SKILL ACQUISITION TRAINING AND SUPPORT IN THE AREAS OF CONSTRUCTION FUNDAMENTALS INCLUDING OSHA 10 HAZARD AWARENESS, INSTRUMENT AND TOOL USAGE, MATH AND MEASURING, BLUEPRINT READING, FABRICATION, FRAMING, SHEATHING AND FINISHING SKILLS, INSTALLATION OF DOORS AND WINDOWS AND LEAD ABATEMENT CERTIFICATION. THIS COURSE INCLUDES A COMBINATION OF CURRICULUM-BASED CLASSROOM INSTRUCTION AND ACTUAL CONSTRUCTION SITE WORK EXPERIENCE AND EMPLOYMENT READINESS TRAINING INCLUDING RESUME DEVELOPMENT AND INTERVIEW SKILLS TRAINING TO PREPARE INDIVIDUALS FOR OCCUPATIONS SUCH AS GENERAL LABORERS, CARPENTERS, ROOFERS, FRAMERS AND OTHER OCCUPATIONS IN THE CONSTRUCTION AND RELATED INDUSTRIES. THE FIRST 6 WEEKS OF TRAINING TAKES PLACE IN A SHOP LAB WHERE MOCK STRUCTURES ARE BUILT, TOOL USE IS PRACTICED, AND OSHA 10 AND LEAD ABATEMENT CERTIFICATION IS PROVIDED. THE LAST 6 WEEKS ARE SPENT ON ACTUAL CONSTRUCTION SITES ON BUILDING AND RECONSTRUCTION PROJECTS. UP TO 12 WEEKS OF JOB DEVELOPMENT SERVICES ARE PROVIDED TO ASSIST PARTICIPANTS TO OBTAIN EMPLOYMENT IN THE CONSTRUCTION INDUSTRY. DURING 2016, 81 INDIVIDUALS PARTICIPATED IN THE 12 WEEK CONSTRUCTION SKILLS TRAINING CLASSES.

Name of the organization	GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number	41-0706171
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CUSTOMER CALL CENTER TRAINING (METRO) IS AN 8 WEEK COURSE DESIGNED TO PROVIDE SHORT TERM SKILL ACQUISITION TRAINING AND SUPPORT IN THE AREAS OF CALL CENTER WORK ENVIRONMENT, CUSTOMER SERVICE, SERVICE ATTITUDE, COMMUNICATION SKILLS, LISTENING SKILLS, BUILDING CUSTOMER RAPPOR, TELEPHONE ETIQUETTE, MANAGING CHALLENGING CUSTOMERS, REGULATIONS, CODE OF ETHICS, CONFIDENTIALITY AND COMPUTER SKILLS. THIS COURSE INCLUDES A COMBINATION OF CURRICULUM-BASED CLASSROOM INSTRUCTION, INDUSTRY GUEST SPEAKERS, TOURS AND EMPLOYMENT READINESS TRAINING INCLUDING RESUME DEVELOPMENT AND INTERVIEW SKILLS TRAINING TO PREPARE INDIVIDUALS FOR A VARIETY OF OCCUPATIONS IN CUSTOMER SERVICE/COLLECTIONS CALL CENTERS. OCCUPATIONS AREAS INCLUDE COLLECTIONS AND CALL CENTER REPRESENTATIVE, OPERATIONS, CUSTOMER SERVICE AND OTHER RELATED OCCUPATIONS. UP TO 12 WEEKS OF JOB DEVELOPMENT SERVICES ARE PROVIDED TO ASSIST PARTICIPANTS TO OBTAIN EMPLOYMENT IN THE CALL CENTER INDUSTRY. IF CONTINUED JOB DEVELOPMENT SERVICES ARE DESIRED, A PBA AUTHORIZATION FROM STATE VRS WILL BE REQUESTED. BASIC FOLLOW-UP SERVICES CAN BE PROVIDED FOR A MINIMUM OF 90 DAYS. DURING 2016, 15 INDIVIDUALS PARTICIPATED IN THE METRO 8 WEEK FINANCIAL SERVICES/CALL CENTER SKILLS TRAINING CLASSES.

FORM 990, PART III, PROGRAM A:

FINANCIAL SERVICES/CALL CENTER SKILLS TRAINING (ST CLOUD) IS A 6 WEEK COUSE DESIGNED TO PROVIDE SHORT TERM SKILL ACQUISITION TRAINING AND SUPPORT IN THE AREAS OF CALL CENTER WORK ENVIRONMENT, CUSTOMER SERVICE, SERVICE ATTITUDE, COMMUNICATION SKILLS, LISTENING SKILLS, BUILDING CUSTOMER RAPPOR, TELEPHONE ETIQUETTE, MANAGING CHALLENGING CUSTOMERS, REGULATIONS, CODE OF ETHICS, CONFIDENTIALITY, 10 KEY, IDENTIFYING FRAUD, PRODUCTS AND SERVICES, SALES, CASH BUNDLING, DEBITS AND CREDITS, CHECK RECONCILIATION AND COMPUTER SKILLS. THIS COURSE INCLUDES A

Name of the organization	GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.	Employer identification number	41-0706171
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COMBINATION OF CURRICULUM-BASED CLASSROOM INSTRUCTION, INDUSTRY GUEST SPEAKERS, TOURS AND EMPLOYMENT READINESS TRAINING INCLUDING RESUME DEVELOPMENT AND INTERVIEW SKILLS TRAINING TO PREPARE INDIVIDUALS FOR A VARIETY OF OCCUPATIONS IN BANKING AND CUSTOMER SERVICE CALL CENTERS. OCCUPATIONS AREAS INCLUDE CALL CENTER REPRESENTATIVE AND/OR TELLER ASSOCIATE, OPERATIONS, CUSTOMER SERVICE AND OTHER RELATED OCCUPATIONS. TRAINING TAKES PLACE AT LOCAL AREA BUSINESSES. UP TO 12 WEEKS OF JOB DEVELOPMENT SERVICES ARE PROVIDED TO ASSIST PARTICIPANTS TO OBTAIN EMPLOYMENT IN FINANCIAL SERVICES OR CALL CENTER INDUSTRIES. IF CONTINUED JOB DEVELOPMENT SERVICES ARE DESIRED, A PBA AUTHORIZATION FROM STATE VRS WILL BE REQUESTED. BASIC FOLLOW-UP SERVICES CAN BE PROVIDED FOR A MINIMUM OF 90 DAYS. DURING 2016, 18 INDIVIDUALS PARTICIPATED IN THE 6 WEEK FINANCIAL SERVICES/CALL CENTER SKILLS TRAINING CLASSES.

MEDICAL OFFICE TRAINING (METRO) IS AN 8 WEEK COURSE DESIGNED TO PROVIDE SHORT TERM SKILL ACQUISITION TRAINING AND SUPPORT IN THE AREAS OF MEDICAL TERMINOLOGY, COMPUTERS, INSURANCE INFORMATION, DOCUMENT PREPARATION AND ELECTRONIC MEDICAL RECORDS SYSTEMS. THIS COURSE INCLUDES A COMBINATION OF CURRICULUM-BASED CLASSROOM INSTRUCTION, INDUSTRY GUEST SPEAKERS, TOURS AND EMPLOYMENT READINESS TRAINING INCLUDING RESUME DEVELOPMENT AND INTERVIEW SKILLS TRAINING TO PREPARE INDIVIDUALS FOR A VARIETY OF OCCUPATIONS IN A MEDICAL OFFICE ENVIRONMENT. OCCUPATIONS INCLUDE PATIENT REP, ADMIN COORDINATOR, PATIENT ACCOUNT SPECIALIST, INSURANCE SPECIALIST, CHARGE ENTRY SPECIALIST, AND OTHER RELATED OCCUPATIONS. UP TO 12 WEEKS OF JOB DEVELOPMENT SERVICES ARE PROVIDED TO ASSIST PARTICIPANTS TO OBTAIN EMPLOYMENT IN THE HEALTH CARE INDUSTRY. IF CONTINUED JOB DEVELOPMENT

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SERVICES ARE DESIRED, A PBA AUTHORIZATION FROM STATE VRS WILL BE REQUESTED. BASIC FOLLOW-UP SERVICES CAN BE PROVIDED FOR A MINIMUM OF 90 DAYS. DURING 2016, 33 INDIVIDUALS PARTICIPATED IN THE METRO 8 WEEK MEDICAL OFFICE SKILLS TRAINING CLASSES.

RETAIL SKILLS TRAINING IS AN 8 WEEK COURSE DESIGNED TO PROVIDE SHORT TERM SKILL ACQUISITION TRAINING AND SUPPORT IN THE AREAS OF CUSTOMER SERVICE, TEAM WORK, COMMUNICATION, RETAIL TERMINOLOGY, STOCKING, FOOD SERVICE, AND CART ATTENDING. THIS COURSE USES A COMBINATION OF CURRICULUM-BASED CLASSROOM INSTRUCTION, INDUSTRY GUEST SPEAKERS, ON-THE-JOB TRAINING AND EMPLOYMENT READINESS TRAINING INCLUDING RESUME DEVELOPMENT AND INTERVIEW SKILLS TRAINING TO PREPARE INDIVIDUALS FOR EMPLOYMENT IN A RETAIL POSITION. TRAINING TAKES PLACE AT LOCAL AREA RETAILERS WITH APPROXIMATELY 1 HOUR OF CLASSROOM INSTRUCTION AND 2-3 HOURS OF PAID ON-THE-JOB TRAINING. DURING 2016, 41 INDIVIDUALS PARTICIPATED.

PLACEMENT, RETENTION AND CAREER ADVANCEMENT

GOODWILL/EASTER SEALS EMPLOYMENT CONSULTANTS HELP PLACE INDIVIDUALS IN JOBS THAT MATCH THEIR INDIVIDUAL SKILLS AND INTERESTS. STAFF PROVIDE PARTICIPANTS WITH PERSONALIZED JOB DEVELOPMENT SKILLS TRAINING IN PREPARING JOB APPLICATIONS AND RESUMES, INTERVIEWING, ACCEPTING A JOB, AND ESTEEM BUILDING. IN ADDITION, STAFF PROVIDE FOLLOW-UP SERVICES TO ASSIST PARTICIPANTS WHO ARE EMPLOYED BUT NEED SUPPORT TO MAINTAIN AND/OR ADVANCE IN THEIR CAREERS. DURING 2016, 1,503 INDIVIDUALS OBTAINED EMPLOYMENT (PLACEMENT) AND 286 INDIVIDUALS ADVANCED IN THEIR CAREERS.

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MENTAL HEALTH SERVICES

ADULT REHABILITATIVE MENTAL HEALTH SERVICES (ARMHS): DURING 2016, GOODWILL/EASTER SEALS PROVIDED ARMHS SERVICES TO SUPPORT, ASSIST, INSTRUCT AND EDUCATE INDIVIDUALS IN STRENGTHENING BASIC SOCIAL AND LIVING SKILLS ESSENTIAL TO FOSTERING MENTAL HEALTH RECOVERY AND MANAGING THE DEMANDS OF INDEPENDENT, COMMUNITY-BASED LIVING. WE PROVIDED SERVICES FOR 220 INDIVIDUALS IN 2016 IN RAMSEY, HENNEPIN, ANOKA, BENTON, DAKOTA, SCOTT, STEARNS, SHERBURNE, AND WASHINGTON COUNTIES.

WORKING WELL MENTAL HEALTH CLINIC: OFFERS ACCESSIBLE, AFFORDABLE AND REHABILITATIVE MENTAL HEALTH SERVICES TO THOSE WHO HAVE BEEN MARGINALIZED AND MISINFORMED ABOUT THE EFFECTIVENESS OF SOLUTION-FOCUSED THERAPIES IN COMBINATION WITH APPROPRIATE MEDICATION INTERVENTION. IT OFFERS A MULTIDISCIPLINARY APPROACH OF PSYCHIATRY, PSYCHOLOGY, CLINICAL SOCIAL WORK AND FAMILY THERAPY TO MEET AN INDIVIDUAL'S UNIQUE NEED. NUMBER OF INDIVIDUALS SERVED IN 2016 WAS 364.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS: EQUIPMENT DURING 2016. IN ADDITION, WE PROVIDED 16,300 PIECES OF EQUIPMENT TO MISSION GROUPS.

FORM 990, PART VI, SECTION A, LINE 1:

THE EXECUTIVE COMMITTEE SHALL HAVE THE AUTHORITY TO ACT ON BEHALF OF THE ORGANIZATION AND THE BOARD OF DIRECTORS. THE COMMITTEE CONCERNS ITSELF WITH THE FOLLOWING BUSINESS AREAS: BOARD RECRUITMENT AND DEVELOPMENT; HUMAN

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RESOURCES AND COMPENSATION; REAL ESTATE; BYLAWS; AND COMPLIANCE. THE EXECUTIVE COMMITTEE CONSISTS OF THE CHAIR, PAST CHAIR, VICE CHAIR, TREASURER, AND SECRETARY. IN ADDITION, EX-OFFICIO MEMBERS INCLUDE THE PRESIDENT AND CEO, VICE PRESIDENT OF HUMAN RESOURCES AND TRAINING, AND DIRECTOR OF EXECUTIVE SERVICES.

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

THE COMPLETED FORM 990 AND ATTACHMENTS ARE REVIEWED AND APPROVED BY THE AUDIT COMMITTEE OF THE BOARD BEFORE RECOMMENDING THEM FOR APPROVAL TO THE FULL BOARD. THE BOARD OF DIRECTORS REVIEWS AND APPROVES THE FORM 990 PRIOR TO FILING WITH THE IRS.

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

AT THE START OF EACH BOARD MEETING, THE BOARD CHAIR ASKS IF THERE ARE ANY CONFLICTS OF INTEREST RELATED TO THE AGENDA. IF THERE ARE POTENTIAL CONFLICTS, THE PERSON WHO HAS A POTENTIAL CONFLICT IS ASKED TO EXPLAIN THE CONFLICT. IF IT IS DETERMINED THAT A CONFLICT EXISTS, THAT PERSON(S) MAY BE PRESENT TO DISCUSS THE ISSUE, BUT CANNOT VOTE ON THE ISSUE. ANNUALLY BOARD MEMBERS AND SENIOR MANAGEMENT ARE REQUIRED TO COMPLETE AND SIGN A POSSIBLE CONFLICT OF INTEREST STATEMENT THAT ACKNOWLEDGES RECEIPT OF THE BOARD OF DIRECTORS POLICY CONCERNING CONFLICT OF INTEREST. THE FORM ALLOWS FOR THE DESCRIPTION OF ANY POSSIBLE CONFLICT WHETHER IT IS A BUSINESS RELATIONSHIP BY THE BOARD MEMBER OR MEMBER OF SENIOR MANAGEMENT OR A FAMILY MEMBER WHO HAVE A DIRECT OR INDIRECT BUSINESS RELATIONSHIP. BOARD MEMBERS AND SENIOR MANAGEMENT ANNUALLY ARE PROVIDED A LISTING OF ALL VENDORS WITH ANNUAL PAYMENTS IN EXCESS OF \$10,000 TO ASSIST IN DETERMINATION OF A POSSIBLE CONFLICT OF INTEREST.

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

THE PRESIDENT'S COMPENSATION IS SET AFTER A FORMAL REVIEW OF THE ORGANIZATION'S PAST YEAR'S PERFORMANCE IS COMPLETED WITH THE INCUMBENT. THE PROCESS INCLUDES THE FOLLOWING STEPS:

1. PAST PERFORMANCE INCREASES ARE REVIEWED AND VERIFIED.
2. THE ORGANIZATION'S BUDGET PLAN FOR MERIT INCREASES IS CONFIRMED.
3. THE MINIMUM, MAXIMUM, MEAN & MEDIAN SALARY RANGES FOR THE POSITION ARE REVIEWED IN THE ANNUAL GOODWILL INDUSTRIES, INC. (GII) SALARY AND COMPENSATION SURVEY, THE EASTER SEALS NATIONAL (ESN) ANNUAL SALARY SURVEY, THE MINNESOTA COUNCIL OF NON-PROFITS AND THE EMPLOYERS ASSOCIATION SURVEYS.
4. THE MINNESOTA ANNUAL NON-PROFIT 100 REPORT OF TOTAL COMPENSATION FOR CEO'S IS REVIEWED.
5. THE CEO'S EXISTING PREREQUISITES ARE REVIEWED AND COMPARED TO THOSE LISTED FOR GII AND ESN COMPARABLE SIZED AFFILIATES. CHANGES ARE CONSIDERED.
6. THE SALARY INCREASE IS DETERMINED BASED ON THE ORGANIZATIONAL PLAN AND PERFORMANCE RESULTS, WHILE STAYING WITHIN THE RANGE OF BOTH GII AND ESN SALARY SURVEYS.

THE COMPENSATION PROCESS FOR THE EXECUTIVE TEAM IS AS FOLLOWS:

1. PERFORMANCE AND DIVISION GOALS AND OUTCOMES OVER THE PREVIOUS FISCAL YEAR ARE REVIEWED AND DISCUSSED.
2. A SALARY INCREASE IS DETERMINED BASED ON PERFORMANCE, BUDGETED MERIT INCREASES AND/OR A MARKET ADJUSTMENT.
3. IN THE MANAGEMENT RECOGNITION INCENTIVE PLAN, THREE COMPONENTS ARE CONSIDERED - ORGANIZATION GOALS, DIVISIONAL GOALS, AND INDIVIDUAL GOALS. THE INCENTIVE IS BASED ON A PERCENTAGE OF THE SALARY PAID IN THE PREVIOUS YEAR. THERE ARE TWO DIFFERENT MAXIMUM PERCENTAGES FOR THE CEO & VICE-PRESIDENTS, AND THE DIRECTOR GROUP.

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4. THE TOTAL AMOUNT OF THE MANAGEMENT RECOGNITION INCENTIVE PLAN IS CALCULATED AND APPROVED WHEN THE FISCAL YEAR RESULTS ARE KNOWN AND THE INDEPENDENT AUDIT COMPLETED.

5. FOR FY 2016, THERE WERE NO INCENTIVES ISSUED UNDER THE MANAGEMENT RECOGNITION INCENTIVE PLAN.

FORM 990, PART VI, SECTION C, LINE 19:

THESE DOCUMENTS ARE MADE AVAILABLE UPON REQUEST. THE GWES WEBPAGE HAS A WEB LINK TO THE LATEST 990 TAX RETURN (PDF FORMAT). THERE IS ALSO A SUMMARY OF FINANCIAL INFORMATION IN OUR ONLINE ANNUAL REPORT AND IN THE LINK TO CHARITIES REVIEW COUNCIL. WWW.SMARGIVERS.ORG

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2015

Open to Public Inspection

Name of the organization **GOODWILL/EASTER SEALS MINNESOTA
GOODWILL INDUSTRIES, INC.** Employer identification number **41-0706171**

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
GW RESTAURANT HOLDING, LLC - 26-4100809 553 FAIRVIEW AVE N ST. PAUL, MN 55104	REAL ESTATE, COMMERCIAL RENTING	MINNESOTA			GOODWILL/EASTER SEALS MINNESOTA GOODWILL INDUSTRIES, INC.

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
GOODWILL-EASTER SEALS FOUNDATION, INC. - 47-1694921, 553 FAIRVIEW AVE N, ST. PAUL, MN 55104	SUPPORT GOODWILL/EASTER SEALS MINNESOTA	MINNESOTA	501(C)(3)	LINE 11A, I	GOODWILL/EASTER SEALS MINNESOTA	X	

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

Schedule R (Form 990) 2015

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
CHARITABLE LEAD ANNUITY TRUST (1)	CHARITABLE TRUST	MN	N/A	TRUST					X

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

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

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

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)		X
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
o Sharing of paid employees with related organization(s)	X	
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses		X
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

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

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

GOODWILL/EASTER SEALS MINNESOTA

GOODWILL INDUSTRIES, INC.

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

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

Table with 11 main columns: (a) Name, address, and EIN of entity; (b) Primary activity; (c) Legal domicile; (d) Predominant income; (e) Are all partners sec. 501(c)(3) orgs.?; (f) Share of total income; (g) Share of end-of-year assets; (h) Disproportionate allocations?; (i) Code V-UBI amount; (j) General or managing partner?; (k) Percentage ownership.

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R (see instructions).

Lined area for providing supplemental information.