

Form 990

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2008

Department of the Treasury
Internal Revenue ServiceUnder section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements.

Open to Public Inspection

For the 2008 calendar year, or tax year beginning , 2008, and ending

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☐ Amended return ☐ Application pending	Please use IRS label or print or type. See specific instructions.	Internet Society 1775 Wiehle Avenue #201 Reston, VA 20190-5108		D Employer Identification Number 54-1650477
				E Telephone number 703-439-2120
				G Gross receipts \$ 16,013,894.
		F Name and address of principal officer Lynn M. St. Amour Same As C Above		H(a) Is this a group return for affiliates? ☐ Yes ☒ No H(b) Are all affiliates included? ☐ Yes ☒ No If No, attach a list (see instructions)
I Tax-exempt status ☒ 501(c) (3) (insert no) ☐ 4947(a)(1) or ☐ 527		J Website: <u>www.isoc.org</u>		
K Type of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other		L Year of Formation 1992		M State of legal domicile DC

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities <u>The Internet Society's mission is to achieve its vision of a world in which everyone everywhere is connected to an open and accessible Internet. The Society promotes the open development, evolution, and use of the Internet for the benefit of all people throughout the world.</u>		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3 12	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 12	
	5 Total number of employees (Part V, line 2a)	5 21	
	6 Total number of volunteers (estimate if necessary)	6 3,500	
	7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a 0.	
	7b Net unrelated business taxable income from Form 990-T, line 34	7b 0.	
	Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 10,312,660. Current Year 13,410,355.
		9 Program service revenue (Part VIII, line 2g)	3,295,031. 2,379,322.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		246,295. 256,148.	
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		-17,070. -31,931.	
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		13,836,916. 16,013,894.	
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		20,000. 1,659,629.	
14 Benefits paid to or for members (Part IX, column (A), line 4)			
Expenses	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	3,597,010. 4,707,967.	
	16a Professional fundraising fees (Part IX, column (A), line 11e)		
	b Total fundraising expenses (Part IX, column (D), line 25)		
	17 Other expenses (Part IX, column (A), lines 11f-11i, 11f-24f)	7,072,591. 7,430,676.	
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	10,689,601. 13,798,272.	
	19 Revenue less expenses Subtract line 18 from line 12	3,147,315. 2,215,622.	
	20 Total assets (Part X, line 16)	Beginning of Year 8,880,310. End of Year 10,690,769.	
Net Assets or Fund Balances	21 Total liabilities (Part X, line 26)	2,175,906. 1,770,743.	
	22 Net assets or fund balances Subtract line 21 from line 20	6,704,404. 8,920,026.	

Part II Signature Block

Sign Here	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.	
	Signature of officer <u>Gregory Kapfer</u> Type or print name and title	Date November 9, 2009 CFO
Paid Preparer's Use Only	Preparer's signature <u>Grant Thornton, LLP</u> Firm's name (or yours if self-employed), address, and ZIP + 4 1020 Corporate Ridge, Suite 400 McLean VA 22102; Phone 703-847-7500	Date 11-5-09 Check if self-employed ☐ Preparer's identifying number (see instructions) EIN <u>n/a</u> Phone no

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

BAA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

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Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission.

See Schedule O2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? See Schedule O☒ Yes ☐ 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 ☒ No

If 'Yes,' describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts 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 \$ 4,088,998. including grants of \$) (Revenue \$ 2,317,407.)See Schedule O4b (Code ☐) (Expenses \$ 1,112,790. including grants of \$) (Revenue \$)

Public Policy Program: The Internet Society briefs members on public policy issues and makes these briefings freely available to individuals around the world via the Internet Society website. Public policy issues addressed in the briefings include censorship/freedom of expression, spam, governance, intellectual property, and net neutrality. The Society also participates in local, national, and international forums that promote awareness of an open Internet.

Expenses: 1,112,790 Revenue: 04c (Code ☐) (Expenses \$ 1,099,707. including grants of \$) (Revenue \$)See Schedule O

4d Other program services (Describe in Schedule O)

See Schedule O(Expenses \$ 4,010,990. including grants of \$) (Revenue \$ 61,915.)4e Total program service expenses ► \$ 10,312,485. (Must equal Part IX, Line 25, column (B).)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I		X
4 Section 501(c)(3) organizations Did the organization engage in lobbying activities? If 'Yes,' complete Schedule C, Part II		X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If 'Yes,' complete Schedule C, Part III		
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If 'Yes,' complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV		X
10 Did the organization hold assets in term, permanent, or quasi-endowments? If 'Yes,' complete Schedule D, Part V		X
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If 'Yes,' complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If 'Yes,' complete Schedule D, Parts XI, XII, and XIII		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the U.S.?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? If 'Yes,' complete Schedule F, Part I	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If 'Yes,' complete Schedule F, Part II		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If 'Yes,' complete Schedule F, Part III		X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If 'Yes,' complete Schedule G, Part I		X
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III		X
20 Did the organization operate one or more hospitals? If 'Yes,' complete Schedule H		X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? If 'Yes,' complete Schedule I, Parts I and II		X
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III		X
23 Did the organization answer 'Yes' to Part VII, Section A, questions 3, 4, or 5? If 'Yes,' complete Schedule J	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, and that was issued after December 31, 2002? If 'Yes,' answer questions 24b-24d and complete Schedule K. If 'No,' go to question 25		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I		X
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If 'Yes,' complete Schedule L, Part I		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If 'Yes,' complete Schedule L, Part II		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If 'Yes,' complete Schedule L, Part III		X

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Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If 'Yes,' complete Schedule L, Part IV</i>	28a	X
b Have a family member who had a direct or indirect business relationship with the organization? <i>If 'Yes,' complete Schedule L, Part IV</i>	28b	X
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <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, Parts II, III, IV, and V, line 1</i>	34	X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If 'Yes,' complete Schedule R, Part V, line 2</i>	35	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

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Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1 a	Enter the number reported in Box 3 of form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable.		
1 b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
1 c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2 a	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.		
2 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 this return (see instructions).		X
3 a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3 b	If 'Yes,' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O.		
4 a	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	
4 b	If 'Yes,' enter the name of the foreign country. <u>Switzerland</u> See the instructions for exceptions and filing requirements for Form TD F 90-22.1 , Report of Foreign Bank and Financial Accounts.		
5 a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5 b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5 c	If 'Yes,' to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6 a	Did the organization solicit any contributions that were not tax deductible?		X
6 b	If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7 a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		X
7 b	If 'Yes,' did the organization notify the donor of the value of the goods or services provided?		
7 c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7 d	If 'Yes,' indicate the number of Forms 8282 filed during the year.		
7 e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
7 f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
7 g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		X
7 h	For all contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		X
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
9 a	Did the organization make any taxable distributions under section 4966?		
9 b	Did the organization make any distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter		
10 a	Initiation fees and capital contributions included on Part VIII, line 12.		
10 b	Gross Receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
11	Section 501(c)(12) organizations. Enter		
11 a	Gross income from other members or shareholders.		
11 b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12 a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12 b	If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year.		

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Part VI Governance, Management and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)**Section A. Governing Body and Management**

For each 'Yes' response to lines 2-7b below, and for a 'No' response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

	Yes	No
1a Enter the number of voting members of the governing body	12	
1b Enter the number of voting members that are independent	12	
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 organizational documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders? See Schedule O	X	
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? See Schedule O	X	
7b Are any decisions of the governing body subject to approval by members, stockholders, or other persons? See Sch O	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	
9a Does the organization have local chapters, branches, or affiliates?	X	
b If 'Yes,' does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	X	
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990. See Schedule O	X	
11 Is there any officer, director or 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

	Yes	No
12a Does the organization have a written conflict of interest policy? If 'No,' go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this is done. See Schedule O	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does 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 of key employees of the organization? See Schedule O Describe the process in Schedule O (see instructions)	X	
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,' has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosures

17 List the states with which a copy of this Form 990 is required to be filed ▶ NA

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.

☐ Own website ☐ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how) the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Schedule O

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

▶ Greg Kapfer-Internet Society 1775 Wiehle Avenue #201 Reston VA 20190 703-439-2120

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

1 a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - 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) or 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 the organization did not compensate any officer, director, trustee, or key employee

(A) Name and Title	(B) Average hours per week	(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			
Raul Echeberra Trustee	5	X						0.	0.	0.
Hiroshi Esaki Trustee	5	X						0.	0.	0.
Patrik Fältström Trustee	5	X						0.	0.	0.
Ted Hardie Treasurer	5	X		X				0.	0.	0.
Daniel Karrenberg Chairman	5	X						0.	0.	0.
Franck Martin Trustee	5	X						0.	0.	0.
Desiree Miloshevic Trustee	5	X						0.	0.	0.
Alejandro Pisanty Trustee	5	X						0.	0.	0.
Bill St. Arnaud Trustee	5	X						0.	0.	0.
Patrick Vande Walle Trustee	5	X						0.	0.	0.
Bert Wijnen Trustee	5	X						0.	0.	0.
Baoping Yan Trustee	5	X						0.	0.	0.
Lynn M. St. Amour President & CEO	40	X		X				337,252.	0.	66,503.
Gregory Kapfer CFO	40			X				189,119.	0.	52,752.
Leslie Daigle Chf Int Tech Officer	40				X			171,211.	0.	38,402.
Mirjam Kuehne Sr. Program Mgr.	40					X		220,137.	0.	41,433.
Lucy Lynch Dir Tr & Identity	40					X		168,266.	0.	39,208.

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

(A) Name and Title	(B) Average hours per week	(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			
Anne Lord Sr Mgr Chap & Indv	40					X		160,975.	0.	25,808.
C. Bommelaer Sr Mgr/Global	40					X		162,024.	0.	30,423.
Peter Godwin I/T Director	40					X		205,291.	0.	37,521.
1 b Total								1,614,275.	0.	332,050.

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization **8**

3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual

	Yes	No
3		X
4	X	
5		X

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes' complete Schedule J for such individual

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If 'Yes,' complete Schedule J for such person

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

(A) Name and business address	(B) Description of Services	(C) Compensation
Association Management Solutions, LLC 48377 Fremont Blvd Fremont, CA	Secretariat Service	1,402,000.
NeuStar Secretariat Services, LLC 46000 Center Oak Plaza Sterling, VA	Secretariat Service	205,076.
University of Southern California Los Angeles, CA 90074	Edit & Pub Tech Stan	661,769.
FD SPRL Rue Louis Ernotte 48C B1170 Brussels, Belgium, Europe	Public Policy Serv	295,155.
William Graham 134 Broadway Avenue Ottawa K1S 2V8, North America	Strategic Resources	163,518.

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization **5**

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1 a Federated campaigns	1 a				
	b Membership dues	1 b 1,142,925.				
	c Fundraising events	1 c				
	d Related organizations	1 d 11,500,000.				
	e Government grants (contributions)	1 e				
	f All other contributions, gifts, grants, and similar amounts not included above	1 f 767,430.				
	g Noncash contribns included in lns 1a-1f	\$ 229,051.				
	h Total. Add lines 1a-1f		13,410,355.			
PROGRAM SERVICE REVENUE	2 a NDSS Program Revenue	Business Code 541900	61,915.	61,915.		
	b IETF Program Revenue	541900	2,317,407.	2,317,407.		
	c -----					
	d -----					
	e -----					
	f All other program service revenue					
	g Total. Add lines 2a-2f		2,379,322.			
	OTHER REVENUE	3 Investment income (including dividends, interest and other similar amounts)		256,148.		
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 (ii) Other				
b Less cost or other basis and sales expenses						
c Gain or (loss)						
d Net gain or (loss)						
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				
b Less cost of goods sold		b				
c Net income or (loss) from sales of inventory						
Miscellaneous Revenue	Business Code					
11 a Sale of conf proceedings	541900	499.	499.			
b Exchange Rate Adjustments	900099	-32,430.			-32,430.	
c -----						
d All other revenue						
e Total. Add lines 11a-11d		-31,931.				
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e		16,013,894.	2,379,821.	0.	223,718.	

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) but are not required to complete columns (B), (C), and (D).

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 governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	1,659,629.	1,659,629.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,212,396.	752,948.	459,448.	0.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7 Other salaries and wages	2,015,038.	1,360,001.	655,037.	
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	558,494.	363,020.	195,474.	
9 Other employee benefits	700,752.	455,532.	245,220.	
10 Payroll taxes	221,287.	143,837.	77,450.	
11 Fees for services (non-employees)				
a Management				
b Legal	109,293.	66,333.	42,960.	
c Accounting	47,270.		47,270.	
d Lobbying				
e Prof fundraising svcs. See Part IV, ln 17				
f Investment management fees				
g Other				
12 Advertising and promotion	40,637.	40,637.		
13 Office expenses	42,807.		42,807.	
14 Information technology				
15 Royalties				
16 Occupancy	223,487.	6,544.	216,943.	
17 Travel	1,237,790.	920,472.	317,318.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,749,565.	1,602,957.	146,608.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	175,965.		175,965.	
23 Insurance	48,994.	28,735.	20,259.	
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a Professional services	2,774,218.	2,366,438.	407,780.	
b Materials & supplies	220,905.	127,195.	93,710.	
c Recruitment expenses	147,199.	10,615.	136,584.	
d Telephone	128,690.	100,563.	28,127.	
e Bank, payroll, credit card fee	117,964.	67,284.	50,680.	
f All other expenses	365,892.	239,745.	126,147.	
25 Total functional expenses. Add lines 1 through 24f	13,798,272.	10,312,485.	3,485,787.	0.
26 Joint Costs. Check here ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
ASSETS	1 Cash -- non-interest-bearing	795,556.	1	614,985.
	2 Savings and temporary cash investments	5,840,023.	2	8,656,732.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	1,874,429.	4	234,993.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	89.
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	46,190.	9	166,273.
	10a Land, buildings, and equipment: cost basis	10a 920,122.		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	10b 335,154.	10c	584,968.
	11 Investments -- publicly-traded securities		11	
	12 Investments -- other securities. See Part IV, line 11		12	
	13 Investments -- program-related. See Part IV, line 11		13	
	14 Intangible assets	162,680.	14	421,513.
	15 Other assets. See Part IV, line 11	11,213.	15	11,216.
16 Total assets. Add lines 1 through 15 (must equal line 34)	8,880,310.	16	10,690,769.	
LIABILITIES	17 Accounts payable and accrued expenses	1,042,367.	17	1,241,690.
	18 Grants payable		18	
	19 Deferred revenue	251,913.	19	411,316.
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	6,164.
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D	881,626.	25	111,573.
	26 Total liabilities. Add lines 17 through 25	2,175,906.	26	1,770,743.
NET ASSETS OR FUND BALANCES	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29 and lines 33 and 34.			
	27 Unrestricted net assets	6,665,626.	27	8,881,248.
	28 Temporarily restricted net assets	38,778.	28	38,778.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, and equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances.	6,704,404.	33	8,920,026.
	34 Total liabilities and net assets/fund balances	8,880,310.	34	10,690,769.

Part XI Financial Statements and Reporting

- 1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- b Were the organization's financial statements audited by an independent accountant?
- c If 'Yes' to 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?
- 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?
- b If 'Yes,' did the organization undergo the required audit or audits?

	Yes	No
2a		X
2b		X
2c		
3a		X
3b		

BAA

Form 990 (2008)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501 (c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

Internet Society

Employer identification number

54-1650477

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 (Please check only **one** organization.)

- 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.)
- 3 ☐ A hospital or cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**. (Attach Schedule H.)
- 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)**. (see instructions)
- 11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or 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 that describes the type of supporting organization and complete lines 11e through 11h.
- a ☐ Type I b ☐ Type II c ☐ Type III – Functionally integrated d ☐ Type III – Other
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f ☐ If the organization received a written determination from the IRS that is a Type I, Type II or Type III supporting organization, check this box.
- g ☐ Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

- (i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?
- (ii) a family member of a person described in (i) above?
- (iii) a 35% controlled entity of a person described in (i) or (ii) above?

	Yes	No
11 g (i)		
11 g (ii)		
11 g (iii)		

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U.S.?		(vii) Amount of Support
			Yes	No	Yes	No	Yes	No	
Total									

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

Schedule A (Form 990 or 990-EZ) 2008

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.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions and membership fees received. (Do not include 'unusual grants'.)	3,651,905.	4,479,633.	6,566,063.	11171289.	13410355.	39,279,245.
2 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf						0.
3 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge.						0.
4 Total. Add lines 1-3	3,651,905.	4,479,633.	6,566,063.	11171289.	13410355.	39,279,245.
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).						32,263,496.
6 Public support. Subtract line 5 from line 4						7,015,749.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	3,651,905.	4,479,633.	6,566,063.	11171289.	13410355.	39,279,245.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	2,245.	27,102.	91,732.	246,295.	256,148.	623,522.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						0.
10 Other income. Do not include gain or loss from the sale of capital assets. (Explain in Part IV.) See Part IV	22,127.	-25,527.	-10,178.	-17,070.	-31,931.	-62,579.
11 Total support. Add lines 7 through 10						39,840,188.
12 Gross receipts from related activities, etc. (see instructions)					12	7,343,087.

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. ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f)).	14	17.6 %
15 Public support percentage for 2007 Schedule A, Part IV-A, line 26f	15	23.3 %

16a 33-1/3 support test – 2008. If the organization did not check the box on line 13, and the line 14 is 33-1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization. ☐

b 33-1/3 support test – 2007. 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. ☐

17a 10%-facts-and-circumstances test – 2008. 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 IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization. ☒

b 10%-facts-and-circumstances test – 2007. 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 IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization. ☐

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. ☐

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Schedule A (Form 990 or 990-EZ) 2008

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.)

Section A. Public Support

Calendar year (or fiscal yr beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions and membership fees received (Do not include 'unusual grants'.)						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in a 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 1-5						
7a Amounts included on lines 1, 2, 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal yr beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (add lns 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 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	%

19a 33-1/3 support tests – 2008. 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 – 2007. If the organization did not check a box on line 14 or 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. ▶ ☐

**SCHEDULE D
(Form 990)**Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements****Attach to Form 990. To be completed by organizations that
answered 'Yes,' to Form 990, Part IV, lines 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008**Open to Public
Inspection**

Name of the organization

Internet Society

Employer identification number

54-1650477

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate 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? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements Complete if the organization answered 'Yes' to 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 pleasure)	☐ Preservation of an historically important land area
☐ Protection of natural habitat	☐ Preservation of certified historic structure
☐ Preservation of open space	

2 Complete lines 2a-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 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	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easement it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing 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 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, 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' to Form 990, Part IV, line 8.

1 a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, 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 the following amounts relating to these items

(i) Revenues included in 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 relating to these items.

a Revenues included in 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 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 XIV

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

1 a 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 XIV and complete the following table

	Amount
1 c	
1 d	
1 e	
1 f	

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

2 a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If 'Yes,' explain the arrangement in Part XIV.

Part V Endowment Funds Complete if organization answered 'Yes' to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1 a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ▶ _____ %
 b Permanent endowment ▶ _____ %
 c Term endowment ▶ _____ %

3 a 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)		
3a(ii)		
3b		

b If 'Yes' to 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book Value
1 a Land				
b Buildings				
c Leasehold improvements		185,657.	99,137.	86,520.
d Equipment		553,201.	183,643.	369,558.
e Other		181,264.	52,374.	128,890.
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c))				584,968.

BAA

Schedule D (Form 990) 2008

Part XI	Reconciliation of Change in Net Assets from Form 990 to Financial Statements
----------------	---

N/A

- | | |
|----|---|
| 1 | Total revenue (Form 990, Part VIII, column (A), line 12) |
| 2 | Total expenses (Form 990, Part IX, column (A), line 25) |
| 3 | Excess or (deficit) for the year Subtract line 2 from line 1 |
| 4 | Net unrealized gains (losses) on investments |
| 5 | Donated services and use of facilities |
| 6 | Investment expenses |
| 7 | Prior period adjustments |
| 8 | Other (Describe in Part XIV) |
| 9 | Total adjustments (net). Add lines 4-8 |
| 10 | Excess or (deficit) for the year per financial statements Combine lines 3 and 9 |

Part XII	Reconciliation of Revenue per Audited Financial Statements With Revenue per Return
-----------------	---

N/A

- 1** Total revenue, gains, and other support per audited financial statements
- 2** Amounts included on line 1 but not on Form 990, Part VIII, line 12
 - a** Net unrealized gains on investments
 - b** Donated services and use of facilities
 - c** Recoveries of prior year grants
 - d** Other (Describe in Part XIV)
 - e** Add lines **2a** through **2d**
- 3** Subtract line **2e** from line **1**
- 4** Amounts included on Form 990, Part VIII, line 12, but not on line 1
 - a** Investments expenses not included on Form 990, Part VIII, line 7b
 - b** Other (Describe in Part XIV)
 - c** Add lines **4a** and **4b**
- 5** Total revenue. Add lines **3** and **4c**. (This should equal Form 990, Part I, line 12.)

Part XIII	Reconciliation of Expenses per Audited Financial Statements With Expenses per Return	N/A
------------------	---	------------

N/A

- 1** Total expenses and losses per audited financial statements
- 2** Amounts included on line 1 but not on Form 990, Part IX, line 25
 - a** Donated services and use of facilities
 - b** Prior year adjustments
 - c** Losses reported on Form 990, Part IX, line 25
 - d** Other (Describe in Part XIV)
 - e** Add lines **2a** through **2d**
- 3** Subtract line **2e** from line **1**
- 4** Amounts included on Form 990, Part IX, line 25, but not on line **1**:
 - a** Investments expenses not included on Form 990, Part VIII, line 7b
 - b** Other (Describe in Part XIV)
 - c** Add lines **4a** and **4b**
- 5** Total expenses Add lines **3** and **4c** (This should equal Form 990, Part I, line 18)

Part XIV	Supplemental Information
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Complete this part to 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, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Part XIV	Supplemental Information <i>(continued)</i>
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[illegible]

Schedule F
(Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

► Attach to Form 990. Complete if the organization answered 'Yes' to
Form 990, Part IV, line 14b, line 15, or line 16.

OMB No 1545-0047

2008

**Open to Public
Inspection**

Name of the organization

Internet Society

Employer identification number

54-1650477

Part I **General Information on Activities Outside the United States.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 14b.

1 For grantmakers. 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 For grantmakers. Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States

3 Activities per Region (Use Schedule F-1 (Form 990) if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
East Asia & the Pacific	0	1	Program services &		
			Grants to recipients	See attached wkst	268,438.
Europe	1	12	Program services		
			Grants to recipients	See attached wkst	599,389.
Middle East & N. Africa	0	0	Grant to one recipient	See attached wkst	7,000.
North America	0	1	Program services	See attached wkst	180,154.
Russia & Newly Indep Stat					
	0	0	Program services	See attached wkst	11,000.
South America	0	1	Program services &		
			Grants to recipients	See attached wkst	259,373.
South Asia	0	0	Program services &		
			Grant to recipients	See attached wkst	55,905.
Sub-Saharan Africa	0	1	Program services &		
			Grants to recipients	See attached wkst	278,370.
Totals	1	16			1,659,629.

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

Schedule F (Form 990) (2008)

(i) Method of valuation (book, FMV, appraisal, other)

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Schedule F Statement of Activities outside the United States
Internet Society

EIN 54-1650477-						
Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disbursement	Type of Service	Program Services Grant
APIA Ltd	East Asia and the Pacific	Fellowship Sponsor- APRICOT	15,000	wire	Grant	15,000
Taiwan Network Information Center	East Asia and the Pacific	Sponsorship APRICOT 2008	10,000	wire	Grant	10,000
APNIC Pty Ltd	East Asia and the Pacific	ISIF Program	75,000	wire	Grant	75,000
Gartside-Sphere	East Asia and the Pacific	Consultation on Sphere Project	39,489	wire	Program Service	39,489
Rajinesh D Singh	East Asia and the Pacific	Consulting fees and exp	128,949	wire	Program Services	128,949
Total East Asia and the Pacific						168,438
Total East Asia and the Pacific	Program Services & Grants		268,438			100,000

Schedule F Statement of Activities outside the United States
Internet Society

					EIN 54-165047Z		
Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disbursement	Type of Service	Program Services	Grant
Roberts and Partners Travel	Europe	TLD Workshops Amsterdam	24,298	wire	Grant		24,298
ICNIM-World Summit Award	Europe	Sponsor World Summit Award	50,000	wire	Grant		50,000
Sarl Tocsin	Europe	Support-Society de Information	72,752	wire	Grant		72,752
Marratech LTD	Europe	Internet Conferencing software	14,674	wire	Program Service	14,674	
Le Meridien	Europe	Banquets at Egeni Europe 2008	6,056	wire	Program Service	6,056	
Laleo Language Centre	Europe	Translation	6,200	wire	Program Service	6,200	
FrahanBlonde SCRL	Europe	ISOC retreat 1-30 - 2-1-2008	8,044	wire	Program Services	8,044	
Frederic Donck	Europe	Consulting fees-Donck	295,155	wire	Program Services	295,155	
Arnoud Van Wijk (Green Giraffe)	Europe	Consulting fees-Green Giraffe	122,210	wire	Program Services	122,210	
Internet Society (Geneva) Home Office	Europe	Administrative services-Geneva office	2,144,717	wire	Program Services	2,144,717	
Cost of European Expenses			<u>2,744,106</u>			<u>2,597,056</u>	<u>147,050</u>
Cost of European Expenses			\$ 2,744,106				
Cost of Geneva Branch Administration			(2,144,717)				
European Program Services & Grants			<u>\$ 599,389</u>				

Schedule F Statement of Activities outside the United States
Internet Society

EIN 54-165047Z							
Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disbursement	Type of Service	Program Services	Grant
2Cconnect WLL	Middle East and North Africa	Sponsorship MENOG 3	7,000	wire	Grant	0	7,000
Total Middle East and North Africa							7,000
Total Region Costs Middle East and North Africa							7,000

Schedule F Statement of Activities outside the United States
Internet Society

EIN 54-1650477.

Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disburse- ment	Type of Service	Program Services	Grant
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INfolysis c/o V Sioris	North America	Data collection on Internet users/Data analysis, tabulation development of benchmark tool	16,636	wire	Program Service	16,636	
William Graham	North America	Consulting fees and exp	163,518	wire	Program Service	163,518	

Total North America	Total North America		180,154			180,154	0
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Schedule F Statement of Activities outside the United States
Internet Society

					EIN 54-1650477		
Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disbursement	Type of Service	Program Services	Grant

Russia and Newly Ind.

Russian Assoc of Networks and Services States

Total Russia and Newly Independent States

RANS Conference	11,000 wire	Program Service	11,000	0
	11,000		11,000	0

Schedule F Statement of Activities outside the United States
Internet Society

EIN 54-1650477						
Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disbursement	Type of Service	Grant
Fundacion ESLARED	South America	Support for WALC2008	35,000	wire	Grant	35,000
Registro Regional de Dirrecciones	South America	FRIDA program (part 2)	37,500	wire	Grant	37,500
Registro Regional de Dirrecciones	South America	FRIDA program (part 1)	37,500	wire	Grant	37,500
Registro Regional De Direcciones IP	South America	TLD Workshops Panama	18,000	wire	Grant	18,000
Carlos Andres Homa Vallejos	South America	Project-Boosting the Use and Promoting the Benefits of the Internet in Three Main Cities in Peru	9,920	wire	Grant	9,920
La Fundacion Escuela Latinamericana de Redes	South America	Postal Award	20,000	wire	Grant	20,000
Sebastian Bellagamba	South America	Consulting fees and exp	101,453	Wire	Program Services	101,453
Total South America			259,373			157,920

Schedule F Statement of Activities outside the United States
Internet Society

EIN 54-1650477						
Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disbursement	Type of Service	Program Services Grant
SANOG	South Asia	SANOG Workshop 2008	20,000	wire	Grant	20,000
ISP Association of Bangladesh Asim Zaheer	South Asia	Sponsorship SANOG				
	South Asia	Workshop Jan 2008	20,000	wire	Grant	20,000
	South Asia	Project-Kids Enabled	9,950	wire	Grant	9,950
R and PM, Edelman	South Asia	Communications and media supp.				
Total South Asia			55,905	5,955 wire	Program Service	5,955
						49,950

Schedule F Statement of Activities outside the United States
Internet Society

					EIN 54-1650477		
Name of Organization	Region	Purpose of Grant	Amount of Cash Grant	Manner of Cash Disbursement	Type of Service	Program Services	Grant
Gashem Travel	Sub-Saharan Africa	Travel - CODIST meeting	6,200	wire	Grant		6,200
African Telecommunication Union	Sub-Saharan Africa	Grant - CODIST Africa Meeting	10,000	wire	Grant		10,000
AFNOG	Sub-Saharan Africa	AFNOG Workshop Rabat, MA	40,000	wire	Grant		40,000
AfriNIC Ltd	Sub-Saharan Africa	Sponsorship AFTLD South Africa	10,000	wire	Grant		10,000
AFNOG	Sub-Saharan Africa	Chix workshop	40,000	wire	Grant		40,000
iCommons Limited	Sub-Saharan Africa	sponsorship	15,000	wire	Grant		15,000
AfriNIC Ltd	Sub-Saharan Africa	Sponsorship AfrinIC 2008	20,000	wire	Grant		20,000
AfriNIC Ltd	Sub-Saharan Africa	Sponsorship AfrinIC 9	15,000	wire	Grant		15,000
Dawit Bekele	Sub-Saharan Africa	Consulting fees and exp	100,208	wire	Program Services	100,208	
Michuki Mwangi	Sub-Saharan Africa	Consulting fees and exp	7,800	wire	Program Services	7,800	
Coko Tracy Minndi Musaza	Sub-Saharan Africa	POS Winner Travel fees	8,264	Cash	Grant		8,264
Patrick Okui	Sub-Saharan Africa	POS Winner Travel fees	5,898	Cash	Grant		5,898

Sub-Saharan Africa

278,370

108,008

170,362

Part IV Supplemental Information

Complete this part to provide the information required in Part I, line 2, and any other additional information

Part I, Line 2 - Grantmakers Explanation For Grants Outside US

The Internet Society (ISOC) established a grant program to help ISOC Chapters and members obtain grant funding for projects that advance ISOC's mission and Strategic Initiatives, and support the development of and best practices for the Internet.

The grant program is also intended to serve the Chapter communities by nurturing collaborative work among them, encourage the Chapters' sustainability, and enhance knowledge sharing in the global Internet.

A Community Grants Program Committee was established by the Board of Trustees to review and act upon grant requests submitted to ISOC. The Committee is chaired by the ISOC Grant Manager or other designee of the ISOC CEO. Two additional ISOC staff members and three Board Trustees typically compose the rest of the Committee. Experts may be called in as needed.

Each project awarded is required to have a Project Leader who must make interim status reports to the Committee. Deadlines for the reports are based on the duration of the project. The reports must detail the following: use of funds, performance to date against the goals of the project, outcomes achieved, lessons learned, and other relevant information. A final report is due 30 days after the conclusion of the project.

The total grant amount may not exceed \$10,000. At least 25% of the project award must be contributed from another source and may come from a cash or in-kind donation.

To encourage compliance with reporting and to monitor that amounts are used appropriately, funds are disbursed in two stages unless the project has an unusual funding requirement.

SCHEDULE J
(Form 990)Department of the Treasury
Internal Revenue Service**Compensation Information****For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees****Attach to Form 990. To be completed by organizations that
answered 'Yes' to Form 990, Part IV, line 23.**

OMB No 1545-0047

2008**Open to Public
Inspection**

Name of the organization

Internet Society

Employer identification number

54-1650477

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

- | | |
|--|--|
| ☐ First-class or charter travel | ☐ Housing allowance or residence for personal use |
| ☐ Travel for companions | ☐ Payments for business use of personal residence |
| ☐ Tax indemnification and gross-up payments | ☐ Health or social club dues or initiation fees |
| ☐ Discretionary spending account | ☐ Personal services (e.g., maid, chauffeur, chef) |

b If line 1a is 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 officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?**3** Indicate which, if any, of the following organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply.

- | | |
|---|---|
| ☒ Compensation committee | ☒ Written employment contract |
| ☒ Independent compensation consultant | ☒ Compensation survey or study |
| ☐ Form 990 of other organizations | ☒ Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a**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 4a-c, list the persons and provide the applicable amounts for each item in Part III

Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.**5** For persons listed in 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 in 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' to line 6a or 6b, describe in Part III

7 For person listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If 'Yes,' describe in Part III **See Part III****8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If 'Yes,' describe in Part III

Yes No

1 b

2

4 a

4 b

4 c

5 a

5 b

6 a

6 b

7

8

X

X

X

X

X

X

X

X

X

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

Schedule J (Form 990) 2008

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8. Also complete this part for any additional information.

Part I, Line 7 - Non-Fixed Payments Not Listed

The CEO is eligible to receive an annual variable compensation based on achievement of operating performance

targets. The performance targets are established annually with the Executive Committee of the Board of

Trustees. Each year, the Executive Committee reviews the CEO's performance against targets for the previous

year and determines the amount of the variable compensation earned. These 2007 performance targets cover ten

(10) operational goals. Of the total potential variable compensation, 8% of the compensation was determined

based on a revenue growth goal, while 8% was based on meeting expense targets. The Executive Committee

determined that the performance of ISOC and the CEO warranted the award of the full amount of the variable

compensation target, which was accrued in ISOC's 2008 financials and paid in 2009.