# PUBLIC DISCLOSURE COPY

Form 990

## **Return of Organization Exempt From Income Tax**

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

2001

Department of the Treasury Internal Revenue Service

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

Open to Public

A For th	e 2001 calendar year, or tax year beginning	1	0/01 , 20	01, and ending	09/30	/2002
B Check if a					D Employ	er Identification number
Addre		TUTE			52-12	57057
Initial	print or Number and street (or P.O. box type.	if mail is not delivered to	street address)	Room/suite	400010	one number
Final	specific 10 G STREET NE					729-7600
return	instruc- City or town, state or country, an	d ZIP + 4			Accountle method:	A STATE OF THE STA
pend	Ing WASHINGTON, DC 20002	A474 V4V				ther (specify)
	<ul> <li>Section 501(c)(3) organizations and 4 trusts must attach a completed Scheen</li> </ul>					ection 527 organizations.
3 Webs			/-	H(a) is this a grou		
	site: ►HTTP://WWW.WRI.ORG	nsert no.) 4947(a)(1)	or   527	H(b) If "Yes," enter H(c) Are all affiliat		
K Check				(If "No," attac		
	ization need not file a return with the IRS; but if the or			H(d) is this a separa organization co		
1.07	mail, it should file a return without financial data. Some sta			I Enter 4-digit		N/A
W1 616	That, it should like a retain without murous data. Some sa	mes require a complete reac		M Check		organization is not required
Gross	receipts: Add lines 6b, 8b, 9b, and 10b to line 12	48.2	41.872.	to attach Sci	-	90, 990-EZ, or 990-PF).
Part l	Revenue, Expenses, and Changes in Net A					
1						
			al ·	21,726,679		
	a Direct public support		b	21,720,079.		
	c Government contributions (grants)		c	3,410,834		
			-	NONE )	1 d	25,137,513
2			Part VII fine O			25,151,513
3				7	3	
4					4.	
5					5	345,888
			a			343,000
	b Less: rental expenses		b			
	c Net rental income or (loss) (subtract line 6b from				6c	
9 7					7	
<u> </u>	B a Gross amount from sales of assets other	(A) Securities	(B)	Other		
ag .	than inventory		a			
	b Less: cost or other basis and sales expenses		b			
	c Gain or (loss) (attach schedule) STMT 15.		Bc			
	d Net gain or (loss) (combine line 8c, columns (A)				8 d	-4,875,009
.   5						
	a Gross revenue (not including \$	of				
	contributions reported on line 1a)		a			
	b Less: direct expenses other than fundraising exp		b			
	c Net income or (loss) from special events (subtr				90	
10	Da Gross sales of inventory, less returns and allowa		0a			
	b Less: cost of goods sold		0Ь			in the
	C Gross profit or (loss) from sales of inventory (a			ne 10a)	10c	
1						188,888
1						20,797,280
1						16,597,758
						1,936,648
1 6						968,299
Expenses 1						
1						19,502,705
						1,294,575
a)	9 Net assets or fund balances at beginning of year					46,294,497
¥ 2	Other changes in net assets or fund balances (					1,853,848
Z Z						49,442,920
	perwork Reduction Act Notice, see the separ					Form 990 (2001

Part II Statement of All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations must complete column to complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others. (See Specific Instructions on page 21.)

	Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22	Grants and allocations (attach schedule)				-	
	(cash \$ noncash \$)	22				
3	Specific assistance to individuals (attach schedule)	23				
4	Benefits paid to or for members (attach schedule)	24				
5	Compensation of officers, directors, etc.	25	941,687.	765,105.	114,624.	61,958
26	Other salaries and wages	26	6,242,546.	5,071,962.	759,861.	410,723
7	Pension plan contributions	27	528,526.	429,229.	63,726.	35,571
8	Other employee benefits	28	1,037,011.	842,181.	125,036.	69,794
9	Payroll taxes	29	565,227.	459,034.	68,151.	38,042
0	Professional fundraising fees	30				
1	Accounting fees	31				
2	Legal fees	32				
3	Supplies	33	91,278.	84,891.		6,387
4	Telephone	34	60,383.	56,158.		4,225
5	Postage and shipping	35	10,163.	9,452.		71:
6	Occupancy	36	1,318,235.	1,225,988.		92,247
7	Equipment rental and maintenance	37	136,742.	127,173.		9,569
	Printing and publications	38	743,910.	719,747.	2,985.	21,178
9		39	745,318.	644,805.	78,026.	22,487
9	Travel	40	1,349,408.	1,195,654.	67,203.	86,551
			1,349,400.	1,190,004.	01,203.	00,552
1	Interest STMT 3.	A 4 1	367,719.	347,449.		20,270
12	Depreciation, depletion, etc. (attach schedule).			4,618,930.	657,036.	88,586
13	Other expenses not covered above (itemize): \$ TMT 4	43a	5,364,552.	4,010,930.	051,030.	00,300
b		43b				
C		43c				
d		43d 43e				
4	Organizations completing countries (DPD), carry					
Joii Are	any joint costs from a combined educational	campai	ign and fundraising solici	16,597,758.	1,936,648.	.► Yes X No
Joii Are If "Y	at Costs. Check ► if you are follow any joint costs from a combined educational es," enter (i) the aggregate amount of these jo	wing Si campai oint cost	OP 98-2. ign and fundraising solicies s \$	tation reported in (B) Prog ; (ii) the amount alloca	gram services? ted to Program services	\$
Joir Are If "Y (iii) I	at Costs. Check  if you are follow any joint costs from a combined educational es," enter (i) the aggregate amount of these joint amount allocated to Management and get	wing Si campai pint cost neral \$	OP 98-2. ign and fundraising solici s \$	tation reported in (B) Prog ; (ii) the amount alloca ; and (iv) the amount al	gram services? ted to Program services	Yes X No
Join Are If "Y (iii) I	and costs. Check  if you are follow any joint costs from a combined educational es," enter (i) the aggregate amount of these joint amount allocated to Management and get it ill Statement of Program Set	campa campa oint cost neral \$	OP 98-2. ign and fundraising solici s \$	tation reported in (B) Prog ; (ii) the amount alloca ; and (iv) the amount al	gram services? ted to Program services	Yes X No. \$  \$ 6 24.)  Program Service
Are f "Y iii) f Pa Wha	at Costs. Check  if you are follow any joint costs from a combined educational es," enter (i) the aggregate amount of these joint amount allocated to Management and get	campaint cost neral \$  vice	OP 98-2.  ign and fundraising solicits  STMT 17  achievements in a cletchievements that are no	tation reported in (B) Prog ; (ii) the amount alloca ; and (iv) the amount al s (See Specific In: ar and concise manner of measurable. (Section	gram services?	Yes X No  Second Service Expenses ((Required for 501(c)(3) ar
Are If "Y (iii) I Pa Wha	any joint costs from a combined educational es," enter (i) the aggregate amount of these joint eamount allocated to Management and gerent III Statement of Program Serut is the organization's primary exempt purposorganizations must describe their exempt pullents served, publications issued, etc. Dis	campaint cost neral \$  vice	OP 98-2.  ign and fundraising solicits  STMT 17  achievements in a cletchievements that are no	tation reported in (B) Prog ; (ii) the amount alloca ; and (iv) the amount al s (See Specific In: ar and concise manner of measurable. (Section	gram services?	Program Service Expenses (Required for 501(c)(3) ar (4) orgs., and 4947(a)(1 trusts; but optional for
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Join Are of "Y Pa What All of organia a	any joint costs from a combined educational es," enter (i) the aggregate amount of these joint earner and general statement of Program Service is the organization's primary exempt purpose organizations must describe their exempt pullents served, publications issued, etc. Disanizations and 4947(a)(1) nonexempt charitations and 4947(a)(1) nonexempt charitations.	wing Si campai bint cost meral \$ vice / e?    ourpose cuss acable trus	OP 98-2.  Ign and fundraising solicits \$  Accomplishments	tation reported in (B) Programmer, (ii) the amount allocations and (iv) the amount allocations (See Specific Insert and concise manner of measurable. (Section amount of grants and allocations \$ and allocations	gram services?	Program Service Expenses (Required for 501(c)(3) ar (4) orgs., and 4947(a)(1) trusts; but optional for others.)
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### Part IV Balance Sheets (See Specific Instructions on page 24.)

1	Note:	Where required, attached schedules and amounts within the description	(A)		(B)
-	1	column should be for end-of-year amounts only.	Beginning of year		End of year
	45	Cash - non-interest-bearing	NONE	-	1,020.
	46	Savings and temporary cash investments	1,014,008.	46	3,952,048.
	47a	Accounts receivable			
		Less: allowance for doubtful accounts		47c	
	"				
	482	Pledges receivable			
		Less: allowance for doubtful accounts		48c	
	49	Grants receivable	8,918,028.		16,305,557.
	50	Receivables from officers, directors, trustees, and key employees	0,510,020.	-40	10,303,337.
	"	(attach schedule)	17.00	50	
	51a	Other notes and loans receivable (attach			
	1014	schedule)			
ets	b	Less: allowance for doubtful accounts 51b		51c	
Assets	52			52	
4		Prepaid expenses and deferred charges	NONE		347,545.
	54	Investments - securities (attach schedule) STMT .5. ▶ ☐ Cost 🗶 FMV	37,395,423.	The state of the s	32,216,371.
		Investments - land, buildings, and	0.7.007.120.		02/210/0/11
		equipment: basis			
	b	Less: accumulated depreciation (attach			
		schedule)		55c	
	56	Investments - other (attach schedule)		56	
		Land, buildings, and equipment basis			
	b	Less: accumulated depreciation (attach			
	100	schedule)	1,161,672.	57c	973,807.
	58	Other assets (describe ► STMT 6 )	298,964.	58	89,001.
	le:			1	
Η	59	Total assets (add lines 45 through 58) (must equal line 74)	48,788,095.	STREET, SQUARE, SQUARE,	53,885,349.
	60	Accounts payable and accrued expenses	917,091.		974,831.
	61	Grants payable	45 45 4	61	
S	1	Deferred revenue	45,474.	02	187,943.
tie	03			63	
Labilities	642	Schedule)		64a	
Ï	h	Mortgages and other notes payable (attach schedule) STMT. 7.	1,341,798.		1,790,715.
		Other liabilities (describe > STMT 8 )	189,235.		1,488,940.
	100	outer industries (describe)	103,233.	-	1,400,340.
	66	Total liabilities (add lines 60 through 65)	2,493,598.	66	4,442,429.
	Org	anizations that follow SFAS 117, check here > x and complete lines			
		67 through 69 and lines 73 and 74.			
50	67	Unrestricted	10,792,077.		5,451,284.
anc	68	Temporarily restricted	10,502,420.		18,991,636.
Bal	69	Permanently restricted	25,000,000.	03	25,000,000.
Net Assets or Fund Balances	Org	anizations that do not follow SFAS 117, check here			
F	70	complete lines 70 through 74.		7.0	
ō	71	Capital stock, trust principal, or current funds		70	
ete	72	Retained earnings, endowment, accumulated income, or other funds		72	
155	73	Total net assets or fund balances (add lines 67 through 69 OR lines		1.4	
of 1		70 through 72;			
2		column (A) must equal line 19; and column (B) must equal line 21)	46,294,497.	73	49,442,920.
	74	Total liabilities and net assets / fund balances (add lines 66 and 73)	48,788,095.		53,885,349.
-	-	The same state (and mind do und rd)		2 40 31	00,000,049.

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

	m 990 (2001) 52-1257057			age 5
	ort VI Other Information (See Specific Instructions on page 27.)		Yes	No
	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity	76		X
77	Were any changes made in the organizing or governing documents but not reported to the IRS?	77	X	
	If "Yes," attach a conformed copy of the changes.	2. 33	24	
	a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	78a	-	X
	olf "Yes," has it filed a tax return on Form 990-T for this year?	78b	N/	
	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement	79		X
30 a	a Is the organization related (other than by association with a statewide or nationwide organization) through common	W 1 0	AM:	
	membership, governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization?	80a	X	C 1000
k	o If "Yes," enter the name of the organization WORLD RESOURCES INSTITUTE FUND			
	and check whether it is X exempt OR nonexempt.	4. 4		
	a Enter direct or indirect political expenditure. See line 81 instructions	818		(3.V)
	b Did the organization file Form 1120-POL for this year?	81b		X
92 a	a Did the organization receive donated services or the use of materials, equipment, or facilities at no charge			
	or at substantially less than fair rental value?	82a	000000000	X
t	b If "Yes," you may indicate the value of these items here. Do not include this amount			
	as revenue in Part I or as an expense in Part II. (See instructions in Part III.)	March 1	Kada	(S. 13)
	a Did the organization comply with the public inspection requirements for returns and exemption applications?	83a	X	
	b Did the organization comply with the disclosure requirements relating to quid pro quo contributions?	83b	X	
	a Did the organization solicit any contributions or gifts that were not tax deductible?	84a		X
1	b If "Yes," did the organization include with every solicitation an express statement that such contributions		Mary 1	
	or gifts were not tax deductible?	84b	N/	A
	501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members?	85a	N/	A
1	b Did the organization make only in-house lobbying expenditures of \$2,000 or less?	85b	N/	A
	If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization			
	received a walver for proxy tax owed for the prior year.			
	c Dues, assessments, and similar amounts from members			
	d Section 162(e) lobbying and political expenditures			
	e Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices			177
	f Taxable amount of lobbying and political expenditures (line 85d less 85e)	1003	erice)	
	g Does the organization elect to pay the section 6033(e) tax on the amount in 85f?	85g	N/	A
1	h If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount in 85f to its reasonable			
	estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?	85h	N/	A
	b Gross receipts, included on line 12, for public use of club facilities			
	501(c)(12) orgs. Enter: a Gross income from members or shareholders			
	b Gross income from other sources. (Do not net amounts due or paid to other		5.563	
	sources against amounts due or received from them.) N/A	14 (15)		
88	At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or			
	partnership, or an entity disregarded as separate from the organization under Regulations sections	4		0.0
	301.7701-2 and 301.7701-3? If "Yes," complete Part IX	88		X
89	a 501(c)(3) organizations. Enter: Amount of tax imposed on the organization during the year under:			
	section 4911 ► NONE; section 4912 ► NONE; section 4955 ► NONE		Super p	34.32.5
	b 501(c)(3) and 501(c)(4) orgs. Did the organization engage in any section 4958 excess benefit transaction			
	during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach			
	a statement explaining each transaction	89b		X
	c Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under			
	sections 4912, 4955, and 4958			NONE
	d Enter: Amount of tax on line 89c, above, reimbursed by the organization			NONE
	a List the states with which a copy of this return is filed DISTRICT OF COLUMBIA & ALL 50 STATES			
	b Number of employees employed in the pay period that includes March 12, 2001 (See instructions)	90b		
91	The books are in care of ▶ ARTHUR K. DROE Telephone no. ▶ 202-72	9-76	79	
	Located at ▶ 10 G. STREET, NE, WASHINGTON, DC ZiP+4 ▶ 20002			
92	Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041 - Check here			<b>-</b>
	and enter the amount of tax-exempt interest received or accrued during the tax year		1	ONE

Part VII An						257057	Page 6
	nalysis of Income-Produc						T
	amounts unless otherwise	Unre (A)	lated business inc	(0)		ction 512, 513, or 51	(E) Related or
indicated. 93 Program se	ervice revenue:	Business code	(B) Amount	Exclus	sion	(D) Amount	exempt function income
a		0.00					
b							
d							
e							
	edicaid payments						
	ip dues and assessments						
	vings and temporary cash investments						
	and interest from securities			14		345,888	
	income or (loss) from real estate						
	ced property						
	nanced property						
	ome or (loss) from personal property						
	stment income						
	from sales of assets other than inventory			18		-4,875,009	
01 Net income	e or (loss) from special events .						
02 Gross profit	or (loss) from sales of inventory						
03 Other rever	nue: a						
	CATION REIMB.			_			112,717
c OTHER							76,171
e	dd columns (B), (D), and (E))				*******	-4,529,121	. 188,888
	olus line 1d, Part I, should equal to			of Everent Du	rnoese	(See Specific In	
Part VIII Re Line No. Exp  of the	elationship of Activities to clain how each activity for which the organization's exempt purpose	to the Acc	omplishment eported in column	(E) of Part VII	rposes		structions on page 32.)
Part VIII Re Line No. Exp of th	elationship of Activities to clain how each activity for which the organization's exempt purport 12	to the Acc income is re ses (other th	omplishment eported in columr an by providing fu	n (E) of Part VII onds for such purp	rposes contribute oses).	ed importantly to the ad	structions on page 32.)
Part VIII Re Line No. Exp of th ST  Part IX Info	elationship of Activities to clain how each activity for which the organization's exempt purpose that 12 ormation Regarding Taxa	to the Acc income is re ses (other th	omplishment eported in column an by providing fu	n (E) of Part VII onds for such purp	erposes contribute oses).	See Specific Inst	structions on page 32.) complishment
Part VIII Re Line No. Exp of th ST  Part IX Info	elationship of Activities to clain how each activity for which the organization's exempt purport 12	to the Acc income is re ses (other th	omplishment eported in column an by providing fu	n (E) of Part VII onds for such purp	erposes contribute oses).	See Specific Inst	structions on page 32.)
Part VIII Re Line No. Exp of th ST  Part IX Info	elationship of Activities to claim how each activity for which the organization's exempt purpose that 12  Ormation Regarding Taxa  (A)  1, address, and EIN of corporation,	to the Acc income is re ses (other th	omplishment eported in column ian by providing fu	n (E) of Part VII onds for such purp	erposes contribute oses).	See Specific Inst	structions on page 32.) complishment
Part VIII Re Line No. Exp of th ST  Part IX Info	elationship of Activities to claim how each activity for which the organization's exempt purpose that 12  Ormation Regarding Taxa  (A)  1, address, and EIN of corporation,	to the Acc income is re ses (other th	omplishment eported in column an by providing fu  diaries and Di  (B) Percentage of ownership interest %	n (E) of Part VII onds for such purp	erposes contribute oses).	See Specific Inst	structions on page 32.) complishment
Part VIII Re Line No. Exp of th ST  Part IX Info	elationship of Activities to claim how each activity for which the organization's exempt purpose that 12  Ormation Regarding Taxa  (A)  1, address, and EIN of corporation,	to the Acc income is re ses (other th	omplishment eported in column an by providing fu  diaries and Di  (B)  Percentage of ownership interest	n (E) of Part VII onds for such purp	erposes contribute oses).	See Specific Inst	structions on page 32.) complishment
Part VIII Re Line No. Exp of th ST  Part IX Info  Name, par N/A	elationship of Activities to clain how each activity for which the organization's exempt purpose that 12  ormation Regarding Taxa (A)  c, address, and EIN of corporation, or disregarded entity	to the Acc income is ruses (other the	diaries and Di  (B)  Percentage of ownership interest  %  %	n (E) of Part VII onds for such purp seregarded Er (C) Nature of act	econtribute oses).	See Specific Inst	ructions on page 32.)  Functions on page 33.)  End-of-year assets
Part VIII Re Line No. Exp of th ST  Part IX Info  Name, par N/A  Part X Info  (a) Did the org (b) Did the o	elationship of Activities to Italian how each activity for which he organization's exempt purpose that 12  ormation Regarding Taxa (A)  to address, and EIN of corporation, intership, or disregarded entity  ormation Regarding Train ganization, during the year, receiving anization, during the year, into (b), file Form 8870 and Form 8870 a	nsfers Asselve any function pay premi	diaries and Di (B) Percentage of ownership interest % % % % sociated with its, directly or indiums, directly or see instructions	sregarded Er (C) Nature of act  Personal Ben rectly, to pay pren indirectly, on	efit Conlums on a perso	See Specific Inst (D) Total income  ntracts (See Special personal benefit contract	ructions on page 32.)  ructions on page 33.)  End-of-year assets  ific Instructions on page 3: tract? Yes X No.
Part VIII Re Line No. Exp of th ST  Part IX Info  Name par N/A  Part X Info (a) Did the org (b) Did the org Note: If "Yes"	elationship of Activities to stain how each activity for which he organization's exempt purpose that 12  ormation Regarding Taxa (A)  to address, and EIN of corporation, thership, or disregarded entity  ormation Regarding Train ganization, during the year, receiving anization, during the year, receiving anization, during the year, receiving anization, during the year,	nsfers Asselve any function pay premi	diaries and Di (B) Percentage of ownership interest % % % % sociated with its, directly or indiums, directly or see instructions	sregarded Er (C) Nature of act  Personal Ben rectly, to pay pren indirectly, on	efit Conlums on a perso	See Specific Inst (D) Total income  ntracts (See Special personal benefit contract	ructions on page 32.)  ructions on page 33.)  End-of-year assets  ific Instructions on page 3 tract? Yes X No.
Part VIII Re Line No. Exp of th ST  Part IX Info  Name, par N/A  Part X Info (a) Did the org (b) Did the org Note: If "Yes"  Please Sign	elationship of Activities to blain how each activity for which the organization's exempt purpose that 12  ormation Regarding Taxa  (A)  a, address, and EIN of corporation, remership, or disregarded entity  ormation Regarding Transpanization, during the year, receiving anization, during the year, r	nsfers Asselve any function pay premi	diaries and Di (B) Percentage of ownership interest % % % % sociated with its, directly or indiums, directly or see instructions	sregarded Er (C) Nature of act  Personal Ben rectly, to pay pren indirectly, on	efit Conlums on a perso	See Specific Inst (D) Total income  ntracts (See Special personal benefit contract	ructions on page 32.)  ructions on page 33.)  End-of-year assets  ific Instructions on page 3: tract? Yes X No.
Part VIII Re Line No. Exp of th ST  Part IX Info  Name, par N/A  Part X Info (a) Did the org (b) Did the org Note: If "Yes"  Please Sign Here	cormation Regarding Transpanization, during the year, receirganization, during the yea	nsfers Asselve any function pay premi	diaries and Di (B) Percentage of ownership interest % % % % sociated with its, directly or indiums, directly or see instructions	sregarded Er (C) Nature of act  Personal Ben rectly, to pay pren indirectly, on	efit Conlums on a perso	See Specific Inst  (D)  Total income  ntracts (See Special personal benefit contract	ructions on page 32.)  Functions on page 33.)  End-of-year assets  iffic Instructions on page 3:  tract? Yes X No.  Yes X No.  Ind to the best of my knowledge preparer has any knowledge.
Part VIII Re Line No. Exp of th str  Part IX Info Name, par N/A  Part X Info (a) Did the org (b) Did the org (b) Did the org The stream of the	cormation Regarding Transpanization, during the year, recepting anization, during the year, recepting anizat	nsfers Asseve any function or 4720 (are that have complete. De	diaries and Di (B) Percentage of ownership interest % % % % sociated with its, directly or indiums, directly or see instructions	Sregarded Er  (C)  Nature of act  Personal Ben rectly, to pay pren indirectly, on indirectly, on control of the than officer  Date  But / C	efit Conlums on a perso	See Specific Inst (D) Total income  ntracts (See Special personal benefit contract personal benefit contract personal information of which the sate of	ructions on page 33.)  Functions on page 33.)  End-of-year assets  iffic Instructions on page 3: tract?  Yes X No.  Tract? Yes X No.  Tract? Yes X No.  Tract? Yes X No.  Preparer's SSN or PTIN (See Gen. Inst. No. 224-62-8849
Part VIII Re Line No. Exp of th ST  Part IX Info  Name, par N/A  Part X Info (a) Did the org (b) Did the org Note: If "Yes"  Please Sign	cormation Regarding Transpanization, during the year, recepting anization, during the year, recepting anizat	nsfers Asseve any function or 4720 (are that have complete. De	diaries and Di (B) Percentage of ownership interest % % % % % % % sociated with districtly or indicums, directly or indicums, directly or see instructions. Examined this return diaration of prepared and the second an	Personal Ben rectly, to pay pren indirectly, on indirectly, on indirectly accompa r (other than officer)  Date Fig. 1.  RS LLP ITE 800W	efit Conlums on a perso	See Specific Inst  (D)  Total income  ntracts (See Special personal benefit contract and linformation of which leading to the self-employed in the self-empl	ructions on page 32.)  Functions on page 33.)  End-of-year assets  iffic Instructions on page 3: tract? Yes X No. Yes X No. Ind to the best of my knowledge preparer has any knowledge.

#### SCHEDULE A (Form 990 or 990-EZ)

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k), 501(n), or Section 4947(a)(1) Nonexempt Charitable Trust Supplementary Information - (See separate instructions.)

Employer Identification number

(e) Expense account and other

(d) Contributions to

employee benefit plans &

Department of the Treasury Internal Revenue Service Name of the organization

(a) Name and address of each employee paid more

Part I

▶ MUST be completed by the above organizations and attached to their Form 990 or 990-EZ

(b) Title and average

hours per week

OMB No. 1545-0047

WORLD RESOURCES INSTITUTE 52-1257057 Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees (See page 1 of the instructions. List each one. If there are none, enter "None.")

energines meson	hours per week devoted to position	(c) Compensation	employee benefit plans & deferred compensation	account and other allowances
DANIEL TUNSTALL	DIR., INFO. PRGM.			
WASHINGTON, DC 20002	37.5HRS/WK	126,413.	15,476.	NONE
ELIZABETH COOK WASHINGTON, DC 20002	MEB DIRECTOR			
WASHINGTON, DC 20002	37.5HRS/WK	121,846.	12,580.	NONE
ANTONIO LA VAINA WASHINGTON, DC 20002	DIRECTOR, BIOL. RE	s.		
WASHINGTON, DC 20002	37.5HRS/WK	128,693.	17,384.	NONE
NANCY_KETE	senior fellowship			
	37.5HRS/WK	124,004.	13,093.	NONE
FRANCES SEYMOUR WASHINGTON, DC 20002	DIRECTOR, IGP			
Total number of other employees paid over	37.5HRS/WK	116,647.	. 14,707.	NONE
Part II Compensation of the Five Hig	phoet Paid Indonen	dent Contracto	ore for Professions	al Sarvicas
(See page 2 of the instructions.)	ist each one (whether	r individuals or fir	ms). If there are non	e, enter "None.")
(a) Name and address of each independent contractor	paid more than \$50,000	(b) Type	of service	(c) Compensation
ARTHUR ANDERSEN, LLP				
VIENNA, VA		AUDITING		
				83,400.
MICHELE BREIER				83,400.
MICHELE BREIER NEW YORK, NY 10024		CONSULTING		83,400. 55,316.
		CONSULTING		

	ule A (Form 990 or 990-EZ) 2001			52-1257057		Page 3
Par	IV-A Support Schedule (Complete only if yo	ou checked a box on	line 10, 11, or 12.) L	ise cash method of a	ccounting.	
Note:	You may use the worksheet in the instructions for con	nverting from the acci	rual to the cash meth	nod of accounting.		
Caler	dar year (or fiscal year beginning in) · · · · · >	(a) 2000	(b) 1999	(c) 1998	(d) 1997	(e) Total
15	Gifts, grants, and contributions received. (Do					
	not include unusual grants. See line 28.)	17,466,973	12,330,794	16,701,065.	11,868,095.	58,366,927.
16	Membership fees received					
17	Gross receipts from admissions, merchandise					
	sold or services performed, or furnishing of					
	facilities in any activity that is related to the					
	organization's charitable, etc., purpose · · · · ·					
40	Gross income from interest, dividends,					
18	amounts received from payments on securities					
	loans (section 512(a)(5)), rents, royalties, and					
	unrelated business taxable income (less					
	section 511 taxes) from businesses acquired	500 055	1 045 000	1 040 550	1 000 000	4 100 005
	by the organization after June 30, 1975	506,657	1,945,998	1,842,568.	1,837,772	6,132,995
19	Net income from unrelated business					
	activities not included in line 18					
20	Tax revenues levied for the organization's					
	benefit and either paid to it or expended on					
	its behalf					
21	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			- 4.00		
	public without charge					
22	Other income. Attach a schedule. Do not	STMT 14				
	include gain or (loss) from sale of capital assets	257,499	125,459		246,799	820,604
23	Total of lines 15 through 22	18,231,129	14,402,251	18,734,480.	13,952,666	65,320,526
24	Line 23 minus line 17 · · · · · · · · · · · · · · · · · ·	18,231,129	14,402,251	18,734,480.	13,952,666	65,320,526
25	Enter 1% of line 23 · · · · · · · · · · · · ·	182,311	144,023	187,345.	139,527	
26	Organizations described on lines 10 or 11:	Enter 2% of amount	in column (e), line 24	4	▶ 26a	1,306,411
ь	Prepare a list for your records to show the na	me of and amount	t contributed by e	ach person (other	than a	E
	governmental unit or publicly supported organiz	ation) whose total	gifts for 1997 thr	rough 2000 exceed	led the	
	amount shown in line 26a. Do not file this list	t with your return.	Enter the total of	all these excess a	mounts > 26b	12,891,554
c	Total support for section 509(a)(1) test: Enter line 24	, column (e)			> 26c	65320526.
d	Add: Amounts from column (e) for lines: 18	5,132,995. 19	)			
	22	820,604. 26	3b 12,891,	554	> 26d	19845153.
e	Public support (line 26c minus line 26d total)				▶ 26e	45475373.
f	Public support percentage (line 26e (numerator) d	livided by line 26c (de	enominator))	,,,,,,,,,,	▶ 26f	69.6188 %
27	Organizations described on line 12: a For amou	ints included in line	es 15, 16, and 17	that were received	from a "disqualifie	d
	person," prepare a list for your records to show the	name of, and total ar	mounts received in e	each year from, each	"disqualified person	,
	Do not file this list with your return. Enter the sum	of such amounts for e	each year:			
	(2000)(1999)		(1998)	NOT APPLICA	BLE_ (1997)	
b	For any amount included in line 17 that was re					
	show the name of, and amount received for each	h year, that was mo	ore than the larger	of (1) the amount	on line 25 for the	year or (2) \$5,000
	(Include in the list organizations described in line the difference between the amount received an	es 5 through 11, as	s well as individual	s.) Do not file this	list with your retu	urn. After computing
	amounts) for each year:	d the larger afflou	in described in (1	) Of (2), efficient the	sum of these un	
	(2000) (1999)		(1998)		(1997)	
			\			
c	Add: Amounts from column (e) for lines: 15	16	8			
	17 20	2			270	
d		and line 27h total			276	
	Public support (line 27c total minus line 27d total)	and time 270 total.			270	
e						
f	Total support for section 509(a)(2) test: Enter amou					
g	Public support percentage (line 27e (numerator) o					
	investment income percentage (line 18, column (unusual Grants: For an organization described in	e) (numerator) divide	d by line 27f (denon	ninatori)	1007 through 200	9
28			THE DECEMBER MINT OF	nusual urallis uprillo		
28	prepare a list for your records to show, for each	year, the name of th	e contributor, the	tate and amount of	the grant, and a br	ief

# Part V Private School Questionnaire (See page 7 of the instructions.) (To be completed ONLY by schools that checked the box on line 6 in Part IV)

29	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws,		Yes	No
	other governing instrument, or in a resolution of its governing body?	29	Dan November	
30	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its			
	brochures, catalogues, and other written communications with the public dealing with student admissions,			1140
	programs, and scholarships?	30		
31	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during	da i		
	the period of solicitation for students, or during the registration period if it has no solicitation program, in a way			
	that makes the policy known to all parts of the general community it serves?	31		
	If "Yes," please describe, if "No," please explain. (If you need more space, attach a separate statement.)			
32	Does the organization maintain the following:	6667. Y		
	Records indicating the racial composition of the student body, faculty, and administrative staff?	32a	District visits	10000-300
	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory			
	harito.	32b		
	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing	320	T	
`	with student admissions, programs, and scholarships?	32c		
	with student admissions, programs, and scholarships?  Copies of all material used by the organization or on its behalf to solicit contributions?	$\overline{}$		
,	Copies of all material used by the organization of offits behalf to solicit contributions?	32d		
	If you answered "No" to any of the above, please explain. (If you need more space, attach a separate statement.)			
33	Does the organization discriminate by race in any way with respect to:			
		-		(4), S. S.
а	Students' rights or privileges?	33a		
b	Admissions policies?	33b		<u> </u>
С	Employment of faculty or administrative staff?	33c		
d	Scholarships or other financial assistance?	33d		<u> </u>
e	Educational policies?	33e		<u> </u>
f	Use of facilities?	33f		<u></u>
. g	Athletic programs?	33g		
ħ	Other extracurricular activities?	33h		
			120	
	If you answered "Yes" to any of the above, please explain. (If you need more space, attach a separate statement.)			
			1	
			SP	
34a	Does the organization receive any financial aid or assistance from a governmental agency?	34a		
		,54d		
t	Has the organization's right to such aid ever been revoked or suspended?	346		
	If you answered "Yes" to either 34a or b, please explain using an attached statement.	34b	755	-
	in you allowered Tes to elitter 34a of b, prease explain using an attached statement.			
35	Dogs the experiencian positive that it has complied with the southern to a constitute the second of			
00	Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05			
_	of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation	35		

Pa		Company of the compan	cting Public Charities eligible organization				LE
			gs to an affiliated group. mited control" provision				
		mits on Lobbying			(a) Affiliated gro totals	pup	(b) To be completed for ALL electing
			s amounts paid or incur				organizations
6	Total lobbying expendito						
7	Total lobbying expenditu					_	
8	Total lobbying expenditu						
9	Other exempt purpose						
0	Total exempt purpose e Lobbying nontaxable an			toble 40			
•	If the amount on line 4		bbying nontaxable am	C000000000			
	Not over \$500,000			<b>\</b> [3333333]			
	Over \$500,000 but not over \$			E000000000			
	Over \$1,000,000 but not over						
	Over \$1,500,000 but not over			5000000000			
	Over \$17,000,000			200000000			
2	Grassroots nontaxable	amount (enter 25% o	of line 41)	42			
3	Subtract line 42 from lin						
4	Subtract line 41 from lin	ie 38. Enter -0- if line	e 41 is more than line 3	8 44			
-	Caution: If there is an a		r Averaging Period		<u>langi di Salahanan .</u> Lan		
			Lobbying Expendit	ures During 4-Year	Averaging P	eriod	
	alendar year (or fiscal	(a)	(b)	(c)	(d)		(e)
У	ear beginning in) >	2001	2000	1999	1998		Total
	Lobbying nontaxable						
5	Lobbying ceiling amount						
6	(150% of line 45(e))						
<u> </u>	(130 % of little 45(e))						
7	Total lobbying expenditures						
	Grassroots nontaxable						
8	amount · · · · · · ·						
	Grassroots ceiling amount						
9	(150% of line 48(e)) · ·						
0	Grassroots lobbying expenditures						
		ctivity by Nonelect	ing Public Charities		NOT APP	LICAB	LE
	(For reporting	ng only by organiza	ations that did not con	nplete Part VI-A) (S	ee page 12 o	f the ins	structions.)
	ng the year, did the organiz				Yes	No	Amount
tte	mpt to influence public opir	ion on a legislative ma	itter or referendum, through	the use of:	10.	, 140	Amount
a	Volunteers					X	
b						X	
C	Media advertisements					X	
d	Mailings to members, le					X	
e	Publications, or publish Grants to other organiz					X	
~	Direct contact with legis			a legislative body		X	
g	Rallies, demonstrations					X	
i	Total lobbying expendit			, or any other means	10,0000	•	
	If "Yes" to any of the at					S.	
-	ii roo to arry or tire at	ora, aloo attaon a s	tation giving a dotal	document of the l			Form 990 or 990-EZ) 20

JSA 1E1240 2.000 Schedule A (Form 990 or 990-EZ) 2001

Part VII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations (See page 12 of the instructions.)

		ctly or indirectly engage in any of the follo tion 501(c)(3) organizations) or in section			n sect	ion
		ization to a noncharitable exempt organiz			Yes	No
				51a(i)		x
				a(ii)		x
b Other trans						
(I) Sales	or exchanges of assets	with a noncharitable exempt organization				X
(ii) Purch	nases of assets from a r	noncharitable exempt organization		b(II)		X
(iii) Renta	at of facilities, equipmen	t, or other assets		b(iii)		X
(Iv) Reim	bursement arrangement	s		b(iv)		X
(v) Loans	s or loan guarantees			b(v)		X
(VI) Perfo	ermance of services or n	nembership or fundraising solicitations				X
		ailing lists, other assets, or paid employeeses," complete the following schedule. Column		C	-	X
		by the reporting organization. If the organization				
		now in column (d) the value of the goods, other		,		
(a)	(b)	(c)	(d)			
Line no.	Amount involved	Name of noncharitable exempt organization	Description of transfers, transactions, and s	haring arra	ngeme	nts
N/A						
					_	
						-
					_	
					-	
described		rectly affiliated with, or related to, one or code (other than section 501(c)(3)) or in chedule:		Yes	; [x	No
	(a)	(b)	(c)			
Nan	ne of organization	Type of organization	Description of relations	hip		
N/A					_	_
						-
				-		
					-	

FORM 990, PART I - OTHER INCREASES IN FUND BALANCES	FORM	990,	PART	I	-	OTHER	INCREASES	IN	FUND	BALANCES
-----------------------------------------------------	------	------	------	---	---	-------	-----------	----	------	----------

DESCRIPTION AMOUNT

UNREALIZED GAIN ON INVESTMENT 2,655,498.

2,655,498. TOTAL

FORM	990,	PART	I	-	OTHER	DECREASES	IN	FUND	BALANCES

DESCRIPTION AMOUNT

TRANSFER TO AFFILIATE 801,650.

TOTAL 801,650.

### FORM 990 LINE 42 AND 57

FURNITURE & EQUIPMENT	\$ 1,604,808
LEASEHOLD IMPROVEMENTS	\$ 802,013
EQUIPMENT UNDER CAPITAL LEASE AGREEMENTS	\$ 139,012
ART WORK	\$ 8,825
	\$ 2,554,658
LESS: ACCUMULATED DEPRECIATION	\$ (1,580,851)
NET PROPERTY AND EQUIPMENT	\$ 973,807
CURRENT YEAR DEPRECIATION EXPENSE:	\$ 367,719

FORM 990, PART II - OTHER EXPENSES

TOTAL	145,362.	722,876.	115,292.	459,717.	7,235.	263,361.	5,364,552.
DESCRIPTION	COMMUNICATION EXPENSES INST COOD ACREEEMENTS/CRANTS	OTHER DIRECT EXPENSES	LIBRARY & INFO. SVC	INDIRECT SALARIES AND BENEFITS	OTHER EXPENSES	INVESTMENT MANAGEMENT FEES	TOTALS

FUNDRAISING	3,800.		44,042.	8,068.	32,170.	206.		.986,88	
MANAGEMENT AND GENERAL	185.		393,490.				263,361.	657,036.	
PROGRAM	141,377.	3,650,709.	285,344.	107,224.	427,547.	6,729.		4,618,930.	
TOTAL	 145,362.	3,650,709.	722,876.	115,292.	459,717.	7,235.	263,361.	5,364,552.	

STATEMENT

ENDING

### FORM 990, PART IV - INVESTMENTS - SECURITIES

DESCRIPTION	BOOK VALUE
COMMON STOCKS MUTUAL FUNDS	11,351,873. 20,864,498.
TC	ALS 32,216,371.

FORM 990, PART IV - OTHER ASSETS

DESCRIPTION

ENDING BOOK VALUE

OTHER ASSETS

89,001.

TOTALS

89,001.

#### FORM 990, PART IV - MORTGAGES AND OTHER NOTES PAYABLE \_\_\_\_\_\_\_\_\_

LENDER: BANK OF AMERICA, NA - LOAN PAYABLE

ORIGINAL AMOUNT: 500,000.
INTEREST RATE: 6.550000
MATURITY DATE: 03/31/2004
REPAYMENT TERMS: MAINTAIN

MAINTAIN MIN. BALANCE OF \$720K IN COLLATERIAL ACCT

BEGINNING BALANCE DUE .....

341,798.

ENDING BALANCE DUE .....

290,715.

LENDER: BANK OF AMERICA, NA - LINE OF CREDIT CRIGINAL AMOUNT: 3,000,000.

INTEREST RATE: 3.313700

MATURITY DATE: 04/30/2003

REPAYMENT TERMS: MUST MAINTAIN UNRESTRICTED, UNENCUMBERED LIQUID SECURITY PROVIDED: ASSETS OF NOT LESS THAN \$3,000,000.

BEGINNING BALANCE DUE ......

1,000,000.

ENDING BALANCE DUE .....

1,500,000.

TOTAL BEGINNING MORTGAGES AND OTHER NOTES PAYABLE

1,341,798.

TOTAL ENDING MORTGAGES AND OTHER NOTES PAYABLE

1,790,715.

### FORM 990, PART IV - OTHER LIABILITIES

DESCRIPTION	BOOK VALUE
RENT ABATMENT OBLIGATION UNDER CAPITAL LEASE	91,423. 127,677.
FUNDS HELD FOR OTHERS	1,269,840.
TOTALS	1,488,940.

#### FORM 990, PART V - LIST OF OFFICERS, DIRECTORS AND KEY EMPLOYEES

Frances G. Beinecke David T. Buzzelli Deb Callahan Michael R. Deland Alice (Tish) F. Emerson José María Figueres David Gergen John H. Gibbons Dan Glickman Paul Gorman William M. Haney James A. Harmon Denis Hayes Cynthia R. Helms Samuel C. Johnson Yolanda Kakabadse Aditi Kapoor Mahmood Mamdani William F. Martin Julia Marton-Lefèvre Preston R. Miller C.K. Prahalad Qian Yi Peter H. Raven Florence T. Robinson William D. Ruckelshaus José Sarukhan Scott M. Spangler James Gustave Speth Ralph Taylor Pieter Winsemius Wren Wirth

Members are in C/O 10 G STREET NE WASHINGTON, DC 20002

Unless otherwise noted, Board Members receive no compensation or benefits. Hours are less than 1/week.

### FORM 990, PART IV-A - OTHER REVENUE ON RETURN BUT NOT ON BOOKS

DESCRIPTION AMOUNT

263,361. INVESTMENT MGMT FEES

> TOTAL 263,361.

801,650.

### FORM 990, PART IV-B - OTHER EXPENSES ON BOOKS BUT NOT ON RETURN

DESCRIPTION AMOUNT ------\_\_\_\_\_

WORLD RESOURCES INSTITUTE FUND NET INCOME

> TOTAL 801,650.

### FORM 990, PART IV-B - OTHER EXPENSES ON RETURN BUT NOT ON BOOKS

DESCRIPTION

AMOUNT

INVESTMENT MGMT FEES

263,361.

TOTAL

263,361.

### FORM 990, PART VIII - ACCOMPLISHMENT OF EXEMPT PURPOSES

	EXPLANATION OF HOW EACH ACTIVITY FOR WHICH INCOME
LINE	IS REPORTED IN COLUMN (E) OF PART VII CONTRIBUTED
NO.	IMPORTANTLY TO THE ACCOMPLISHMENT OF EXEMPT PURPOSES
103A	PUBLICATION INCOME IS RELATED TO THE PUBLICATION DISTRIBUTED
	WORLDWIDE FURTHERING THE OVERALL AIMS & OBJECTIVES OF WORLD
	RESOURCES INSTITUTE.
103B	OTHER INCOME CONTRIBUTES TO THE GENERAL ACCOMPLISHMENT OF
	THE ORGANIZATION'S EXEMPT PURPOSE.

### SCHEDULE A, PART III - EXPLANATION FOR LINE 2B

WRI'S OFFICERS AND KEY EMPLOYEES RECEIVE COMPENSATION; OUR BOARD DIRECTORS DO NOT. WRI HAS GIVEN A LOAN TO ONE EMPLOYEE IN THE AMOUNT OF \$26,456. THE DURATION OF THE LOAN IS SEVEN YEARS FROM OCTOBER 23, 1997 TO SEPTEMBER 30, 2004 AT AN INTEREST RATE OF 6.16%. THE LOAN BALANCE AS OF SEPTEMBER 30, 2002 WAS \$14,134.

SCHEDULE A, PART IV-A - OTHER INCOME

1997 TOTAL	246,	246,799.
1998	190,847.	
1999		125,459.
2000	238,304.	257,499.
DESCRIPTION	MISC. PUB. REIMBURSEMENT OTHER REVENUE	TOTALS

STATEMENT 14

### FORM 990, PART I, LINE 8 - GAIN / (LOSS) ON SALE OF SECURITIES & OTHER ASSETS

SECURITIES

PROCEEDS FROM SALE

22,569,583

LESS BASIS

27,444,592

NET GAIN/(LOSS) ON SALE

(4,875,009)

INDIVIDUAL TRANSACTIONS ARE TOO VOLUMINOUS TO LIST SEPARATELY BUT ARE AVAILABLE UPON REQUEST.

### **FORM 990, PART VI – LINE 77**

#### **BY-LAWS**

of

## WORLD RESOURCES INSTITUTE, INC.

(A Delaware Non-Profit Organization)

#### ARTICLE 1

### NAME AND PURPOSES

- 1.1 Name. The name of the organization is World Resources Institute, Inc.
- 1.2 <u>Purposes.</u> The Corporation is organized for the charitable and educational purposes, including but not limited to, the sponsorship of research, reports, seminars and like activities with regard to the area of world environment and resources studies.

#### ARTICLE 2

### **MEMBERS**

2.1 <u>Conditions of Membership.</u> The members of the Corporation may from time to time be elected by the members, or by the Board of Directors, by a majority vote at any special, annual or regular meeting at which a quorum is present.

Either the Board of Directors or the members, by a majority vote, may create one or more classes of membership and may prescribe the designations, voting rights (if any), powers, privileges and method of selection of each such class.

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- 2.2 <u>Deprivation or Suspension of Membership.</u> No member of the Corporation may be deprived of his membership or be suspended as a member, with or without cause, except by the vote of a majority of all the members then in office or of a majority of all the directors then in office.
- 2.3 <u>Effect of Death, Resignation or Deprivation of Membership.</u> All of the rights, powers and privileges of any member of the Corporation of any class shall cease upon his death or resignation, or upon the deprivation, or during the suspension, of his membership.
- 2.4 Annual Meeting. The annual meeting of members shall be held at 10:00 a.m. on the fifteenth day in March in each year, or, if such date shall be a legal holiday, a Saturday or a Sunday, on the next succeeding business day at the same time, at the principal office of the Corporation, wherever located, or at such other time and place as shall be determined by the Board of Directors or the Chairman, and designated in the notice or waiver of notice of the meeting. At each annual meeting, the members entitled to vote shall be entitled to determine the number of directors, to elect directors, and to transact other business as may properly come before the meeting.
- 2.5 Term of Office. Members shall serve staggered three-year terms. Members shall serve no more than three consecutive three-year terms except that those members who as of 1995 have served for nine or more years shall be eligible for one more term, those who have served for six or more years shall be eligible for two more terms, and those who have served for only one term shall be eligible for three more terms. These term limitations shall not preclude the continued service as a member of any person elected to serve as Chairman of the Board or President of the Corporation.

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In the event of any change in the number of members, the initial terms of the new members shall be prescribed by the members, or Board of Directors, to be one, two, or three years as may be necessary to maintain approximate equality among the three classes of members whose terms expire in successive years.

- 2.6 Special Meetings. Special meetings of the members may be called at any time by the Chairman of the Board or the Secretary, and shall be called by the Secretary upon written request (stating the purpose of the proposed meeting) signed by at least one-third of the members, entitled to vote at such meeting, or upon written request (stating the purpose of the proposed meeting) signed by at least one-third of the Board of Directors. All special meetings shall be held at the principal office of the Corporation, wherever located, or at such place within or without the State of Delaware as may be designated in the notice or waiver of notice of such meeting. At any special meeting of the members, only such business may be transacted as is related to the purpose or purposes of such meeting set forth in the notice or waiver of notice of such meeting.
- 2.7 Notice. Notice of annual and special meetings of the members of the Corporation shall be in writing signed by the Chairman of the Board or the Secretary, and sent to each member entitled to vote thereat, by mail or telegram addressed to his address appearing on the records of the Corporation, or by electronic transmission if given by a form of electronic transmission consented to by the member, not less than ten (10) days and not more than sixty (60) days before the time designated for such meeting. All notices of meetings shall state the time, place, hour and purposes of the meeting.

If the adjournment is for less than 30 days, at least one day's notice of such adjourned date shall be given in the manner provided in this section to each member who was not present at such meeting. If the adjournment is for more than 30 days, notice of the meeting shall be given to each member entitled to vote at the meeting in the manner provided for in this Article.

A member's consent to receive notice by electronic transmission may be revoked by written notice of the member to the Corporation or if the Corporation is unable to deliver by electronic transmission two consecutive notices and such inability becomes known to the person responsible for giving the notice. The inadvertent failure to treat such inability as a revocation shall not invalidate any meeting or other action.

For the purposes of these By-laws, electronic transmission means any form of communication, not directly involving the physical transmission of paper, that creates a record that may be retained, retrieved and reviewed by the recipient and that may be directly reproduced by the recipient in paper form through an automated process. Electronic mail messages are included in this form of communication.

2.8 <u>Waiver of Notice.</u> Whenever notice is required to be given by law, the

Certificate of Incorporation or these By-Laws, a written waiver, signed by the member entitled to such notice, whether before or after the time stated therein shall be deemed equivalent to notice.

The attendance of the member at a meeting shall constitute waiver of notice of such meeting, except when the person attends a meeting for the express purpose of objecting at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the members need be specified in any written waiver of notice.

- 2.9 Proxies. Any members entitled to vote at any meeting may vote by proxy. The proxy shall be in writing and shall be revocable at the will of the member executing the same, except as otherwise provided by law. Unless the duration of the proxy shall be otherwise specified in the proxy, it shall be invalid upon the expiration of three years from the date of its execution.
- 2.10 Quorum and Voting. The presence in person or by proxy of not less than one-third of the members entitled to vote shall be necessary and sufficient to constitute a quorum for the transaction of business at any meeting of the members, but a smaller number may adjourn a meeting to a later date if no quorum is present. The affirmative vote of a majority of such members entitled to vote on the subject matter and present in person or represented by proxy at the meeting where there is a quorum shall be the act of the members. The members shall have the exclusive right to vote on all matters pertaining to the affairs of the Corporation on which a vote of the members is required by law or by these By-Laws or deemed by the Board of Directors to be desirable. Each member in good standing and entitled to vote shall be entitled to one vote at all meetings of members.

If a meeting cannot be organized because a quorum has not attended, those present may adjourn the meeting to a later date providing notice in the manner described in Section 2.7.

2.11 <u>Consent of Members in Lieu of Meeting.</u> Any action required to be taken at any annual or special meeting of members may be taken without a meeting, without prior notice and without a vote, if a consent or consents in writing, setting forth the action taken, shall be unanimous and signed by all members. The consent or consents in writing shall be delivered to the Corporation to its registered office in Delaware, its principal place of business or an officer

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of the Corporation having custody of the book in which proceedings of members' meetings are recorded. Delivery made to the Corporation's registered office shall be by hand or by certified or registered mail, return receipt requested. Every written consent shall bear the date of signature of each member who signs the consent. No consent shall be effective to take the corporate action referred to therein, unless within 60 days of the earliest dated consent delivered in the manner required by this Section to the Corporation, written consents signed all members are delivered to the Corporation.

A telegram, cablegram or other electronic transmission consenting to an action to be taken shall be deemed to be written, signed and dated for the purposes of this Section, provided that any such transmission sets forth or is delivered with information from which can be determined that such transmission was transmitted by the member or member's proxy, and the date on which the member or member's proxy transmitted such transmission. The date on which such transmission is transmitted shall be deemed to be the date on which such consent was signed. No consent given by such transmission shall be deemed to have been delivered until such consent is reproduced in paper form and delivered to the Corporation.

2.12 Organization. At every meeting of members, the Chairman of the Board, or in his absence the Vice Chairman of the Board, shall act as chairman of the meeting. The Secretary, or in his absence one of the Assistant Secretaries, shall act as secretary of the meeting. In case none of the officers above designated to act as chairman or secretary of the meeting, respectively, shall be present, a chairman or a secretary of the meeting, as the case may be, shall be chosen by a majority of the votes cast at such meeting by the members present in person or represented by proxy and entitled to vote at the meeting.

2.13 Order of Business. The order of business at all meetings of members shall be determined by the chairman of the meeting, but the order of business to be followed at any meeting at which a quorum is present may be changed by a majority of the votes cast at such meeting by the members present in person or represented by proxy and entitled to vote at the meeting.

#### ARTICLE 3

### **DIRECTORS**

- 3.1 <u>Powers.</u> All corporate powers shall be exercised by the Board of Directors, except as otherwise expressly provided by the law or by the Certificate of Incorporation or by these By-Laws, but the directors shall act only as a board and the individual directors shall have no power as such.
- Number, Term of Office and Qualification. The number of directors of the Corporation, shall be not less than three (3). A Director may serve no more than three consecutive three-year terms, except that those directors who as of 1995 have served for nine or more years shall be eligible for one more term, those who have served for six or more years shall be eligible for two more terms, and those who have served for only one term shall be eligible for three more terms. The term limitations shall not preclude the continued service of any person to serve as Chairman of the Board or President of the Corporation.

Directors shall serve staggered three-year terms. Directors shall be divided into three classes in order that their terms expire in successive years. In the event of any change in the number of directors, the initial terms of the new directors shall be prescribed by the members or

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the Board to be one, two or three years as may be necessary to maintain approximate equality among the three classes of directors.

No more than 20 percent of the Board shall be paid staff members. A paid staff member serving on the Board shall not serve as the Chair or Treasurer. The Board will seek to promote pluralism and diversity among its membership. Directors need not be members.

- 3.3 Regular and Special Meetings. Regular meetings of the Board of Directors shall be held at least two times a year, evenly spaced, at such places, within or without the State of Delaware, and at such times as may be fixed from time to time by resolution of the Board of Directors. If the Board shall establish an Executive Committee of at least five voting members of the Board who shall meet at least three times, evenly spaced per calendar year, the full Board may hold a minimum of one meeting per year. The Chairman of the Board or the Secretary may call, and upon written request signed by any two directors the Secretary shall call, special meetings of the Board of Directors
- 3.4 Attendance. If a director fails to attend three (3) consecutive meetings of the Board of Directors or Executive Committee, the Board shall evaluate the director's contribution to the work of the Corporation, his or her reasons for not attending the meetings, as well as any other relevant factors and, if it appears to be in the best interest of the Corporation, may declare the position vacant consistent with the provisions of Section 3.13.
- 3.5 Notice. Notice of regular meetings of the Board of Directors may be in writing, by telephone or by electronic transmission, if given by a form of electronic transmission consented to by the director, and shall be transmitted to each director's last known address, phone number or email address at least five days before the time designated for such meeting.

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Notice of special meetings of the Board of Directors shall be in writing, signed by the Chairman of the Board or the Secretary, and shall be sent to each director by mail or telegram addressed to his last known address or by electronic transmission, if given by a form of electronic transmission consented to by the director, addressed to his last known email address at least five days before the time designated for such meeting.

- 3.6 <u>Waiver of Notice.</u> Any meeting of directors and any action otherwise properly taken at such meeting shall be valid if notice of the time, place and purposes of such meeting shall be waived in writing (including telegraph, cable or wireless) before, at or after such meeting by all directors to whom timely notices were not sent as provided by these By-Laws.
- 3.7 Quorum. One-third of the directors in office, but not less than two (2) directors, present in person, shall be necessary and sufficient to constitute a quorum for the transaction of business at any meeting of the Board of Directors, but a smaller number may adjourn a meeting to a later date if no quorum is present. Notice of such adjourned meeting shall be given in the manner provided in Section 3.5 to each director who was not present at the meeting that was adjourned.
- 3.8 Action by the Board. Except as otherwise expressly required by law or by these By-Laws, the act of a majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.
- 3.9 <u>Participation in Meeting by Conference Telephone.</u> Any or all directors of the Board may participate in a meeting by conference telephone or similar communications equipment, so long as those directors participating in such meeting can hear one another.

- Laws to the contrary notwithstanding, any action required or permitted to be taken at any meeting of the Board of Directors or of the Executive Committee or of any other committee thereof may be taken without a meeting, if all members of the Board or committee consent in writing or by electronic transmission. The writings or electronic transmissions must be filed with the minutes of the proceedings of the Board or the committee. Such filings shall be in paper form if the minutes are maintained in paper form and shall be in electronic form if the minutes are maintained in electronic form.
- 3.11 <u>Vacancies and Newly-Created Directorships.</u> Vacancies and newly-created directorships may be filled by a majority vote of the directors then in office although less than a quorum or by a sole remaining director or by the members at a special meeting called for such purpose. A director elected to fill a vacancy shall hold office until the next election of the class for which such director has been chosen and until his successor is elected and qualified.
- 3.12 Resignation. Any director may resign at any time upon written notice to the Secretary, or to the President or other officer if the Secretary is resigning. Such resignation shall take effect at the time specified therein, and unless otherwise specified therein no acceptance of such resignation shall be necessary to make it effective.
- 3.13 Removal. Each director shall continue for the term of office to which he is elected and until his successor shall have been elected and shall qualify, or until his death, resignation or removal. The term of office of any director may be terminated at any time, with or without cause, but only by a majority vote of all of the members then in office or by a majority vote of all of the directors then in office.

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3.14 Organization. At each meeting of the Board, the Chairman of the Board, or in his absence the Vice Chairman of the Board, or in his absence a chairman chosen by the majority of the directors present, shall preside. The Secretary shall act as secretary at each meeting of the Board of Directors, an Assistant Secretary shall perform the duties of secretary at such meeting; and in the absence from any such meeting of the Secretary and Assistant Secretaries, the person presiding at the meeting may appoint any person to act as secretary of the meeting

#### **ARTICLE 4**

#### **COMMITTEES**

- 4.1 Executive Committee. The Board of Directors may, by resolution, designate two or more of its number to constitute an Executive Committee, who shall have and may exercise, so far as may be permitted by law, all the powers of the Board of Directors in the management of the property and affairs of the Corporation in the intervals between meetings of the Board of Directors. The Executive Committee shall act in such intervals as the governing body of the Corporation and shall have power to authorize the seal of the Corporation to be affixed to all papers which may require it, except that it shall not have the power or authority to amend the Certificate of Incorporation, to adopt an Agreement of Merger or Consolidation, to recommend to the members the sale, lease or exchange of all or substantially all of the Corporation's property and assets, to recommend to the members a Dissolution of the Corporation or a Revocation of Dissolution, or to amend the By-Laws of the Corporation. The Board of Directors shall fill any and all vacancies in the Executive Committee and may, from time to time, appoint alternate members of the Executive Committee to serve in the temporary absence or disability of any member. Such designation of a member or such appointment of an alternate member may be terminated at any time, with or without cause, and any member or alternative member of said Committee may be removed, with or without cause, at any time, by the Board of Directors.
- 4.2 <u>Organization and Meetings of the Executive Committee.</u> The Chairman of the Board shall be ex officio Chairman of the Executive Committee, the President shall be a

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member of the Executive Committee, and the Secretary or an Assistant Secretary of the Corporation shall act as secretary thereof, and the Board of Directors may appoint a Vice Chairman of the Executive Committee, who shall be the Vice Chairman of the Board. In the absence of any such Chairman or Vice Chairman of the Executive Committee and/or of the Secretary or an Assistant Secretary, at any meeting of the Executive Committee, the Committee shall appoint a chairman or secretary of the meeting, as the case may be. The Executive Committee may adopt rules governing the time of, and/or method of calling and/or holding, its meetings and may also adopt rules governing the conduct of its affairs.

The Executive Committee shall keep a record of its acts and proceedings and shall report thereon to the Board of Directors.

- 4.3 Other Committees. The Board of Directors may also, by resolution, appoint a nominating committee and other committees and, to the extent permitted by law, may delegate to any such committee such lawful powers as the Board of Directors shall determine. In each such case the Board of Directors shall appoint a chairman for such committee. The Board may, by resolution, appoint non-directors to serve on committees designated by the Board.
- 4.4 <u>Ex Officio Committee Membership.</u> The Chairman of the Board and President shall be <u>ex officio</u> members of all committees appointed by the Board of Directors.
- 4.5 Quorum and Manner of Acting. A majority of the members of a committee, including the Executive Committee, shall constitute a quorum for the transaction of business, and the act of a majority of those present at a meeting at which a quorum is present shall be the act of that committee. The members of the Executive Committee and of any other committees shall act only as a committee.

#### ARTICLE 5

#### **OFFICERS**

- Vice Chairman of the Board, a President, a Secretary and a Treasurer, and such other officers as the Board of Directors shall determine, each to have such duties or functions as are provided in these By-Laws or as the Board of Directors may from time to time determine. Officers shall be elected by the Board of Directors at the annual meeting of the directors in each year. The President shall be a director of the Corporation and its chief executive officer. The President shall make nominations for the election of officers who are also employees of the Corporation. The Secretary and Treasurer shall be employees of the Corporation and ex officio non-voting directors of the Corporation. One person may hold any two or more of the foregoing offices, except that the President shall not hold the office of Secretary or Treasurer.
- 5.2 <u>Term.</u> The term of office of each officer (including any officer who may occupy an additional office created by the Board of Directors) shall be one year and until his successor is elected and qualified.
- 5.3 Removal. The Chairman of the Board, Vice Chairman of the Board and
  President may be removed either with or without cause by resolution passed by the Board of
  Directors at any regular or special meeting of the Board of Directors, but only by a majority vote
  of all the directors then in office. Other officers may be removed by the Board of Directors
  consistent with Sections 3.7 or 3.10. Those officers who are employees of the Corporation shall

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be automatically removed upon the termination of their employment. If an officer fails to attend three (3) consecutive meetings of the Board of Directors or Executive Committee, the Board shall evaluate the officer's contribution to the work of the Corporation, his or her reasons for not attending the meetings, as well as any other relevant factors and, if it appears to be in the best interest of the Corporation, may declare the position vacant.

- 5.4 Resignations. Any officer may resign at any time by giving written notification to the Secretary, or to the President or other officer if the Secretary is resigning. Such resignation shall take effect at the time therein specified, and, unless otherwise specified, the acceptance of such resignation shall not be necessary to make it effective.
- 5.5 <u>Vacancies.</u> A vacancy in any office caused by death, resignation, removal, disqualification or other cause shall be filled for the unexpired portion of the term by the Board of Directors at any regular or special meeting.
- 5.6 <u>Chairman of the Board.</u> The Chairman of the Board shall preside at all meetings of the members, of the Board of Directors, and of the Executive Committee, and shall perform such other duties as are provided in these By-Laws and as from time to time may be assigned by the Board of Directors.
- 5.7 <u>Vice Chairman of the Board.</u> The Vice Chairman of the Board shall, in the absence of the Chairman of the Board, preside at meetings of the members, of the Board of Directors, and of the Executive Committee, and shall perform such other duties as may from time to time be assigned by the Chairman of the Board or the Board of Directors.
- 5.8 <u>The President.</u> The President shall be a director of the Corporation and the chief executive officer of the Corporation. The President shall have general supervision over the

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affairs of the Corporation, subject, however, to the control of the Board of Directors. In general, he shall perform all the duties incident to the office of the chief executive officer of a corporation, and shall have such other duties as are provided for in these By-laws and as from time to time may be assigned by the Board of Directors.

- Ex officio non-voting director of the Corporation. The Treasurer shall collect and keep an account of all moneys received and expended for the use of the Corporation; shall deposit sums received by the Corporation in the name of the Corporation in such depositories as shall be approved by the Board of Directors; shall make reports on the finances of the Corporation at each annual meeting and when called upon by the President, and shall perform such other duties as shall be assigned by the President or by the Board of Directors. The funds, books and vouchers in the hands of the Treasurer shall at all times be subject to the inspection, supervision and control of the Board of Directors, the Chairman and the President, and, at the expiration of his term of office, the Treasurer shall turn over to his successor in office all books, moneys and other properties in his possession.
- 5.10 The Secretary. The Secretary shall be an employee of the Corporation and an ex-officio non-voting director of the Corporation. The Secretary shall act as secretary of all meetings of the Board of Directors, of the Executive Committee, and of the members of the Corporation, and shall keep the minutes thereof in the proper book or books to be provided for that purpose; s/he shall see that all notices required to be given by the Corporation are duly given and served; s/he shall have charge of the other books, records and papers of the Corporation; s/he shall see that the reports, statements and other documents required by law are properly kept and

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filed; and shall, in general, perform all the duties incident to the office of Secretary and such other duties as may from time to time be assigned to him by the President or by the Board of Directors.

#### ARTICLE 6

### CONFLICT OF INTEREST

6.1 Conflict of Interest. A conflict of interest may exist when the direct, personal financial interest of any director or officer competes with the financial interest of the Corporation. If any such conflict of interest arises with regard to a matter requiring action by the Board of Directors, the interested person shall call it to the attention of the Board of Directors and such person shall not vote on the matter. The fact that a director or officer is also a director, officer or member of a not-for-profit organization that obtains or seeks funds from institutions or individuals from which the corporation also obtains or seeks funds shall not by itself be deemed a conflict of interest.

Moreover, the person having such a conflict shall not participate in any deliberation or decision regarding the matter under consideration, and shall retire from the room in which the Board is meeting. However, that person shall provide the Board with any and all relevant information.

The minutes of the meeting of the Board shall reflect that the conflict of interest was disclosed and that the interested person was not present during any discussion or vote and did not vote on the matter. When there is a doubt as to whether such a conflict of interest exists,

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the matter shall be resolved by a vote of the Board of Directors, excluding the person concerning whose situation the doubt has arisen.

Conflict of interest matters will be formally reviewed at the annual meeting of the Corporation, and a report prepared thereon by the Secretary shall be attached to the Minutes of the Meeting.

#### **ARTICLE 7**

## GRANTS, CONTRACTS, CHECKS, DRAFTS,

# BANK ACCOUNTS, VOTING OF SECURITIES, AND RELATED MATTERS

- 7.1 Grants. The making of grants and contributions, and otherwise rendering financial assistance for the purposes of the Corporation, may be authorized by the Board of Directors. The Board of Directors may authorize any officer or officers, agent or agents, in the name and behalf of the Corporation to make any such grants, contributions or assistance, which shall be ratified by the Board of Directors.
- 7.2 Execution of Contracts. The President and the Treasurer shall have the authority, in the name and on behalf of the Corporation, to enter into any contract or execute and satisfy any instrument, and any such authority may be general or confined to specific instances. In addition, the Board of Directors, except as otherwise provided in these By-laws, may authorize any other officer or officers, agent or agents, in the name and on behalf of the Corporation to enter into any contract or execute and satisfy any instrument, and any such authority may be general or confined to specific instances.

- other officer or agent of the Corporation to effect loans and advances at any time for the Corporation from any bank, trust company or other institution, or from any firm, corporation or individual, and for such loans and advances may make, executive and deliver promissory notes, bonds, or other certificates or evidences of indebtedness of the Corporation, and when authorized to do so may pledge and hypothecate or transfer any securities or other property of the Corporation as security for any such loans or advances. Such authority conferred by the Board of Directors may be general or confined to specific instances.
- 7.4 Checks, Drafts, Etc. All checks, drafts and other orders for payment of money out of the funds of the Corporation, and all notes and other evidence of indebtedness of the Corporation shall be signed on behalf of the Corporation in such manner as shall from time to time be determined by resolution of the Board of Directors.
- 7.5 <u>Deposits.</u> The funds of the Corporation not otherwise employed shall be deposited from time to time to the order of the Corporation in such banks, trust companies or other depositories as the Board of Directors may select or as may be selected by any one or more officers or agents of the Corporation to whom such power may from time to time be delegated by the Board of Directors.
- 7.6 <u>Voting of Securities held by the Corporation.</u> Stocks and other securities owned by the Corporation may be voted, in person or by proxy, as the Board of Directors or the Executive Committee shall specify. In the absence of any direction by the Board of Directors or Executive Committee, such stocks and securities shall be voted as the President shall determine.

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7.7 <u>Books and Records.</u> There shall be kept at the principal office of the Corporation correct books of account of all the business and transactions of the Corporation.

#### **ARTICLE 8**

### COMPENSATION OF OFFICERS AND DIRECTORS

- 8.1 Compensation of Directors. Each director, in consideration of his serving as such, shall be entitled to receive from the Corporation such amount per annum or such fees for attendance at the directors' meetings, or both, as the Board of Directors shall from time to time determine, together with reimbursement for the reasonable expenses incurred by him in connection with the performance of his duties. Each director who shall serve as a member of the Executive Committee or any other committee of the Board of Directors, in consideration of his serving as such, shall be entitled to such additional amount per annum, or such fees for attendance at committee meetings or both, as the Board of Directors shall from time to time determine, together with reimbursement for the reasonable expenses incurred by him in connection with the performance of his duties. Nothing in this section shall preclude any director (including the Chairman of the Board and the Vice Chairman of the Board) from serving the Corporation in any other capacity and receiving proper compensation therefor.
- 8.2 <u>Compensation of Officers.</u> In establishing appropriate compensation levels for officers who are paid staff members, the Board or committee shall:
  - recuse/exclude members who receive directly or indirectly a substantial portion of their income from the Corporation;

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- rely on appropriate comparative data, including comparable agreements in similar organizations; compensation levels for similar positions in both exempt and taxable organizations; and regional economic data; and
- document the bases upon which it relies for its compensation determinations.
- 8.3 <u>Compensation Committee</u>. The Board, may, if it chooses, establish a compensation committee to set appropriate levels of compensation. A compensation committee shall consist solely of disinterested persons with respect to the transaction in question and shall follow the above-outlined procedures.

#### ARTICLE 9

### **INDEMNIFICATION**

9.1 Right to Indemnification. A director, officer or employee shall be indemnified to the fullest extent permissible by law against claims and expenses (including attorneys' fees) actually and reasonably incurred by him in connection with the defense or settlement of an action, suit or proceeding brought against him for acts or omissions committed in which he is made a party by reason of the fact that he is or was a director, officer or employee, if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the corporation.

No indemnification shall be made in respect of any claim, issue or matter as to which the director, officer or employee, or former director, officer or employee, shall have been adjudged to be liable to the corporation unless and only to the extent that the Court of Chancery or the court in which such action or suit was brought shall determine upon application that,

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despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses which the Court of Chancery or such other court shall deem proper.

Entitlement to indemnification shall be made by quorum of disinterested directors or by independent legal counsel in a written opinion. Attorneys' fees and other legal expenses incurred by a director, officer or employee, in defending a civil or criminal action, suit or proceeding may be paid by the corporation in advance of the final disposition of such action, suit or proceeding upon receipt of an undertaking by or on behalf of such director, officer or employee, to repay such amount if it shall ultimately be determined that he is not entitled to be indemnified by the corporation. Such expenses incurred by other employees and agents may be so paid upon such terms and conditions, if any, as the board of directors deems appropriate.

The indemnification and advancement of expenses provided by, or granted pursuant to, the other subsections of this article, shall not be deemed exclusive of any other rights to which those seeking indemnification or advancement of expenses may be entitled under any bylaw, agreement or vote of disinterested directors or otherwise, both as to action in his official capacity and as to action in another capacity while holding such office.

The indemnification and advancement of expenses provided by, or granted pursuant to, this article shall, unless otherwise provided when authorized or ratified, continue as to a person who has ceased to be a director and shall inure to the benefit of the heirs, executors and administrators of such a person.

#### **ARTICLE 10**

#### SEAL

10.1 <u>Seal.</u> The Board of Directors shall provide a corporate seal, which shall be in the form of a circle and shall bear the full name of the Corporation and the year of its incorporation.

#### ARTICLE 11

#### AMENDMENT OF BY-LAWS

- 11.1 <u>Amendment by Members.</u> Except as provided in Section 11.3 of this Article, these By-Laws, or any one or more of the provisions thereof, may, at any duly constituted annual or special meeting of the members, be amended by changing, altering, suspending, supplementing or repealing the same, by majority vote of the members present and entitled to vote at such meeting.
- these By-Laws or any one or more of the provisions thereof may also, at any duly constituted annual or special meeting of the Board of Directors, by majority vote of the directors present at such meeting, be amended by changing, altering, suspending, supplementing or repealing the same; provided that any amendment of these By-Laws by the Board of Directors shall at all times be subject to rescission by the members, and the Board of Directors shall not have any power to readopt any amendment previously adopted by the Board of Directors which may have been rescinded by the members.
- 11.3 <u>Change of Place of Annual Meeting.</u> No amendment of these By-Laws changing the time or place for holding any annual meting of members for the election of directors shall be made within sixty (60) days preceding the holding of any such meeting.

#### **ARTICLE 12**

# FISCAL YEAR

12.1 <u>Fiscal Year.</u> The fiscal year of the Corporation shall commence on October 1 of each year, subject to change by resolution of the Board of Directors.

Revised 3/02

World Resources Institute

ID#52-1257057

## FORM 990, PART III - STATEMENT OF PROGRAM ACTIVITIES

The World Resources Institute (WRI) is an environmental think tank that goes beyond research to find practical ways to protect the earth and improve people's lives.

Every project undertaken by WRI contributes to one or more of the following goals:

- Protect Earth's living systems upon which human well-being depends.
- Guarantee all people's access to environmental information and decisions regarding natural resources and the environment.
- Safeguard Earth's climate from further harm due to greenhouse gas emissions and help people adapt to unavoidable climate change.
- Reduce materials use and wastes in the production of the goods and services that improve people's lives.

With a staff of 125 scientists, economists, policy experts, business analysts, statisticians, and mapmakers, and nearly 400 partner organizations around the world, WRI administers its activities through the ten programs described below.

CLIMATE, ENERGY AND POLLUTION PROGRAM: Focuses on reducing the risk of climate change in ways that drive sustainable development worldwide. Projects include the development of approaches for implementing key features of the Framework Convention on Climate Change and the Kyoto Protocol and a broad-based sustainable energy initiative aimed at helping developing countries reduce energy costs and greenhouse gas emissions.

\$1,100,690

BIOLOGICAL RESOURCES PROGRAM: Works to develop and promote strategies to sustainably use and protect the world's biological wealth. Projects emphasize large-scale ecological approaches to managing biological resources, stress the importance of benefits to people, and rely on partnerships to create lasting solutions. Staff works in coastal and marine, freshwater, agricultural and forest ecosystems, and reshaping strategies to manage wildlands and protected areas.

\$815,541

ECONOMICS PROGRAM: Identifies policies that foster better economic decisions to protect the Earth's environment. Projects include the development of market-based policies to address water quality in the United States; integration of environmental considerations into the mainstream decision-making processes of capital markets and corporations; and the creation of an accurate and broadly held understanding of the requirements for environmentally sustainable trade.

\$814,327

FOREST PROGRAM: An international data and mapping network that combines onthe-ground knowledge with digital technology to provide accurate information about the

## FORM 990, PART III - STATEMENT OF PROGRAM ACTIVITIES

world's forests. Its goal is to infuse transparency and accountability into the forest sector, by empowering civil society with the information needed to assure forests are managed in the public interest. The Global Forest Watch network has 75 partners operating in 8 countries with plans to expand into others.

\$1,859,439

INFORMATION PROGRAM: Creates the tools that people can use to analyze and disseminate environmental information. Projects include developing a multi-audience, web-based environmental information portal; designing poverty maps; developing new indicators of ecosystem conditions, e.g. threats to coral reefs; and promoting effective environmental information policies and institutions through support to environmental information system programs in developing countries in Africa and other regions.

\$3,217,201

INSTITUTIONS AND GOVERNANCE PROGRAM: Promotes more equitable and effective management of natural resources, particularly in developing and transition countries. Projects include developing indicators needed by civil society to assess public authorities compliance with emerging environmental governance norms embodied in the Aarhus Convention; working with Central and Eastern European governments to incorporate climate objectives into the general reform process; working with partners in Cameroon, Mali, Uganda and Zimbabwe to identify the kinds of decentralization policies most supportive of sustainable forest management; and identifying innovative options for watershed governance in the upland communities in southeast Asia.

\$3,436,561

SUSTAINABLE ENTERPRISE: Fosters the success of private sector enterprises using innovation to improve people's lives while protecting the environment. Projects include SafeClimate.net, an internet site that helps people understand their contribution to greenhouse gas emissions and how to reduce these emissions; supporting the infusion of sustainable management curriculum in business schools by training and networking faculty and publishing curriculum and supporting course development; developing an Environmental Enterprise Corps, a network of students, professors and executives, who provide business development assistance to environmental entrepreneurs in Latin America; and establishing sustainability criteria for genetic engineering and engaging the leading ag-biotech companies to stimulate their investment in research and development of appropriate technologies and products.

\$2,079,733

SPECIAL STUDIES AND FELLOWS: Includes a collaborative research effort with several major digital companies to document prototype digital dividend ventures and research and define potential markets for digital dividend applications; support local communities in global environment and development processes such as international

## FORM 990, PART III - STATEMENT OF PROGRAM ACTIVITIES

trade and multilateral environment agreements; and, particularly in 2002, a project to ensure strong participation by civil society organizations worldwide at the World Summit on Sustainable Development.

\$1,809,104

WORLD RESOURCES REPORT: A biennial report on global environmental trends and data. World Resources 2002, tenth in this highly regarded series, focuses on the importance of good environmental governance, and explores how citizens, government managers, and business owners can foster better environmental decisions that meet the needs of both ecosystems and people.

\$668,882

**COMMUNICATIONS**: Focuses on communicating WRI's content to diverse audiences, including governments, corporations, international organizations, development and environment professionals, researchers, teachers, students, and the interested public. Delivers WRI content through publications, seminars, lectures, discussion groups, web materials, television, and radio appearances.

\$796,280

TOTAL PROGRAM EXPENSES

\$16,597,758