



**SCHEDULE O**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

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

OMB No. 1545-0047

**2015**

Open to Public  
Inspection

Name of the organization

FULFILLMENT FUND

Employer identification number

95-3180934

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

COMMUNITIES. THROUGH IN-DEPTH AND INDIVIDUALIZED SUPPORT, THE  
FULFILLMENT FUND HELPS THOUSANDS OF STUDENTS EACH YEAR.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

OF A COLLEGE EDUCATION. THE MAJORITY OF FULFILLMENT FUND STUDENTS  
BECOME THE FIRST IN THEIR FAMILY TO ATTEND COLLEGE, HELPING BREAK THE  
CYCLE OF POVERTY IN THEIR FAMILY, COMMUNITY AND LOCAL ECONOMY.

FORM 990, PART VI, SECTION A, LINE 2:

GARY GITNICK, CHAIRMAN AND FOUNDER, IS MARRIED TO CHERNA GITNICK, A  
DIRECTOR OF THE BOARD.

ROBERT GOLDMAN, A DIRECTOR OF THE BOARD, IS MARRIED TO JANICE GOLDMAN, A  
DIRECTOR OF THE BOARD.

LUCIA RODRIGUEZ, A DIRECTOR OF THE BOARD, IS MARRIED TO LUPE RODRIGUEZ, A  
DIRECTOR OF THE BOARD.

TOM SHERAK, A DIRECTOR OF THE BOARD, IS MARRIED TO MADELEINE SHERAK, PH.D.,  
A DIRECTOR OF THE BOARD.

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

THE AUDIT COMMITTEE OF THE BOARD OF GOVERNORS HAS BEEN VESTED WITH THE  
AUTHORITY TO REVIEW AND APPROVE THE FORM 990 ON BEHALF OF THE BOARD. UPON  
COMPLETION OF THE FORM 990 (WHICH IS PREPARED BY OUTSIDE TAX PROFESSIONALS

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WITH THE ASSISTANCE OF MANAGEMENT), THE DRAFT FORM 990 IS PRESENTED TO THE AUDIT COMMITTEE. THE AUDIT COMMITTEE MEETS (EITHER IN PERSON OR TELEPHONICALLY) TO REVIEW THE FORM 990 AND ASK ANY NECESSARY QUESTIONS OF MANAGEMENT. ONCE COMMITTEE MEMBERS HAVE SATISFIED THEMSELVES AS TO COMPLETENESS AND ACCURACY OF THE FORM 990, THE COMMITTEE APPROVES THE FILING OF THE FORM 990 AS PRESENTED. THE APPROVED FORM 990 IS THEN DISTRIBUTED TO THE FULL BOARD AT THE NEXT BOARD MEETING FOR FULL BOARD APPROVAL.

FORM 990, PART VI, SECTION C, LINE 18:

THE ORGANIZATION'S FORM 1023 IS AVAILABLE TO THE PUBLIC THROUGH THE ORGANIZATION'S WEBSITE OR UPON REQUEST. FORM 990 IS AVAILABLE TO THE PUBLIC THROUGH THE ORGANIZATION'S WEBSITE, THROUGH WWW.GUIDESTAR.ORG, WHICH IS A PUBLIC WEBSITE, OR UPON REQUEST.

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

BOARD MEMBERS RECEIVE ANNUAL TRAINING ON COMPLETING THE CONFLICT OF INTEREST POLICY AND ARE REQUIRED TO RECOMMIT TO THE POLICY EACH YEAR, DISCLOSING CONFLICTS AS APPLICABLE.

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

ALL SALARIES, INCLUDING THOSE OF KEY EMPLOYEES AND OFFICERS, ARE INITIALLY ESTABLISHED BASED ON COMPENSATION SURVEYS AND RELATED INDUSTRY BENCHMARKS AND ARE RE-EVALUATED PERIODICALLY AGAINST SUBSEQUENT COMPENSATION STUDIES, WITH ADJUSTMENTS MADE AS NECESSARY BASED UPON SAID STUDIES. THE BOARD REVIEWS THE SALARY BUDGET IN THE AGGREGATE ON AN ANNUAL BASIS, REQUESTING MORE SPECIFIC INFORMATION AS NEEDED. A COMPENSATION SUBCOMMITTEE OF THE

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BOARD WAS ESTABLISHED TO SET THE CEO'S SALARY SPECIFICALLY.

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

THE ORGANIZATION'S FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC AS A PART OF ITS ANNUAL REPORT, AVAILABLE ON ITS WEBSITE. ADDITIONALLY, GOVERNING DOCUMENTS, CONFLICT OF INTEREST OF POLICIES AND FINANCIAL STATEMENTS ARE ALL AVAILABLE UPON REQUEST FROM THE ORGANIZATION'S OFFICE.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

INCREASE IN CASH SURRENDER VALUE OF LIFE INSURANCE

POLICIES:

21,338.

PART XII, LINE 2C EXPLANATION

THE ORGANIZATION USED GURSEY SCHNEIDER LLP AS THEIR AUDITORS.

**SCHEDULE R  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Related Organizations and Unrelated Partnerships**

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

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

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
FULFILLMENT FUND LAS VEGAS ("FLV") - 46-2083219, 3100 E PATRICK LANE, LAS VEGAS, NV 89120	PROVIDING STUDENTS WITH EDUCATIONAL ASSISTANCE AND COLLEGE READINESS.	NEVADA					X

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

Schedule R (Form 990) 2015



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

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

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

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

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

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





