EXCEPTIONAL MINDS

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EIN: 80-0392843
Report Generated on: 08/05/2019

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EXCEPTIONAL MINDS

aka EM
Sherman Oaks, CA
www.exceptionalmindsstudio.org
(818)387-8811

MISSION
Maximize the talents of artists on the autism spectrum with customized instruction and hands-on experience to prepare them for gainful work in digital arts and animation.

EIN
80-0392843

BOARD CHAIR
David Shladovsky

BRIDGE NUMBER
5999375481

VICE CHAIR
Yudi Bennett

RULING YEAR
2009

BOARD CHAIR
David Shladovsky

IRS SUBSECTION
501(c)(3) Public Charity

CAUSE AREAS
Specialized Education Institutions/Schools for Visually or Hearing Impaired, Learning Disabled (B28)

FOUNDING YEAR
2009

Other Youth Development N.E.C. (O99)

MAIN ADDRESS
13400 Riverside Drive Suite 211
Sherman Oaks, CA 91423

Scholarships, Student Financial Aid, Awards (B82)

AFFILIATION TYPE
Independent Organization

NAICS CODE
611699 All Other Miscellaneous Schools and Instruction

CONTACT
Mr Jeffrey Shapiro, Executive Director
(818) 387-8811
jeffrey@exceptionalmindsstudio.org

SIC CODE
7999 AMUSEMENT AND RECREATION, NEC
8299 SCHOOLS AND EDUCATIONAL SERVICES
# PROGRAMS

1. **Core 3-year Vocational Program**
   - **Population(s) served**: People with intellectual disabilities, Young Adults (20-25 years)
   - **Budget**: $3,033,412

2. **Prep and Private Programs**
   - **Population(s) served**: People with intellectual disabilities, People with disabilities

3. **Summer Workshops**
   - **Population(s) served**: People with intellectual disabilities, Adolescents (13-19 years)
   - **Budget**: $78,103

4. **Apprenticeship Program**
   - **Population(s) served**: People with intellectual disabilities, Adults
   - **Budget**: $171,900

## TOP FUNDING SOURCES

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Service</td>
<td>$1,662,083.25</td>
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<tr>
<td>Contributions &amp; Grants (Includes in-kind donations)</td>
<td>$903,571.09</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>$45,911.54</td>
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</table>

## COMPLIANCE

- IRS Pub 78 Verified as of July 2019
- IRS BMF 509(a) (1) as of July 08, 2019
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

## TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
- Number of Independent Board Members: 9
Programs & Results

Programs

Source: Self-Reported by Organization, May 2019

Core 3-year Vocational Program

Population(s) Served:
People with intellectual disabilities
Young Adults (20-25 years)

Budget: $3,033,412

EM’s core program provides young adults (18-35) with 3-years of full-time training in digital arts leading to possible job placement. During that time, students learn technical best practices, necessary software programs and obtain Adobe software certification, a critical credential that communicates technical and professional proficiency to future employers. Each participant is provided with an individualized Career Planning (ICP) an essential evaluation component of this program. The ICP process, created by Exceptional Minds, brings together the student, the student’s family, the Principal, the Autism Behavioral Specialist and the primary instructor to create a road map for realizing each student’s career goals. The ICP provides an ongoing framework used to monitor technical and work readiness development and EM has created rating scales to track progress in all areas.

Summer Workshops

Population(s) Served:
People with intellectual disabilities
Adolescents (13-19 years)

Budget: $78,103

The popular Summer Workshops offer a series of 2-week classes in digital animation, video game development and visual effects.

Apprenticeship Program

Population(s) Served:
People with intellectual disabilities
Adults

Budget: $171,900

In June 2018, EM instituted the Apprentice Program (AP) for graduates needing further experience in specific employment prerequisite technical/behavioral skills. Apprentices receive, at no charge, intensive one-on-one instruction with the objective of moving them into jobs at EMS. One quarter of apprentices received financial aid at the Academy.

To implement the AP, we have added a studio supervisor and two top teachers. The program follows EM’s instructional design—working individually with apprentices on behaviors, concepts, systems, and specific software via a cohesive curriculum. Instruction hours are from 10:00am-4:00pm and each discipline has its own classroom. Behavioral training is embedded in all instruction/practice and reinforced in personal sessions. From 4:00pm-6:00 pm, artists practice their skills in the Apprentice Lab. Instructors assign practice projects, assisting wherever necessary. Apprentices have thus far advanced to the point that they are currently working with EMS on movie titles. The AP is designed to be a fluid program whereby apprentices can work for the EMS in areas they have mastered, while receiving additional training/monitored practice in those where they need improvement.

Prep and Private Programs

Population(s) Served:
People with intellectual disabilities
People with disabilities

Budget: n/a

The Prep program is comprised of one to three weekly sessions, throughout the school year, where young adults have an opportunity to discover their areas of interest and develop their talents. The program consists of one-on-one instruction in the morning, small group instruction in the afternoon, and socialization at lunch and throughout the day. Students work on their technical and social skills, and learn strategies to cope with their behavioral challenges. The Prep Program will run along side the full-time program, allowing students to benefit from guest lecturers and industry visitors.
RESULTS

Number of students who receive scholarship funds and/or tuition assistance

Population(s) Served:  Adolescents (13-19 years), Adults, People with intellectual disabilities

Related program:  Core 3-year Vocational Program

Notes:  Tuition assistance was instituted in 2011. Since then a total of 24 students has received tuition assistance.

Number of students at or above a 90% attendance rate

Population(s) Served:  People with disabilities, People with intellectual disabilities, People with learning disabilities

Related program:  Core 3-year Vocational Program

Number of Individualized Education Programs (IEPs) developed

Population(s) Served:  People with disabilities, People with intellectual disabilities, People with learning disabilities

Related program:  Core 3-year Vocational Program

Notes:  Ours is not a typical IEP. We’re a program, using an ICP (Individualize Career Plan) suited to our population focusing on technical, artistic and behavioral development evaluated weekly.

Number of teachers involved in school-wide decisions about student learning

Population(s) Served:  People with intellectual disabilities, People with learning disabilities

Related program:  Core 3-year Vocational Program

Notes:  Ours is a school for those on the Austin Spectrum. Our core 3-yr program houses about 30 students per year. At a ratio of about 5 to 1 (34:7)
CHARTING IMPACT

What is the organization aiming to accomplish?

Exceptional Minds' (EM) primary goal is for all of our graduates to obtain and sustain gainful employment. Job Placement is an essential aspect of the EM Vocational Program. The Exceptional Minds Studio (EMS), our in-house studio, is a cornerstone of EM's innovative model for success. Training time spent in the state-of-the-art studio provides participants with the skills needed to secure and maintain gainful employment in a social environment that mimics a working studio. A Job Developer brings in contract work to help the participants apply and generalize the technical and social skills learned to professional work.

We are changing the global perception of people with autism by creating a positive awareness of their abilities and talents. This is a huge paradigm shift: unlocking the full potential of people with ASD and recognizing them for their abilities, NOT their disability.

What are the organization's key strategies for making this happen?

Traditional educational models focus on training youth and adults on the Autism Spectrum Disorder (ASD) for menial jobs that have no relationship to individual's capabilities, preferences or cognitive abilities.

Our programs benefit individuals of any race, sex or ethnicity who have a diagnosis of ASD. Applicants showing interest and aptitude in art, graphics and computer animation learn to work in the fields of animation and visual effects. We serve young adults (18–35) and we offer private tutoring, after-school and summer classes to youth as young as 12.

EM multi-pronged approach prepares students for success in the workplace. With two clear pathways to employment--customized and/or supported employment in outside facilities and independent contract work provided and supervised by EMS (Exceptional Minds Studios). This unique Vocational Training Program focuses on preparing youngsters with autism for 21st century jobs in computer-based graphic design, visual effects and animation.

What are the organization's capabilities for doing this?

Committed to radically changing this paradigm, EM brought together the resources and expertise to open its vocational program in September 2011. EM is located inside a professional building appropriately occupied primarily by entertainment industry companies and has more than quadrupled in size since its inception. It is currently situated in a total of 7,800 square feet in three separate suites. EM annually offers instruction to over 225 children, teens and young adults with autism, and is a certified testing site for Adobe. EM has a staff of 21 full-time employees, 16 part-time artists, and two independent contractors. Instructors have extensive technical industry experience working in digital animation and/or visual effects. The low student-to-teacher ratio of 4 to 1 ensures that every student is taught face-to-face in a manner that matches the needs of individuals with autism and that allows them to achieve mastery.

How will they know if they are making progress?

EM has developed metrics to monitor and evaluate the effectiveness of the technical and work readiness training provided to students the employment success of graduates and the number of paid computer animation and visual effects jobs booked into the Exceptional Minds Studios. EM’s unique individualized Career Planning (ICP) provides the metrics for monitoring each student's career goals.

More specifically, success is defined by the effectiveness of the technical and work-readiness training provided to students, as measured by testing and rating scales; the percentage of graduates employed, both in EMS and in outside jobs; the number of paid hours worked; employment retention for graduates placed in supported or customized positions; as well as the number of outside studio relationships established to facilitate hiring our graduates. Monitoring the quality of work in relation to industry standards and the amount of repeat business from existing customers.
What have and haven't they accomplished so far?

Exceptional Minds has achieved successful outcomes in all mission areas. Eight entertainment industry companies currently employ our graduates. Twenty-five percent of artists have completed paid internships. Sixty percent of graduates are working either in industry postproduction/animation facilities or at EMS as apprentices, junior, or senior artists. Others have used their EM training while working in other computer science/technological fields. A few graduates are pursuing advanced degrees. As of September 2018, EM has provided technical training to 46 Academy graduates, 207 part-time students, 35 participants in virtual training, and 484 through summer workshops.

Since 2011, we have served 772 students.

We are transitioning our current pilot Apprentice Program into a fully functional regular part of the EM repertoire. We are also developing another program designed to serve more impacted individuals on the spectrum. Sharing EM’s vocational education model with other nonprofits.
Financials

FISCAL YEAR START: 07/01
FISCAL YEAR END: 06/30
✓ Financials audited by an independent accountant

Financial Trends Analysis

Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$181,284</td>
<td>$72,989</td>
<td>$192,833</td>
<td>$605,228</td>
<td>$195,049</td>
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<tr>
<td>As a % of expenses</td>
<td>18.0%</td>
<td>5.0%</td>
<td>10.3%</td>
<td>25.2%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$123,815</td>
<td>$30,428</td>
<td>$154,455</td>
<td>$567,630</td>
<td>$154,574</td>
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<tr>
<td>As a % of expenses</td>
<td>11.6%</td>
<td>2.0%</td>
<td>8.1%</td>
<td>23.3%</td>
<td>5.6%</td>
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</tbody>
</table>

Revenue Composition

| Total revenue (unrestricted & restricted) | $1,178,038 | $1,540,621 | $2,140,202 | $3,409,174 | $2,611,068 |
| Total revenue, % change over prior year | 81.2% | 30.8% | 38.9% | 59.3% | -23.4% |
| Program services revenue | 52.4% | 61.5% | 61.1% | 44.2% | 63.3% |
| Membership dues | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Investment income | 0.0% | 0.0% | 0.1% | 0.1% | 0.3% |
| Government grants | 0.0% | 2.8% | 0.6% | 0.0% | 0.4% |
| All other grants and contributions | 47.5% | 35.7% | 38.2% | 55.8% | 36.2% |
| Other revenue | 0.1% | 0.1% | 0.1% | 0.0% | -0.1% |

Expense Composition

| Total expenses before depreciation | $1,006,614 | $1,457,879 | $1,877,757 | $2,403,068 | $2,711,422 |
| Total expenses, % change over prior year | 114.1% | 44.8% | 28.8% | 28.0% | 12.8% |
| Personnel | 57.3% | 65.7% | 64.4% | 71.9% | 75.3% |
| Professional Fees | 11.8% | 9.2% | 13.3% | 5.6% | 7.2% |
| Occupancy | 10.7% | 7.9% | 8.1% | 7.7% | 7.2% |
| Interest | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Pass-Through | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| All other expenses | 20.2% | 17.3% | 14.2% | 14.9% | 10.3% |
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$1,064,083</td>
<td>$1,500,440</td>
<td>$1,916,135</td>
<td>$2,440,666</td>
<td>$2,751,897</td>
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<tr>
<td>One Month of Savings</td>
<td>$83,885</td>
<td>$121,490</td>
<td>$156,480</td>
<td>$200,256</td>
<td>$225,952</td>
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<td>Debt Principal Repayment</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$44,416</td>
<td>$85,442</td>
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<tr>
<td>Total Full Costs (estimated)</td>
<td>$1,147,968</td>
<td>$1,666,346</td>
<td>$2,158,057</td>
<td>$2,693,097</td>
<td>$2,977,849</td>
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</table>

Capital Structure Indicators

Liquidity

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<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
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<tbody>
<tr>
<td>Months of cash</td>
<td>6.2</td>
<td>4.7</td>
<td>4.4</td>
<td>7.4</td>
<td>3.3</td>
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<tr>
<td>Months of cash and investments</td>
<td>6.2</td>
<td>4.7</td>
<td>4.4</td>
<td>8.4</td>
<td>6.9</td>
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<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>4.9</td>
<td>3.6</td>
<td>3.5</td>
<td>5.5</td>
<td>5.7</td>
</tr>
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Balance Sheet Composition

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<tr>
<th></th>
<th>2014</th>
<th>2015</th>
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<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>Cash</td>
<td>$517,850</td>
<td>$573,008</td>
<td>$687,820</td>
<td>$1,489,692</td>
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<td>Investments</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$200,094</td>
<td>$796,124</td>
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<tr>
<td>Receivables</td>
<td>$75,000</td>
<td>$10,050</td>
<td>$80,500</td>
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<td>$126,878</td>
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<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$206,869</td>
<td>$251,286</td>
<td>$336,728</td>
<td>$388,903</td>
<td>$409,444</td>
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<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>54.0%</td>
<td>61.4%</td>
<td>57.2%</td>
<td>59.2%</td>
<td>66.0%</td>
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<tr>
<td>Liabilities (as % of assets)</td>
<td>20.8%</td>
<td>17.5%</td>
<td>16.1%</td>
<td>8.1%</td>
<td>11.1%</td>
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<tr>
<td>Unrestricted net assets</td>
<td>$508,991</td>
<td>$539,419</td>
<td>$693,874</td>
<td>$1,261,504</td>
<td>$1,416,078</td>
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<tr>
<td>Temporarily restricted net assets</td>
<td>$40,247</td>
<td>$50,000</td>
<td>$119,612</td>
<td>$520,000</td>
<td>$224,930</td>
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<tr>
<td>Permanently restricted net assets</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Total net assets</td>
<td>$549,238</td>
<td>$589,419</td>
<td>$813,486</td>
<td>$1,781,504</td>
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Key Data Checks

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<tr>
<th>Material Data Errors</th>
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<td>No</td>
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</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit’s financial condition. Please consult the 990s of any potentially related affiliates for additional information.

- Formulas for key metrics
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
Operations

Source: Self-Reported by Organization, May 2019

BOARD CHAIR

Mr David Shladovsky

Mr. Shladovsky is general counsel of Kayne Anderson Capital Advisors and serves as secretary of Kayne Anderson MLP Investment Company (KYN), Kayne Anderson Energy Total Return Fund (KYE), Kayne Anderson Energy Development Company (KED) and Kayne Anderson Midstream/Energy Fund (KMF).

Prior to joining Kayne Anderson in 1997, Mr. Shladovsky was in the private practice of corporate and securities law, most recently as corporate counsel to Hughes Hubbard & Reed, LLP.

Mr. Shladovsky earned a B.A. in Economics from Brandeis University and a J.D. from the Boston University School of Law in 1985, where he served as a member of the Boston University Law Review. He has been a member of the California Bar Association since 1985.

VICE CHAIR

Yudi Bennett

Yudi Bennett is a passionate advocate for all those with special needs, especially young adults with autism. She is the co-founder and past director of Exceptional Minds. Yudi comes from the motion picture world. She has been a member of the Directors Guild of America since 1978 and received their Frank Capra Lifetime Achievement Award in 2003. She is also a member of the Academy of Motion Picture Arts & Sciences with credits in over 30 movies, including “Broadcast News” and “Kramer vs. Kramer.” She is the founder and past president of Foothill Autism Alliance and currently serves on the FAA board as well as on the board of the Uniquely Abled Project.

Yudi is inspired everyday by her son, Noah Schneider, a young animator who was diagnosed with ASD in 1997. She is fond of quoting Margaret Mead: “Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it is the only thing that ever has.”
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2018

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
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<tbody>
<tr>
<td>ERNIE MERLAN UNTIL 629</td>
<td>EXECUTIVE DIRECTOR</td>
<td>$112,000</td>
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<tr>
<td>DAVID SHLADOVSKY</td>
<td>BOARD CHAIR</td>
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<tr>
<td>PATRICIA TURNEY</td>
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<tr>
<td>MICHELE MAGNIN CARBONELL</td>
<td>SECRETARY</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>YUDI BENNETT</td>
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<tr>
<td>HELEN WU</td>
<td>BOARD MEMBER</td>
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<td>RON BURNS</td>
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<tr>
<td>MOLLIE BURNS KEITH</td>
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<tr>
<td>JANET SANDOVAL</td>
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<td>BOB STEVENSON</td>
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### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2017**

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<th>Title</th>
<th>Compensation</th>
<th>Other</th>
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<tr>
<td>ERNIE MERLAN</td>
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<td>$1,462</td>
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<td>SUZETTE MAJOR</td>
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<td>DAVID SHLADOVSKY</td>
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<td>MOLLIE BURNS KEITH</td>
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<tr>
<td>JANET SANDOVAL</td>
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<td>$0</td>
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<tr>
<td>YUDI BENNETT</td>
<td>DIRECTOR OF OPERATIONS</td>
<td>$0</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2016

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
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<td>PROGRAM DIRECTOR</td>
<td>$92,400</td>
<td>$3,323</td>
<td>$0</td>
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<tr>
<td>YUDI BENNETT</td>
<td>DIRECTOR OF OPERATIONS</td>
<td>$83,160</td>
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<tr>
<td>SUZETTE MAJOR</td>
<td>FINANCE MANAGER</td>
<td>$29,170</td>
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<tr>
<td>HELEN WU</td>
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<td>$0</td>
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<tr>
<td>RON BURNS</td>
<td>VICE CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>GRAY BENOIST</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>PATRICIA TURNLEY</td>
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<td>$0</td>
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<tr>
<td>WENDY BENOIST</td>
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<td>$0</td>
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</tr>
<tr>
<td>JOHN V O’CONNOR</td>
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<td>$0</td>
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<tr>
<td>BARBARA HELFING</td>
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<tr>
<td>TODD HUTCHINGS</td>
<td>BOARD MEMBER</td>
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<tr>
<td>MOLLIE BURNS KEITH</td>
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<tr>
<td>BOB STEVENSON</td>
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<tr>
<td>JANET SANDOVAL</td>
<td>BOARD MEMBER</td>
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<tr>
<td>DAVID SHLADOVSKY</td>
<td>BOARD MEMBER</td>
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<td>$0</td>
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<tr>
<td>MITCHELL KAMARCK</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2015

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
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<tbody>
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<td>$80,000</td>
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<td>RON BURNS</td>
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<td>$0</td>
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<tr>
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<td>WENDY BENOIST</td>
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<td>$0</td>
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<tr>
<td>MARCIA BERMAN</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>ROBERT HACKL</td>
<td>BOARD MEMBER</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>BARBARA HELFING</td>
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<td>$0</td>
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<tr>
<td>TODD HUTCHINGS</td>
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<tr>
<td>MOLLIE BURNS KEITH</td>
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<td>$0</td>
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<tr>
<td>BOB STEVENSON</td>
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<tr>
<td>CATHEE WEISS</td>
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<td>JANET SANDOVAL</td>
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<td>DAVID SHLADOVSKY</td>
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<td>MITCHELL KAMARCK</td>
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# Officers, Directors, Trustees, and Key Employees

## Fiscal Year 2014

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>ERNIE MERLAN</td>
<td>PROGRAM DIRECTOR</td>
<td>$68,500</td>
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<tr>
<td>SUSAN ZWERMAN</td>
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<td>$0</td>
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</tr>
<tr>
<td>GRAY BENOIST</td>
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<tr>
<td>IVAN ROSENBERG</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>NELLA ABELSON</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>WENDY BENOIST</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>MARCIA BERMAN</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>RON BURNS</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>BOB HACKL</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>BARBARA HELFING</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>TODD HUTCHINGS</td>
<td>BOARD MEMBER</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>MOLLIE BURNS KEITH</td>
<td>BOARD MEMBER</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>FELICE ROSEN</td>
<td>BOARD MEMBER</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>BOB STEVENSON</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>CATHEE WEISS</td>
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### Contractors

**FISCAL YEAR 2018**

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
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<tbody>
<tr>
<td>SHAUNNA L BALADY</td>
<td>23540 EHLERS DRIVE, CHATSWORTH 91311</td>
<td>CONSULTANT</td>
<td>$120,000</td>
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### Paid Preparers

**FISCAL YEAR 2018**

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>YH ADVISORS INC</td>
<td>45-3269313</td>
<td>7755 CENTER AVENUE SUITE 1225, HUNTINGTON BEACH CA 92647 USA</td>
<td>310-982-2803</td>
</tr>
</tbody>
</table>

### Paid Preparers

**FISCAL YEAR 2017**

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
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<tbody>
<tr>
<td>YH ADVISORS INC</td>
<td>45-3269313</td>
<td>7755 CENTER AVENUE SUITE 1225, HUNTINGTON BEACH CA 92647 USA</td>
<td>310-982-2803</td>
</tr>
</tbody>
</table>

### Paid Preparers

**FISCAL YEAR 2016**

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
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<tbody>
<tr>
<td>YH ADVISORS INC</td>
<td>45-3269313</td>
<td>7755 CENTER AVENUE SUITE 1225, HUNTINGTON BEACH CA 92647 USA</td>
<td>310-982-2803</td>
</tr>
</tbody>
</table>
BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?

Yes

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?

No
# Appendix

## Key Documents

<table>
<thead>
<tr>
<th>IRS Forms 990</th>
<th>2017 990</th>
<th>2016 990</th>
<th>2015 990</th>
<th>2014 990</th>
<th>2013 990</th>
</tr>
</thead>
<tbody>
<tr>
<td>IRS Forms 990T</td>
<td>Not Available</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Audited Financial Statements</td>
<td>2018 Audited Financial Statement</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Key Organization Documents</td>
<td>Letter of Determination</td>
<td></td>
<td>Key Revenue &amp; Expense Data from Form 990</td>
<td></td>
<td>Key Balance Sheet Data from Form 990</td>
</tr>
</tbody>
</table>
EXCEPTIONAL MINDS

Also Known As: EM
13400 Riverside Drive Suite 211
Sherman Oaks, CA 91423

Foundation Status Code: PC *
Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization Name</th>
<th>Exceptional Minds</th>
</tr>
</thead>
<tbody>
<tr>
<td>EIN</td>
<td>80-0392843</td>
</tr>
<tr>
<td>Location</td>
<td>Sherman Oaks, CA</td>
</tr>
<tr>
<td>Deductibility Status Description</td>
<td>A public charity (50% deductibility limitation).</td>
</tr>
<tr>
<td>Most Recent IRS Publication 78</td>
<td>July 2019</td>
</tr>
<tr>
<td>Verified with Most Recent Internal Revenue Bulletin</td>
<td>July 29 2019</td>
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</table>

IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization Name</th>
<th>EXCEPTIONAL MINDS</th>
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</thead>
<tbody>
<tr>
<td>EIN</td>
<td>80-0392843</td>
</tr>
<tr>
<td>Most Recent IRS BMF</td>
<td>July 08 2019</td>
</tr>
<tr>
<td>IRS Subsection</td>
<td>This organization is a 501(c)(3) Public Charity</td>
</tr>
<tr>
<td>Reason for Non-Private Foundation Status</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
</tr>
<tr>
<td>Ruling Date</td>
<td>09/2009</td>
</tr>
<tr>
<td></td>
<td>This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.</td>
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</table>

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509(a)(1), (2) or (3).

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