

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

A For the **2019** calendar year, or tax year beginning and ending

B Check if applicable:	C Name of organization SOCIETY FOR HUMAN RESOURCE MANAGEMENT Doing business as	D Employer identification number 34-0948453
Address change	Number and street (or P.O. box if mail is not delivered to street address) Room/suite	E Telephone number 703-548-3440
Name change	1800 DUKE STREET	G Gross receipts \$ 216,801,304.
Initial return	City or town, state or province, country, and ZIP or foreign postal code	H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No
Final return/terminated	ALEXANDRIA, VA 22314-3499	H(b) Are all subordinates included? Yes No
Amended return	F Name and address of principal officer: JOHNNY C. TAYLOR, JR. SAME AS C ABOVE	If "No," attach a list. (see instructions)
Application pending	I Tax-exempt status: 501(c)(3) <input checked="" type="checkbox"/> 501(c) (6) (insert no.) 4947(a)(1) or 527	H(c) Group exemption number ▶ 4372
J Website: ▶ WWW.SHRM.ORG		L Year of formation: 1949 M State of legal domicile: OH
K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other ▶		

Part I Summary			Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SHRM'S MISSION IS TO SERVE THE NEEDS OF HUMAN RESOURCE PROFESSIONALS.			
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3 Number of voting members of the governing body (Part VI, line 1a)	3	12	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	11	
	5 Total number of individuals employed in calendar year 2019 (Part V, line 2a)	5	504	
	6 Total number of volunteers (estimate if necessary)	6	17666	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	9,737,776.	
b Net unrelated business taxable income from Form 990-T, line 39	7b	2,229,438.		
Revenue	8 Contributions and grants (Part VIII, line 1h)	8	0.	0.
	9 Program service revenue (Part VIII, line 2g)	9	121,739,878.	129,065,474.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	10	6,998,242.	6,304,497.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	11	16,966,777.	18,997,575.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12	145,704,897.	154,367,546.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	13	3,002,005.	3,243,496.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	14	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	15	53,932,132.	56,604,106.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	16a	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0.	16b		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	17	74,668,614.	89,085,146.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	18	131,602,751.	148,932,748.
19 Revenue less expenses. Subtract line 18 from line 12	19	14,102,146.	5,434,798.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	20	215,497,225.	238,668,602.
	21 Total liabilities (Part X, line 26)	21	84,082,019.	91,649,090.
	22 Net assets or fund balances. Subtract line 21 from line 20	22	131,415,206.	147,019,512.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	▶ Signature of officer	11/5/20 Date
Paid Preparer Use Only	Print/Type preparer's name AARON M. FOX	Preparer's signature
	Firm's name ▶ MARCUM LLP	Date 11/13/20
	Firm's address ▶ 1899 L STREET, NW, SUITE 850 WASHINGTON, DC 20036	Check if self-employed <input type="checkbox"/> PTIN P01365820
		Firm's EIN ▶ 11-1986323
		Phone no. (202) 227-4000

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: SHRM EMPOWERS PEOPLE AND WORKPLACES BY ADVANCING HR PRACTICES AND BY MAXIMIZING HUMAN POTENTIAL.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ including grants of \$) (Revenue \$) GOVERNMENT AND PUBLIC AFFAIRS: SHRM MONITORS CONGRESSIONAL ACTIONS THAT IMPACT HUMAN RESOURCE MANAGEMENT ISSUES AND REPRESENTS MEMBERS' POSITIONS ON PENDING LEGISLATION AND REGULATORY ISSUES.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$) CERTIFICATION PROGRAM: SHRM HAS ESTABLISHED TWO COMPETENCY BASED CERTIFICATIONS WHICH ASSESS, THROUGH KNOWLEDGE AND SITUATIONAL JUDGMENT QUESTIONS, HR PROFESSIONAL CAPABILITIES IN THE ASPECTS OF PRACTICING HUMAN RESOURCES.

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$) SEMINARS AND EDUCATIONAL PROGRAMS: SHRM PROVIDES VARIOUS FORUMS AND PRODUCTS TO HELP EDUCATE HUMAN RESOURCE PROFESSIONALS AND DISSEMINATE INFORMATION ON HUMAN RESOURCE ISSUES AND PROVIDE A NETWORKING FORUM FOR SUCH PROFESSIONALS.

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

4e Total program service expenses

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Yes, No. Rows 1-21 with various questions and 'X' marks in the Yes/No columns.



Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 detailing various organizational requirements and compliance checks.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.



Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No checkboxes. Includes questions 2a through 16 regarding employee counts, tax returns, business income, foreign accounts, prohibited transactions, and charitable contributions.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year; 1b Enter the number of voting members included on line 1a, above, who are independent; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed CA
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
[] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
KEITH GREEN - 703-548-3440
1800 DUKE STREET, ALEXANDRIA, VA 22314-3499



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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHNNY C. TAYLOR, JR, SHRM-SCP PRESIDENT AND CEO/SHRMF & HRPS DIR	37.00 3.00	X		X				1,251,479.	0.	87,518.
(2) MARY MOHNEY, CPA TREASURER & CFO	40.00			X				567,636.	0.	357,621.
(3) JEANEEN ANDREWS-FELDMAN CHIEF MKTING AND EXPERIENCE OFFICER	40.00				X			509,998.	0.	147,521.
(4) JESSICA PERRY CDO - UNTIL 07/2019	40.00				X			499,505.	0.	141,953.
(5) NICHOLAS SCHACHT, SHRM-SCP CHIEF GLOBAL DEVELOPMENT OFFICER	40.00				X			464,927.	0.	141,360.
(6) ALEXANDER ALONSO, PHD, SHRM-SCP CHIEF KNOWLEDGE OFFICER	40.00				X			458,601.	0.	57,839.
(7) EMILY DICKENS, JD SEC./ CHIEF OF STAFF	40.00			X				432,552.	0.	54,129.
(8) SCOTT OPPLER, PHD, VP, CERT. RESEARCH/ANALYSIS - UNTIL 07/19	40.00				X			262,715.	0.	166,615.
(9) JAMES BANKS, JD GENERAL COUNSEL	40.00				X			321,574.	0.	107,481.
(10) ANTHONY LEE VP, EDITORIAL	40.00				X			254,752.	0.	173,247.
(11) LYNN SHOTWELL SVP, HEAD, GLOBAL OUTREACH & OPS	40.00				X			306,420.	0.	112,064.
(12) MICHAEL AITKEN SVP, MEMBERSHIP	40.00				X			299,189.	0.	106,194.
(13) TIM CANNY VP, ADVERTISING SALES	40.00				X			229,072.	0.	117,298.
(14) MARC GOLDBERG CHIEF TECHNOLOGY OFFICER	40.00				X			297,059.	0.	38,378.
(15) SEAN SULLIVAN, SHRM-SCP CHIEF HUMAN RESOURCES OFFICER	40.00				X			303,788.	0.	31,547.
(16) TRENT BURNER VP, RESEARCH	40.00				X			216,648.	0.	96,227.
(17) MEGAN SMITH, CPA CONTROLLER	40.00				X			235,462.	0.	62,375.



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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) VIVEK PATEL DIR, TECHNOLOGY SOLUTIONS	40.00					X	229,716.	0.	59,939.	
(19) STACEY B. HOLVENSTOT VP, MARKETING	40.00				X		247,933.	0.	39,074.	
(20) DIEGO SALMON VP, GLOBAL ENTERPRISE SALES	40.00				X		216,430.	0.	69,836.	
(21) NANCY WOOLEVER, SHRM-SCP VP, CERTIFICATION OPERATIONS	40.00				X		196,063.	0.	78,070.	
(22) PETER LEHMAYER ACCOUNT EXECUTIVE	40.00					X	222,729.	0.	49,124.	
(23) KIMBERLY LAMBERT ACCOUNT EXECUTIVE	40.00					X	219,587.	0.	48,891.	
(24) JEANNE L MORRIS VP, EDUCATION	40.00				X		184,946.	0.	60,830.	
(25) KRISTINA M BEATY VP, COMMUNICATION	40.00				X		215,256.	0.	19,247.	
(26) MARTIN SMITH DIR, TECHNOLOGY ANALYSIS	40.00					X	178,444.	0.	50,596.	
1b Subtotal							8,822,481.	0.	247,497.	
c Total from continuation sheets to Part VII, Section A							449,161.	0.	20,632.	
d Total (add lines 1b and 1c)							9,271,642.	0.	249,560.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **149**

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
HOLMES CORPORATION, 2975 LONE OAK DRIVE, SUITE 180, EAGON, MN 55121	PROMOTION SERVICES	6,402,426.
BULLY PULPIT INTERACTIVE LLC, 1445 NEW YORK AVE, NW, 5TH FL, WASH., DC 20005	MARKETING SERVICES	5,036,176.
INVNT, LLC 524 BROADWAY, FLOOR 4, NEW YORK, NY 10012	CONFERENCE SERVICES	2,227,945.
SALESFORCE.COM, INC., 415 MISSION STREET, 3RD FL, SAN FRANCISCO, CA 94105	IT SERVICES	2,123,436.
CENTERPLATE 3150 PARADISE ROAD, LAS VEGAS, NV 89109	CATERING SERVICES	2,105,010.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **118**

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f				
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f					
Program Service Revenue	2 a	MEMBERSHIP DUES	Business Code 900099	54117378.	54117378.		
	b	ANNUAL CONFERENCE	611430	34877278.	29004560.	5872718.	
	c	CERTIFICATION PROGRAM	900099	12354012.	12354012.		
	d	SEMINARS	611430	10925560.	10925560.		
	e	ADVERTISING	541800	9,439,131.		9439131.	
	f	All other program service revenue	900099	7,352,115.	7,034,340.	317,775.	
	g	Total. Add lines 2a-2f		129065474.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		3,495,502.		164,121.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties		701,733.		701,733.	
	6 a	Gross rents	(i) Real	1490771.			
			(ii) Personal				
	b	Less: rental expenses	6b	951,227.			
	c	Rental income or (loss)	6c	539,544.			
	d	Net rental income or (loss)		539,544.		7,300.	
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	57823125			
			(ii) Other				
	b	Less: cost or other basis and sales expenses	7b	55014130			
c	Gain or (loss)	7c	2808995.				
d	Net gain or (loss)		2,808,995.		2808995.		
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
		8b					
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
		9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances	10a	21604535				
		10b	6468401.				
		c	Net income or (loss) from sales of inventory		15136134.	15056910.	79,224.
Miscellaneous Revenue	11 a	MISCELLANEOUS	Business Code 900099	846,332.		846,332.	
	b	ADMINISTRATIVE FEES	561000	824,826.		824,826.	
	c	EQUITY IN EARNINGS	900099	491,652.		491,652.	
	d	All other revenue	900099	457,354.		48,000.	
	e	Total. Add lines 11a-11d		2,620,164.			
12	Total revenue. See instructions		154367546.	128492760.	9737776.	16137010.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	3,243,496.			
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	10,488,452.			
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	33,482,024.			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	4,720,362.			
9 Other employee benefits	5,027,303.			
10 Payroll taxes	2,885,965.			
11 Fees for services (nonemployees):				
a Management				
b Legal	911,055.			
c Accounting	343,671.			
d Lobbying	584,773.			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	454,562.			
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	13,112,476.			
12 Advertising and promotion	10,854,770.			
13 Office expenses	12,718,487.			
14 Information technology	7,434,284.			
15 Royalties				
16 Occupancy	2,333,612.			
17 Travel	4,537,160.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	18,093,917.			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	7,257,648.			
23 Insurance	422,821.			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a UBI TAXES	610,289.			
b CHAPTER SUPPORT	2,028,849.			
c TESTING FEES	1,840,294.			
d AGENCY/SALES COMMISSION	1,680,020.			
e All other expenses	3,866,458.			
25 Total functional expenses. Add lines 1 through 24e	148,932,748.			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

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

Part X Balance Sheet

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

		(A)		(B)	
		Beginning of year		End of year	
Assets	1 Cash - non-interest-bearing	194.	1	1,023,749.	
	2 Savings and temporary cash investments	29,186,733.	2	21,917,149.	
	3 Pledges and grants receivable, net		3		
	4 Accounts receivable, net	2,881,024.	4	3,012,509.	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6		
	7 Notes and loans receivable, net		7		
	8 Inventories for sale or use	355,142.	8	454,310.	
	9 Prepaid expenses and deferred charges	9,598,670.	9	11,145,749.	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 77,878,540.			
	b Less: accumulated depreciation	10b 40,486,769.			
	11 Investments - publicly traded securities	35,457,351.	10c	37,391,771.	
	12 Investments - other securities. See Part IV, line 11	127,861,881.	11	158,089,847.	
	13 Investments - program-related. See Part IV, line 11	2,289,953.	12	-3,007,596.	
	14 Intangible assets		13		
	15 Other assets. See Part IV, line 11	7,866,277.	14	8,641,114.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	215,497,225.	15	238,668,602.		
17 Accounts payable and accrued expenses	15,555,335.	17	13,917,513.		
18 Grants payable		18			
19 Deferred revenue	42,990,429.	19	44,779,370.		
20 Tax-exempt bond liabilities		20			
21 Escrow or custodial account liability. Complete Part IV of Schedule D		21			
22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22			
23 Secured mortgages and notes payable to unrelated third parties	1,540,252.	23	1,043,962.		
24 Unsecured notes and loans payable to unrelated third parties		24			
25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	23,996,003.	25	31,908,245.		
26 Total liabilities. Add lines 17 through 25	84,082,019.	26	91,649,090.		
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27 Net assets without donor restrictions	131,415,206.	27	147,019,512.	
	28 Net assets with donor restrictions		28		
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29 Capital stock or trust principal, or current funds		29		
	30 Paid-in or capital surplus, or land, building, or equipment fund		30		
	31 Retained earnings, endowment, accumulated income, or other funds		31		
	32 Total net assets or fund balances	131,415,206.	32	147,019,512.	
33 Total liabilities and net assets/fund balances	215,497,225.	33	238,668,602.		

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	154,367,546.
2	Total expenses (must equal Part IX, column (A), line 25)	2	148,932,748.
3	Revenue less expenses. Subtract line 2 from line 1	3	5,434,798.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	131,415,206.
5	Net unrealized gains (losses) on investments	5	16,789,052.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-6,619,544.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	147,019,512.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

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

Form 990 (2019)

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization SOCIETY FOR HUMAN RESOURCE MANAGEMENT	Employer identification number 34-0948453
--	---

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures ▶ \$ _____
- 3 Volunteer hours for political campaign activities

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. **Schedule C (Form 990 or 990-EZ) 2019**

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)														
c	Total lobbying expenditures (add lines 1a and 1b)														
d	Other exempt purpose expenditures														
e	Total exempt purpose expenditures (add lines 1c and 1d)														
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)														
h	Subtract line 1g from line 1a. If zero or less, enter -0-														
i	Subtract line 1f from line 1c. If zero or less, enter -0-														
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?														

Yes No

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?		X
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?		X
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	X	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	54,117,378.
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	2,024,822.
b Carryover from last year	2b	-6,571,419.
c Total	2c	-4,546,597.
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	1,623,521.
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	-6,170,118.
5 Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

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SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990.**

▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization SOCIETY FOR HUMAN RESOURCE MANAGEMENT **Employer identification number** 34-0948453

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

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

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

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

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

b Assets included in Form 990, Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2019

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

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

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____%
 - b Permanent endowment _____%
 - c Term endowment _____%
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|--------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		5,883,311.		5,883,311.
b Buildings		37,745,797.	16,957,640.	20,788,157.
c Leasehold improvements				
d Equipment		6,611,713.	5,772,270.	839,443.
e Other		27,637,719.	17,756,859.	9,880,860.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				37,391,771.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED BENEFIT COST	31,272,275.
(3) DUE TO RELATED ENTITIES	466,530.
(4) DEPOSITS	96,586.
(5) DEFERRED RENT	72,854.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	31,908,245.

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

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

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

1	Total revenue, gains, and other support per audited financial statements	1	178,121,664.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	16,789,052.
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	7,419,628.
e	Add lines 2a through 2d	2e	24,208,680.
3	Subtract line 2e from line 1	3	153,912,984.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	454,562.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	454,562.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	154,367,546.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

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

1	Total expenses and losses per audited financial statements	1	155,897,814.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	7,419,628.
e	Add lines 2a through 2d	2e	7,419,628.
3	Subtract line 2e from line 1	3	148,478,186.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	454,562.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	454,562.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	148,932,748.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

THE ORGANIZATION EVALUATED ITS UNCERTAINTY IN INCOME TAXES FOR THE YEARS ENDED DECEMBER 31, 2019 AND 2018, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE CONSOLIDATED FINANCIAL STATEMENTS OR WHICH MIGHT HAVE ANY EFFECT ON THE ORGANIZATION'S TAX-EXEMPT STATUS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSES	951,227.
COST OF GOODS SOLD	6,468,401.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	7,419,628.

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Schedule F (Form 990) 2019

COPY

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

Multiple horizontal lines for supplemental information.

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**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

▶ **Go to www.irs.gov/Form990 for the latest information.**

OMB No. 1545-0047

2019

**Open to Public
Inspection**

Name of the organization **SOCIETY FOR HUMAN RESOURCE MANAGEMENT** Employer identification number **34-0948453**

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
HR PEOPLE & STRATEGY, INC. 1800 DUKE STREET ALEXANDRIA, VA 22314	13-2989471	501(C)(3)	2,156,000.	0.			GENERAL OPERATING SUPPORT
SHRM FOUNDATION, INC. 1800 DUKE STREET ALEXANDRIA, VA 22314	34-6610067	501(C)(3)	806,496.	0.			GENERAL OPERATING SUPPORT
STAND TOGETHER TRUST 1310 N. COURTHOUSE ROAD, SUITE 700 ARLINGTON, VA 22201	27-3197768	501(C)(3)	100,000.	0.			GENERAL OPERATING SUPPORT
THE ADVERTISING COUNCIL INC 815 2ND AVENUE, FLOOR 9 NEW YORK, NY 10017	13-0417693	501(C)(3)	50,000.	0.			GENERAL OPERATING SUPPORT
NATIONAL DOWN SYNDROME SOCIETY 8 EAST 41 STREET, 8TH FLOOR NEW YORK, NY 10017	13-2992567	501(C)(3)	35,000.	0.			GENERAL OPERATING SUPPORT
U.S. DEPARTMENT OF EDUCATION 400 MARYLAND AVENUE, SW WASHINGTON, DC 20202	52-1198289	N/A	30,000.	0.			GENERAL CONFERENCE SUPPORT

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **8.**
- 3** Enter total number of other organizations listed in the line 1 table **2.**

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

Schedule I (Form 990) (2019)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALPHA KAPPA ALPHA SORORITY, INC. 5656 SOUTH STONY ISLAND AVENUE, 3RD CHICAGO, IL 60637	36-3104692	501(C)(7)	25,000.	0.			SCHOLARSHIP FUND
AMERICAN RED CROSS 431 18TH STREET, NW WASHINGTON, DC 20006	53-0196605	501(C)(3)	25,000.	0.			GENERAL OPERATING SUPPORT
BASS FOUNDATION 3591 ROCKERMAN ROAD MIAMI, FL 33133	83-2084264	501(C)(3)	10,000.	0.			GENERAL OPERATING SUPPORT
NATIONAL ACADEMY OF HUMAN RESOURCES - 5420 CHALLEN PLACE - DOWNERS GROVE, IL 60515	85-0427733	501(C)(3)	6,000.	0.			GENERAL OPERATING SUPPORT

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

DUE DILIGENCE IS PERFORMED FOR ALL POTENTIAL GRANT RECIPIENTS. GENERAL
SUPPORT CONTRIBUTIONS ARE MADE TO WELL ESTABLISHED ORGANIZATIONS KNOWN FOR
SUCCESSFUL OPERATIONS AND WORK THAT IS CLOSELY ALIGNED WITH SHRM'S MISSION
AND OBJECTIVES.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

2019

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Employer identification number

34-0948453

Part I Questions Regarding Compensation

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

- | | |
|---|---|
| <input checked="" type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input checked="" type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input checked="" type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input checked="" type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b	X	
2	X	
4a	X	
4b	X	
4c		X
5a		
5b		
6a		
6b		
7		
8		
9		

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

Schedule J (Form 990) 2019

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) JOHNNY C. TAYLOR, JR, SHRM-SCP PRESIDENT AND CEO/SHRMF & HRPS DIR	(i)	686,174.	540,000.	25,305.	74,003.	13,515.	1,338,997.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MARY MOHNEY, CPA TREASURER & CFO	(i)	392,562.	174,108.	966.	337,671.	19,950.	925,257.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) JEANEEN ANDREWS-FELDMAN CHIEF MKTING AND EXPERIENCE OFFICER	(i)	343,504.	164,688.	1,806.	119,805.	27,716.	657,519.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JESSICA PERRY CDO - UNTIL 07/2019	(i)	211,640.	155,577.	132,288.	137,663.	4,290.	641,458.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) NICHOLAS SCHACHT, SHRM-SCP CHIEF GLOBAL DEVELOPMENT OFFICER	(i)	327,155.	135,000.	2,772.	113,644.	27,716.	606,287.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ALEXANDER ALONSO, PHD, SHRM-SCP CHIEF KNOWLEDGE OFFICER	(i)	308,806.	149,375.	420.	44,324.	13,515.	516,440.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) EMILY DICKENS, JD SEC./ CHIEF OF STAFF	(i)	296,922.	135,000.	630.	47,693.	6,436.	486,681.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) SCOTT OPPLER, PHD, VP, CERT. RESEARCH/ANALYSIS - UNTIL 07/19	(i)	134,304.	31,250.	97,161.	150,283.	16,332.	429,330.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) JAMES BANKS, JD GENERAL COUNSEL	(i)	293,802.	25,000.	2,772.	87,531.	19,950.	429,055.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) ANTHONY LEE VP, EDITORIAL	(i)	194,980.	57,000.	2,772.	145,531.	27,716.	427,999.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) LYNN SHOTWELL SVP, HEAD, GLOBAL OUTREACH & OPS	(i)	237,117.	68,337.	966.	92,114.	19,950.	418,484.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) MICHAEL AITKEN SVP, MEMBERSHIP	(i)	237,463.	59,920.	1,806.	86,244.	19,950.	405,383.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) TIM CANNY VP, ADVERTISING SALES	(i)	191,312.	35,000.	2,760.	102,174.	15,124.	346,370.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) MARC GOLDBERG CHIEF TECHNOLOGY OFFICER	(i)	286,735.	9,694.	630.	38,378.	0.	335,437.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(15) SEAN SULLIVAN, SHRM-SCP CHIEF HUMAN RESOURCES OFFICER	(i)	302,225.	0.	1,563.	8,450.	23,097.	335,335.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(16) TRENT BURNER VP, RESEARCH	(i)	184,554.	31,500.	594.	76,277.	19,950.	312,875.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(17) MEGAN SMITH, CPA CONTROLLER	(i)	188,385.	46,453.	624.	42,425.	19,950.	297,837.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(18) VIVEK PATEL DIR, TECHNOLOGY SOLUTIONS	(i)	192,841.	35,000.	1,875.	39,989.	19,950.	289,655.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(19) STACEY B. HOLVENSTOT VP, MARKETING	(i)	199,776.	47,530.	627.	39,074.	0.	287,007.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(20) DIEGO SALMON VP, GLOBAL ENTERPRISE SALES	(i)	199,624.	15,000.	1,806.	54,712.	15,124.	286,266.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(21) NANCY WOOLEVER, SHRM-SCP VP, CERTIFICATION OPERATIONS	(i)	169,932.	24,591.	1,540.	78,070.	0.	274,133.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(22) PETER LEHMAYER ACCOUNT EXECUTIVE	(i)	78,481.	144,056.	192.	31,319.	17,805.	271,853.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(23) KIMBERLY LAMBERT ACCOUNT EXECUTIVE	(i)	98,024.	121,294.	269.	28,941.	19,950.	268,478.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(24) JEANNE L MORRIS VP, EDUCATION	(i)	155,174.	29,035.	737.	54,394.	6,436.	245,776.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(25) KRISTINA M BEATY VP, COMMUNICATION	(i)	194,462.	20,428.	366.	19,247.	0.	234,503.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(26) MARTIN SMITH DIR, TECHNOLOGY ANALYSIS	(i)	155,924.	22,241.	279.	30,646.	19,950.	229,040.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(27) MICHAEL GEBERT, MANAGING DIR, SHRM WORKPLACE INNOVATION LAB	(i)	198,209.	0.	929.	6,769.	13,863.	219,770.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 1A:

IT IS SHRM'S POLICY TO ALLOW BUSINESS CLASS TRAVEL TO ANY EMPLOYEE OR DIRECTOR FLYING INTERNATIONAL OR FLYING 5 HOURS OR LONGER. ALL BOARD OF DIRECTORS AND THE CEO ARE PERMITTED TO FLY BUSINESS/FIRST CLASS. COMPANION TRAVEL IS PERMITTED FOR BOARD OF DIRECTORS SERVING AS CHAIR OR IMMEDIATE PAST CHAIR. IN 2019, 3 DIRECTORS/OFFICERS RECEIVED FIRST CLASS/BUSINESS TRAVEL BENEFITS. SHRM ALSO PAID PERSONAL HEALTH-RELATED FEES FOR THE CEO AND ASSOCIATED GROSS-UP TAX PAYMENTS.

PART I, LINES 4A-B:

SHRM MAINTAINS AN UNQUALIFIED SUPPLEMENTAL EXECUTIVE RETIREMENT PLAN FOR EXECUTIVES WHO MEET CERTAIN CRITERIA. THE PLAN IS UNFUNDED AND MAINTAINS NO ASSETS. AS OF DECEMBER 2019, MARY MOHNEY WAS A PARTICIPANT IN THE PLAN.

SEVERANCE PAYMENTS WERE MADE TO THE FOLLOWING INDIVIDUALS IN 2019:

JESSICA PERRY (\$130,369) AND SCOTT OPPLER (\$96,154).

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.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2019

Open to Public
Inspection

Name of the organization

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Employer identification number

34-0948453

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

INDIA, CHINA, UNITED ARAB EMIRATES, CAYMAN ISLANDS

FORM 990, PART VI, SECTION A, LINE 6:

THE BYLAWS OF SHRM PROVIDE FOR 9 CLASSES OF MEMBERSHIP AS FOLLOWS:

1)PROFESSIONAL MEMBERS; 2)GENERAL MEMBERS; 3)ASSOCIATE MEMBERS; 4)LIFE

MEMBERS; 5)RETIRED ANNUAL MEMBERS; 6)STUDENT MEMBERS; 7)GLOBAL MEMBERS;

8)SPECIAL EXPERTISE MEMBERS; 9) ENTERPRISE MEMBERS. THE REQUIREMENTS AND

PRIVILEGES OF THE VARIOUS MEMBERSHIP CLASSES ARE SPECIFIED IN SHRM'S

BYLAWS.

FORM 990, PART VI, SECTION A, LINE 7A:

ELECTIONS OF OFFICERS AND DIRECTORS ARE CONDUCTED BY MAIL BALLOT IN

ACCORDANCE WITH PROVISIONS OUTLINED IN SHRM'S BYLAWS. EVERY PROFESSIONAL,

GENERAL, SPECIAL EXPERTISE, RETIRED LIFE, PROFESSIONAL LIFE AND PAST CHAIR

LIFE MEMBER OF SHRM, IN GOOD STANDING, SHALL BE ENTITLED TO ONE VOTE IN THE

ELECTION OF SHRM'S BOARD OF DIRECTORS.

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

SHRM'S FEDERAL FORM 990 IS REVIEWED BY THE ACCOUNTING STAFF OF SHRM,

INCLUDING THE CONTROLLER AND CFO. SUCH REVIEW TAKES PLACE UPON RECEIPT OF

THE DRAFT FORM 990 FROM THE INDEPENDENT PUBLIC ACCOUNTING FIRM WHO CONDUCTS

THE FINANCIAL STATEMENT AUDIT OF SHRM. ADDITIONALLY, THE BOARD OF DIRECTORS

HAS DELEGATED REVIEW OF THE FEDERAL FORM 990 TO THE CHAIR OF THE AUDIT

COMMITTEE. AFTER THE REVIEW OF THE FORM 990 BY THE CHAIR OF THE AUDIT

COMMITTEE, THE FORM IS SENT TO THE FULL BOARD OF DIRECTORS BEFORE FILING.

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

Schedule O (Form 990 or 990-EZ) (2019)

932211 09-06-19

Name of the organization SOCIETY FOR HUMAN RESOURCE MANAGEMENT	Employer identification number 34-0948453
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FORM 990, PART VI, SECTION B, LINE 12C:

THE SHRM BOARD CONFLICT OF INTEREST POLICY PROVIDES THE FOLLOWING PROCEDURES FOR ADDRESSING POTENTIAL CONFLICTS OF INTEREST THAT MAY REQUIRE BOARD OR COMMITTEE ACTION, SUCH AS: 1) THE INTERESTED PERSON MUST DISCLOSE ALL FACTS MATERIAL TO THE CONFLICT OF INTEREST AND SUCH DISCLOSURE MUST BE REFLECTED IN THE MINUTES OF THE MEETING WHERE SUCH MATTER IS BEING REVIEWED; 2) THE INTERESTED PERSON IS PROHIBITED FROM PARTICIPATING IN DISCUSSIONS ABOUT THE MATTER EXCEPT TO DISCLOSE MATERIAL FACTS AND RESPOND TO QUESTIONS; 3) SUCH PERSON SHALL NOT ATTEMPT TO EXERT HIS OR HER PERSONAL INFLUENCE WITH RESPECT TO THE MATTER EITHER AT OR OUTSIDE OF THE MEETING; 4) SUCH PERSON MAY NOT BE PRESENT TO HEAR THE BOARD OR COMMITTEE DISCUSSIONS ON THE MATTER; 5) SUCH INTERESTED PERSON IS PRECLUDED FROM VOTING ON THE MATTER AND SUCH PERSON'S PRESENCE MAY NOT BE COUNTED IN DETERMINING THE PRESENCE OF A QUORUM FOR PURPOSES OF THE VOTE AT THE MEETING; 6) SUCH PERSON MAY NOT BE PRESENT DURING THE VOTE UNLESS THE VOTE IS BY SECRET BALLOT; AND 7) SUCH PERSON'S INELIGIBILITY TO VOTE SHOULD BE REFLECTED IN THE MINUTES.

ADDITIONALLY, THE SHRM EMPLOYEE CODE OF CONDUCT APPLIES TO ALL SHRM EMPLOYEES; AND ALL SHRM EMPLOYEES RECEIVE A COPY OF THE CODE OF CONDUCT AND RETURN AN ACKNOWLEDGEMENT TO THE SHRM HR DEPARTMENT THAT THEY UNDERSTAND AND WILL COMPLY WITH THE CODE OF CONDUCT. SECTION IV(K) OF THE CODE OF CONDUCT SETS FORTH THE CONFLICT OF INTEREST RULES APPLICABLE TO ALL EMPLOYEES.

IT IS SHRM'S INTENT TO AVOID IMPROPRIETY IN ALL OF ITS DECISIONS AND ACTIONS. THE CODE OF CONDUCT REQUIRES EMPLOYEES TO AVOID TRANSACTIONS,

Name of the organization SOCIETY FOR HUMAN RESOURCE MANAGEMENT	Employer identification number 34-0948453
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ACTIVITIES AND RELATIONSHIPS WHICH PLACE THEIR PERSONAL INTERESTS IN CONFLICT WITH SHRM'S; NOT TO USE SHRM ASSETS OR THEIR POSITION AT SHRM FOR PERSONAL USE OR GAIN; NOT TO ACCEPT GIFTS FROM VENDORS UNLESS WITHIN SPECIFIED GIFT GUIDELINES. EMPLOYEES ARE INFORMED THAT ACTUAL OR POTENTIAL CONFLICTS OF INTEREST MAY GO BEYOND DEALINGS WITH MEMBERS, CUSTOMERS, VENDORS OR SUPPLIERS. CONFLICTS MAY ALSO INVOLVE DEALINGS WITH MANAGERS, SUBORDINATES OR OTHER STAFF MEMBERS. IF A CONFLICT OR POTENTIAL CONFLICT ARISES, EMPLOYEES UNDER THE POLICY MAY CONSULT WITH THEIR SUPERVISOR, THEIR DEPARTMENT HEAD, SVP OR HUMAN RESOURCES. AT MINIMUM, IF AN EMPLOYEE OR HIS/HER IMMEDIATE FAMILY MEMBER HAVE AN INTEREST IN A VENDOR THE EMPLOYEE IS REQUIRED TO DISCLOSE SUCH CONFLICT OF INTEREST TO THEIR SVP (OR CEO IF THEY ARE A SVP) AND THE EMPLOYEE MUST NOT BE INVOLVED IN THE SELECTION, MANAGEMENT OR OVERSIGHT OF SUCH VENDOR.

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

CEO COMPENSATION IS SET BY THE BOARD OF DIRECTORS' COMPENSATION AND ORGANIZATION COMMITTEE. COMPENSATION OF EMPLOYEE OFFICERS AND SENIOR VICE PRESIDENTS ARE RECOMMENDED BY AN INDEPENDENT COMPENSATION CONSULTANT, THROUGH REVIEW OF RELEVANT COMPARABILITY DATA. THE RECOMMENDATION IS DISCUSSED AND SUBSTANTIATED BY THE CEO AND/OR CHRO AND APPROVED BY THE COMPENSATION AND ORGANIZATION COMMITTEE. ALL OTHER KEY EMPLOYEE COMPENSATION IS RECOMMENDED THROUGH A REVIEW OF RELEVANT COMPARABILITY DATA. THE RECOMMENDATION IS DISCUSSED AND SUBSTANTIATED BY THE CEO AND/OR CHRO. COMPENSATION AMOUNTS ARE DIRECTLY LINKED TO THE INDIVIDUAL'S PERFORMANCE RATING.

THE SHRM BOARD OF DIRECTORS APPROVES A REASONABLE LEVEL OF HONORARIA FOR ALL BOARD MEMBERS, INCLUDING THE BOARD CHAIR AND IMMEDIATE PAST CHAIR, WHO

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Name of the organization SOCIETY FOR HUMAN RESOURCE MANAGEMENT	Employer identification number 34-0948453
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ARE OFFICERS OF THE CORPORATION. THE SHRM GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS RECOMMENDS THE HONORARIA FOR ALL BOARD MEMBERS, AND THE FULL BOARD THEN APPROVES THE HONORARIA LEVEL. AT THE TIME OF RECOMMENDING AND APPROVING THE HONORARIA AND ITS LEVEL, THE GOVERNANCE COMMITTEE AND BOARD OF DIRECTORS RELY UPON SURVEYS AND AN OPINION OF AN OUTSIDE NATIONALLY RECOGNIZED COMPENSATION EXPERT SUPPORTING THE REASONABLENESS OF THE HONORARIA. THE OHIO NON-PROFIT CORPORATION ACT (CODE SECTION 1702.301), UNDER WHICH SHRM IS INCORPORATED, EXPRESSLY ALLOWS DIRECTORS TO VOTE TO ESTABLISH REASONABLE COMPENSATION FOR THEMSELVES, "IRRESPECTIVE OF ANY FINANCIAL OR PERSONAL INTEREST OF ANY OF THE DIRECTORS."

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

SHRM'S ANNUAL FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC ON SHRM'S ANNUAL REPORT. SHRM'S BYLAWS ARE ALSO AVAILABLE TO THE PUBLIC ON SHRM'S WEBSITE; AND THE ARTICLES OF INCORPORATION ARE AVAILABLE ON THE OHIO SECRETARY OF STATE CORPORATE DIVISION WEBSITE. SHRM WILL CONSIDER MAKING ITS CONFLICT OF INTEREST POLICY AVAILABLE TO THE PUBLIC UPON REQUEST.

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

PENSION-RELATED CHANGES OTHER THAN NET PERIODIC BENEFIT COSTS	-6,523,617.
CURRENCY TRANSLATION ADJUSTMENT	2,763.
FAS 158 ADJUSTMENT	-98,690.
TOTAL TO FORM 990, PART XI, LINE 9	-6,619,544.

**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.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization **SOCIETY FOR HUMAN RESOURCE MANAGEMENT** Employer identification number **34-0948453**

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
SHRM FOUNDATION, INC. - 34-6610067 1800 DUKE STREET ALEXANDRIA, VA 22314-3499	RESEARCH/SUPPORT HR STANDARDS	OHIO	501(C)(3)	LINE 7	SOCIETY FOR HUMAN RESOURCE MANAGEMENT	X	
HR PEOPLE & STRATEGY, INC. - 13-2989471 1800 DUKE STREET ALEXANDRIA, VA 22314-3499	STRATEGIC HR EDUCATION	NEW YORK	501(C)(3)	LINE 10	SOCIETY FOR HUMAN RESOURCE MANAGEMENT	X	

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
SHRM CORPORATION - 76-0839798 1800 DUKE STREET ALEXANDRIA, VA 22314-3499	ON-LINE JOBS ADVERTISING PROGRAM	VA	SOCIETY FOR HUMAN RESOURCE MANAGEMENT	C CORP	1,843,735.	485,735.	100%	X	
STRATEGIC HUMAN RESOURCE MGM'T INDIA PVT LTD - 80-2212005, REGUS ORCHID BUS. CTR, #311, CORINTHIAN BLDG, KHAR, MUMBAI, INDIA 40052	HR RESEARCH AND EDUCATIONAL PROGRAMS IN INDIA	INDIA	SOCIETY FOR HUMAN RESOURCE MANAGEMENT	C CORP	1,390,672.	1,281,155.	100%	X	
SHRM MEA FZ-LLC EXECUTIVE OFFICE NO. 21, BLOCK #09, GROUND FL DUBAI, UNITED ARAB EMIRATES	EDUCATIONAL PROGRAMS IN THE MIDDLE EAST	UNITED ARAB EMIR	SHRM CORPORATION	C CORP					X
SHRM MANAGEMENT CONSULTING (BEIJING) CO., LTD., GATEWAY PLAZA, 18 XIAGUANGLI, E. 3RD RING RD. N., BEIJING, CHINA 100027	HR RESEARCH AND EDUCATIONAL PROGRAMS IN CHINA	CHINA	SHRM CORPORATION	C CORP					X

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

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

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

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) HR PEOPLE & STRATEGY, INC.	B	2,156,000.	CASH
(2) SHRM FOUNDATION, INC.	B	806,496.	CASH
(3) SHRM MEA FZ-LLC	B	180,000.	CASH
(4) SHRM FOUNDATION, INC.	G	178,070.	CASH
(5) SHRM CORPORATION	F	900,000.	CASH
(6) SHRM FOUNDATION, INC.	L	133,125.	FMV

Part V Continuation of Transactions With Related Organizations (Schedule R (Form 990), Part V, line 2)

(a) Name of other organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(7) HR PEOPLE & STRATEGY, INC.	L	353,280.	FMV
(8) SHRM CORPORATION	L	396,056.	FMV
(9) STRATEGIC HUMAN RESOURCE MGM'T INDIA PVT LTD	M	1,019,342.	FMV
(10) HR PEOPLE & STRATEGY, INC.	N	56,880.	FMV
(11) SHRM CORPORATION	O	214,468.	COST
(12) STRATEGIC HUMAN RESOURCE MGM'T INDIA PVT LTD	P	543,142.	COST
(13) SHRM FOUNDATION, INC.	P	834,409.	COST
(14) SHRM CORPORATION	P	97,843.	COST
(15) SHRM MEA FZ-LLC	Q	473,534.	COST
(16) SHRM FOUNDATION, INC.	Q	147,677.	COST
(17) HR PEOPLE & STRATEGY, INC.	Q	292,570.	COST
(18) STRATEGIC HUMAN RESOURCE MGM'T INDIA PVT LTD	Q	220,030.	COST
(19) SHRM CORPORATION	Q	56,232.	COST
(20)			
(21)			
(22)			
(23)			
(24)			

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

PART II, IDENTIFICATION OF RELATED TAX-EXEMPT ORGANIZATIONS:

NAME OF RELATED ORGANIZATION:

SHRM FOUNDATION, INC.

DIRECT CONTROLLING ENTITY: SOCIETY FOR HUMAN RESOURCE MANAGEMENT

NAME OF RELATED ORGANIZATION:

HR PEOPLE & STRATEGY, INC.

DIRECT CONTROLLING ENTITY: SOCIETY FOR HUMAN RESOURCE MANAGEMENT

PART IV, IDENTIFICATION OF RELATED ORGANIZATIONS TAXABLE AS CORP OR TRUST:

NAME OF RELATED ORGANIZATION:

SHRM CORPORATION

DIRECT CONTROLLING ENTITY: SOCIETY FOR HUMAN RESOURCE MANAGEMENT

NAME OF RELATED ORGANIZATION:

STRATEGIC HUMAN RESOURCE MGM'T INDIA PVT LTD

DIRECT CONTROLLING ENTITY: SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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