Return of Organization Exempt From Income Tax

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

Open to Public Inspection

Form 990 (2009)

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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

For the 2009 calendar year, or tax year beginning 2009-10-01 and ending 2010-09-30 Please Check if applicable C Name of organization PIONEER INSTITUTE, INC D Employer identification number use IRS Address charge Doing Business As label or 22-2632081 print or Name change Number and street (or P.O. box if mail is not delivered to street address) E Telephone number Room/suite type. Initial return 85 DEVONSHIRE STREET 8th FL (617) 723-2277 Specific Terminated City or town, state or country, and ZIP + 4 Instruc-BOSTON Amended return 02109 G Gross receipts \$ 1,372,090 Application pending Name and address of principal officer: H(a) Is this a group return for affiliates? X No JAMES STERGIOS 85 DEVONSHIRE STREET, BOSTON, MA 02109 H(b) Are all affiliates included? X 501(c) (3) **◄** (insert no.) If "No," attach a list. (see instructions) Tax-exempt status: 4947(a)(1) or J Website: www.pioneerinstitute.org H(c) Group exemption number ▶ X Corporation Trust K Form of organization: Association Other > L Year of formation: M State of legal domicile: 1985 Part I Summary Briefly describe the organization's mission or most significant activities: Pioneer Institute is a non-partisan public policy think tank 1 comitted to keeping the Commonwealth of Massachsuetts economically competitive and to strengthening the core values of Activities & Governance an open society. To inspire market-driven policy reforms, Pionneer Institute promotes individual freedom and responsibility and limited, accountable government. Check this box ▶ if the organization discontinued its operations or disposed of more than 25% of its net assets. 16 Number of independent voting members of the governing body (Part VI, line 1b) 14 5 14 6 20 Total gross unrelated business revenue from Part VIII, column (C), line 12 7a 0 Net unrelated business taxable income from Form 990-T, line 34. 0 **Current Year** Contributions and grants (Part VIII, line 1h). 8 1,324,032 1,263,609 9 20,823 0 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 53,111 79,449 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 28,120 29,032 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) . . . 1,426,086 1,372,090 13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) 0 Benefits paid to or for members (Part IX, column (A), line 4) 14 0 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 15 772,897 816,589 Professional fundraising fees (Part IX, column (A), line 11e) 0 Total fundraising expenses (Part IX, column (D), line 25) ▶ 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f) 586.899 526,041 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) . . . 1,359,796 1,342,630 Revenue less expenses. Subtract line 18 from line 12 19 66,290 29,460 End of Year **Beginning of Current Year** 20 Total assets (Part X, line 16). 1,780,949 1,762,652 21 Total liabilities (Part X, line 26) 94,583 46,828 22 Net assets or fund balances. Subtract line 21 from line 20 1,686,366 1,715,824 Signature Block Part II 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 errect, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge. Sign Signature of officer Here EXECUTIVE Type or print name and title Preparer's identifying number Preparer's Check if signature self-(see instructions) Paid employed P00444363 Preparer's Firm's name (or yours GLENN RICCIARDELLI PC EIN ▶ 04-3140065 Use Only if self-employed), 10 HIGH STREET; BOSTON, MA 02110 Phone no. ▶ (617) 426-1551 May the IRS discuss this return with the preparer shown above? (see instructions) . . . X Yes No For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

	public education for all students. The Center's work builds on Pioneer's
	legacy as a leader in the public charter school movement and champion of greater academic rigor in Massachusets' schools. Current initiatives
	of greater academic rigor in Massachusets' schools. Current initiatives promote choice and competition, school-based management, math and
	science education, and the broader use of data to increase transparency
	and help parents make informed decisions regarding their childern's
	education.
4b	(Code:) (Expenses \$ 308,613 including grants of \$ 0) (Revenue \$ 170,507)
	SHAMIE CENTER FOR BETTER GOVERNMENT
	Seeks limited, accountable government by promoting competitive
	delivery of public services, elimination of unnecessary regulation, and
	focus on core government functions. Current initiatives promote reform of public employee pension and healthcare liabilties, affordable, high-quality
	healthcare, transportation reform, and the regionalization of local services.
4c	(Code:) (Expenses \$ 147,940 including grants of \$ 0) (Revenue \$ 15,000)
	MIDDLE CLASS INITIATIVE To consistently track objective, verificable data, and use the information to craft.
	To consistently track objective, verifiable data, and use the information to craft solutions to difficult public policy problems in the Commonwealth of Massachusetts'
	historical industrial centers. The goal is to help our cities continue to be
	engines of economic growth that they have been throughout history.
4d	Other program services. (Describe in Schedule O.)
	Other program services. (Describe in Schedule O.) (Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0) Total program service expenses \$ 720,556

THE REAL PROPERTY.	990 (2009) PIONEER INSTITUTE, INC. 22-26320	81	Р	age 3
Par	t IV Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
	complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			
	candidates for public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C,			
	Part II	4		X
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice			
	and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have			
	the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes,"			
	complete Schedule D, Part I	6	X	
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			
	complete Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part			
	X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes,"			
	complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or			
	quasi-endowments? If "Yes," complete Schedule D, Part V	10	X	
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI,			11/1/20
	VII, VIII, IX, or X as applicable	11	X	SECRETARIA SER
•	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete			
	Schedule D, Part VI.			
•				
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.			
•	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.			
•				1015
	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.			
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.			
•	Did the organization of concentration interior concentration of the conc			
	addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.	epresso		
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	40	V	
	Schedule D, Parts XI, XII, and XIII.	12	X	
12A	Was the organization included in consolidated, independent audited financial statements for the tax Yes No year? If "Yes " completing Schedule D. Parts XI, XII, and XIII is optional	Selection of		
	journ res, compressing constants by area will be optioned.	42	100	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		^
d	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising,	114		V
4=	business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any	1=		V
	organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance	10		V
4-	to individuals located outside the United States? If "Yes," complete Schedule F, Part III	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services	47		V
40	on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on	40		V
	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?	40		V
20	If "Yes," complete Schedule G, Part III	19		X
-//1	THE ORDER OF THE ORDER AND A PARTY OF THE PROPERTY OF THE PARTY OF THE	///	1	

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Par	tiv Checklist of Required Schedules (continued)			
		7	Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations			
	in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		X
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the	22		V
	United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			
	organization's current and former officers, directors, trustees, key employees, and highest compensated	23		~
	employees? If "Yes," complete Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines	24a		~
	24b through 24d and complete Schedule K. If "No," go to line 25	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	240		^
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year	24c		X
	to defease any tax-exempt bonds?	24d		X
	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction	240		
Zoa	with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
h	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a			-
D	prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or			
	990-EZ? If "Yes," complete Schedule L, Part I	25b		X
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or			
20	disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,			
	substantial contributor, or a grant selection committee member, or to a person related to such an individual?			
	If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L,			
	Part IV instructions for applicable filing thresholds, conditions, and exceptions):	100	100	
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete			
	Schedule L, Part IV	28b		X
C	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a			
	family member) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L,			
	Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			
	conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N,			
	Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?	20		V
	If "Yes," complete Schedule N, Part II	32	-	X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	33		V
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II,	34		\ v
	III, IV, and V, line 1	34	-	X
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete	35		X
	Schedule R, Part V, line 2	33		+^
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		X
0=	Did the organization conduct more than 5% of its activities through an entity that is not a related organization	30		1
37	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part			
	and that is treated as a partnership for federal income tax purposes? If Yes, complete Schedule K, Fait	37		X
		101	1	1
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and	38	X	
	19? Note. All Form 990 filers are required to complete Schedule O			(3000)

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Par	t V Statements Regarding Other IRS Filings and Tax Compliance			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of	22		
b	U.S. Information Returns. Enter -0- if not applicable	0		1000
C	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	o de la composición dela composición de la composición de la composición dela composición dela composición dela composición de la composición dela comp	125	
·	gaming (gambling) winnings to prize winners?	1c	Х	i.
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax	10	^	
24		14	100	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		Х	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see			
	instructions)	applied to	ore.	51,000
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by	in many	17.1	
	this return?	3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority			
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial			
	account)?	. 4a	an .	X
b	If "Yes," enter the name of the foreign country:			100
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank			155
	and Financial Accounts.			100
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding			
	Prohibited Tax Shelter Transaction?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
	organization solicit any contributions that were not tax deductible?	6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			
	gifts were not tax deductible?	. 6b		
7	Organizations that may receive deductible contributions under section 170(c).			6-6-601
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods	_		ula Mila
	and services provided to the payor?	7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	. 7b		
С	required to file Form 8282?	. 7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	. 76		^
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal			Numera
	benefit contract?	. 7e		Х
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	. 7f		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			X
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as			
	required?	. 7h		X
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting	1000 1000 1010 1010 1010 1010 1010 1010 1010 1010 1010 1010 1010 1010 1010 1010 1010	in a	
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring			Mejarika
	organization, have excess business holdings at any time during the year?	8		X
9	Sponsoring organizations maintaining donor advised funds.	HE 72		
a	Did the organization make any taxable distributions under section 4966?	. 9a		X
b	Did the organization make a distribution to a donor, donor advisor, or related person?	. 9b		X
10	Section 501(c)(7) organizations. Enter:			
а	Initiation fees and capital contributions included on Part VIII, line 12			HIII.
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	Specifical	100	14,155
11	Section 501(c)(12) organizations. Enter:	en de la companya de		100
а	Gross income from members or shareholders			40.4
b	Gross income from other sources (Do not net amounts due or paid to other sources		100	41/10/07
46	against amounts due or received from them.)		1434	
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	. 12a		
D	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b			

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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 in Schedule O. See instructions.

Governing Body and Management

Secti	off A. Governing Body and Management		Yes	No
	Enter the number of voting members of the governing body			
1a	Effet the humber of voting members of the governing body		300	9,3197
b	Enter the number of voting members that are independent		0025	
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?	2		Χ
	Did the organization delegate control over management duties customarily performed by or under the direct			
3	supervision of officers, directors or trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
6	Does the organization have members or stockholders?	6		X
	Does the organization have members of stockholders, or other persons who may elect one or more members			
7a	of the governing body?	7a		X
	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		X
b	Are any decisions of the governing body subject to approval by members, substitutions, or time persons.			
8	Did the organization contemporaneously document the meetings held or written actions undertaken during		Herilia.	
	the year by the following:	90	Χ	all lands
a	The governing body?	8a 8b	X	
b	Each committee with authority to act on behalf of the governing body?	ob	^	
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 in Schedule O	9a		X
Sect	ion B. Policies (This Section B requests information about policies not required by the Internal			
Reve	enue Code.)			
			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		X
b	If "Yes." does the organization have written policies and procedures governing the activities of such chapters,			
	affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the			
	form?	11	X	
11A	Describe in Schedule O the process, if any, used by the organization to review this Form 990	ta distil	Stan Circle	
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give			
	rise to conflicts?	12b	X	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"			
	describe in Schedule O how this is done	12c	X	
13	Does the organization have a written whistleblower policy?	13	X	
	Does the organization have a written document retention and destruction policy?	14	X	
14	Did the process for determining compensation of the following persons include a review and approval by		200	100
15	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	J. 11 (P.)	8000	(E)
	The organization's CEO, Executive Director, or top management official.	15a	X	
a	Other officers or key employees of the organization	15b	X	
b	Other officers or key employees of the organization	10.00	T THE	1537
	IT "Yes" to line 10a or 10b, describe the process in ochequie O. (See instructions.).	a ratio	104	300
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	16a		X
	with a taxable entity during the year?	, oa		/
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate	180		
	its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard	16b		
	the organization's exempt status with respect to such arrangements?	100		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed MA			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s o	my)		
	available for public inspection. Indicate how you make these available. Check all that apply.			
	X Own website Another's website X Upon request			
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interesting the second sec	est		
	policy, and financial statements available to the public.			
20	State the name, physical address, and telephone number of the person who possesses the books and records of the	ne		
	organization: ▶ PETER BEGLEY (617) 723-2	277		
	85 DEVONSHIRE STREET, BOSTON, MA 02109			

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

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

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. Use Schedule J-2 if additional space is needed.

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees. 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if the organization did not compe	nsate any curre	nt offi	icer	, di	rect	tor, or	tru	stee.		The second secon
(A)	(B)			(0	C)			(D)	(E)	(F)
Name and Title	Average hours per week	Individual trustee or director	Institutional trustee	Officer		Highest compensated employee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
JAMES STERGIOS EXECUTIVE DIRECTOR	40.	Х		X	X	X		133,215	0	0
PETER BEGLEY DIRECTOR OF FINANCE & OPERATIONS	32.	Х		Х	Х			71,216	0	0
WILLIAM B. TYLER DIRECTOR - CHAIRMAN	0.	Х		х				0	0	0
DIANE SCHMALENSEE DIRECTOR - VICE CHAR	0.	Х		X				0	0	0
NANCY ANTHONY DIRECTOR - TREASURER	0.	Х		X				0	0	0
NANCY COOLIDGE DIRECTOR	0.	X						0	0	0
DOUGLAS FOY DIRECTOR	0.	Х						0	0	. 0
JOSEPH M. GIGLIO DIRECTOR	0.	Х						0	0	0
KERRY HEALEY DIRECTOR	0.	X						0	0	0
ELLEN R. HERZFELDER DIRECTOR	0.	Х						0	0	0
CHARLES C. HEWITT III DIRECTOR	0.	Х						0	0	0
LUCILLE HICKS DIRECTOR	0.	Х						0	0	0
C. BRUCE JOHNSTONE DIRECTOR	0.	Х		36,3			a	0	0.	0
ALAN MORSE DIRECTOR	0.	Х						0	0	0
BETH MYERS DIRECTOR	0.	Х						0	0	0
MARK RICKABAUGH DIRECTOR	0.	Х						0		0

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Pa	t VII Section A. Officers, Directors, Tru	istees, Key Em	ploy	ees,	and	Hig	hest	Cor	npensated Em	ployees (contin	ued)
	(A)	(B)			(0	C)			(D)	(E)	(F)
	Name and title	Average hours per week	or director		Officer	Key employee	Highest compensated employee		Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
	TER G. VAN DORN ECTOR	0.	Х						0	0	0
DIR	RICK WILMERDING ECTOR	0.	X						0	0	0
DIR	PHEN FANTONE ECTOR	0.	X						0	0	0
DIR	VEN POLTAK ECTOR OF RESEARCH	40.				Х			95,266	0	0
DIR	IE GASS ECTOR OF CENTER FOR SCHOOL REFOR	40.				X			77,198	0	. 0
	TT BAUM ECTOR OF DEVELOPMENT	40.				Х			69,397	0	0
									0	0	0
										,	
								_	440,000	0	0
1b 2	Total	ot limited to thos	e list	ted a	bove	e) wh	no red	ceive	446,292 ed more than \$1		
3	Did the organization list any former officer, employee on line 1a? <i>If</i> "Yes," complete Sca							-	st compensated		Yes No
4	For any individual listed on line 1a, is the su the organization and related organizations gindividual	reater than \$15	0,00	0? /	f "Ye	s," c	ompl			uch	4 X
5	Did any person listed on line 1a receive or a services rendered to the organization? If "Y	ccrue compens	ation	n fror	n an	y un	relate				5 X
Sec	tion B. Independent Contractors										
1	Complete this table for your five highest concompensation from the organization.	npensated inde	pend	lent o	contr	acto	rs tha	at re	ceived more tha	n \$100,000 of	
	(A) Name and business a	address							(B) Description of se	rvices Co	(C) ompensation
	None										0
						,					0
											0
											0
2	Total number of independent contractors (in				thos	se lis	sted a	abov	e) who received		

Part	VIII	Statement of Revenue					
				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
S (0	10	Federated campaigns 1a	0		revenue	GENT LANGUERE	312, 313, 01314
ant	1a	Membership dues	0	LEAD TO SERVICE STATE OF THE SERVICE STATE STATE OF	and the state of	A ALCOHOL	
gra	b	Fundraising events	0	SHEET STREET,	euspeann hill St.	A CHARLES	
Other Revenue Program Service Revenue and other similar amoun	C	Related organizations	0	needster Constitution (1971-1976)	destablished 1994	AND DESCRIPTION OF THE PARTY OF	
	d	Government grants (contributions) 1e	0	PROPERTY AND PERSONS AND PARTY.	ACTUAL PROPERTY OF THE PARTY.	And the state of t	
ons	e	All other contributions, gifts, grants, and	Ü	HITELD TO STATE OF THE STATE OF	Mark Committee	Course the state of the state o	
outi		similar amounts not included above	1,263,609			A STATE OF THE STA	
itrik	a		15,000	BERTHANNES CONTRACTOR	manufacture 1		
Son	h	Total. Add lines 1a–1f		1,263,609	na standistica (C	Logical Market	
		Total rad in so ra Ti	Business Code	Manual III	as quality of 1975	PTER THE TERMS	encession a Productive
anne	2a			0			
Seve	b			0			
ce	C			0			-
eZi	d			0			
E S	e			0			
gra	f	All other program service revenue		0			
Pro	q	Total. Add lines 2a–2f		0	HONE COLUMN	Estimate Land	
	3	Investment income (including dividends, interest, and					
		other similar amounts)		79,449	79,449		
	4	Income from investment of tax-exempt bond proceed		0			
	5	Royalties		0			
		(i) Real	(ii) Personal				
	6a	Gross Rents		经验的 。例中1000000000000000000000000000000000000	ous as the second se		
	b	Less: rental expenses			consultation that the	建筑	
	С	Rental income or (loss) 0	0	计图像编集例图 符	Charles Services		
	d	Net rental income or (loss)		0			
	7a	Gross amount from sales of (i) Securities	(ii) Other		Confidence of the Confidence o	Charles a superior	Charles of Marketine
		assets other than inventory 0	0	Compared to 1915	BOST IN THE STREET, CARRIED	ALL INDEPLIES	entitle the said of the
	b	Less: cost or other basis		acoustic continue of	AND SHIP WELL BY		THE RELEASE
		and sales expenses 0			THE PROPERTY OF THE PARTY OF TH	的名字的 是 在	The second second
	С	Gain or (loss)	0	Landa or Andrew	STATE OF THE PARTY		CONTROL CO.
	d	Net gain or (loss)	🕨	0		Control of the contro	
o)	8a	Gross income from fundraising			Thursday of the	图966878	
Ž		events (not including \$0		September 1988	principal and spirit	LOS PERSONAL PROPERTY OF THE P	acidition (2000)
s ve		of contributions reported on line 1c).		to the Carlotte	THE THE PERSON NAMED IN	Telland Court H	1637年第二十五十五
OZ.		See Part IV, line 18	0	All the House the	1 June 2 19 19 19 19	A STREET, STRE	
her		Less: direct expenses b	0	ALMANITE STORY	Constitution	304484	
5		Net income or (loss) from fundraising events		U C		100000000000000000000000000000000000000	narrana), a seriora
	9a	Gross income from gaming activities.		and the second second	Service School (S	CHARLET LOS	Sandillan in the
		See Part IV, line 19 a		reter of mineral		STATE OF THE PARTY	
	b	Less: direct expenses b		e contraction of the contraction	AND REPORTS	See Anna Countries	ENGLISH THE
	C	Net income or (loss) from gaming activities			100	MANAGER SERVER	
	10a	Gross sales of inventory, less	0	e e and dunique	A PARTICIPATION OF THE PARTICI	1000年1月2日中华	
		returns and allowances	0	racin municipalité	AND STREET	de la companie de la	
		Less: cost of goods sold b	0		SECRETARIA DE LA COMPANSIONA DEL COMPANSIONA DE LA COMPANSIONA DEL COMPANSIONA DE LA		easterness easterna
	С	Net income or (loss) from sales of inventory	Business Code		Market Control of the Control	2016 5000	HERENE STATE
	110	CALE OF TICKETO & DUDI ICATIONS	451211	28,032	28,032)	
		MISCELLANEOUS	900099	1,000			
			00000	1,000			
	d	All other revenue				, , , , , , , , , , , , , , , , , , ,	
	u a	Total. Add lines 11a–11d		29,032	page 2 the Pil	Partition of the second	THE PARTY WHEN
	12	Total revenue. See instructions		1,372,090		C	0
			THE RESERVE AND ADDRESS OF THE PERSON NAMED IN COLUMN	AND DESCRIPTION OF THE PERSON			The same of the sa

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

	All other organizations must complete column	(A) but are not requ	uired to complete c	columns (B), (C), and	I (D).
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	0			
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	0			
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			MANUFACTURE PROCESS
5	Compensation of current officers, directors,	- J			
3	trustees, and key employees	515,312	332,401	104,042	78,869
6	Compensation not included above, to disqualified	010,012	002,101	101,012	. 0,000
6	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	o			
7	Other salaries and wages	156,528	100,746	15,923	39,859
7	Pension plan contributions (include section 401(k)	100,020	100,110	.0,000	
8	and section 403(b) employer contributions)	13,673	8,815	2,442	2,416
0		83,100	53,576	14,839	14,685
9	Other employee benefits	47,976	30,930	8,567	8,479
10	Payroll taxes	47,370	30,330	0,007	0,110
11	Fees for services (non-employees):	0			
a	Management	0			
b	Legal	21,411	909	20,253	249
C		21,711	000	20,200	
d	Lobbying	0	1000 EEEE 1	MARKET CONTRACTOR	
e	Investment management fees	0			
f	Other	0			
12	Advertising and promotion	0			
13	Office expenses	36,165	23,316	6,458	6,391
14	Information technology	4,795	3,091	857	847
15	Royalties	0			
16	Occupancy	84,533	54,499	15,095	14,939
17	Travel	0			
18	Payments of travel or entertainment expenses				
10	for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	134,126	122,255	7,317	4,554
20	Interest	1,627		1,627	
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	15,312	9,872	2,734	2,706
23	Insurance	0			
24	Other expenses. Itemize expenses not	THE RESERVE OF THE PARTY OF THE	AND LESS THE PROPERTY OF THE PARTY OF THE PA	CONTRACTOR OF THE PARTY OF THE	AND STATE OF THE S
	covered above. (Expenses grouped together	AND THE SHAPE		CONTRACTOR OF THE PARTY OF THE	
	and labeled miscellaneous may not exceed			Hallian Control of the Control	
	5% of total expenses shown on line 25 below.)	September 1995	Egil Pillinini	Treatment Linearing State	CARROLL SHEET SHEET
а	CONSULTANTS	75,760	64,202	6,856	4,702
b	OUTSIDE RESEARCH	74,415	73,415		
C	PRINTING & PUBLISHING	26,035	11,834	2,666	11,535
d	POSTAGE & DISTRIBUTION	29,640	5,223	1,208	23,209
е	STAFF TRAINING & DEVELOPMENT	22,222	6,457	3,929	11,836
f		0	004 544	215 012	225 276
25	Total functional expenses. Add lines 1 through 24f	1,342,630	901,541	215,813	225,276
26	Joint costs. Check here ► if following SOP 98-2. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising				
	solicitation				
	Gonordanori				Form 990 (2009)

P	art X	Balance Sheet			
			(A)		(B)
			Beginning of year		End of year
	1	Cash—non-interest-bearing	43,308	1	42,353
	2	Savings and temporary cash investments	487,742	2	485,574
	3	Pledges and grants receivable, net	2,900	3	29,512
	4	Accounts receivable, net	0	4	0
	5	Receivables from current and former officers, directors, trustees, key	CAMPAGE CONSTRUCTION		THE PERSON NAMED IN COLUMN TO SERVICE OF THE PERSON NAMED IN COLUMN TO SERVICE
		employees, and highest compensated employees. Complete Part II of	macros superiores 2		A COMPANY OF THE PARTY OF THE P
		Schedule L	290010296354750	5	1,190,000
	6	Receivables from other disqualified persons (as defined under section	A STATE OF THE STA		THE SECTION OF THE PARTY OF THE
		4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete	MANAGEMENT CONTRACTOR	NAME:	
		Part II of Schedule L		6	
Assets	7	Notes and loans receivable, net	0	7	0
SS	8	Inventories for sale or use		8	
A	9	Prepaid expenses and deferred charges	28,657	9	33,542
	10a	Land, buildings, and equipment: cost or 10a 308,816	Control of the Contro		The second of the second
		other basis. Complete Part VI of Schedule D	HITT candidation of the		
	b	Less: accumulated depreciation 10b 306,656		10c	18,403
	11	Investments—publicly traded securities	1,200,771	11	1,153,268
	12	Investments—other securities. See Part IV, line 11	0	12	0
	13	Investments—program-related. See Part IV, line 11	0	13	0
	14	Intangible assets	0	14	0
	15	Other assets. See Part IV, line 11	0	15	0
	16	Total assets. Add lines 1 through 15 (must equal line 34)	1,780,949	16	1,762,652
	17	Accounts payable and accrued expenses	94,583	17	46,828
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
Liabilities	21	Escrow or custodial account liability. Complete Part IV of Schedule D	200	21	
Ħ	22	Payables to current and former officers, directors, trustees, key	at the parties of the parties		The beautiful the passes
iab		employees, highest compensated employees, and disqualified	Container 1	22	
_		persons. Complete Part II of Schedule L	0	22	0
	23	Secured mortgages and notes payable to unrelated third parties	0	23	0
	24	Unsecured notes and loans payable to unrelated third parties		25	0
	25	Other liabilities. Complete Part X of Schedule D		26	46,828
_	26	Total liabilities. Add lines 17 through 25	94,563	20	40,020
10		Organizations that follow SFAS 117, check here ▶ and	Marine State Control of the Control		and the language of the same o
çe		complete lines 27 through 29, and lines 33 and 34.	(A.S. 4100 A. Tanada A.		Seath and the representation of the seathern o
an	27	Unrestricted net assets	1,051,279		1,058,835
Ba	28	Temporarily restricted net assets	436,337		453,786
pr	29	Permanently restricted net assets	198,749	29	203,203
F		Organizations that do not follow SFAS 117, check here ▶	CHEST OF THE SECRETARY PROPERTY.		ALMANDE DE L'ANTE
0		and complete lines 30 through 34.	Company of the Compan		CONTRACTOR OF STREET
ts	30	Capital stock or trust principal, or current funds		30	
SSe	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
¥	32	Retained earnings, endowment, accumulated income, or other funds.		32	
Net Assets or Fund Balances	33	Total net assets or fund balances	1,686,365		1,715,824
	34	Total liabilities and net assets/fund balances	1,780,948		1,762,652
-	1 54	. Commission and not decomplant parameter			Form 990 (2009)

art XI Financial Statements and Reporting			
		Yes	No
Accounting method used to prepare the Form 990: Cash X Accrual Other			
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.			199
a Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
b Were the organization's financial statements audited by an independent accountant?	2b	X	
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?	2c	X	
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	648 (1986) P		
d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both:			71.71 44.50
X Separate basis Consolidated basis Both consolidated and separate basis			
a 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?	3a		X
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 in Schedule O and describe any steps taken to undergo such audits.	3b	orm 99 (

Depreciation and Amortization

(Including Information on Listed Property)

OMB No. 1545-0172

Department of the Treasury

► See separate instructions.

Attach to your tax return.

Sequence No. 67

		vity to which this	s form relates		Identifying nun	nber	
	990				22-2632081		
Part I Election To Expense Certain							
Note: If you have any listed property, con	nplete Part V be	fore you comple	ete Part I.			1 4 1	050.000
1 Maximum amount. See the instructions for a	higher limit for	certain business	es			1	250,000
2 Total cost of section 179 property placed in s	service (see inst	ructions)				2	000.000
3 Threshold cost of section 179 property before	e reduction in lir	mitation				3	800,000
4 Reduction in limitation. Subtract line 3 from	line 2. If zero or	r less, enter -0-				4	0
5 Dollar limitation for tax year. Subtract line 4						-	250,000
separately, see instructions	 ;				(-) []	5	250,000
6 (a) Description of property		(b) Cost	(business use	only)	(c) Elected co	ost	2015-0910 2016-0910
							on the baseon
7 1: 1 december 5 december 2 dece	20			7			featign phone
7 Listed property. Enter the amount from line8 Total elected cost of section 179 property. A	29	oolumn (a) lines	6 and 7			8	0
						9	0
9 Tentative deduction. Enter the smaller of lin10 Carryover of disallowed deduction from line						10	0
11 Business income limitation. Enter the smalle	r of business in	nome (not loss t	han zoro) or l	no 5 (see ins	tructions)	11	
12 Section 179 expense deduction. Add lines 9	and 10 but do	not onter more	than line 11	110 0 (300 1110	truotionoj	. 12	0
13 Carryover of disallowed deduction to 2010.	Add lines 9 and	10 loss line 12	manine ii.	▶ 13		0	A MARIE THE SOURCE
Note: Do not use Part II or Part III below for liste				10			
Part II Special Depreciation Allowan	ce and Other	Depreciation	(Do not inc	lude listed r	roperty.) (See	instru	uctions.)
14 Special depreciation allowance for qualified	property (other	than listed prope	erty) placed in	service	roporty, y (occ		
during the tax year (see instructions)						14	
15 Property subject to section 168(f)(1) election						. 15	
16 Other depreciation (including ACRS)							
Part III MACRS Depreciation (Do not	include listed	property.) (See	e instruction	s.)			
Tart III	midiado notod	Section A					
						1-	
17 MACRS deductions for assets placed in ser	vice in tax vears	beginning befo	re 2009			17	9,832
17 MACRS deductions for assets placed in ser	vice in tax years ed in service dur	beginning beforing the tax year	re 2009 into one or m	ore		17	9,832
18 If you are electing to group any assets place	ed in service dur	ing the tax year	into one or m	ore	_	Hospital	9,832
18 If you are electing to group any assets place general asset accounts, check here	ed in service dur	ing the tax year	into one or m	ore 		H (5 (91)	9,832
18 If you are electing to group any assets place	ed in service dur Service Durin	ing the tax year	into one or m	ore General Dep	reciation Syste	H (5 (91)	
18 If you are electing to group any assets place general asset accounts, check here	ed in service dur n Service Durin (b) Month and	ing the tax year g 2009 Tax Yea (c) Basis for	into one or m	ore General Dep (e)	reciation System	m	(g)
18 If you are electing to group any assets place general asset accounts, check here	d in service dur Service Durin (b) Month and year placed	ing the tax year g 2009 Tax Yea (c) Basis for depreciation	into one or m	ore General Dep	reciation Syste	m	
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property	ed in service dur n Service Durin (b) Month and	ing the tax year g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m	ore General Dep (e)	reciation System	m	(g)
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property	d in service dur Service Durin (b) Month and year placed	ing the tax year g 2009 Tax Yea (c) Basis for depreciation	into one or m ar Using the (d) Recovery period	ore General Dep (e)	reciation System (f) Method	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property	d in service dur Service Durin (b) Month and year placed	ing the tax year g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m ar Using the (d) Recovery period	ore General Dep (e)	reciation System (f) Method	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property	d in service dur Service Durin (b) Month and year placed	ing the tax year g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m ar Using the (d) Recovery period	ore General Dep (e)	reciation System (f) Method	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property	d in service dur Service Durin (b) Month and year placed	ing the tax year g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m ar Using the (d) Recovery period	ore General Dep (e)	reciation System (f) Method	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property	d in service dur Service Durin (b) Month and year placed	g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m ar Using the (d) Recovery period	ore General Dep (e)	reciation System (f) Method	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property	d in service dur Service Durin (b) Month and year placed	g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m ar Using the (d) Recovery period	ore General Dep (e) Convention	reciation System (f) Method SL	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property g 25-year property	d in service dur Service Durin (b) Month and year placed	g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m	ore General Dep (e)	reciation System (f) Method	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property g 25-year property h Residential rental	d in service dur Service Durin (b) Month and year placed	g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m	ore General Dep (e) Convention	reciation System (f) Method SL	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed ir (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property g 25-year property h Residential rental property	d in service dur Service Durin (b) Month and year placed	g 2009 Tax Yea (c) Basis for depreciation (business/investment)	into one or m The street of t	General Dep (e) Convention	reciation System (f) Method SL S/L S/L	m	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed ir (a) Classification of property 19 a 3-year property	d in service dur Service Durin (b) Month and year placed in service	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440	into one or m	General Dep (e) Convention MM MM MM MM MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed ir (a) Classification of property 19 a 3-year property	d in service dur Service Durin (b) Month and year placed in service	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440	into one or m	General Dep (e) Convention MM MM MM MM MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property g 25-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section 2.	d in service dur Service Durin (b) Month and year placed in service	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440	into one or m	General Dep (e) Convention MM MM MM MM MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property f 20-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section C - As	d in service dur Service Durin (b) Month and year placed in service	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440	into one or m	General Dep (e) Convention MM MM MM MM MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property 19 a 3-year property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property g 25-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section 2.	d in service dur Service Durin (b) Month and year placed in service	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440	into one or m The stress of t	General Dep (e) Convention MM MM MM MM MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property g 25-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section C - Ass	d in service dur Service Durin (b) Month and year placed in service	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440	into one or m The stress of t	MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	m Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property f 20-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section C - Ass	d in service during Service During (b) Month and year placed in service	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440	into one or m Trusing the General services of the content of the	MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property f 20-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section C - Ass	d in service during	g 2009 Tax Yea (c) Basis for depreciation (business/investment) 16,440 2009 Tax Year	into one or m Trusing the G (d) Recovery period 3 25 yrs. 27.5 yrs. 27.5 yrs. 39 yrs. Using the Alternative August Augus	MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	m Depr	(g) eciation deduction 5,480
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property f 20-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section C - Ass	Service During Gervice During	g 2009 Tax Year (c) Basis for depreciation (business/investment) 16,440 2009 Tax Year 19 and 20 in conerships and S of	into one or m Trusting the G (d) Recovery period 3 25 yrs. 27.5 yrs. 27.5 yrs. 39 yrs. Using the Alignment of the period	MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	m Depr	(g) eciation deduction
18 If you are electing to group any assets place general asset accounts, check here Section B - Assets Placed in (a) Classification of property b 5-year property c 7-year property d 10-year property e 15-year property f 20-year property f 20-year property h Residential rental property i Nonresidential real property Section C - Assets Placed in Section C - Ass	Service During Gervice During	g 2009 Tax Year (c) Basis for depreciation (business/investment) 16,440 2009 Tax Year 19 and 20 in conerships and S of	into one or m Trusting the G (d) Recovery period 3 25 yrs. 27.5 yrs. 27.5 yrs. 39 yrs. Using the Alignment of the period	MM	reciation System (f) Method SL S/L S/L S/L S/L S/L S/L S/L	m Depr	(g) eciation deduction 5,480

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047 2009

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Department of the Treasury Internal Revenue Service

▶ Attach to Form 990 or Form 990-EZ.

► See separate instructions.

Open to Public Inspection

Name o	Name of the organization Employer identification number												
PIONEER INSTITUTE, INC. Part I Reason for Public Charity Status (All organizations must complete this pa						22-2632081							
Pari										struction	S.		
	rgar			ition because it is: (For					The second second second				
1		A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).											
		A school described in section 170(b)(1)(A)(ii) . (Attach Schedule E.) A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii) .											
3										b)/1)/A)/i	iii) Ente	r the	
4		A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii) . Enter the hospital's name, city, and state:											
5		An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)											
6		A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).											
7	Χ			receives a substantia (1)(A)(vi). (Complete F		ts support	from a go	overnmen	tal unit or	from the	general	public	
8		A community	trust described	in section 170(b)(1)(A)(vi). (C	omplete F	Part II.)						
9				receives: (1) more th									oss
		receipts from	activities relate	d to its exempt functio	ns—subje	ect to cert	ain excep	tions, and	(2) no m	ore than 3	33 1/3 %	of its	
				nt income and unrelate after June 30, 1975. S						x) Holli b	usiiiessi	55	
10	П			nd operated exclusivel						I).			
11		An organizat	ion organized ar	nd operated exclusivel	y for the l	benefit of,	to perform	m the fund	ctions of,	or to carry	out the		
		purposes of	one or more pub	olicly supported organia	zations de	escribed in	n section	509(a)(1)	or section	509(a)(2	2). See	sectio	n
				t describes the type of							rin. ype III–	Othor	
		a Type		Type II c		III–Fund	en and the second					Other	
е				y that the organization on managers and other								section	n
			section 509(a)(2		than one	or more	publicly 3	apported	organizati	0110 0000	nood iii	0001101	
f		If the organiz	zation received a	written determination	from the	IRS that i	it is a Typ	e I, Type	II, or Type	III suppo	orting		
			, check this box										L
g		Since Augus following per		the organization accep	oted any o	gift or con	tribution fi	rom any o	if the				
				or indirectly controls,	either alor	ne or toge	ther with	persons d	escribed	in (ii)		Yes	No
		and (iii	i) below, the gov	verning body of the sup	oported o	rganizatio	n?				11g(i)		X
				person described in (i)							11g(ii)		X
h		The state of the s		y of a person describe ation about the suppor					• • • •		11g(iii)		X
<u>h</u>				(iii) Type of organization		organization		ou notify	(vi) l	s the	(vii)	Amount	of
(1)		e of supported anization	(ii) EIN	(described on lines 1–9 above or IRC section		sted in your document?		nization in of your		ion in col. zed in the		support	
				(see instructions))	governing	document:		port?		5.?			
					Yes	No	Yes	No	Yes	No			
N/A													0
													0
													0
				W-									0
			The continue to the		E STATE OF		E serious	1917 P. T.	and the second				0
								1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					0

18

Page 2 Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) Part II (Complete only if you checked the box on line 5, 7, or 8 of Part I.) Section A. Public Support Calendar year (or fiscal year beginning in) ▶ (a) 2005 (b) 2006 (c) 2007 (d) 2008 (e) 2009 (f) Total Gifts, grants, contributions, and membership fees received. (Do not 1,263,609 include any "unusual grants.") 1,205,600 1,529,866 1,324,032 6,484,349 1.161.242 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. 0 The value of services or facilities furnished by a governmental unit to the organization without charge 0 Total. Add lines 1 through 3 1,161,242 1,205,600 1,529,866 1,324,032 1,263,609 6,484,349 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). 1,128,710 Public support. Subtract line 5 from line 4. 5,355,639 Section B. Total Support Calendar year (or fiscal year beginning in) (a) 2005 (b) 2006 (c) 2007 (d) 2008 (e) 2009 (f) Total Amounts from line 4. 1,161,242 1,205,600 1,529,866 1,324,032 1,263,609 6,484,349 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources 99,518 -85,317 53,156 110,449 239,117 61,311 Net income from unrelated business activities, whether or not the business is regularly carried on 0 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) 21,606 25,229 27,558 48,898 28,032 151,323 11 Total support. Add lines 7 through 10. . 6,874,789 6,751,498 12 12 13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) Section C. Computation of Public Support Percentage 77.90% Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f)) 14 15 15 Public support percentage from 2008 Schedule A, Part II, line 14 78.20% 16a 33 1/3% support test-2009. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box 33 1/3% support test-2008. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this 10%-facts-and-circumstances test-2009. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization. . . . 10%-facts-and-circumstances test-2008. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10%

or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . > Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . .

Support Schedule for Organizations Described in Section 509(a)(2)

C4	(Complete only if you checked to	ie box on line	9 Ul Fait I.)				
Sect	ion A. Public Support ndar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Cale		(a) 2005	(b) 2000	(6) 2001	(u) 2000	(0) 2000	(1)
1	Gifts, grants, contributions, and						
	membership fees received. (Do not	1					0
	include any "unusual grants.")						0
2	Gross receipts from admissions, merchandise						
	sold or services performed, or facilities furnished						
	in any activity that is related to the						
	organization's tax-exempt purpose						0
3	Gross receipts from activities that are not an						
	unrelated trade or business under section 513						0
4	Tax revenues levied for the organization's						
	benefit and either paid to or expended on						
	its behalf						0
5	The value of services or facilities						
	furnished by a governmental unit to the	`					0
	organization without charge		0	0	0	0	0
6	Total. Add lines 1 through 5	0	0	U	U	0	
7a	Amounts included on lines 1, 2, and 3						0
	received from disqualified persons						0
b	Amounts included on lines 2 and 3 received						
	from other than disqualified persons that						
	exceed the greater of \$5,000 or 1% of the						
	amount on line 13 for the year						0
C	Add lines 7a and 7b	0	0	0	0	0	0
8	Public support (Subtract line 7c from			Parties Delication	CHIEF SHOP	Strain Strain	
	line 6.)	Line Edge College		Here and the second	and the same	15年 15年	0
	tion B. Total Support						(D. T.) .
Cal	endar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9	Amounts from line 6	0	C	0	0	0	- 0
	Gross income from interest, dividends,						
100	payments received on securities loans,						
	rents, royalties and income from similar						
	sources						0
b	Unrelated business taxable income (less						
	section 511 taxes) from businesses						
	acquired after June 30, 1975	B. F. C.					0
C	Add lines 10a and 10b	0	(0	0	0
11	Net income from unrelated business						
	activities not included in line 10b,						
	whether or not the business is regularly						0
	carried on	3.42.35					U
12	Other income. Do not include gain or						
	loss from the sale of capital assets						0
40	(Explain in Part IV.)						
13	Total support. (Add lines 9, 10c, 11,					0	0
44	and 12.)	ganization's fir	et second thir	rd fourth or fift	h tax vear as a		
14	organization, check this box and stop here .	gariization 5 iii	st, second, triii	a, loani, or mi	ir tax your do d		
_							
	tion C. Computation of Public Suppor	Percentage	11 11 - 10	l (f\)		15	0.00%
15	Public support percentage for 2009 (line 8, c	olumn (f) divide	ed by line 13, 0	column (I))		16	0.00%
16	Public support percentage from 2008 Sched	ule A, Part III, I	togo	· · · · · ·	· · · · ·	10	0.00%
Sec	tion D. Computation of Investment Inc	ome Percen	tage	40	(£)\	17	0.000/
17	Investment income percentage for 2009 (line	e 10c, column	(t) divided by li	ne 13, column	(1))	17	0.00%
18	Investment income percentage from 2008 Schedule A, Part III, line 17						
19a	33 1/3% support tests-2009. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is						
	not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization b 33 1/3% support tests-2008. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and						
b	33 1/3% support tests-2008. If the organization	did not check a b	oox on line 14 or	line 19a, and lin	e 16 is more than	133 1/3% and	
	line 18 is not more than 33 1/3%, check this box a	and stop here. T	he organization	qualifies as a pu	blicly supported	organization	
20	Private foundation. If the organization did r	not check a box	on line 14, 19	a, or 19b, che	ck this box and	see instruction	S ▶

Part IV Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Provide any other additional information. See instructions.
Part II Line 10 OTHER INCOME PREDOMINANTLY ENCOMPASSES TICKET SALES TO DINNERS, AWARD
CEROMONIES, AND PUBLIC SPEAKING ENGAGEMENTS, WITH THE BALANCE ENCOMPASSING BOOK SALES,
REIMBURSED EXPENSES, AND EDITORIAL INCOME.

SCHEDULE D (Form 990)

Supplemental Financial Statements

Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11, or 12.

2009

OMB No. 1545-0047

Open to Public Inspection

Employer identification number

Department of the Treasury Internal Revenue Service Name of the organization

Attach to Form 990.

► See separate instructions.

PIONEER INSTITUTE, INC. 22-2632081 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts 1 Total number at end of year Aggregate contributions to (during year) 2 Aggregate grants from (during year) . . Aggregate value at end of year 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? 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 Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7 Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space 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. 2b Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 8/17/06 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Does each conservation easement reported on line 2(d) above satisfy the requirements of section In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. 1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of

Tall if the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

If the organization elected, as permitted under SFAS 116, 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:

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

Part	Urganizations Maintaining C	ollections of	Aπ,	HISTO	orical i	reasures, or	Oth	er Sillillar ASS	els (CC	munu	eu)
3	Using the organization's acquisition, ac	ccession, and of	ther r	ecord	s, check	any of the fo	llowin	g that are a sigr	ificant		
	use of its collection items (check all that	at apply):									
а	Public exhibition		d	H		or exchange p					
b	Scholarly research		е	Ш	Other						
С	Preservation for future generation	ns									
4	Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.										
5	During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?										
Part	Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.										
1a	Is the organization an agent, trustee, c						or oth	er assets not			
	included on Form 990, Part X?								Ye	s	No
b	If "Yes," explain the arrangement in Pa									7	
								A	mount		
C	Beginning balance						1c				
d	Additions during the year						1d				
е	Distributions during the year						1e				
f	Ending balance						1f				0
2a	Did the organization include an amoun	t on Form 990,	Part	X, line	21?.				Ye	s X	No
b	If "Yes," explain the arrangement in Pa	art XIV.									
Part	V Endowment Funds. Comple	ete if the organ	nizati	on ar	swere	d "Yes" to Fo	rm 9	90, Part IV, lin	e 10.		
		(a) Current year	(b) Prior	year	(c) Two years b	ack	(d) Three years back	(e) Fo	ur years	back
1a	Beginning of year balance	635,086								20.00	
b	Contributions	70,500									
C	Net investment earnings, gains,										
	and losses	6,324						B. School Beller			
d	Grants or scholarships					Carlos Ca		u patamalah?		10.00	
е	Other expenditures for facilities						1100		e kantanian		
	and programs	182,542				SELECTION OF THE PROPERTY OF T					
f	Administrative expenses					10.00000000000000000000000000000000000		12.00	g mercens		
g	End of year balance	529,368			0	Luntillage			aliee III		
2	Provide the estimated percentage of the	ne year end bala	ance	held a	as:						
а	Board designated or quasi-endowmen	t •		%							
b	Permanent endowment	39%									
C	Term endowment ► 61%	•									
3a	Are there endowment funds not in the	possession of t	he or	ganiz	ation tha	at are held and	d adm	ninistered for the	, г	1	
	organization by:									Yes	
	(i) unrelated organizations								3a(i)		X
	(ii) related organizations								3a(ii)		X
b	If "Yes" to 3a(ii), are the related organi								3b		
4	Describe in Part XIV the intended uses										
Part	VI Investments—Land, Buildi	ngs, and Equ	ipme	ent. S	See For	m 990, Part	X, lir	ie 10.			
	Description of investment	(a) Cost or of (investn		sis		st or other s (other)		ccumulated preciation	(d) Bo	ok valu	e
1a	Land			0		0					0
b	Buildings			0		0		0			0
C	Leasehold improvements			0		35,498		35,498			0
d	Equipment			0		84,641		86,440			6,994
е	Other			0		188,677		184,718			1,409
Tota	I. Add lines 1a through 1e. (Column (d)	must equal For	rm 99	00, Pa	rt X, col	umn (B), line	10(c).)▶			8,403
								C-L.	Jula D /F		0) 2000

Part VII	Investments—Other Securit	ies. 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
Financial de	rivatives	0	
Closely-held	equity interests	0	
		0	
		0	
		0	
		0	
		0	
		0	
		0	
Total (Column (b)	must equal Form 990, Part X, col. (B) line 12.)	0	
Part VIII	Investments—Program Rela		
			(c) Method of valuation:
	(a) Description of investment type	(b) Book value	Cost or end-of-year market value
		0	
100		0	
	**************************************	0	
	7	0	
		0	
		0	
		0	
		0	
		0	
Total. (Column (b)	must equal Form 990, Part X, col. (B) line 13.)	> 0	
Part IX	Other Assets. See Form 990		
		(a) Description	(b) Book value
			0
			0
			0
			0
			0
			0
			0
			0
			0
	-		0
	mn (b) must equal Form 990, Part		
Part X	Other Liabilities. See Form 9		
1.	(a) Description of liability	(b) Amount	
Federal inco	me taxes		
			0
-			
	. ,		
	The second secon		
Total (Column (b)	must equal Form 990, Part X, col. (B) line 25.)	•	

PIONEER INSTITUTE, INC. 22-2632081 Schedule D (Form 990) 2009 Page 5 Part XIV Supplemental Information (continued)

SCHEDULE O (Form 990)

Supplemental Information to Form 990

OMB No. 1545-0047

Complete to provide information for responses to specific questions on

Form 990 or to provide any additional information.

Attach to Form 990.

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization

Employer identification number 22-2632081

PIONEEN INSTITUTE, INC.
Form 990 Part vi Section A Line 11 THE PROCEDURES THAT PIONEER FOLLOWS IN REVIEWING THE FORM
990 ARE AS FOLLOWS: 1) THE FORM 990 IS COMPILED BY PIONEER'S AUDITORS AND PIONEERS STAFF, 2)
THE RETURN IS REVIEWED THOROUGHLY BY MANAGEMENT, WITH ANY NECESSARY REVISIONS OR MODIFICATIONS
MADE THERETO, 3) THE FORM 990 IS SUBSEQUENTLY SCRUTINIZED BY PIONEER'S AUDIT COMMITTEE AND ANY
QUESTIONS ARE ADDRESSED DIRECTLY WITH THE AUDITORS, 4) THE FINAL RETURN IS DISTRIBUTED TO
MANAGEMENT AND THE AUDIT COMMITTEE FOR A FINAL REVIEW BEFORE FILING.
Form 990 Part VI Section B Line 12C PIONEER'S CONFLICT OF INTEREST POLICY IS CIRCULATED TO ALL
EMPLOYEES ANNUALLY, ALONG WITH MANAGEMENT AND BOARD MEMBERS. RECIPIENTS ARE REQUIRED TO SIGN
THE POLICY AND DISCLOSE ANY POTENTIAL CONFLICTS. MANAGEMENT REGULARLY MONITORS VENDOR
RELATIONSHIPS FOR ANY POTENTIAL CONFLICTS THROUGHOUT THE YEAR.
Form 990 Part VI Section b Line 15B THE ANNUAL COMPENSATION OF THE OFFICERS AND KEY EMPLOYEES
OF PIONEER IS DETERMINED BY THE FOLLOWING PROCESS: 1) ANNUAL EVALUATION IS UNDERTAKEN BY THE
EMPLOYEE'S SUPERVISOR, OR IN THE CASE OF THE EXECUTIVE DIRECTOR, A REVIEW COMMITTEE, WHEREBY
PERFORMANCE IS EVALUATED RELATIVE TO CERTAIN GOALS AND OTHER DEFINED METRICS, 2)
SELF-EVALUATION OF THE INDIVIDUAL EMPLOYEE IS UNDERTAKEN, 3) A REVIEW OF COMPARABLE
COMPENSATION DATA IS REVIEW FOR SIMILAR ORGANIZATIONS (ANNUAL BUDGET, NUMBER OF EMPLOYEES,
GEOGRAPHICAL LOCATION, ETC.), AND 4) DOCUMENTATION OF THE PROCESS AND FINAL DECISION IS
COMPLETED AND RETAINED IN THE EMPLOYEE'S PERSONEL FILE AND/OR IN THE APPROPRIATE COMMITTEE
MINUTES.
Form 990 Part VI Section C Line 19 PIONEER MAINTAINS THE CURRENT AUDITED FINANCIAL STATEMENTS
AND FORM 990 FOR THE LAST 3-YEARS ON ITS WEBSITE. THE FINANCIAL STATEMENTS AND TAX RETURNS ARE
ALSO AVAILABLE UPON REQUEST, AS WELL AS PIONEER'S GOVERNING DOCUMENTS AND CONFLICT OF INTEREST
POLICY.
Form 990 Part IX Line 5 - 24e WE DISCOVERED THE NEED TO AMEND THE 2009 FORM 990 DUE TO
CLERICAL ERRORS ASSOCIATED WITH PART IX STATEMENT OF FUNCTIONAL EXPENSES, AS THE FORM DID NOT
ACCOUNT FOR ALL OF THE OPERATING EXPENSES. SPECIFICALLY, WE HAD OVERLOOKED SOME OF THE EXPENSE

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ALLOCATIONS, AND AS A RESULT, THE FORM DID NOT ADD ACROSS. THE ERRORS W	ERE PRIMARILY CONFINED
TO THE MANAGEMENT & GENERAL EXPENSE COLUMN (C).	
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