

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2023

Department of the Treasury Internal Revenue Service

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.

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning and ending

B Check if applicable: C Name of organization: ZOOLOGICAL SOCIETY OF PITTSBURGH D Employer identification number: 25-1418766 E Telephone number: (412) 365-2510 G Gross receipts \$: 30,062,177 H(a) Is this a group return for subordinates? Yes [X] No H(b) Are all subordinates included? Yes No H(c) Group exemption number I Tax-exempt status: [X] 501(c)(3) J Website: WWW.PITTSBURGHZOO.ORG K Form of organization: [X] Corporation L Year of formation: 1994 M State of legal domicile: PA

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1 Briefly describe the organization's mission... TO BE A LEADER AND CONTRIBUTOR TO THE CONSERVATION OF ENDANGERED AND THREATENED SPECIES. 2-7a Activities & Governance. 8-12 Revenue. 13-19 Expenses. 20-22 Net Assets or Fund Balances.

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 JEREMY GOODMAN, PRESIDENT/CEO Date. Paid: Print/Type preparer's name ERIN F. WOOD Preparer's signature ERIN F. WOOD Date Check if self-employed PTIN P01710275 Preparer Use Only: Firm's name SCHNEIDER DOWNS & CO., INC. Firm's EIN 25-1408703 Firm's address ONE PPG PLACE, SUITE 1700 PITTSBURGH, PA 15222 Phone no. 412-261-3644

May the IRS discuss this return with the preparer shown above? See instructions [X] 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 [X]

1 Briefly describe the organization's mission: THE ZOOLOGICAL SOCIETY OF PITTSBURGH IS DEDICATED TO BEING A LEADER IN, AND SIGNIFICANT CONTRIBUTOR TO, THE CONSERVATION OF ENDANGERED AND THREATENED SPECIES. THE SOCIETY PROVIDES AN ENJOYABLE FAMILY EXPERIENCE THAT FOSTERS UNDERSTANDING, RESPECT AND APPRECIATION FOR

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 [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 12,569,110. including grants of \$ 90,300.) (Revenue \$ 1,057,647.) EDUCATION

ANNUALLY, HUNDREDS OF THOUSANDS OF LEARNERS OF ALL AGES ENJOY THE ZOO'S POPULAR EDUCATION PROGRAMS, CLASSES, AND TEACHER WORKSHOPS. THESE PROGRAMS ALLOW PARTICIPANTS TO CLOSELY IDENTIFY WITH WILDLIFE, PLANTS, AND NATURAL HABITATS, PROVIDING A FIRM UNDERSTANDING OF THE INTERCONNECTEDNESS OF ALL LIVING THINGS.

CONTINUATION ON SCHEDULE O.

4b (Code:) (Expenses \$ 9,141,171. including grants of \$) (Revenue \$) CONSERVATION & RESEARCH

THE PITTSBURGH ZOO & AQUARIUM HAS A HISTORY OF CHAMPIONING WILDLIFE AND CONSERVATION IN WESTERN PENNSYLVANIA AND ACROSS THE GLOBE. THE MISSION OF THE ORGANIZATION ORIENTS OUR CONSERVATION WORK TOWARDS LONG TERM IMPACT BY WORKING WITH OUR COMMUNITIES. SIMILARLY, THE VISION FOR THE ORGANIZATION IS TO PROVIDE EFFECTIVE CONSERVATION LEADERSHIP BY BRINGING COLLABORATORS TOGETHER. IN BOTH ITS MISSION AND VISION, THE ZOO COMMITS ITSELF FOR TRANSFORMATIVE AND EXEMPLARY CONSERVATION PROGRAMS.

CONTINUATION ON SCHEDULE O.

4c (Code:) (Expenses \$ 1,142,647. including grants of \$) (Revenue \$ 14,360,262.) RECREATION

OPEN THROUGHOUT THE YEAR WITH THE EXCEPTIONS OF THANKSGIVING DAY, CHRISTMAS DAY, AND NEW YEAR'S DAY, THE ZOO HOSTS NUMEROUS EVENTS FOR COMMUNITY AND REGIONAL GROUPS. WITH FULLY ADA-ACCESSIBLE FACILITIES, THE PROVISION OF OPEN SPACE FOR PUBLIC RECREATION, SEVERAL HISTORICALLY PRESERVED PUBLIC LANDMARKS, AND 8,000 ANIMALS REPRESENTING MORE THAN 900 SPECIES ALONG WITH FOLIAGE FROM EVERY CORNER OF THE EARTH, THE ZOO OFFERS SOMETHING SPECIAL FOR EVERY UNIQUE INTEREST OF EACH OF THE HUNDREDS OF THOUSANDS OF VISITORS FROM ALL BACKGROUNDS WHO ENJOY TRIPS TO THE ZOO ANNUALLY.

CONTINUATION ON SCHEDULE O.

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

4e Total program service expenses 22,852,928.

Part 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)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	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? <i>If "Yes," complete Schedule C, Part I</i>	3	X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</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? <i>If "Yes," complete Schedule D, Part II</i>	7 X	
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	8 X	
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	9	X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	11b	X
c 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? <i>If "Yes," complete Schedule D, Part VIII</i>	11c	X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d	X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b	X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15	X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16	X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions	17	X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18 X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

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

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 columns. Includes rows 2a through 17 with various tax-related questions and answers.

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... 36; 1b Enter the number of voting members included on line 1a... 36; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 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... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? X; b Each committee with authority to act on behalf of the governing body? X; 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... X

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... X; 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? X; 11b Describe on 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... X; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done... X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 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? a The organization's CEO, Executive Director, or top management official... X; b Other officers or key employees of the organization... X; If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.; 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? X; 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 PA
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 [X] 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
RACHEL ASKEY, CFO - (412) 365-2510
ONE WILD PLACE, PITTSBURGH, PA 15206-1178

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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 the 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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) JEREMY GOODMAN PRESIDENT/CEO	40.00			X			368,574.	0.	44,902.	
(2) RON GRUCA (ENTERED 02/2023) CHIEF ADVANCEMENT OFFICER	40.00				X		194,982.	0.	22,396.	
(3) BRADLEY SMITH VP, FACILITIES, CONSTRUCTIONS, DESIGN	40.00				X		180,576.	0.	20,396.	
(4) DARYL HOFFMAN VP OF LIVING COLLECTIONS	40.00					X	139,331.	0.	32,237.	
(5) RACHEL ASKEY (ENTERED 02/2023) CHIEF FINANCIAL OFFICER	40.00			X			150,824.	0.	18,079.	
(6) ALYSSA DELUCA VP OF DEVELOPMENT	40.00					X	123,402.	0.	17,042.	
(7) AYESHAH AL-HUMAIHDI ICC DIRECTOR	40.00					X	109,583.	0.	20,195.	
(8) ALLAN MARSHALL VP OF INTERNAL RELATIONS	40.00					X	103,941.	0.	24,999.	
(9) PAMELA BENA (EXITED 3/2023) CHIEF FINANCIAL OFFICER	40.00			X			34,167.	0.	4,412.	
(10) DONNA K. HUDSON CHAIR	8.00	X		X			0.	0.	0.	
(11) MORTON D. STANFIELD, JR. VICE CHAIR	8.00	X		X			0.	0.	0.	
(12) ROBERT KRIZNER TREASURER	8.00	X		X			0.	0.	0.	
(13) DAVID GRUBMAN SECRETARY	8.00	X		X			0.	0.	0.	
(14) JUDY BACCHUS DIRECTOR	1.00	X					0.	0.	0.	
(15) LEONARD F. BACH DIRECTOR (EXITED 8/2023)	1.00	X					0.	0.	0.	
(16) JAMES BALOURIS DIRECTOR	1.00	X					0.	0.	0.	
(17) ANTHONY BENEVENTO DIRECTOR	1.00	X					0.	0.	0.	

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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) DOROTHY BOYER DIRECTOR	1.00	X						0.	0.	0.
(19) HOWARD BRUSCHI DIRECTOR	3.00	X						0.	0.	0.
(20) KENNETH P. CHENG, MD DIRECTOR	1.00	X						0.	0.	0.
(21) MICHAEL CLARK DIRECTOR (ENTERED 5/2023)	1.00	X						0.	0.	0.
(22) G. HENRY COOK DIRECTOR	1.00	X						0.	0.	0.
(23) JACK DEMOS DIRECTOR	1.00	X						0.	0.	0.
(24) BEVERLYNN ELLIOTT DIRECTOR	3.00	X						0.	0.	0.
(25) DEBORAH BERGREN GARLOCK DIRECTOR	3.00	X						0.	0.	0.
(26) EDWARD GONCZ DIRECTOR	3.00	X						0.	0.	0.
1b Subtotal								1,405,380.	0.	204,658.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,405,380.	0.	204,658.

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 8

	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>		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>	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>		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
HHR CONSTRUCTION & EXCAVATION 204 SPARTZ DRIVE, JEFFERSON HILLS, PA 15025	CONSTRUCTION	145,161.
MERIT ELECTRICAL GROUP, INC 204 PENNSYLVANIA AVENUE, OAKMONT, PA 15139	ELECTRICAL	110,893.
CONTROLLED CLIMATE SYSTEMS, INC. 577 W. PIKE ST., CANONSBURG, PA 15317	HVAC	103,590.

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 3

SEE PART VII, SECTION A CONTINUATION SHEETS

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 (check all that apply)						(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			
(27) AMANDA GREEN-HAWKINS DIRECTOR	1.00	X						0.	0.	0.
(28) SHELDON INGRAM DIRECTOR	1.00	X						0.	0.	0.
(29) THOMAS M. KUBLACK DIRECTOR	1.00	X						0.	0.	0.
(30) MICHAEL C. LAROCCO DIRECTOR	1.00	X						0.	0.	0.
(31) MARIAN LIEN DIRECTOR	1.00	X						0.	0.	0.
(32) DARCEL MADKINS DIRECTOR	1.00	X						0.	0.	0.
(33) ANTHONY MARTINI DIRECTOR (ENTERED 11/2023)	1.00	X						0.	0.	0.
(34) JOHN MICLOT DIRECTOR	1.00	X						0.	0.	0.
(35) JENNIFER TIS MIHOK DIRECTOR	1.00	X						0.	0.	0.
(36) JEANNE MINNICKS DIRECTOR	1.00	X						0.	0.	0.
(37) RYAN NEUPAVER DIRECTOR	1.00	X						0.	0.	0.
(38) JOHN T. PAYNE DIRECTOR	1.00	X						0.	0.	0.
(39) DIANA MRVOS RATH DIRECTOR	3.00	X						0.	0.	0.
(40) J. ERIC RENNER DIRECTOR	1.00	X						0.	0.	0.
(41) PETER RUSS DIRECTOR	1.00	X						0.	0.	0.
(42) SARA SCAIFE DIRECTOR (EXITED 3/2023)	1.00	X						0.	0.	0.
(43) JANEL SKELLEY DIRECTOR	1.00	X						0.	0.	0.
(44) DOUGLAS STIRLING DIRECTOR	1.00	X						0.	0.	0.
(45) SALLY WIGGIN DIRECTOR	1.00	X						0.	0.	0.
(46) ROBERT T. WOODINGS III DIRECTOR	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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	17,638.				
	b Membership dues	1b	3,636,995.				
	c Fundraising events	1c	245,888.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	5,316,699.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	2,625,313.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 31,054.				
	h Total. Add lines 1a-1f			11,842,533.			
Program Service Revenue	2 a ADMISSIONS	Business Code	900099	12,310,225.	12310225.		
	b VISITOR SERVICES		900099	2,050,037.	2,050,037.		
	c EDUCATION		900099	1,057,647.	1,057,647.		
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			15,417,909.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			442,907.		442,907.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real	23,690.			
			(ii) Personal				
	b Less: rental expenses	6b		0.			
	c Rental income or (loss)	6c		23,690.			
	d Net rental income or (loss)			23,690.		23,690.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	2,145,759.			
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b		2,301,859.	19,770.		
c Gain or (loss)	7c		-156,100.	-19,770.			
d Net gain or (loss)			-175,870.		-175,870.		
8 a Gross income from fundraising events (not including \$ 245,888. of contributions reported on line 1c). See Part IV, line 18	8a		189,379.				
			187,183.				
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events			2,196.		2,196.		
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a	Business Code					
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions			27,553,365.	15417909.	0.	292,923.	

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 ...	90,300.	90,300.		
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	1,039,308.	623,585.	259,827.	155,896.
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	9,187,153.	7,973,446.	641,848.	571,859.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	697,704.		697,704.	
9 Other employee benefits	1,741,306.	1,416,552.	251,619.	73,135.
10 Payroll taxes	828,193.	673,735.	119,674.	34,784.
11 Fees for services (nonemployees):				
a Management				
b Legal	3,969.		3,969.	
c Accounting	98,676.		98,676.	
d Lobbying	23,019.		23,019.	
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	15,432.		15,432.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,080,646.	1,764,042.	157,071.	159,533.
12 Advertising and promotion	823,334.	778,789.	2,497.	42,048.
13 Office expenses	481,024.	22,248.	457,130.	1,646.
14 Information technology	294,515.	76,280.	218,235.	
15 Royalties				
16 Occupancy	3,696,804.	3,334,343.	362,461.	
17 Travel	256,586.	218,158.	31,531.	6,897.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	24,515.	24,515.		
20 Interest	7,738.		7,738.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	3,096,326.	2,990,723.	95,043.	10,560.
23 Insurance	469,923.	469,923.		
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 ANIMAL EXPENSES	1,371,073.	1,371,073.		
b EQUIPMENT	357,143.	315,145.	16,693.	25,305.
c SUPPLIES	232,136.	157,465.	9,355.	65,316.
d DUES & SUBSCRIPTIONS	177,770.	122,468.	36,128.	19,174.
e All other expenses _____	535,858.	430,138.	22,302.	83,418.
25 Total functional expenses. Add lines 1 through 24e	27,630,451.	22,852,928.	3,527,952.	1,249,571.
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 <input type="checkbox"/> 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	6,752,484.	1	7,440,612.
	2 Savings and temporary cash investments	7,092,779.	2	6,960,175.
	3 Pledges and grants receivable, net	1,468,102.	3	1,772,718.
	4 Accounts receivable, net	56,754.	4	133,155.
	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		8	
	9 Prepaid expenses and deferred charges	87,350.	9	252,594.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 104,314,218.		
	b Less: accumulated depreciation	10b 46,593,930.	57,983,321.	10c 57,720,288.
	11 Investments - publicly traded securities	2,762,820.	11	3,141,967.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	79,024.	15	51,180.
16 Total assets. Add lines 1 through 15 (must equal line 33)	76,282,634.	16	77,472,689.	
Liabilities	17 Accounts payable and accrued expenses	2,336,679.	17	3,127,765.
	18 Grants payable		18	
	19 Deferred revenue	223,979.	19	192,442.
	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		23	
	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	79,513.	25	51,843.
	26 Total liabilities. Add lines 17 through 25	2,640,171.	26	3,372,050.
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	64,274,673.	27	63,796,149.
	28 Net assets with donor restrictions	9,367,790.	28	10,304,490.
	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	73,642,463.	32	74,100,639.
33 Total liabilities and net assets/fund balances	76,282,634.	33	77,472,689.	

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	27,553,365.
2	Total expenses (must equal Part IX, column (A), line 25)	2	27,630,451.
3	Revenue less expenses. Subtract line 2 from line 1	3	-77,086.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	73,642,463.
5	Net unrealized gains (losses) on investments	5	535,262.
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	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	74,100,639.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
2b	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: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
2c	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.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____		X
3b	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 _____		

Form 990 (2023)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	11841504.	13375243.	13673137.	15514595.	11842533.	66247012.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge	1.	1.	1.	1.	1.	5.
4 Total. Add lines 1 through 3	11841505.	13375244.	13673138.	15514596.	11842534.	66247017.
5 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)						4708841.
6 Public support. Subtract line 5 from line 4.						61538176.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	11841505.	13375244.	13673138.	15514596.	11842534.	66247017.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	26,006.	44,907.	74,816.	176,983.	466,597.	789,309.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	89,519.	156,197.	0.	68,434.	2,196.	316,346.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						67352672.
12 Gross receipts from related activities, etc. (see instructions)					12	58,044,809.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	91.37 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	91.08 %
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2023. 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 VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2022. 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 VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
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						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
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						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2023. 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 - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
 All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Schedule A (Form 990) 2023

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number

25-1418766

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2023)

Name of organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
---	---

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	_____ _____ _____	\$ <u>4,278,699.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	_____ _____ _____	\$ <u>1,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	_____ _____ _____	\$ <u>500,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____ _____ _____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____ _____ _____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____ _____ _____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
---	---

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	<hr/> <hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/> <hr/>	\$ _____	_____
	<hr/> <hr/> <hr/> <hr/>	\$ _____	_____

Name of organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
---	---

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

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 ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
---	---

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-.

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)	23,019.													
c	Total lobbying expenditures (add lines 1a and 1b)	23,019.													
d	Other exempt purpose expenditures	27,607,432.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	27,630,451.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">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)	250,000.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	29,028.	29,028.	29,328.	23,019.	110,403.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures					

Schedule C (Form 990) 2023

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)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(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 not be 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?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

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
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
b Carryover from last year	2b
c Total	2c
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3
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 expenditures next year?	4
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.

PART II-A LINE 1B

THE SOCIETY PREVIOUSLY ENGAGED LONG NYQUIST FOR REPRESENTATION IN HARRISBURG AS PART OF AN AGREEMENT WITH THE PA ZOO COUNCIL. NYQUIST PROVIDED ASSISTANCE WITH STATE GOVERNMENT FUNDING THROUGH DCED, BUT THIS SUPPORT CONCLUDED IN JANUARY 2023. FOLLOWING THE DEPARTURE OF ITS GOVERNMENT AFFAIRS LIASON, ALLEGHENY STRATEGY PARTNERS WAS ENGAGED TO

Part IV Supplemental Information *(continued)*

ASSIST THE SOCIETY IN SEPTEMBER 2023 FOR ALL GOVERNMENT-RELATED MATTERS.

Multiple horizontal lines for supplemental information.

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

2023

Open to Public Inspection

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH Employer identification number 25-1418766

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 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? (Yes/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? (Yes/No)

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

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply): Preservation of land for public use, Protection of natural habitat (checked), Preservation of open space, Preservation of a historically important land area, Preservation of a certified historic structure. 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. 2a Total number of conservation easements (1), 2b Total acreage restricted by conservation easements (724.00), 2c Number of conservation easements on a certified historic structure included on line 2a, 2d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register. 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 (1). 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? (No checked). 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 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? (Yes/No). 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.

Table with 2 columns: \$. Rows include: 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. 1b 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) 2023

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 CONSERVATION
- 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 in 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	2,626,540.	3,315,201.	3,090,015.	54,490.	54,490.
b Contributions				3,000,000.	
c Net investment earnings, gains, and losses	437,146.	-622,186.	225,186.	35,525.	
d Grants or scholarships					
e Other expenditures for facilities and programs	60,000.	66,475.			
f Administrative expenses					
g End of year balance	3,003,686.	2,626,540.	3,315,201.	3,090,015.	54,490.

- 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 100 %
 - 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? | | X |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 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		2,281,143.		2,281,143.
b Buildings		74,377,185.	33,501,806.	40,875,379.
c Leasehold improvements				
d Equipment		10,629,618.	7,117,572.	3,512,046.
e Other		17,026,272.	5,974,552.	11,051,720.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				57,720,288.

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, line 12, col. (B))		

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, line 13, col. (B))		

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, line 15, col. (B))	

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) ST LEASE LIABILITY	27,982.
(3) OTHER NON-CURRENT LIABILITIES	23,861.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	51,843.

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	28,275,810.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	535,262.	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	187,183.	
e	Add lines 2a through 2d	2e		722,445.
3	Subtract line 2e from line 1	3		27,553,365.
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		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		27,553,365.

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	27,817,634.
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	187,183.	
e	Add lines 2a through 2d	2e		187,183.
3	Subtract line 2e from line 1	3		27,630,451.
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		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		27,630,451.

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 II, LINE 5:

THE PITTSBURGH ZOO & AQUARIUM CURRENTLY DOES NOT HAVE A WRITTEN POLICY REGARDING THE PERIODIC MONITORING, INSPECTION, VIOLATIONS, AND ENFORCEMENT OF THE CONSERVATION EASEMENTS IT HOLDS. ON AN AS NEEDED BASIS, THE ORGANIZATION DOES REVIEW ANY PROGRAM CHANGE OR DEVELOPMENT ON THE PROPERTY DIRECTLY AND IMMEDIATELY WITH THE HOLDER OF THE CONSERVATION EASEMENT. THE PROPERTY IS COMPLETELY ENCLOSED BY A PERIMETER FENCE AND IS USED EXCLUSIVELY BY THE ZOO TO CONDUCT CONSERVATION ORIENTED PROGRAMMING.

PART II, LINE 9:

THE ZOOLOGICAL SOCIETY OF PITTSBURGH WITH AN ADDRESS AT ONE WILD PLACE,

Part XIII Supplemental Information (continued)

PITTSBURGH, PENNSYLVANIA 15206-1178 WAS GRANTED A RESTRICTIVE COVENANT AGAINST THE PROPERTY (PARCEL OF LAND IN SOMERSET COUNTY) IN THE FORM OF A PERPETUAL CONSERVATION EASEMENT. THIS PROPERTY IS LOCATED IN SOMERSET COUNTY, COMMONWEALTH OF PENNSYLVANIA AND CONTAINS APPROXIMATELY 724 ACRES. THERE IS ONLY ONE CONSERVATION EASEMENT WHICH WAS HELD AT THE BEGINNING OF THE YEAR AND THERE WERE NO ADDITIONS DURING THE COURSE OF 2023. THERE WERE MINIMAL STAFF HOURS AND NO LEGAL EXPENSES DEVOTED TO MONITORING AND ENFORCING THE EXISTING EASEMENT DURING THE TAX YEAR. EXPENSES ARE CAPTURED UNDER ADMINISTRATIVE EXPENSES. THE LAND THAT IS THE SUBJECT OF THE CONSERVATION EASEMENT IS RECORDED ON THE BALANCE SHEET OF THE ORGANIZATION'S FINANCIAL STATEMENTS.

PART III, LINE 1A:

ANIMAL AND HORTICULTURAL COLLECTION - COLLECTIONS ARE OWNED BY THE SOCIETY AND ARE NOT CAPITALIZED. COSTS OF PURCHASING COLLECTION ITEMS AND PROCEEDS FROM SALES ARE RECOGNIZED IN THE YEAR OF ACQUISITION OR SALE.

PART V, LINE 4:

THE SOCIETY'S ENDOWMENT PRIMARILY CONSISTS OF A DONOR-RESTRICTED GIFT TO SUPPORT MAINTENANCE AND FUND REPAIR PROJECTS THAT PRESERVE AND PROTECT THE ZOO'S PHYSICAL PLANT ASSETS IN ORDER TO PROACTIVELY EXTEND THEIR USABLE LIVES. ENDOWMENT DRAWS MAY NOT BE USED FOR NEW CONSTRUCTION PROJECTS. THE INTENT IS TO HOLD THE FUNDS FOR A LONG-TERM PERIOD IN ORDER TO GENERATE SUFFICIENT INCOME TO ELECT A SPENDING RATE IN FUTURE PERIODS IN ACCORDANCE WITH APPLICABLE STATE LAWS. AS OF DECEMBER 31, 2020, \$3,054,000 WAS CONTRIBUTED TO THE ENDOWMENT, WHICH WAS TRANSFERRED TO AN INVESTMENT ACCOUNT WITH A FINANCIAL INSTITUTION DURING 2021.

Part XIII Supplemental Information (continued)

THE BOARD OF THE SOCIETY HAS ELECTED TO BE GOVERNED BY THE COMMONWEALTH OF PENNSYLVANIA'S ACT 141 (ACT 141) FOR THE DONOR-RESTRICTED ENDOWMENT FUNDS. ACT 141 IS A TOTAL RETURN POLICY THAT ALLOWS A NONPROFIT TO CHOOSE TO TREAT A PERCENTAGE OF THE AVERAGE MARKET VALUE OF THE ENDOWMENT'S DONOR RESTRICTED INVESTMENTS HELD IN PERPETUITY AS INCOME EACH YEAR. HOWEVER, THE LONG-TERM PRESERVATION OF THE REAL VALUE OF THE ASSETS MUST BE TAKEN INTO CONSIDERATION WHEN THE BOARD ELECTS THE AMOUNT. THE SOCIETY HAS ELECTED A POLICY TO ALLOW THE CORPUS OF THE DONOR-RESTRICTED NET ASSETS HELD IN PERPETUITY TO BE SUSTAINED EVEN IF THE INVESTMENT IS LESS THAN THE CORPUS.

IN ACCORDANCE WITH ACT 141, THE SOCIETY HAS ADOPTED A WRITTEN INVESTMENT POLICY, OF WHICH A SECTION SPECIFICALLY RELATES TO THE ENDOWMENT FUND. THE SOCIETY CONSIDERS THE FOLLOWING FACTORS IN MAKING A DETERMINATION TO SET A SPENDING RATE FOR THE DONOR-RESTRICTED ENDOWMENT FUND:

1. PROTECTING THE CORPUS OF THE ENDOWMENT FUND.
2. PRESERVING THE SPENDING POWER OF THE ASSETS.
3. OBTAINING MAXIMUM INVESTMENT RETURN WITH REASONABLE RISK AND OPERATIONAL CONSIDERATION.
4. COMPLYING WITH APPLICABLE LAWS.

PART X, LINE 2:

THE SOCIETY HAS RECEIVED A DETERMINATION FROM THE INTERNAL REVENUE SERVICE STATING THAT IT IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. ACCORDINGLY, NO PROVISION FOR INCOME TAXES IS RECORDED IN THESE FINANCIAL STATEMENTS. THE SOCIETY HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS REQUIRING AN ACCRUAL OR DISCLOSURE IN

Part XIII Supplemental Information (continued)

THE FINANCIAL STATEMENTS. THE SOCIETY IS NO LONGER SUBJECT TO EXAMINATIONS BY TAXING AUTHORITIES IN ANY MAJOR TAX JURISDICTION FOR YEARS BEFORE DECEMBER 31, 2020.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

FUNDRAISING EXPENSE 187,183.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

FUNDRAISING EXPENSE 187,183.

PART VI, LINE 1E:

OTHER PROPERTY:

EXHIBITS AND IMPROVEMENTS 16,476,569.

CONSTRUCTION IN PROGRESS 549,703.

TOTAL OTHER 17,026,272.

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		SUMMER SAFARI (event type)	ZOO BREW (event type)	NONE (total number)	
Revenue	1	Gross receipts	240,578.	194,689.	435,267.
	2	Less: Contributions	188,288.	57,600.	245,888.
	3	Gross income (line 1 minus line 2)	52,290.	137,089.	189,379.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	30,539.	6,263.	36,802.
	7	Food and beverages	42,625.	74,590.	117,215.
	8	Entertainment	10,550.	5,970.	16,520.
	9	Other direct expenses	8,701.	7,945.	16,646.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			187,183.
11	Net income summary. Subtract line 10 from line 3, column (d)			2,196.	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
		1	Gross revenue		
Direct Expenses	2	Cash prizes			
	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
	6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No
7	Direct expense summary. Add lines 2 through 5 in column (d)				
8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

Part IV Supplemental Information *(continued)*

Multiple horizontal lines for supplemental information.

**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

2023

Open to Public
Inspection

Name of the organization **ZOOLOGICAL SOCIETY OF PITTSBURGH** Employer identification number **25-1418766**

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
INTERNATIONAL ELEPHANT FOUNDATION PO BOX 366 AZLE, TX 76098	75-2815706	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL SUPPORT
ASSOCIATION OF ZOOS AND AQUARIUMS 8403 COLESVILLE RD., SUITE 710 SILVER SPRING, MD 20910	55-0526930	501(C)(3)	30,000.	0.	N/A	N/A	RED PANDA FUND
TREE PITTSBURGH 32 62ND ST PITTSBURGH, PA 15201	25-1778057	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL SUPPORT

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

3 Enter total number of other organizations listed in the line 1 table 0.

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

Schedule I (Form 990) 2023

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:

THE ORGANIZATION'S CHIEF EXECUTIVE OFFICER AND RESEARCH DIRECTOR MONITOR AND OVERSEE THE USE OF SUPPORT PROVIDED VIA EMAIL AND OTHER CORRESPONDENCE WITH THE RECIPIENT ORGANIZATIONS AND INDIVIDUALS LOCATED INSIDE THE UNITED STATES. IN ADDITION, A TEAM OF STAFF MEMBERS ARE ASSIGNED TO REVIEW AND AWARD ANNUAL GRANTS. AS PART OF THE ANNUAL PROCESS, THE TEAM AND DIRECTOR OF RESEARCH REQUESTS FOLLOW UP PROGRESS REPORTS ON THE PROJECTS THAT RECEIVED FUNDING.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number

25-1418766

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 type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input 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 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 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
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7	X	
8		X
9		

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

Schedule J (Form 990) 2023

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 and/or 1099-NEC 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) JEREMY GOODMAN PRESIDENT/CEO	(i)	305,494.	55,880.	7,200.	14,883.	30,019.	413,476.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) RON GRUCA (ENTERED 02/2023) CHIEF ADVANCEMENT OFFICER	(i)	176,611.	13,000.	5,371.	0.	22,396.	217,378.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) BRADLEY SMITH VP, FACILITIES, CONSTRUCTIONS, DESIGN	(i)	168,416.	3,500.	8,660.	7,229.	13,167.	200,972.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) DARYL HOFFMAN VP OF LIVING COLLECTIONS	(i)	134,836.	4,000.	495.	2,299.	29,938.	171,568.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) RACHEL ASKEY (ENTERED 02/2023) CHIEF FINANCIAL OFFICER	(i)	147,082.	3,500.	242.	0.	18,079.	168,903.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(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 7:

THE PRESIDENT/ CEO RECEIVED A BONUS OF \$55,880, CFO, VP OF FACILITIES,
CONSTRUCTION, DESIGN AND ICC DIRECTOR RECEIVED A BONUS OF \$3,500, CHIEF
ADVANCEMENT OFFICER RECEIVED A BONUS OF \$13,000, VP OF LIVING COLLECTIONS
RECEIVED A BONUS OF \$4,000, VP OF DEVELOPMENT RECEIVED A BONUS OF \$1,500
AND VP OF INTERNAL RELATIONS RECEIVED A BONUS OF \$2,500 DURING CALENDAR
YEAR 2023.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization **ZOOLOGICAL SOCIETY OF PITTSBURGH** Employer identification number **25-1418766**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	7	31,054.	FMV
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29** **0**

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?
 b If "Yes," describe the arrangement in Part II.
 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?
 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?
 b If "Yes," describe in Part II.
 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31	X	
32a		X

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

Schedule M (Form 990) 2023

Part II

Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Multiple horizontal lines for supplemental information.

**SCHEDULE O
(Form 990)**

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 Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number

25-1418766

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

WILDLIFE. THE SOCIETY'S SUPPORT COMES PRIMARILY FROM INDIVIDUALS,
CORPORATIONS, FOUNDATION GRANTS, REGIONAL SUPPORT AND OPERATIONS.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

ZOO PROGRAMS IMPACT MEMBERS OF THE COMMUNITY WHO VISIT THE ZOO, AND
ALSO WHO CANNOT MAKE IT TO THE PARK ITSELF. ZOOMOBILES MADE NUMEROUS
APPEARANCES AT SCHOOLS, ELDER FACILITIES, AND COMMUNITIES ACROSS THE
COUNTY AND STATE. PARTNERING WITH LOCAL SPONSORS HAS ALLOWED THE ZOO TO
OFFER MANY ASSEMBLY PROGRAMS FREE OF CHARGE AND CREATE MORE WAYS TO
SERVE MORE STUDENTS. THESE OPPORTUNITIES ALLOW THE ZOO TO CONNECT WITH
WIDE AND DIVERSE AUDIENCES FROM VARYING SOCIO-ECONOMIC BACKGROUNDS AND
GENERATES INTEREST IN AND PROVIDES ACCESS TO STEM FIELDS.

OUR POPULAR ZOO CAMP SUMMER PROGRAM FOR CHILDREN AGES 2 TO 13 CONTINUES
AS ONE OF OUR MOST POPULAR ACTIVITIES FOR THE COMMUNITY, AND THE ZOO IS
COMMITTED TO PROVIDING SUPPORT FOR THE CONTINUED GROWTH OF THIS
PROGRAM. THE ZOO U PROGRAM OFFERS SEMESTER-BASED COURSES THAT ALLOW
HIGH SCHOOL STUDENTS TO EXPLORE NEW AREAS OF SCIENCE AND CONSERVATION
IN A FUN AND EXCITING WAY. STUDENTS TAKE AN IN-DEPTH LOOK AT CURRENT
RESEARCH AND TOPICS IN ZOOLOGY, BIOLOGY, ECOLOGY, AND MORE. CLASSES ARE
DESIGNED TO BE INTERACTIVE AND CHALLENGING FOR STUDENTS IN GRADES 9 TO
12. A SIMILAR PROGRAM TARGETING GRADES 6-8, JUNIOR CONSERVATIONISTS,
IS HELD ON THE SAME SCHEDULE. FOR MANY DECADES, THE ZOO TEEN PROGRAM
HAS BEEN PROVIDING OPPORTUNITIES FOR TEENS AGES 14 TO 17 TO WORK AT THE
ZOO DURING THE SUMMER AND LEARN MORE ABOUT ANIMALS WHILE GAINING THEIR

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

Schedule O (Form 990) 2023

LHA 332211 11-14-23

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

FIRST WORK EXPERIENCES. PROGRAMS SUCH AS PIZZA WITH THE KEEPERS AND ENRICHMENT EXERCISES INTRODUCE HIGH SCHOOL-AGED YOUTH TO WHAT WORKING AT A ZOO AND WITH ANIMALS IS REALLY LIKE, POTENTIALLY SPRING-BOARDING THEM INTO REWARDING LIFELONG CAREERS.

EDUCATION AT THE ZOO REACHES BEYOND WHAT CAN BE TAUGHT IN A CLASSROOM SETTING. OUR ENTIRE ZOO CAMPUS IS A LIVING CLASSROOM. AS ONE OF THE LARGEST YOUTH EMPLOYERS IN THE REGION, THE ZOO WORKS WITH A HOST OF COMMUNITY PARTNERS AND LOCAL SCHOOLS TO PROVIDE AT-RISK YOUTH AN OPPORTUNITY TO GAIN FIRSTHAND KNOWLEDGE AND ON-THE-JOB LEARNING IN VIABLE POSITIONS AT THE ZOO. IN ADDITION, THE ZOO OFFERS INTERNSHIPS IN ALL AREAS OF THE FACILITY, INCLUDING THE MARKETING, ANIMAL HUSBANDRY, EDUCATION, CONSERVATION RESEARCH, VETERINARY, AND HORTICULTURE DEPARTMENTS.

THE ZOO OFFERS ENGAGING PROGRAMMING ONSITE, PROVIDING FUN EDUCATIONAL EXPERIENCES FOR AUDIENCES OF ALL AGES. OPEN 362 DAYS A YEAR, THE ZOO WELCOMES APPROXIMATELY 940,000 PEOPLE ANNUALLY AND EDUCATION REMAINS A TOP PRIORITY. THE ZOO CREATES INFORMAL LEARNING OPPORTUNITIES THROUGH ANIMAL EXHIBITRY, INTERPRETIVE MATERIALS, HANDS ON LEARNING OPPORTUNITIES, ANIMAL MEET AND GREETINGS, AND ENGAGING ENCOUNTERS WITH STAFF AND VOLUNTEER EDUCATORS FOR ALL VISITORS, FREE WITH ADMISSION.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

THERE'S MORE GOING ON AT THE PITTSBURGH ZOO & AQUARIUM THAN MEETS THE EYE, ESPECIALLY WHEN IT COMES TO ANIMAL CONSERVATION. THE INTERNATIONAL CONSERVATION CENTER, OFTEN REFERRED TO AS THE ICC, IS OPERATED UNDER

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

THE AUSPICES OF THE ZOO. IT SITS ON 1,000 ACRES OF ROLLING HILLS IN SOMERSET COUNTY, PENNSYLVANIA. THE ICC IS THE ONLY FACILITY IN NORTH AMERICA'S EXCLUSIVELY DEDICATED TO AFRICAN ELEPHANT CONSERVATION, EDUCATION, TRAINING, BREEDING, AND RESEARCH.

THROUGH THE SEA TURTLE SECOND CHANCE PROGRAM (STSCP), THE ZOO ACCEPTS INJURED SEA TURTLES AND HATCHLINGS WHO DIDN'T MAKE IT INTO GULF STREAM WATERS AND CARES FOR THEM UNTIL THEY ARE HEALTHY ENOUGH TO BE RELEASED BACK INTO THE WILD. THE ZOO IS AN IMPORTANT PARTICIPANT IN THIS PROGRAM BECAUSE IT IS AN INLAND INSTITUTION. MOST OF THE AQUARIUMS PARTICIPATING IN THE STSCP ARE LOCATED ALONG THE COAST, WHICH ALLOWS THEM TO TAKE IN TURTLES WHO CAN MAKE A SPEEDY RECOVERY. SOME HATCHLINGS AND INJURED TURTLES NEED LONG-TERM REHABILITATION. THESE ANIMALS ARE TRANSPORTED TO THE PITTSBURGH ZOO & AQUARIUM FOR THEIR EXTENDED RECOVERY TIME, FREEING UP SPACE FOR FASTER RECOVERING TURTLES AT THE INSTITUTIONS ALONG THE COAST AND ALLOWING MANY MORE TURTLES TO BE REHABILITATED IN THE PROGRAM. THROUGH EDUCATIONAL DISPLAYS AND MEET-THE-KEEPER SESSIONS, VISITORS HAVE THE OPPORTUNITY TO LEARN ABOUT SEA TURTLES, AND HOW THEY CAN IMPACT THEIR CARE AND SURVIVAL IN THE WILD.

BEYOND SPECIES-SPECIFIC PROGRAMS, SEVERAL ZOO RESIDENTS OFFER VALUABLE OPPORTUNITIES FOR RESEARCH THAT CAN BE APPLIED TO THEIR WILD COUNTERPARTS. THE ZOO & AQUARIUM RAISES, OFTEN REHABILITATES, AND CARES FOR ANIMALS IN OUR PARK ENVIRONMENT ALLOWING THE OPPORTUNITY TO RESEARCH THEIR BEHAVIOR. THIS ALLOWS FOR VALUABLE INFORMATION TO BE COLLECTED THAT MAY NOT BE AVAILABLE THROUGH RESEARCH IN THE WILD ALONE.

THE ZOO'S OPERATIONS ALSO SUPPORT CONSERVATION AT A LOCAL LEVEL. SINCE

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number

25-1418766

1995, VOLUNTEERS FROM THE PITTSBURGH ZOO & AQUARIUM HAVE ADOPTED TWO MILES OF BUTLER STREET FROM THE RD FLEMING BRIDGE TO SLIGHTLY BEYOND THE HIGHLAND PARK BRIDGE. AS A RESULT OF EVERY SCHEDULED CLEANING, ZOO EMPLOYEES FILL APPROXIMATELY 50 TRASH BAGS WITH GARBAGE SUCH AS CIGARETTE BUTTS, SODA BOTTLES, AND FOOD WRAPPERS. CLEANING THIS ROADWAY JUST TWICE EACH YEAR, WE REMOVE APPROXIMATELY 1.5 TONS OF TRASH.

THE PITTSBURGH ZOO & AQUARIUM'S GREEN TEAM COMMITTEE TAKES CONSERVATION AND ENVIRONMENTALLY FRIENDLY PRACTICES TO A NEW LEVEL. THE GREEN TEAM'S MISSION IS TO RESEARCH AND RECOMMEND HOW TO USE RESOURCES AND MANAGE WASTE EFFICIENTLY AND SUSTAINABLY WHILE OPERATING THE ZOO. THE TEAM STRIVES TO CREATE A CULTURE OF CONSERVATION FOR ZOO STAFF AND FOR THE VISITING PUBLIC. IMPROVEMENTS MADE BY THE GREEN TEAM INCLUDE UPGRADING TO ALL GREEN CLEANING PRACTICES IN ZOO FACILITIES, ADVOCATING FOR ENERGY-EFFICIENT INFRASTRUCTURE AND GREEN BUILDING DESIGN, IMPLEMENTING ADDITIONAL COMPOSTING AND RECYCLING OPTIONS, AND ESTABLISHING GREEN PARTNERSHIPS WITH OTHER CULTURAL AND ENTERTAINMENT INSTITUTIONS INCLUDING PHIPPS CONSERVATORY AND BOTANICAL GARDENS, THE NATIONAL AVIARY, PPG PAINTS ARENA, AND THE CHILDREN'S MUSEUM OF PITTSBURGH.

AT THE ZOO, MOST OF THE ORGANIC WASTE IS RECYCLED INTO COMPOST AND USED IN LANDSCAPING THROUGHOUT THE PARK. THIS KEEPS THE WASTE OUT OF LANDFILLS SO THAT IT DOES NOT GENERATE CLIMATE-WARMING GASES AS IT WOULD IF IT WERE THROWN AWAY WITH OTHER GARBAGE, AND IT ALSO HELPS US TO PLANT AND MAINTAIN A BEAUTIFUL LANDSCAPE. THE COMPOST-ENRICHED SOIL REDUCES EROSION, ALLEVIATES SOIL COMPACTION, PROVIDES NUTRIENTS THAT HELP PLANTS GROW, AND CONTROLS DISEASE AND PEST INFESTATION IN PLANTS.

THE COMPOSTING PROGRAM COMPLIMENTS OTHER RECYCLING PROGRAMS AT THE ZOO,

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

INCLUDING WATER, CARDBOARD, BATTERIES, CANS, BOTTLES, PAPER, AND CELL PHONES. THE ZOO HOSTED ELECTRONIC APRIL WITH OVERWHELMING SUCCESS THIS PAST YEAR WHERE FREE ADMISSION WAS GRANTED FOR GUESTS WHO DONATED SMALL ELECTRONICS TO THE ZOO TO RECYCLE. THIS PROGRAM WAS OFFERED IN COOPERATION WITH THE AZA'S GORILLA SAFE CONSERVATION PROGRAM. THE ZOO ACCEPTED DEVICES (IN ANY CONDITION) WHICH INCLUDED: CELL PHONES; TABLETS AND EREADERS; SMART WATCHES; DIGITAL CAMERAS; MP3 PLAYERS; GPS DEVICES; AND HANDHELD GAMING DEVICES. WITH 14,689 IN TOTAL FREE ADMISSIONS UNDER THIS PROGRAM, THE ZOO COLLECTED MORE DEVICES THAN THE ENTIRE GORILLA SAFE CONSERVATION PROGRAM DID NATIONALLY LAST YEAR.

WHETHER FUNDING OR PARTICIPATING IN PROJECTS IN THE WILD, CONDUCTING RESEARCH WITH OUR RESIDENT ANIMALS, OR IMPLEMENTING ECO-FRIENDLY PRACTICES THAT MAKE AN ENVIRONMENTAL IMPACT, CONSERVATION AND RESEARCH IS AN ESSENTIAL PIECE OF EVERYTHING WE DO AT THE ZOO.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

TO INCREASE COMMUNITY INVOLVEMENT, HUNDREDS OF SPECIAL EVENTS AND PROMOTIONS GEARED TOWARDS THE GENERAL PUBLIC, FAMILIES, SPECIAL NEEDS GROUPS, COMMUNITY AND REGIONAL GROUPS, AND ZOO MEMBERS ARE CONDUCTED THROUGHOUT THE YEAR. SPECIAL EVENTS HELD DURING THE DAYTIME AND EVENING ARE DESIGNED TO ENGAGE VISITORS OF VARYING LEVELS AND INTERESTS. THESE EVENTS INCLUDE DIVERSE THEMES SUCH AS NEW BABY CELEBRATIONS, ANIMAL-CENTRIC EVENTS THAT FOCUS ON INDIVIDUAL SPECIES, A 5K RACE CALLED ZOOZILLA, ADULT-ONLY EVENING ENGAGEMENTS, AN ASIAN LANTERN FESTIVAL FILLED WITH ENTERTAINMENT, AND HOLIDAY-THEMED EXTRAVAGANZAS, INCLUDING ZOOBOO AND ZOO LIGHTS. DREAM NIGHT, AN INVITE-ONLY SPECIAL

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

EVENT, WAS STARTED IN 2006 THROUGH A PARTNERSHIP WITH CHILDREN'S HOSPITAL OF PITTSBURGH. THIS EVENT INVITES CHILDREN WITH DISABILITIES AND CHRONIC HEALTHCARE NEEDS ALONG WITH THEIR FAMILIES ENJOY A PRIVATE ZOO VISIT AFTER HOURS FREE OF CHARGE. THE PLETHORA OF PROGRAMS CURRENTLY OFFERED IS EXPECTED TO CONTINUE AND GROW IN THE COMING YEARS.

IN ORDER TO ENSURE ACCESSIBILITY FOR EVERYONE REGARDLESS OF FINANCIAL MEANS, THE ZOO DESIGNATES OPPORTUNITIES FOR FREE VISITS THROUGHOUT THE YEAR, INCLUDING A DAY WHERE ALL VISITORS RECEIVE FREE ADMISSION. THERE ARE VARIOUS OTHER SPECIAL PROMOTIONS OFFERING DISCOUNTED ADMISSION AS WELL. SCHOLARSHIP PROGRAMS ARE AVAILABLE FOR GROUPS FOCUSED ON SUPPORTING PHYSICALLY, MENTALLY, OR EMOTIONALLY CHALLENGED PERSONS AND THOSE SERVING THE DISADVANTAGED. THE ZOO HAS EXPANDED ITS EFFORTS TO REACH UNDERSERVED COMMUNITY MEMBERS BY REMOVING FINANCIAL BARRIERS THROUGH ITS MUSEUMS FOR ALL PROGRAM. THE MUSEUMS FOR ALL PROGRAM RECOGNIZES THE COST OF ADMISSION CAN BE A BARRIER FOR MANY LOW-INCOME FAMILIES OR INDIVIDUALS AND IN APRIL 2023, THE ZOO BEGAN OFFERING \$3 EACH GENERAL DAYTIME ADMISSION FOR GROUPS OF UP TO FOUR PEOPLE WHEN A SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EBT OR ACCESS CARD IS PRESENTED ALONG WITH IDENTIFICATION. OVER 55,000 INDIVIDUALS HAVE ALREADY COME THROUGH UNDER THIS PROGRAM WITH MORE THAN HALF FROM ALLEGHENY COUNTY.

THE ZOO DONATES A SUBSTANTIAL PORTION OF ITS SERVICES TO BENEFIT THE LOCAL AND REGIONAL COMMUNITY, WHERE THE VAST MAJORITY OF ITS VISITORS RESIDE. OPERATIONS ARE ENTIRELY FREE FROM PROFIT MOTIVE, WHICH ALLOWS THE ZOO TO CONTINUE TO EXPAND THE POSITIVE INITIATIVES IT FACILITATES WHILE EXPLORING NEW WAYS TO SUPPORT AND ENRICH THE COMMUNITY THAT IT

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

SERVES.

FORM 990, PART VI, SECTION A, LINE 1A:

THE EXECUTIVE COMMITTEE SHALL HAVE AND EXERCISE ALL OF THE POWERS AND AUTHORITY OF THE BOARD OF DIRECTORS IN THE MANAGEMENT OF THE BUSINESS AND AFFAIRS OF THE SOCIETY INCLUDING, FOR AVOIDANCE OF DOUBT, THE POWER TO (A) APPOINT A PRESIDENT, (B) ACT UPON THE RECOMMENDATION OF THE CHAIR FIXING THE SALARY AND COMPENSATION OF THE PRESIDENT AND (C) REMOVE A MEMBER OF ANY COMMITTEE, AND (D) TAKE ACTION ON BEHALF OF THE BOARD, EXCEPT THAT THE EXECUTIVE COMMITTEE SHALL NOT HAVE ANY POWER OR AUTHORITY TO (A) CREATE OR FILL VACANCIES IN THE BOARD OF DIRECTORS; (B) ADOPT, AMEND OR REPEAL THE BYLAWS; (C) AMEND OR REPEAL ANY RESOLUTION OF THE BOARD THAT BY ITS TERMS IS AMENDABLE OR REPEALABLE ONLY BY THE BOARD; (D) ADOPT AND APPROVE THE ANNUAL BUDGET OF THE SOCIETY; OR (E) ADOPT AND APPROVE THE AUDITED ANNUAL FINANCIAL REPORT TO THE BOARD OF DIRECTORS. THE EXECUTIVE COMMITTEE WILL SERVE AS A CLEARINGHOUSE TO ASSESS THE RISKS THAT OTHER COMMITTEES IDENTIFY IN THEIR OVERSIGHT OF THE PITTSBURGH ZOO'S ACTIVITIES, INCLUDING THE IMPLEMENTATION OF MITIGATION STRATEGIES FOR SUCH RISKS, IF AVAILABLE.

FORM 990, PART VI, SECTION A, LINE 4:

THE BYLAWS WERE AMENDED IN MAY OF 2023 TO INCLUDE THE FOLLOWING CHANGES:

SECTION 6.1 HAS BEEN SIMPLIFIED TO ALLOW FOR BOARD COMMITTEES, TASK FORCES, AND WORKING GROUPS TO BE CREATED AND DISBANDED AS NEEDED FOR BEST OVERSIGHT AT ANY GIVEN TIME, PROVIDING MORE RESPONSIVENESS AND FLEXIBILITY AS OUR ZOO EVOLVES.

THIS SIMPLIFICATION REMOVED THE NEED TO LIST INDIVIDUALLY ALL CURRENT BOARD COMMITTEES, SO SEVERAL COMMITTEE-SPECIFIC SECTIONS HAVE BEEN REMOVED,

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

THREE COMMITTEES CONTINUE TO BE SPECIFIED IN THE BY-LAWS EXECUTIVE, FINANCE & AUDIT, AND GOVERNANCE & NOMINATING SINCE THEY ARE NEEDED UNDER ALL CIRCUMSTANCES.

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

THE SOCIETY WILL SUBMIT A DRAFT TO THE MEMBERS OF THE FINANCE AND AUDIT COMMITTEE FOR THEIR REVIEW AND APPROVAL. THE CFO PARTICIPATES IN THIS REVIEW. THE BOARD PASSES A RESOLUTION TO APPROVE THE FORM 990 BASED ON THE FINANCE AND AUDIT COMMITTEE'S REVIEW AND APPROVAL. COPIES ARE MADE AVAILABLE TO ALL MEMBERS OF THE BOARD OF DIRECTORS BEFORE THE RETURN IS FILED WITH THE INTERNAL REVENUE SERVICE.

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

THE BOARD OF DIRECTORS REVIEWS THE CONFLICT OF INTEREST POLICY AT THE FIRST MEETING OF EACH YEAR. BOARD MEMBERS ARE TO DISCLOSE TO THE BOARD CHAIR POTENTIAL OR ACTUAL CONFLICTS. THE FINANCE DEPARTMENT IDENTIFIES POTENTIAL CONFLICTS BY REVIEWING VENDOR LISTS AND SUBMITS THE RESULTS OF THEIR REVIEW TO THE CHAIR OF THE FINANCE AND AUDIT COMMITTEE FOR FURTHER REVIEW. UPON REVIEW BY THE FINANCE CHAIR, POTENTIAL CONFLICTS ARE DISCLOSED TO THE BOARD CHAIR. THE CHAIR WILL DETERMINE WHETHER TO: (A) TAKE NO ACTION; (B) ASSURE FULL DISCLOSURE; (C) ASK THE PERSON TO RECUSE HIMSELF OR HERSELF FROM PARTICIPATION IN RELATED DISCUSSIONS OR DECISIONS; OR (D) ASK THE PERSON TO RESIGN FROM HIS OR HER POSITION.

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

A SPECIAL INDEPENDENT AD HOC EXECUTIVE COMPENSATION REVIEW COMMITTEE MEETS TO REVIEW THE PERFORMANCE AND APPROVE COMPENSATION FOR THE ZOO'S CEO. THE COMMITTEE UTILIZES COMPARABLE COMPENSATION DATA FOR SIMILARLY QUALIFIED

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY SITUATED ORGANIZATIONS. THEY ALSO USE COMPENSATION SURVEY DATA. THE COMMITTEE DOCUMENTS DECISIONS REGARDING THE COMPENSATION AND REPORTS THEIR RESULTS TO THE EXECUTIVE COMMITTEE, HUMAN RESOURCES AND THE CFO. THE EXECUTIVE COMMITTEE AND THE BOARD CHAIR APPROVE THE CEO'S COMPENSATION AFTER REVIEW AND RECOMMENDATION FROM THE AD HOC EXECUTIVE COMPENSATION REVIEW COMMITTEE.

THE PRESIDENT & CEO MEETS WITH HUMAN RESOURCES AND THE CFO TO REVIEW PERFORMANCE AND APPROVE COMPENSATION FOR THE ZOO'S OFFICERS AND KEY EMPLOYEES. THEY REVIEW COMPARABLE COMPENSATION DATA FOR SIMILARLY QUALIFIED PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY SITUATED ORGANIZATIONS. THEY ALSO USE COMPENSATION SURVEY DATA.

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

THE SOCIETY MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC THROUGH SUBMISSION TO THE ALLEGHENY REGIONAL ASSET DISTRICT IN ANNUAL REPORTS AND OTHERWISE UPON REQUEST.

FORM 990, PART VII, NON-VOTING DIRECTORS:

DEBORAH GROSS AND MAYOR ED GAINNEY ARE EX-OFFICIO DIRECTORS OF THE BOARD WITH NO VOTING RIGHTS.

FORM 990, PART XII, LINE 2C, FINANCIAL STATEMENTS AND REPORTING:

THE FINANCE COMMITTEE IS APPOINTED BY THE BOARD OF DIRECTORS AND REVIEWS THE FINANCIAL STATEMENTS REGULARLY THROUGHOUT THE YEAR, AT BOARD MEETINGS AND AT EACH OF 5 COMMITTEE MEETINGS PER YEAR. ONE OF THESE MEETINGS IS DEDICATED TO AUDIT REVIEW WHERE THE COMMITTEE MEETS

