** PUBLIC DISCLOSURE COPY **

(Rev. January 2020) Department of the Treasury Internal Revenue Service Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

▶ 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

Α	For the	2019 calendar year, or tax year beginning and en	ding		
В	Check if applicable	C Name of organization LEGAL AID SOCIETY OF MIDDLE TENNESSEE		D Employer identific	cation number
	Addres				
	Name change	Doing business as		62-08007	56
	Initial return Final return/	Number and street (or P.0. box if mail is not delivered to street address) 1321 MURFREESBORO PIKE 40	om/suite) 0	E Telephone number 615-244-	
	termin- ated	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	8,586,238.
	Amendoreturn	NASHVILLE, TN 37217		H(a) Is this a group re	eturn
	Applica tion			for subordinates	? Yes X No
	pending	SAME AS C ABOVE		H(b) Are all subordinates in	ncluded? Yes No
		mpt status: X 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or [527	If "No," attach a	list. (see instructions)
		e: ▶ WWW.LAS.ORG		H(c) Group exemption	
		organization: X Corporation Trust Association Other ►	L Year o	of formation: 1968 N	$f 1$ State of legal domicile: ${f TN}$
P		Summary			
ø	1 5	Briefly describe the organization's mission or most significant activities: TO PRC	OVIDE	CIVIL LEGA	<u>L</u>
Governance	-	ASSISTANCE TO LOW-INCOME PEOPLE AND THEIR			
ērn		Check this box if the organization discontinued its operations or disposed		ı	
હુ		Number of voting members of the governing body (Part VI, line 1a)			22
જ		Number of independent voting members of the governing body (Part VI, line 1b)			22
ijes		Total number of individuals employed in calendar year 2019 (Part V, line 2a)			113
Activities &		Total number of volunteers (estimate if necessary)			491
Ac		Total unrelated business revenue from Part VIII, column (C), line 12			0.
	b	Net unrelated business taxable income from Form 990-T, line 39	·····		
		2 17 17 17 17 17 17 17 17 17 17 17 17 17		Prior Year 7,468,932.	Current Year 7,305,754.
ne		Contributions and grants (Part VIII, line 1h)		13,440.	19,520.
Revenue		Program service revenue (Part VIII, line 2g)		155,717.	107,849.
Be		nvestment income (Part VIII, column (A), lines 3, 4, and 7d)		155,717.	4,855.
		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		7,638,089.	7,437,978.
_		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		7,030,009.	0.
		Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.
	1	Benefits paid to or for members (Part IX, column (A), line 4)		5,470,187.	6,564,735.
ses	15 5	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		0.	67,037.
Expenses	16a F	Professional fundraising fees (Part IX, column (A), line 11e) Fotal fundraising expenses (Part IX, column (D), line 25) ■ 382,883	;····	0.	01,031.
Ä	1 20 /			1,686,299.	1,764,387.
		Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		7,156,486.	8,396,159.
		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		481,603.	-958,181.
T.	19 F	Revenue less expenses. Subtract line 18 from line 12		ginning of Current Year	End of Year
Net Assets or Fund Balances	20 7	Fotal assets (Part X, line 16)		7,477,164.	6,792,382.
Asse Bal	21 7	otal assets (Part X, line 16) Total liabilities (Part X, line 26)		574,581.	636,895.
let /	22 1	Net assets or fund balances. Subtract line 21 from line 20	····· 	6,902,583.	6,155,487.
P	art II	Signature Block		0/302/3031	0/100/10/1
		ties of perjury, I declare that I have examined this return, including accompanying schedules ar	nd stateme	ents, and to the best of my	v knowledge and belief, it is
		, and complete. Declaration of preparer (other than officer) is based on all information of which			, momoage and zoner, it is
	<u></u>	, , , , , , , , , , , , , , , , , , , ,	· ·		
Sig	ın İ	Signature of officer		Date	
Hei		► DARKENYA WALLER, EXECUTIVE DIRECTOR			
		Type or print name and title			
		Print/Type preparer's name Preparer's signature		Date Check	PTIN
Pai		FRANCES E. LEAHY FRANCES E. LEAHY	0	8/11/20 if self-employed	P00713593
Pre	-	Firm's name KRAFTCPAS PLLC	1-	Firm's EIN	62-0713250
	-	Firm's address 555 GREAT CIRCLE ROAD			
		NASHVILLE, TN 37228		Phone no.61	5-242-7351
Ma	v the IR	S discuss this return with the preparer shown above? (see instructions)		<u> </u>	X Yes No

7	5	6	Page	2
,	~	v	Faue	~

Pai	rt III Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission:
	TO PROVIDE LEGAL ASSISTANCE TO LOW-INCOME PEOPLE AND THEIR FAMILIES,
	ESPECIALLY ON BEHALF OF ELDERLY, CHILDREN, VICTIMS OF DOMESTIC
	VIOLENCE AND PERSONS WITH DISABILITIES.
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	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	
	THE LEGAL AID SOCIETY GIVES FREE LEGAL AID TO PEOPLE WHO HAVE NOWHERE
	ELSE TO TURN. IT PROVIDES DIRECT LEGAL ASSISTANCE, SELF-HELP BROCHURES
	AND ADVICE TO INDIVIDUAL CLIENTS AND LEGAL EDUCATION TO GROUPS AND THE
	PUBLIC. ITS FUNDAMENTAL MISSION IS TO PROVIDE SAFETY AND STABILITY TO
	FAMILIES AND CHILDREN. IT HELPS THEM BY PREVENTING AND ENDING DOMESTIC
	VIOLENCE; OBTAINING INCOME (FROM PUBLIC BENEFITS SUCH AS SOCIAL
	SECURITY, FOOD STAMPS AND WELFARE AND EMPLOYMENT COMPENSATION);
	RESOLVING INCOME TAX DISPUTES; OBTAINING HEALTH INSURANCE AND HEALTH
	SERVICES; RESOLVING CONSUMER DISPUTES; GAINING AND PROTECTING HOUSING,
	AND ASSURING APPROPRIATE EDUCATION AND OTHER SERVICES FOR CHILDREN. IN
	2019, LEGAL AID HANDLED OVER 6,257 CASES. VOLUNTEER ATTORNEYS WORKING
	THROUGH LEGAL AID SOCIETY VOLUNTEER LAWYERS PROGRAM HANDLED AN
4b	(Code:) (Expenses \$
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
40	(Code:) (Expenses \$
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ including grants of \$) (Revenue \$)
4e	Total program service expenses ► 6,508,520.
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LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Form 990 (2019)

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)? Х If "Yes," complete Schedule A 1 X Is the organization required to complete Schedule B, Schedule of Contributors? 2 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for Х public office? If "Yes," complete Schedule C, Part I 3 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect X during the tax year? If "Yes," complete Schedule C, Part II 4 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or X similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 5 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to X provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 6 Did the organization receive or hold a conservation easement, including easements to preserve open space. X the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete X 8 Schedule D, Part III 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? If "Yes," complete Schedule D, Part IV Х 9 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments Х or in quasi endowments? If "Yes," complete Schedule D, Part V 10 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Х Part VI 11a b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total X assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 11b c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total Х assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 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? If "Yes," complete Schedule D, Part IX Х X e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 11e Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses Х the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 11f 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes." complete Х Schedule D, Parts XI and XII 12a b Was the organization included in consolidated, independent audited financial statements for the tax year? Х If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 12b X Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? **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? If "Yes," complete Schedule F, Parts I and IV X 14b Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any Х foreign organization? If "Yes," complete Schedule F, Parts II and IV 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to Х or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, 17 Х 17 column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 18 Х 1c and 8a? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," Х complete Schedule G, Part III X 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20a b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or 21

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X

domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II

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LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Form 990 (2019)

Part IV Checklist of Required Schedules (continued)

			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Х
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			۱
	Schedule J	23		Х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			X
	Schedule K. If "No," go to line 25a	24a		
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
C	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	24c		
ч	any tax-exempt bonds? Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	25b		Х
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			l
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		Х
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			37
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		Х
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV			
	instructions, for applicable filing thresholds, conditions, and exceptions): A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
а	"Yes," complete Schedule L, Part IV	28a		х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b?If			
	"Yes," complete Schedule L, Part IV	28c		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			v
24	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		x
35 a	Part V, line 1 Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity	-		
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		Х
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?		,,	
Pai	Note: All Form 990 filers are required to complete Schedule O **T V Statements Regarding Other IRS Filings and Tax Compliance	38	Х	<u> </u>
rai	Check if Schedule O contains a response or note to any line in this Part V			
	Chook is Constitute O contains a response of note to any line in this Fart v		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 35			
	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b 0			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c	Х	

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

			.,	
20	Fator the number of employees reported an Form W.S. Transmittel of Wags and Tay Statements		Yes	No
Za	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 113			
b		2b	Х	
D	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	20		
32		3a		Х
	Did the organization have unrelated business gross income of \$1,000 or more during the year? If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a	35		
чu	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		х
h	If "Yes," enter the name of the foreign country	ти		
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Х
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Х
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit			
	any contributions that were not tax deductible as charitable contributions?	6a		Х
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts			
	were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required			
	to file Form 8282?	7с		X
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
_	sponsoring organization have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12 10a Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter:			
	Gross income from members or shareholders 11a			
	Gross income from other sources (Do not net amounts due or paid to other sources against			
-	amounts due or received from them.)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note: See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which the			
	organization is licensed to issue qualified health plans			
С	Enter the amount of reserves on hand			
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			3,7
	excess parachute payment(s) during the year?	15		X
	If "Yes," see instructions and file Form 4720, Schedule N.			v
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		X
	If "Yes," complete Form 4720, Schedule O.			

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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.

	Crieck if Schedule O contains a response or note to any line in this Part VI			21
Sec	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	4		
	If there are material differences in voting rights among members of the governing body, or if the governing			
	body delegated broad authority to an executive committee or similar committee, explain on Schedule 0.			
b	Enter the number of voting members included on line 1a, above, who are independent 1b 22			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
	of officers, directors, trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6	Did the organization have members or stockholders?	6		Х
7a				
	more members of the governing body?	7a		Х
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or			
-	persons other than the governing body?	7b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
а	The governing body?	8a	х	
b		8b	X	
9	Each committee with authority to act on behalf of the governing body? Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the	00		
9		9		Х
800	organization's mailing address? If "Yes," provide the names and addresses on Schedule Otion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)	<u> </u>		21
360	tion b. Folicies (This Section & requests information about policies not required by the internal nevenue Code.)		V	NI.
40-	Did the every insting have least shorters broughes an efficience	10-	Yes	No X
	Did the organization have local chapters, branches, or affiliates?	10a		- 25
D	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	401		
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Х	
	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Λ	
b			v	
12a		12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Х	
С			3,7	
	in Schedule O how this was done	12c	Х	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	Х	
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?			
а	The organization's CEO, Executive Director, or top management official	15a	Х	
b	Other officers or key employees of the organization	15b		Х
	If "Yes" to line 15a or 15b, describe the process in 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?	16a		X
b	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?	16b		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ▶ TN			
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)s only	/) avail	able
	for public inspection. Indicate how you made these available. Check all that apply.			
	X 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, ar	nd fina	ncial	
	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			
	ANNA CATLIN, DIRECTOR OF FINANCE - 615-244-6610			
	1321 MURFREESBORO PIKE, NO. 400, NASHVILLE, TN 37217			

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Form 990 (2019) Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated **Employees, and Independent Contractors**

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

See instructions for the order in which to list the persons above.

(A) Name and title	(B) Average hours per	box	Pos (do not check box, unless pe			than is bot	oth an compensation	(E) Reportable compensation	(F) Estimated amount of	
	week (list any hours for related organizations below line)	stee or director	Institutional trustee	Officer po	pates leading of the control of the			from the organization (W-2/1099-MISC)	from related organizations (W-2/1099-MISC)	other compensation from the organization and related organizations
(1) DARKENYA WALLER	40.00	_						1.41 602	•	6 014
EXECUTIVE DIRECTOR	40.00			Х				141,623.	0.	6,014.
(1) DAVID TARPLEY	40.00	-				l		104 640	•	00 504
LEAD ATTORNEY	1000					Х		104,642.	0.	23,731.
(1) WILLIAM BUSH	40.00	-				l		101 050	•	10 140
PRACTICE GROUP LEAD ATTORNEY	1000					Х		101,253.	0.	10,142.
(1) RUSSELL OVERBY	40.00							405 500	•	
LEAD ATTORNEY	1000					Х		107,500.	0.	3,225.
(1) ANNA CATLIN	40.00	-		l				05 050	•	2 000
DIRECTOR OF FINANCE				Х				87,059.	0.	3,028.
(6) CHARLES K. GRANT	0.50	١		l					•	
PRESIDENT	0.50	Х		Х				0.	0.	0.
(7) JOHN ANDREW GODDARD	0.50	١		l					•	
FIRST VICE PRESIDENT		Х		Х				0.	0.	0.
(8) SUSAN L KAY	0.50								0	•
SECOND VICE PRESIDENT	0.50	Х		Х				0.	0.	0.
(9) ADRIE MAE RHODES	0.50	,,		,,					0	0
SECRETARY	0.50	Х		Х				0.	0.	0.
(10) WALTER H. STUBBS	0.50								0	•
TREASURER	0.50	Х		Х				0.	0.	0.
(11) ROBERT J. MARTINEAU, JR.	0.50								0	•
PAST PRESIDENT	0.20	Х		Х				0.	0.	0.
(12) REBECCA KOPP	0.30	,,							0	0
BOARD OF DIRECTORS	0.20	Х						0.	0.	0.
(13) CHRISTOPHER M. BELLAMY	0.30								0	•
BOARD OF DIRECTORS	0.20	Х						0.	0.	0.
(14) CYNTHIA A. CHEATHAM	0.30	,.							^	_
BOARD OF DIRECTORS	0.20	Х						0.	0.	0.
(15) TERA RICA MURDOCK	0.30	Ψ,							^	_
BOARD OF DIRECTORS	0 20	Х	_	_		_	_	0.	0.	0.
(16) DIANE DAVIS	0.30	Ι,,							^	_
BOARD OF DIRECTORS	0.30	Х						0.	0.	0.
(17) ROBERT A. DICKENS	0.30	. ,							^	_
BOARD OF DIRECTORS		X						0.	0.	0 . Form 990 (2019)

Form **990** (2019)

Section A. Officers, Directors, Trus	stees, Key Em	ploy	/ees	, an	d Hi	ighe	st C	Compensated Employe	es (continued)				
(A)	(B)			-	C)			(D)	(E)			(F)	
Name and title	Average	(do		Pos heck		ገ e than	one	Reportable	Reportable	,	Es	stimate	∌d
	hours per	box	, unle	ss pe	erson	is bot	th an	compensation	compensation			nount	of
	week	H-	Cei ai	luau	in ect	Oi/ ii us	1	from	from related		1	other	
	(list any hours for	irecto						the	organization			pensa	
	related	e or d	tee			sated		organization (W-2/1099-MISC)	(W-2/1099-MIS	3C)		om the anizati	
	organizations	ruste	l trus		ee Ge	mpen		(***2/1099****100)			_	d relat	
	below	dualt	itiona		nploy	st col						anizatio	
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former						
(18) CAMERON R HOFFERMEYER	0.30	⇈			1								
BOARD OF DIRECTORS		X						0.		0.			0.
(19) KATIE BELL KLINGHARD	0.30	T											
BOARD OF DIRECTORS		X						0.		0.	1		0.
(20) HON. SAL W VARSALONA	0.30	\top											
BOARD OF DIRECTORS		X						0.		0.			0.
(21) TESSA N. LAWSON	0.30	T											
BOARD OF DIRECTORS		X						0.		0.			0.
(22) TRACI BROOKS	0.30	╁				T							
BOARD OF DIRECTORS		X						0.		0.			0.
(23) JUDGE MICHAEL W. BINKLEY	0.30	⇈			\vdash	\vdash							
BOARD OF DIRECTORS		X						0.		0.			0.
(24) JAMES L. WEATHERLY JR.	0.30	⇈				+							
BOARD OF DIRECTORS		x						0.		0.			0.
(25) TURNER MCCULLOUGH, JR.	0.30	+	\vdash		\vdash	+							
BOARD OF DIRECTORS	0.30	$ \mathbf{x} $						0.		0.			0.
(26) JOHN T. BLANKENSHIP	0.50	+			\vdash	+							
BOARD OF DIRECTORS	0.30	$ \mathbf{x} $						0.		0.			0.
	1		<u> </u>	<u> </u>	<u> </u>	<u> </u>		542,077.		0.	4	6,1	
1b Subtotal								0.		0.		<u> </u>	0.
c Total from continuation sheets to Part V								542,077.		0.	1	6,1	
d Total (add lines 1b and 1c)							bo r		000 of rapartab			<u> </u>	
,	iot iiriited to ti	iose	IISLE	eu ai	DOV	e) w	no r	eceived more than \$100	,,000 or reportab	ie			4
compensation from the organization												Yes	No
3 Did the organization list any former officer	director truct	too 1	k0) /	omn	love		r bio	shoot componented omi	alayaa an	!		100	110
line 1a? If "Yes," complete Schedule J for			•		•		•		•		3		Х
4 For any individual listed on line 1a, is the s											3		
and related organizations greater than \$15	•							•	the organization		4		Х
			•						idual for convices		4		- 25
5 Did any person listed on line 1a receive or rendered to the organization? If "Yes," con										,	E		Х
Section B. Independent Contractors	ipiete Scriedui	e	OI S	ucn	pers	SOIT					5		
·	ampanaatad in	don	on de	not o	ont	ro ot	0.0	that received more than	¢100,000 of oor		otion !		
 Complete this table for your five highest countries the organization. Report compensation for 	=	-								iperis	alioni	10111	
	trie caleridar y	ear	enui	iig v	VILII	OI W	/141111	(B)	year.			<u> </u>	
(A) Name and business	s address	NΩ	INC	FC				Description of s	services	C	O) Ompe		n
				_			-	!			<u> </u>		
							-						
							-						
							\dashv						
2 Total number of independent contractors	including but r	not li	mito	d to	tho	ا عود	eter	d ahove) who received n	nore than				
\$100,000 of compensation from the organ		iot III		.u (U	10	0	J.C	a above, who received h	ore triair				
SEE PART VII, SECTIO		ווי	NUZ	AT:	ΙΟΙ	N S	SH	EETS			Form	990 (2019)
											. 01111)

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	COMBERTA								62-080	0750
Part VII Section A. Officers, Directors, Tru	ıstees, Key Eı	nplo	oyee	s, a	nd F	ligh	est	Compensated Employ	rees (continued)	
(A) Name and title	(B) Average hours	(B) (C) Average Pos			(C) osition all that apply)			(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of
	per week (list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/1099-MISC)	from related organizations (W-2/1099-MISC)	other compensatio from the organization and related organizations
27) DAVID WELL	0.30	,,								,
OARD OF DIRECTORS		Х						0.	0.	(
		-								
		\vdash		\vdash			\vdash			
		1								
		L			L					

Part VIII Statement of Revenue Check if Schedule O contains a response or note to any line in this Part VIII (B) Revenuè éxcluded Total revenue Related or exempt Unrelated from tax under function revenue business revenue sections 512 - 514 Contributions, Gifts, Grants and Other Similar Amounts 1 a Federated campaigns 1a **b** Membership dues 1b 76,994. c Fundraising events 1c d Related organizations 1d 6,198,259 e Government grants (contributions) 1e f All other contributions, gifts, grants, and similar amounts not included above 1,030,501 1f 15,566 g Noncash contributions included in lines 1a-1f 1g |\$ 7,305,754 h Total. Add lines 1a-1f **Business Code** 2 a ATTORNEY FEES 541100 Program Service Revenue 19,520. 19,520. b f All other program service revenue 19,520. g Total. Add lines 2a-2f Investment income (including dividends, interest, and 85,447. other similar amounts) 85,447 Income from investment of tax-exempt bond proceeds 5 Royalties (i) Real (ii) Personal 6 a Gross rents **b** Less: rental expenses ... 6b c Rental income or (loss) d Net rental income or (loss) 7 a Gross amount from sales of (i) Securities (ii) Other 1,142,517 assets other than inventory 7a **b** Less: cost or other basis Other Revenue 1,120,115 7b and sales expenses c Gain or (loss) 22,402. 22,402. 22,402. d Net gain or (loss) 8 a Gross income from fundraising events (not 76,994. of including \$ contributions reported on line 1c). See Part IV, line 18 33,000 **b** Less: direct expenses 28,145 4,855 4,855. c Net income or (loss) from fundraising events 9 a Gross income from gaming activities. See Part IV, line 19 **b** Less: direct expenses 9b c Net income or (loss) from gaming activities 10 a Gross sales of inventory, less returns and allowances **b** Less: cost of goods sold c Net income or (loss) from sales of inventory **Business Code** Miscellaneous Revenue 11 a b d All other revenue e Total. Add lines 11a-11d ... 112,704. 7,437,978. 19,520 Total revenue. See instructions 12

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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 respon				
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations		21.12.2.2	3	4
	and domestic governments. See Part IV, line 21				
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	237,725.	133,752.	93,076.	10,897
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	4,901,994.	4,088,220.	672,940.	140,834
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)	104,952.	92,196.	11,571.	1,185 10,665
9	Other employee benefits	944,464.	829,668.	104,131.	10,665
10	Payroll taxes	375,600.	306,818.	58,223.	10,559
11	Fees for services (nonemployees):				
а	Management				
b	Legal	33,622.	33,622.		
С	Accounting	36,505.		36,505.	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17	67,037.			67,037
f	Investment management fees	16,281.		16,281.	
g	Other. (If line 11g amount exceeds 10% of line 25,				
	column (A) amount, list line 11g expenses on Sch O.)	120,737.	27,502.	71,328.	21,907
12	Advertising and promotion	27,673.			27,673
13	Office expenses	418,284.	270,484.	106,757.	41,043
14	Information technology	105,309.	10,239.	95,070.	
15	Royalties				
16	Occupancy	505,692.	320,155.	158,441.	27,096
17	Travel	117,994.	100,224.	16,698.	1,072
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	117,690.	62,285.	37,211.	18,194
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	60,071.	60,071.		
23	Insurance	27,863.	27,648.		215
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 0.)				
а	COURT COSTS AND LITIGAT	101,728.	101,678.	50.	
b	OTHER	74,938.	43,958.	26,474.	4,506
С		-	-	-	
d					
е	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	8,396,159.	6,508,520.	1,504,756.	382,883
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				

Form **990** (2019)

Part X Balance Sheet

Pa	rt X	Balance Sheet					
		Check if Schedule O contains a response or	note to an	y line in this Part X			
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			1,648,695.	1	1,104,821
	2	Savings and temporary cash investments			2,375,198.	2	2,313,415
	3	Pledges and grants receivable, net		692,305.	3	512,173	
	4	Accounts receivable, net	2,228.	4	2,811		
	5	Loans and other receivables from any current					
		trustee, key employee, creator or founder, su					
		controlled entity or family member of any of t		5			
	6	Loans and other receivables from other disqu					
		under section 4958(f)(1)), and persons descri	etion 4958(c)(3)(B)		6		
Assets	7	Notes and loans receivable, net				7	
SSe	8	Inventories for sale or use				8	
Ĭ	9	Prepaid expenses and deferred charges			72,424.	9	92,861
	10a	Land, buildings, and equipment: cost or othe					
		basis. Complete Part VI of Schedule D		672,688.			
	b	Less: accumulated depreciation		358,291.	374,468.	10c	314,397
	11	Investments - publicly traded securities			2,299,633.	11	2,444,305
	12	Investments - other securities. See Part IV, lir		12			
	13	Investments - program-related. See Part IV, lii		13			
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11			12,213.	15	7,599
	16	Total assets. Add lines 1 through 15 (must e			7,477,164.	16	6,792,382
	17	Accounts payable and accrued expenses		1	562,368.	17	629,296
	18	Grants payable			18		
	19	Deferred revenue		19			
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Comple			12,213.	21	7,599
ί.	22	Loans and other payables to any current or for					
<u> </u>		trustee, key employee, creator or founder, su					
Liabilities		controlled entity or family member of any of t				22	
3	23	Secured mortgages and notes payable to un	•			23	
	24	Unsecured notes and loans payable to unrela				24	
	25	Other liabilities (including federal income tax,					
		parties, and other liabilities not included on lii					
		of Schedule D	•			25	
	26	Total liabilities. Add lines 17 through 25			574,581.	26	636,895
		Organizations that follow FASB ASC 958, o					
Ces		and complete lines 27, 28, 32, and 33.					
ă	27				4,348,049.	27	4,168,891
g	28	Net assets with donor restrictions	2,554,534.	28	1,986,596		
<u> </u>		Organizations that do not follow FASB ASC					
ַבַ		and complete lines 29 through 33.					
200	29	Capital stock or trust principal, or current fun			29		
ser	30	Paid-in or capital surplus, or land, building, or				30	
Ä	31	Retained earnings, endowment, accumulated				31	
Net Assets or Fund Balances	32	Total net assets or fund balances			6,902,583.	32	6,155,487
_	33	Total liabilities and net assets/fund balances			7,477,164.	33	6,792,382

Form **990** (2019)

Pa	rt 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	7,43					
2	Total expenses (must equal Part IX, column (A), line 25)	2	8,39					
3	Revenue less expenses. Subtract line 2 from line 1	3	-95					
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	6,90					
5	Net unrealized gains (losses) on investments	5	21	1,0	85.			
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	6,15	5,4	87.			
Pa	rt XII Financial Statements and Reporting							
	Check if Schedule O contains a response or note to any line in this Part XII				X			
				Yes	No			
1	Accounting method used to prepare the Form 990: Cash X Accrual Other							
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	О.						
2a	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	d on a						
	separate basis, consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
b	Were the organization's financial statements audited by an independent accountant?		2b	Х				
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separat	e basis,						
	consolidated basis, or both:							
	X Separate basis Consolidated basis Both consolidated and separate basis							
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	e audit,						
	review, or compilation of its financial statements and selection of an independent accountant?		2c	Х				
	If the organization changed either its oversight process or selection process during the tax year, explain on Sci	nedule O.						
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Si	ngle Audit						
	Act and OMB Circular A-133?	-	3a	Х				
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requ							
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b	X				
	· · · · · · · · · · · · · · · · · · ·			990 ((2019)			

932012 01-20-20

SCHEDULE A

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

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

➤ Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information. LEGAL AID SOCIETY OF MIDDLE TENNESSEE

OMB No. 1545-0047

Open to Public Inspection

Employer identification number Name of the organization AND THE CUMBERLANDS 62-0800756 Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions. The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 7 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV. Sections A and C. ☐ Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other in your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes No above (see instructions))

Total

62-0800756 Page 2

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.)

Sec	Section A. Public Support								
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total		
1	Gifts, grants, contributions, and								
	membership fees received. (Do not								
	include any "unusual grants.")	6,831,296.	7,205,021.	6,823,741.	7,468,932.	7,308,754.	35,637,744.		
2	Tax revenues levied for the organ-								
	ization'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								
4	Total. Add lines 1 through 3	6,831,296.	7,205,021.	6,823,741.	7,468,932.	7,308,754.	35,637,744.		
	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,								
	calumn (f)								
6	Public support. Subtract line 5 from line 4.						35,637,744.		
	etion B. Total Support						33,037,711.		
	ndar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total		
	Amounts from line 4	6,831,296.	7,205,021.	6,823,741.	7,468,932.	7,308,754.	35,637,744.		
	Gross income from interest,	.,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	.,,	.,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,		
Ū	dividends, payments received on								
	securities loans, rents, royalties,								
	and income from similar sources	47,839.	54,714.	60,072.	65,631.	85,447.	313,703.		
a	Net income from unrelated business	27,70051	3277220	00,0720	00,0020	00,117	32377331		
3	activities, whether or not the								
	business is regularly carried on					1,855.	1,855.		
10	Other income. Do not include gain					1,0331	1,000.		
10	· ·								
	or loss from the sale of capital	25.	660.	65.			750.		
44	assets (Explain in Part VI.)	23.	000.	03.			35,954,052.		
12	Gross receipts from related activities,	oto (soo instructio	ne)			12	82,384.		
13	•	•	,	N fourth or fifth to			02,3011		
10	organization, check this box and stop								
Sec	ction C. Computation of Publ	ic Support Pe	rcentage						
	Public support percentage for 2019 (I			olumn (f))		14	99.12 %		
	Public support percentage from 2018					15	99.18 %		
	33 1/3% support test - 2019. If the o								
	stop here. The organization qualifies	•		•		•	× X		
h	33 1/3% support test - 2018. If the o						······································		
~	and stop here. The organization qual						▶ □		
179	10% -facts-and-circumstances tes						or more		
174	and if the organization meets the "fac								
	meets the "facts-and-circumstances"			=	•	_			
h	10% -facts-and-circumstances tes	~							
ū									
	more, and if the organization meets the				-				
10	organization meets the "facts-and-circ								
18	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								

Schedule A (Form 990 or 990-EZ) 2019

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.)

Sec	etion A. Public Support	siew, piedee cerri	piete i uit ii.)				
	ndar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(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 bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
•	ization'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						
	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
t	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						
	Public support. (Subtract line 7c from line 6.)						
	ction B. Total Support		•				
Cale	ndar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
9	Amounts from line 6		, ,				,,
	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 in 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.)						
	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First five years. If the Form 990 is for	the organization'	s first, second, thi	rd, fourth, or fifth t	ax year as a section	on 501(c)(3) organiz	zation,
							>
	ction C. Computation of Publi						
15	Public support percentage for 2019 (li					15	%
16						16	%
	ction D. Computation of Inves					11	
17	Investment income percentage for 20					17	%
18	Investment income percentage from 2					18	<u>%</u>
19a	33 1/3% support tests - 2019. If the						17 is not
	more than 33 1/3%, check this box ar						.
b	33 1/3% support tests - 2018. If the	· ·			•	•	
20	line 18 is not more than 33 1/3%, che						
20	Private foundation. If the organization	a old not check a	DOX OD IDE 14 19	a origo checkt	rus dox and see in	STRUCTIONS	

Part IV | Supporting Organizations

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

Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? 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.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.
- **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)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? 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.
- 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)? 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.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) 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).
- **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? If "Yes," provide detail in Part VI.
- 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? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 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))? If "Yes," provide detail in Part VI.
- **b** Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
- c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 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)? If "Yes," answer 10b below.
 - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

		Yes	No
	1		
	2		
	3a		
	3b		
	3с		
	4a		
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	4b		
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	5a		
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	9с		
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^	10b 90 or 99	NO E 21	2010
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		000073	<u> </u>	age 3
Pai	t IV Supporting Organizations _(continued)			1
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)	110		
h	below, the governing body of a supported organization? A family member of a person described in (a) above?	11a 11b		
	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c	 	
	tion B. Type I Supporting Organizations	110		
	2. Type i cupper unit of gamma unit		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to		100	
	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			
	controlled the organization's activities. If the organization had more than one supported organization,			
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported			
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
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? If "Yes," explain in			
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization.	2		
Sec	tion C. Type II Supporting Organizations			
			Yes	No
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)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s).	1		
Sec	tion D. All Type III Supporting Organizations		T	
			Yes	No
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	4		
2	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
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? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in (2), 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? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard.	3		
Sec	tion E. Type III Functionally Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the yea(see instruction)	ns).		
а	The organization satisfied the Activities Test. Complete line 2 below.	-		
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see	instructions	s).	
2	Activities Test. Answer (a) and (b) below.		Yes	No
а	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of			
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
	those supported organizations and explain how these activities directly furthered their exempt purposes,			
	how the organization was responsive to those supported organizations, and how the organization determined			
	that these activities constituted substantially all of its activities.	2a	<u> </u>	
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more			
	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the			
	reasons for the organization's position that its supported organization(s) would have engaged in these			
	activities but for the organization's involvement.	2b		
3	Parent of Supported Organizations. Answer (a) and (b) below.			
а	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or	-		
	trustees of each of the supported organizations? <i>Provide details in</i> Part VI.	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If</i> "Yes." <i>describe in</i> Part VI <i>the role played by the organization in this regard.</i>	3b		
	OF Its supported ordanizations? If thes, describe in Part VI the fole diaved by the ordanization in this redard.	ı 3D	1 '	1

Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Supportin	g Orga	nizations	J
1	Check here if the organization satisfied the Integral Part Test as a qualifyin			Part VI). See instructions. Al
	other Type III non-functionally integrated supporting organizations must co	mplete S	Sections A through E.	
Sect	ion 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		
Sect	ion 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):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other			
	factors (explain in detail in Part VI):			
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 1-1/2% 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 .035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 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	Check here if the current year is the organization's first as a non-functional	lv integra	ated Type III supporting ord	anization (see

Schedule A (Form 990 or 990-EZ) 2019

instructions).

Par	t V Type III Non-Functionally Integrated 509	(a)(3) Supporting Org	anizations (continued)	_ cccccccccaagor			
Section D - Distributions Current							
1							
2	2 Amounts paid to perform activity that directly furthers exempt purposes of supported						
	organizations, in excess of income from activity						
3	Administrative expenses paid to accomplish exempt purpos	es of supported organizatior	ns				
4	Amounts paid to acquire exempt-use assets						
5	Qualified set-aside amounts (prior IRS approval required)						
6	Other distributions (describe in Part VI). See instructions.						
7	Total annual distributions. Add lines 1 through 6.						
8	Distributions to attentive supported organizations to which t	he organization is responsive	e				
	(provide details in Part VI). See instructions.						
9	Distributable amount for 2019 from Section C, line 6						
10	Line 8 amount divided by line 9 amount						
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019			
1	Distributable amount for 2019 from Section C, line 6						
2	Underdistributions, if any, for years prior to 2019 (reason-						
	able cause required- explain in Part VI). See instructions.						
3	Excess distributions carryover, if any, to 2019						
	From 2014						
	From 2015						
	From 2016						
	From 2017						
	From 2018						
	Total of lines 3a through e						
	Applied to underdistributions of prior years						
	Applied to 2019 distributable amount						
	Carryover from 2014 not applied (see instructions)						
	Remainder. Subtract lines 3g, 3h, and 3i from 3f.						
4	Distributions for 2019 from Section D,						
	line 7: \$						
a	Applied to underdistributions of prior years						
	Applied to 2019 distributable amount						
	Remainder. Subtract lines 4a and 4b from 4.						
5	Remaining underdistributions for years prior to 2019, if						
	any. Subtract lines 3g and 4a from line 2. For result greater						
	than zero, explain in Part VI. See instructions.						
6	Remaining underdistributions for 2019. Subtract lines 3h						
	and 4b from line 1. For result greater than zero, explain in						
	Part VI. See instructions.						
7	Excess distributions carryover to 2020. Add lines 3j						
	and 4c.						
8	Breakdown of line 7:						
	Excess from 2015						
	Excess from 2016						
	Excess from 2017						
	Excess from 2018						
	Excess from 2019						

Schedule A (Form 990 or 990-EZ) 2019

LEGAL AID SOCIETY OF MIDDLE TENNESSEE

62-0800756 Page 8 Schedule A (Form 990 or 990-EZ) 2019 AND THE CUMBERLANDS Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury Internal Revenue Service **Schedule of Contributors**

➤ Attach to Form 990, Form 990-EZ, or Form 990-PF.

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

OMB No. 1545-0047

Name of the organization

LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Employer identification number

62-0800756

Organization type (check one):							
Filers of	f:	Section:					
Form 99	0 or 990-EZ	$\boxed{\textbf{X}}$ 501(c)(3) (enter number) organization					
		4947(a)(1) nonexempt charitable trust not treated as a private foundation					
		527 political organization					
Form 99	0-PF	501(c)(3) exempt private foundation					
		4947(a)(1) nonexempt charitable trust treated as a private foundation					
		501(c)(3) taxable private foundation					
	•	s covered by the General Rule or a Special Rule . (7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.					
General	Rule						
		filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.					
Special	Rules						
X	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 or 990-EZ), 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 10 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, II, and III.							
	year, contributions is checked, enter h purpose. Don't con	n described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box were the total contributions that were received during the year for an exclusively religious, charitable, etc., applete any of the parts unless the General Rule applies to this organization because it received nonexclusively e, etc., contributions totaling \$5,000 or more during the year \ \bigsim \frac{1}{2}					
but it mu	ust answer "No" on	at isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), 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					

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

Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

Name of organization LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Employer identification number

62-0800756

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.					
(a)	(b)	(c) (d)				
No.	Name, address, and ZIP + 4	Total contributions Type of contribution Person X Payroll Noncash (Complete Part II for noncash contributions.)				
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution				
2		Person X Payroll Noncash (Complete Part II for noncash contributions.)				
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution				
3		Person X Payroll Noncash (Complete Part II for noncash contributions.)				
(a)	(b)	(c) (d)				
	Name, address, and ZIP + 4	Total contributions Type of contribution Person X Payroll Noncash (Complete Part II for noncash contributions.)				
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution				
5		Person X Payroll Noncash (Complete Part II for noncash contributions.)				
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution				
	Name, audiess, and ZIF + 4	Person Payroll Noncash (Complete Part II for noncash contributions.)				

Name of organization LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Employer identification number

62-0800756

art II	Noncash Property (see instructions). Use duplicate copies of P	art 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
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		<u> </u>	
		\ \\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	-19		990. 990-EZ. or 990-PF)

Employer identification number Name of organization LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS 62-0800756

irt III	from any one contributor. Complete columns (a) completing Part III, enter the total of exclusively religious, or	through (e) and the following line en charitable, etc., contributions of \$1,000 or	entry. For organizations or the space for the year. (Enter this info. once.)			
No. om art I	Use duplicate copies of Part III if additional (b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held			
-						
		(e) Transfer of gi	ift			
	Transferee's name, address, ar	nd ZIP + 4	Relationship of transferor to transferee			
o. า ไ	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held			
-						
		(e) Transfer of gi	of gift			
	Transferee's name, address, ar	nd ZIP + 4	Relationship of transferor to transferee			
Na.						
lo. m t l	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held			
$ \lfloor$						
	(e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee					
lo. m t I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held			
_						
-	(e) Transfer of gift					
	Transferee's name, address, ar	nd ZIP + 4	Relationship of transferor to transferee			

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 Open to Public Inspection

Name of the organization

LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Employer identification number 62-0800756

Pai	t I Organizations Maintaining Donor Advise	ed Funds or Other S	Similar Funds o	or Accou	nts.Complete if the
	organization answered "Yes" on Form 990, Part IV, lir	ne 6.			
		(a) Donor advise	d funds	(b) Fund	ls and other accounts
1	Total number at end of year				
2	Aggregate value of contributions to (during year)				
3	Aggregate value of grants from (during year)				
4	Aggregate value at end of year				
5	Did the organization inform all donors and donor advisors in	writing that the assets he	eld in donor advised	d 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 a	advisors in writing that gra	ant funds can be us	sed only	
	for charitable purposes and not for the benefit of the donor	or donor advisor, or for ar	ny other purpose co	onferring	
	impermissible private benefit?				Yes No
Pai	t II Conservation Easements. Complete if the or	ganization answered "Ye	s" on Form 990, Pa	rt IV, line 7.	
1	Purpose(s) of conservation easements held by the organizat	ion (check all that apply).	_		
	Preservation of land for public use (for example, recrea	ation or education)	Preservation of a	historically i	mportant land area
	Protection of natural habitat		Preservation of a	certified his	toric structure
	Preservation of open space				
2	Complete lines 2a through 2d if the organization held a quali	fied conservation contrib	ution in the form of	a conserva	tion easement on the last
	day of the tax year.				Held at the End of the Tax Year
а	Total number of conservation easements			2a	
b	Total acreage restricted by conservation easements			2b	
С	Number of conservation easements on a certified historic str	ructure included in (a)		2c	
d	Number of conservation easements included in (c) acquired	after 7/25/06, and not or	a historic structure	e	
	listed in the National Register			2d	
3	Number of conservation easements modified, transferred, re			rganization	during the tax
	year ▶				
4	Number of states where property subject to conservation ea	sement is located			
5	Does the organization have a written policy regarding the pe	riodic monitoring, inspec	tion, handling of		
	violations, and enforcement of the conservation easements	it holds?			Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,	, handling of violations, ar	nd enforcing conse	rvation ease	ements during the year
	>				
7	Amount of expenses incurred in monitoring, inspecting, hand	dling of violations, and en	forcing conservation	n easement	ts during the year
	▶ \$				
8	Does each conservation easement reported on line 2(d) about	ve satisfy the requiremen	ts 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 conservat	ion easements in its reve	nue and expense s	tatement an	d
	balance sheet, and include, if applicable, the text of the foot	note to the organization's	financial statemen	its that desc	cribes the
_	organization's accounting for conservation easements.			<u> </u>	
Pai	t III Organizations Maintaining Collections o	•	easures, or Oth	ier Simila	ır Assets.
	Complete if the organization answered "Yes" on Form				
1a	If the organization elected, as permitted under FASB ASC 98	,			
	of art, historical treasures, or other similar assets held for pu	,	,	•	oublic
	service, provide in Part XIII the text of the footnote to its fina				
b	If the organization elected, as permitted under FASB ASC 98				
	art, historical treasures, or other similar assets held for public	c exhibition, education, o	r research in furthe	rance of pub	olic service,
	provide the following amounts relating to these items:				
	(i) Revenue included on Form 990, Part VIII, line 1				
2	If the organization received or held works of art, historical tre			jain, provide)
	the following amounts required to be reported under FASB A				
а	Revenue included on Form 990, Part VIII, line 1			> \$	
b	Assets included in Form 990, Part X			> \$	

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

Schedule D (Form 990) 2019

Pa	t III Organizations Maintaining C	ollections of A	rt, His	torical Tr	easures,	or Other	Similar As	sets(continued)
3	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):							
а	a Public exhibition d Loan or exchange program							
b	Scholarly research	е						
С	Preservation for future generations							
4	Provide a description of the organization's co	llections and explai	n how th	ney further t	the organizat	ion's exemp	t purpose in	Part XIII.
5	During the year, did the organization solicit or	receive donations	of art, hi	storical trea	asures, or oth	er similar as	sets	
	to be sold to raise funds rather than to be ma	intained as part of	the orga	nization's c	ollection?			Yes No
Pa	t IV Escrow and Custodial Arrang	gements. Comple	ete if the	organizatio	on answered	"Yes" on Fo	orm 990, Part	IV, line 9, or
	reported an amount on Form 990, Par	t X, line 21.						
1a	Is the organization an agent, trustee, custodia	an or other intermed	diary for	contribution	ns or other as	ssets not inc	cluded	
	on Form 990, Part X?							Yes X No
b	If "Yes," explain the arrangement in Part XIII a							
								Amount
С	Beginning balance						1c	
d	Additions during the year						1d	
е	Distributions during the year						1e	
f	Ending balance						1f	
2a	Did the organization include an amount on Fo	orm 990, Part X, line	21, for	escrow or c	ustodial acco	ount liability	?	X Yes No
<u>b</u>	If "Yes," explain the arrangement in Part XIII.	Check here if the ex	xplanatio	on has beer	n provided on	Part XIII		X
Pa	t V Endowment Funds. Complete if	the organization ar	swered	"Yes" on Fo	orm 990, Par	t IV, line 10.		
		(a) Current year	(b) P	rior year	(c) Two yea	rs back (d)	Three years ba	ack (e) Four years back
1a	Beginning of year balance							
b	Contributions							
С	Net investment earnings, gains, and losses							
d	Grants or scholarships							
е	Other expenditures for facilities							
	and programs							
f	Administrative expenses							
g	End of year balance							
2	Provide the estimated percentage of the curr	ent year end baland	ce (line 1	g, column (a)) held as:			
а	Board designated or quasi-endowment		_%					
b	Permanent endowment	%						
С	Term endowment ▶	6						
	The percentages on lines 2a, 2b, and 2c show	uld equal 100%.						
3a	Are there endowment funds not in the posses	ssion of the organiz	ation tha	at are held a	and administe	ered for the	organization	
	by:							Yes No
	(i) Unrelated organizations							3a(i)
	(ii) Related organizations							
b	If "Yes" on line 3a(ii), are the related organization	tions listed as requi	red on S	Schedule R?)			3b
4	Describe in Part XIII the intended uses of the		owment	funds.				
Pa	t VI Land, Buildings, and Equipm	ent.						
	Complete if the organization answered	d "Yes" on Form 990	0, Part I\	/, line 11a. S	See Form 990	D, Part X, lin	e 10.	
	Description of property	(a) Cost or o			t or other (other)		ımulated ciation	(d) Book value
1a	Land			6	0,000.			60,000.
	Buildings				6,486.	5	5,528.	140,958.
	Leasehold improvements							<u>-</u>
	Equipment			41	6,202.	30	2,763.	113,439.
	Other							
	I. Add lines 1a through 1e. (Column (d) must ed		X, colur	nn (B), line	10c.)			314,397.

Schedule D (Form 990) 2019

Schedule D (Form 990) 2019

Schedule D (Form 990) 2019 AND THE COME	PEKTANDS	02	-0000/30 Page.
Part VII Investments - Other Securities.			
Complete if the organization answered "Yes" o		-	af
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end	-or-year market value
(1) Financial derivatives			
(2) Closely held equity interests			
(3) Other			
(A)			
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H) Table (Call (h) report agreed Fours 2000, Port V. and (D) line 10.)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII Investments - Program Related.	5 000 D 111/1	44 O 5 000 B 1 V II 40	
Complete if the organization answered "Yes" o (a) Description of investment	n Form 990, Part IV, line	e 11c. See Form 990, Part X, line 13. (c) Method of valuation: Cost or end	of year market value
	(b) book value	(c) Method of Valuation. Cost of end	-or-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶ Part IX Other Assets.			
Complete if the organization answered "Yes" o	n Form 000 Port IV line	a 11d Soc Form 000 Part V line 15	
	escription	7 Tru. See Form 990, Fart A, line 15.	(b) Book value
	Cooription		(b) Book value
(1)			
(2)			
(3)			
<u>(4)</u>			
(5)			
<u>(6)</u>			
(7)			
(8) (9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) line	15 \		
Part X Other Liabilities.	13.)		
Complete if the organization answered "Yes" o	n Form 990 Part IV line	a 11e or 11f See Form 990 Part Y line 25	
(a) Description of liability	111 0111 000,1 art 14, 1110	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	(b) Book value
(1) Federal income taxes			(5) 20011 14.10.0
(2)			
(3)			
(4)			
(5)			
(6)			
<u>(7)</u>			
(8)			
(9) Tatal (Column (h) must equal Form 990, Part X, col. (R) line	25.)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 2. Liability for uncertain tax positions. In Part XIII, provide t			hat raparts the
Liability for uncertain tax positions. In Part Alli, provide t		io ine organization s imancial statements t	настеронь ше

932053 10-02-19

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... X

LEGAL AID SOCIETY OF M	IDDLE TENN			
Schedule D (Form 990) 2019 AND THE CUMBERLANDS				0800756 Page 4
Part XI Reconciliation of Revenue per Audited Financial St	atements With	Revenue per R	eturn	
Complete if the organization answered "Yes" on Form 990, Part IV, I	ine 12a.			
1 Total revenue, gains, and other support per audited financial statements			1	8,427,955
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a Net unrealized gains (losses) on investments	2a	211,085.		
b Donated services and use of facilities		763,353.		
c Recoveries of prior year grants				
d Other (Describe in Part XIII.)		28,145.		
e Add lines 2a through 2d			2e	1,002,583
3 Subtract line 2e from line 1			3	7,425,372
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	12,606.		
b Other (Describe in Part XIII.)		-		
c Add lines 4a and 4b	•		4c	12,606
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12			5	7,437,978
Part XII Reconciliation of Expenses per Audited Financial S	tatements Witl	n Expenses per		
Complete if the organization answered "Yes" on Form 990, Part IV, I		•		
Total expenses and losses per audited financial statements			1	9,175,051
2 Amounts included on line 1 but not on Form 990, Part IX, line 25:			•	- / /
a Donated services and use of facilities	2a	763,353.		
b Prior year adjustments		, , , , , , , , , , , , , , , , , , , ,		
			-	
c Other losses		28,145.		
d Other (Describe in Part XIII.)	-	· · · · · · · · · · · · · · · · · · ·	20	791 498
e Add lines 2a through 2d			2e 3	791,498 8,383,553
3 Subtract line 2e from line 1			3	0,303,333
4 Amounts included on Form 990, Part IX, line 25, but not on line 1:	1.1	12,606.		
a Investment expenses not included on Form 990, Part VIII, line 7b		12,000.		
b Other (Describe in Part XIII.)	4b			12 606
c Add lines 4a and 4b			4c	12,606
5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line	18.)		5	8,396,159
Part XIII Supplemental Information.				
Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide a			4; Part	X, line 2; Part XI,
PART IV, LINE 2B:				
A SEPARATE TRUST BANK ACCOUNT IS MAINTAIN	NED AS DEP	OSITORY FO	R CI	LIENTS'
FUNDS ASSOCIATED WITH OUR REPRESENTATION	OF THOSE	CLIENTS.	ALL	FUNDS MUST
BE AVAILABLE IMMEDIATELY FOR WITHDRAWAL V	UPON REQUE	ST TO THE	CLII	ENT OR
THIRD PARTY.				
PART X, LINE 2:				
				A 37
EXPLANATION: MANAGEMENT PERFORMS AN EVA				
POSITIONS TAKEN OR EXPECTED TO BE TAKEN	IN THE COU	RSE OF PRE	PAR	ING THE
ACENCY'S INCOME TAX RETURNS TO DETERMINE	יי משעיישעש	HE INCOME	тΔΥ	DOSTUTOMS

Schedule D (Form 990) 2019

MEET A "MORE LIKELY THAN NOT" STANDARD OF BEING SUSTAINED UNDER

EXAMINATION BY THE APPLICABLE TAXING AUTHORITIES. MANAGEMENT HAS

Part XIII Supplemental Information (continued)
Supplemental information (continued)
PERFORMED ITS EVALUATION OF ALL INCOME TAX POSITIONS TAKEN ON ALL OPEN
INCOME TAX RETURNS AND HAS DETERMINED THAT THERE WERE NO POSITIONS TAKEN
THAT DO NOT MEET THE "MORE LIKELY THAN NOT" STANDARD. ACCORDINGLY, THERE
ARE NO PROVISIONS FOR INCOME TAXES, PENALTIES OR INTEREST RECEIVABLE OR
PAYABLE RELATING TO UNCERTAIN INCOME TAX POSITIONS IN THE ACCOMPANYING
FINANCIAL STATEMENTS.
PART XI, LINE 2D - OTHER ADJUSTMENTS:
LESS DIRECT EXPENSES OF FUNDRAISING EVENTS NETTED WITH
REVENUE ON 990 28,145.
PART XII, LINE 2D - OTHER ADJUSTMENTS:
DIRECT EXPENSES OF FUNDRAISING EVENTS NETTED WITH REVENUE
ON 990 28,145.

SCHEDULE G

Department of the Treasury

Internal Revenue Service

(Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Employer identification number 62-0800756

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part. 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply. X Mail solicitations e X Solicitation of non-government grants X Internet and email solicitations f X Solicitation of government grants X Phone solicitations g X Special fundraising events X In-person solicitations 2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or X No Yes key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. (iii) Did (v) Amount paid (vi) Amount paid (i) Name and address of individual (iv) Gross receipts to (or retained by) have custody or control of contributions? (ii) Activity to (or retained by) fundraiser or entity (fundraiser) from activity organization listed in col. (i) ALY STERLING PHILANTHROPY -Yes No 1847 COLLINGWOOD BLVD Х 0 CONSULTING 67,037 -67,037. 67,037. -67037Total 3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing. $\overline{ ext{TN}}$

932081 09-11-19

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

SEE PART IV FOR CONTINUATIONS

62-0800756 Page 2

		of fundraising event contributions and gr			<u> </u>	ots greater than \$5,000.
			(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
			50TH		NONE	(add col. (a) through
			ANNIVERSARY		(tatal as usala as)	col. (c))
ine			(event type)	(event type)	(total number)	
Revenue	1	Gross receipts	94,994.	15,000.		109,994.
	2	Less: Contributions	64,994.	12,000.		76,994.
	3	Gross income (line 1 minus line 2)	30,000.	3,000.		33,000.
	4	Cash prizes				
S	5	Noncash prizes				
pense	6	Rent/facility costs	12,045.	250.		12,295.
Direct Expenses	7	Food and beverages	8,590.	3,000.		11,590.
莅		Catantainmant	500.	200.		700.
	8	Entertainment Other direct expenses	4 000			3,560.
	10	Direct expense summary. Add lines 4 through		273000		28,145.
	11				_	4,855.
Pa	irt l					•
		\$15,000 on Form 990-EZ, line 6a.				
ē			(a) Bingo	(b) Pull tabs/instant	(c) Other gaming	(d) Total gaming (add
Revenue			., ,	bingo/progressive bingo		col. (a) through col. (c)
Вè	١.	_				
	1	Gross revenue				
	,	Cash prizes				
ses	-	Od311 p11203				
Direct Expenses	3	Noncash prizes				
Direct	4	Rent/facility costs				
	5	Other direct expenses				
	6	Volunteer labor	Yes % No	Yes %	Yes % No	
	_	D	5: 1 (1)			
	7	Direct expense summary. Add lines 2 through	n 5 in column (d)		>	
	8	Net gaming income summary. Subtract line 7	from line 1, column (d)		>	
		ter the state(s) in which the organization condu				
		the organization licensed to conduct gaming a No," explain:	ctivities in each of these	states?		Yes No
		ere any of the organization's gaming licenses re Yes," explain:		~	year?	Yes No

LEGAL AID SOCIETY OF MIDDLE TENNESSEE

Schedule G (Form 990 or 990-EZ) 2019 AND THE CUMBERLANDS 62-	0800756	Page 3
11 Does the organization conduct gaming activities with nonmembers?	Yes	No No
12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed		
to administer charitable gaming?	Yes	☐ No
13 Indicate the percentage of gaming activity conducted in:		
a The organization's facility	13a	%
b An outside facility		%
14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
The latter than to and dudiness of the person who propares the organization organization of garming operation of the person and resource.		
Name		
Address ▶		
15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?	Yes	☐ No
b If "Yes," enter the amount of gaming revenue received by the organization ▶\$ and the amount		
of gaming revenue retained by the third party \$\bigs\sum_{\text{and}}\$		
c If "Yes," enter name and address of the third party:		
on ros, one hand and address of the firm party.		
Name		
Address ▶		
Address P		
16 Gaming manager information:		
Name ▶		
Gaming manager compensation > \$		
Description of services provided		
Director/officer Employee Independent contractor		
17 Mandatory distributions:		
a Is the organization required under state law to make charitable distributions from the gaming proceeds to		
retain the state gaming license?	Yes	☐ No
b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the		
organization's own exempt activities during the tax year ▶ \$		
Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and F	Part III, lines 9,	9b, 10b,
15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.		
		-
SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISE	RS:	
(I) NAME OF FUNDRAISER: ALY STERLING PHILANTHROPY		
(I) ADDRESS OF FUNDRAISER: 1847 COLLINGWOOD BLVD, TOLEDO, OH 4	3604	

LEGAL AID SOCIETY OF MIDDLE TENNESSEE

Schedule C	G (Form 990 or 990-EZ) Supplemental Info	AND THE	CUMBERLANDS	62-0800756 Page 4
Part IV	Supplemental Info	rmation (continue	ed)	

SCHEDULE 0

Internal Revenue Service

(Form 990 or 990-EZ) Department of the Treasury

Supplemental Information to Form 990 or 990-EZ

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

► Attach to Form 990 or 990-EZ. Go to www.irs.gov/Form990 for the latest information. Open to Public

OMB No. 1545-0047

Inspection

Name of the organization

LEGAL AID SOCIETY OF MIDDLE TENNESSEE AND THE CUMBERLANDS

Employer identification number 62-0800756

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS: ADDITIONAL 739 CASES. DONATED LEGAL SERVICES FOR 2019 TOTALED \$744,582. FORM 990, PART VI, SECTION B, LINE 11B: PRIOR TO SUBMISSION OF THE 990, FULL BOARD WAS PROVIDED A COPY OF FORM 990 AND ACCEPTED IT. FORM 990, PART VI, SECTION B, LINE 12C: THE POLICY REQUIRES BOARD MEMBERS TO ANNUALLY REVIEW CONFLICT OF INTEREST POLICY AND TO SIGN STATEMENT. THE POLICY PROVIDES FOR PRESIDENT OF BOARD TO APPOINT COMMITTEE TO PERIODICALLY REVIEW. FORM 990, PART VI, SECTION B, LINE 15A: THE EXECUTIVE DIRECTOR'S SALARY AND PERFORMANCE IS REVIEWED ANNUALLY BY THE THE REVIEW INCLUDES COMPARISONS WITH SALARIES AND BOARD OF DIRECTORS. BENEFITS OF SIMILAR ORGANIZATIONS. FORM 990, PART VI, SECTION C, LINE 19: THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AND POLICIES AVAILABLE UPON REQUEST.

PART XII, LINE 2C

THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.