

Internal Revenue Service
District Director

Department of the Treasury

Entered in PCG

Date: February 11, 1992

Employment Identification Number:

52-1294730

Person to Contact:

Clara Diggs

Contact Telephone Number:

(410) 962-3688

Internal Revenue Code Section: 501(c)(3)

Employment Policy Foundation

1015 Fifteenth Street, N.W., Suite 1200
Washington, DC 20005

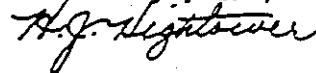
Thank you for submitting the information shown below or on the enclosure. We have made it a part of your file.

The changes indicated do not adversely affect your exempt status and the exemption letter issued to you continues in effect.

Please let us know about any future change in the character, purpose, method of operation, name or address of your organization. This is a requirement for retaining your exempt status.

Thank you for your cooperation.

Sincerely yours,



District Director

Item Changed

From

To

Name

National Foundation
for the Study of
Employment Policy

Name
shown
above

NATIONAL FOUNDATION FOR THE STUDY OF
EMPLOYMENT POLICY

SUITE 1200
1015 FIFTEENTH STREET, N.W.
WASHINGTON, D. C. 20005

(202) 789-8685
FAX: (202) 789-1708

July 12, 1990

CERTIFIED MAIL RETURN RECEIPT REQUESTED

Internal Revenue Service
EO-TPS
P.O. Box 13163
Room 1618
Baltimore, Maryland 21203

Re: National Foundation for the Study of
Equal Employment Policy 52-1294730

Ladies and Gentlemen:

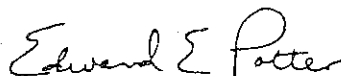
On April 23, 1985, the above-captioned organization (the "Foundation") received a final determination that it was a publicly supported organization described in Internal Revenue Code sections 509(a)(1) and 170(b)(1)(A)(vi). A copy of the final determination letter is attached.

In order to more closely reflect the scope of the issues it addresses, the Foundation has changed its name to National Foundation for the Study of Employment Policy (also to be known as the Employment Policy Foundation), deleting the word "Equal" from its name. These changes in no way affect the nature of the Foundation's research and educational activities or the source of its grants.

In order to eliminate confusion for supporting organizations, the purpose of this letter is to request a new final determination letter in the name of the National Foundation for the Study of Employment Policy (also known as the Employment Policy Foundation), stating that the Foundation qualifies as an organization described in IRC section 509(a)(1).

Thank you for your assistance.

Sincerely yours,



Edward E. Potter
President

Attachment

Internal Revenue Service
District Director

Department of the Treasury

Date: April 23, 1985

Our Letter Dated:
July 6, 1983
Person to Contact:
R. D. Morris
Contact Telephone Number:
485-3100

National Foundation for the Study
of Equal Employment Policy
c/o 1015 15th. Street, N.W.
Suite 1200
Washington, D.C. 20005

This modifies our letter of the above date in which we stated that you would be treated as an organization which is not a private foundation until the expiration of your advance ruling period.

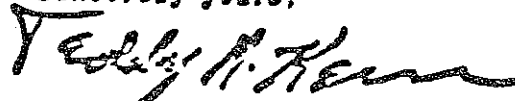
Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Internal Revenue Code, because you are an organization of the type described in section * . Your exempt status under section 501(c)(3) of the code is still in effect. *509(a)(1) & 170(b)(1)(A)(vi)

Grantors and contributors may rely on this determination until the Internal Revenue Service publishes notice to the contrary. However, a grantor or a contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act that resulted in your loss of section * status, or acquired knowledge that the Internal Revenue Service had given notice that you would be removed from classification as a section * organization.

Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,



Teddy R. Kern
District Director

Internal Revenue Service
District Director

Department of the Treasury

Date: July 6, 1983

Employer Identification Number:

Accounting Period Ending:

December 31

Foundation Status Classification:

509(a)(1) & 170(b)(1)(A)(vi)
Advance Ruling Period Ends:

December 31, 1984
Person to Contact:

Taxpayer Service Division
Contact Telephone Number:

488 - 3100

National Foundation For the Study of
Equal Employment Policy
1015 - 15th Street, N.W. Suite 1200
Washington, D.C. 20005

Dear Applicant:

Based on information supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code.

Because you are a newly created organization, we are not now making a final determination of your foundation status under section 509(a) of the Code. However, we have determined that you can reasonably be expected to be a publicly supported organization described in section 509(a)(1) & 170(b)(1)(A)(vi).

Accordingly, you will be treated as a publicly supported organization, and not as a private foundation, during an advance ruling period. This advance ruling period begins on the date of your inception and ends on the date shown above.

Within 90 days after the end of your advance ruling period, you must submit to us information needed to determine whether you have met the requirements of the applicable support test during the advance ruling period. If you establish that you have been a publicly supported organization, you will be classified as a section 509(a)(1) or 509(a)(2) organization as long as you continue to meet the requirements of the applicable support test. If you do not meet the public support requirements during the advance ruling period, you will be classified as a private foundation for future periods. Also, if you are classified as a private foundation, you will be treated as a private foundation from the date of your inception for purposes of sections 507(d) and 4940.

Grantors and donors may rely on the determination that you are not a private foundation until 90 days after the end of your advance ruling period. If you submit the required information within the 90 days, grantors and donors may continue to rely on the advance determination until the Service makes a final determination of your foundation status. However, if notice that you will no longer be treated as a section * organization is published in the Internal Revenue Bulletin, grantors and donors may not rely on this determination after the date of such publication. Also, a grantor or donor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act that resulted in your loss of section * status, or acquired knowledge that the Internal Revenue Service had given notice that you would be removed from classification as a section * organization.

P.O. Box 13163, Baltimore, MD 21203

(over)

Letter 1045(DO) (6-77)

* 509(a)(1) & 170(b)(1)(A)(vi)

If your sources of support, or your purposes, character, or method of operation change, please let us know so we can consider the effect of the change on your exempt status and foundation status. Also, you should inform us of all changes in your name or address.

Generally, you are not liable for social security (FICA) taxes unless you file a waiver of exemption certificate as provided in the Federal Insurance Contributions Act. If you have paid FICA taxes without filing the waiver, you should call us. You are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the excise taxes under Chapter 42 of the Code. However, you are not automatically exempt from other Federal excise taxes. If you have any questions about excise, employment, or other Federal taxes, please let us know.

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

You are required to file Form 990, Return of Organization Exempt from Income Tax, only if your gross receipts each year are normally more than \$10,000. If a return is required, it must be filed by the 15th day of the fifth month after the end of your annual accounting period. The law imposes a penalty of \$10 a day, up to a maximum of \$5,000, when a return is filed late, unless there is reasonable cause for the delay.

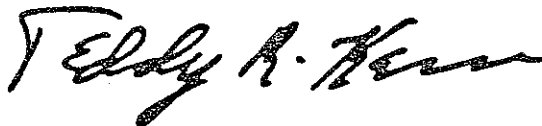
You are not required to file Federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T. In this letter, we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

You need an employer identification number even if you have no employees. If an employer identification number was not entered on your application, a number will be assigned to you and you will be advised of it. Please use that number on all returns you file and in all correspondence with the Internal Revenue Service.

Because this letter could help resolve any questions about your exempt status and foundation status, you should keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown in the heading of this letter. The attached caveats are an integral part of this determination letter.

Sincerely yours,



District Director

Attachment

Letter 1045(DO) (6-77)