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

Open to Public

Department of the Treasury Internal Revenue Service

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

OMB No. 1545-0047

| A | For the 2 | 002 calendar year, or tax year period beginning JUL 1, 200 |) 2 and er | nding JUN 30 | , 2003 | |
|----------|------------------|---|---------------|---|-----------------------|---------------------------|
| В | Check if | Please C Name of organization | | | D Employer iden | tification number |
| | applicable: | use IRS | | | | |
| | Address | label or THE SKILLSOURCE GROUP, INC. | | | 30-012 | 9320 |
| | Name change | type. Number and street (or P.O. box if mail is not delivered to stree | t address) | Room/suite | E Telephone nun | nber |
| | X Initial return | See Specific 8300 BOONE BLVD. | | 450 | 703-75 | 2-1606 |
| Ī | Final | Instruc- tions. City or town, state or country, and ZIP + 4 | | | F Accounting method: | Cash X Accrual |
| Г | Amende | | | | Other (specify) | |
| F | Application | Section 501(c)(3) organizations and 4947(a)(1) nonexempt char | itable trusts | H and I are not appl | licable to section | 527 organizations. |
| | portantg | must attach a completed Schedule A (Form 990 or 990-EZ). | | H(a) Is this a group r | eturn for affiliates | Yes X No |
| G | Web site | :▶WWW.MYSKILLSOURCE.ORG | | H(b) If "Yes," enter nu | imber of affiliates I | |
| _ | | tion type (check only one) ► X 501(c) (3) ◀ (insert no.) 4947(a) | (1) or 527 | H(c) Are all affiliates i | included? N/ | A Yes No |
| - | | re large if the organization's gross receipts are normally not more than | \$25,000. The | (If "No," attach a H(d) Is this a separate | list.) | 1 Or- |
| | | ion need not file a return with the IRS; but if the organization received a Forr | | ganization cover | red by a group ruli | ng? Yes X No |
| | | il, it should file a return without financial data. Some states require a compl | | I Enter 4-digit GEI | N ► | |
| | | | | M Check ► | if the organization | is not required to attach |
| L | Gross red | eipts: Add lines 6b, 8b, 9b, and 10b to line 12 ► 22 | 22,638. | | 0, 990-EZ, or 990 | |
| P | art I | Revenue, Expenses, and Changes in Net Assets of | r Fund Bala | nces | | |
| 211111 | 1 | Contributions, gifts, grants, and similar amounts received: | | | | |
| | a | Direct public support | 1a | 2,1 | 00. | |
| | b | Indirect public support | | | | |
| | C | Government contributions (grants) | | 219,7 | 00. | |
| | d | Total (add lines 1a through 1c) (cash \$ 221,800. n | oncash \$ | |) 1d | 221,800. |
| | 2 | Program service revenue including government fees and contracts (from F | | | | |
| | 3 | Membership dues and assessments | | | | |
| | 4 | Interest on savings and temporary cash investments | | | | 838. |
| | 5 | Dividends and interest from securities | | | | |
| | 6 a | Gross rents | | | | |
| | b | Less: rental expenses | | | | |
| | C | Net rental income or (loss) (subtract line 6b from line 6a) | | | 6c | |
| | 7 | Other investment income (describe | | |) 7 | |
| Revenue | 8 a | Gross amount from sale of assets other (A) Securitie | es | (B) Other | | |
| 3Ve | | than inventory | 8a | | | |
| Ä | b | Less: cost or other basis and sales expenses | 8b | | | |
| | C | Gain or (loss) (attach schedule) | 8c | | | |
| | d | Net gain or (loss) (combine line 8c, columns (A) and (B)) | | | 8d | |
| | 9 | Special events and activities (attach schedule) | | | | |
| | a | Gross revenue (not including \$ of contribut | ions | | | |
| | | reported on line 1a) | 9a | | | |
| | b | Less: direct expenses other than fundraising expenses | | | | |
| | C | Net income or (loss) from special events (subtract line 9b from line 9a) | | | 9c | |
| | 10 a | Gross sales of inventory, less returns and allowances | 10a | | | |
| | b | Less: cost of goods sold | 10b | | | |
| | C | Gross profit or (loss) from sales of inventory (attach schedule) (subtract lin | | 10a) | 10c | |
| | 11 | Other revenue (from Part VII, line 103) | | | 11 | |
| | 12 | Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11) | | | | 222,638. |
| | 13 | Program services (from line 44, column (B)) | | | | |
| Expenses | 14 | Management and general (from line 44, column (C)) | | | | 4,119. |
| ens | 15 | Fundraising (from line 44, column (D)) | | | | |
| EXP | 16 | Payments to affiliates (attach schedule) | | | | |
| | 17 | Total expenses (add lines 16 and 44, column (A)) | | | | 4,119. |
| | 18 | Excess or (deficit) for the year (subtract line 17 from line 12) | | | 18 | 218,519. |
| to de | 19 | Net assets or fund balances at beginning of year (from line 73, column (A)) | | | 19 | 0. |
| Net | 20 | Other changes in net assets or fund balances (attach explanation) | | | | 0. |
| 4 | 21 | Net assets or fund balances at end of year (combine lines 18, 19, and 20) | | | | 218,519. |
| 223 | 001 22-03 | LHA For Paperwork Reduction Act Notice, see the separate instruction | | | | Form 990 (2002) |

| Do not include amounts reported on line | | (A) Total | (B) Program services | trusts but optional for oth (C) Management and general | (D) Fundraising |
|--|----------------------|---|---|--|---|
| 6b, 8b, 9b, 10b, or 16 of Part I. 22 Grants and allocations (attach schedule) | 1000000 | , , | 36141063 | una generar | |
| cash \$noncash \$ | 22 | 460000 | | | |
| 23 Specific assistance to individuals (attach schedule) | 23 | | | | |
| 24 Benefits paid to or for members (attach schedule) | 24 | | | | |
| 25 Compensation of officers, directors, etc. | 25 | 0. | 0. | 0. | 0. |
| 26 Other salaries and wages | 26 | | | | |
| 27 Pension plan contributions | 27 | | |) | |
| 28 Other employee benefits | | | | | |
| 29 Payroll taxes | | | | | |
| 30 Professional fundraising fees | | | | | |
| 31 Accounting fees | | | | | |
| 32 Legal fees | | 2 161 | | 2,161. | |
| 33 Supplies | | 2,161. | | 2,101. | |
| 34 Telephone | | 458. | | 458. | |
| 35 Postage and shipping | | 430. | | 430. | |
| 36 Occupancy | | | | | |
| 37 Equipment rental and maintenance | | | | | |
| 38 Printing and publications 39 Travel | | | | | |
| 40 Conferences, conventions, and meetings | | | | | |
| 41 Interest | | | | 1 | |
| 42 Depreciation, depletion, etc. (attach schedule) | 42 | | | | |
| 43 Other expenses not covered above (itemize): | | | | | |
| aUTILITIES | 43a | 1,500. | | 1,500. | |
| b | 43b | | | | |
| C | 43c | | | | |
| d | 43d | | | | |
| е | 43e | | | | |
| Total functional expenses (add lines 22 through 43). Organizations completing columns (B)-(D), carry these totals to lines 13-15 | 44 | 4,119. | 0. | 4,119. | 0. |
| Joint Costs. Check ► if you are following SOP 9 Are any joint costs from a combined educational campa | 8-2. ian and 1 | fundraising solicitation reg | oorted in (R) Program service | ac? ▶[| Ves X No |
| If "Yes," enter (i) the aggregate amount of these joint co | | | | | |
| (iii) the amount allocated to Management and general \$ | | | iv) the amount allocated to I | | , |
| Part III Statement of Program Servi | | | | | |
| What is the organization's primary exempt purpose? | | | 1 | | |
| | | | | | Program Service Expenses |
| All organizations must describe their exempt purpose achievemer achievements that are not measurable. (Section 501(c)(3) and (4) or | | | | | (Required for 501(c)(3) and (4) orgs., and 4947(a)(1) |
| allocations to others.) | | | | | trusts; but optional for others.) |
| a METROTECH PROGRAM: FEDI | | | | | |
| TRAINING IN INFORMATION | 1 TE | CHNOLOGY FOI | R DISPLACED W | ORKERS. | |
| | | | | | |
| | | | irants and allocations \$ |) | 0. |
| . ONE COURSE PROCESSI | anne | ATT TO THE TATE | DDOODAM GIIDT | ODMING | |
| | | | PROGRAM SUPP | ORTING | |
| b ONE SOURCE PROGRAM: FI | | | | ORTING | |
| | | T FOR DISABI | LED ADULTS | ORTING | _ |
| TRAINING AND CAREER SUI | PPOR | T FOR DISAB | LED ADULTS irants and allocations \$ |) | 0. |
| TRAINING AND CAREER SUI | PPOR' | T FOR DISABI (G NT OFFENDER | LED ADULTS irants and allocations \$ RE-ENTRY INI | TIATIVE: | 0. |
| TRAINING AND CAREER SUITE CONTROL OF CONTROL | PPOR | T FOR DISABI (G NT OFFENDER UPPORTING RI | LED ADULTS frants and allocations \$ RE-ENTRY INI EINTREGRATION | TIATIVE: | 0. |
| TRAINING AND CAREER SUI | PPOR | T FOR DISABI (6 NT OFFENDER UPPORTING RI ARCERATED AI | LED ADULTS irants and allocations \$ RE-ENTRY INI EINTREGRATION DULTS | TIATIVE: | |
| TRAINING AND CAREER SUITED TO THE COMMUNITY OF LONG-TERM | PPOR | T FOR DISABI (6 NT OFFENDER UPPORTING RI ARCERATED AI | irants and allocations \$ RE-ENTRY INI EINTREGRATION OULTS irants and allocations \$ | TIATIVE: INTO | |
| TRAINING AND CAREER SUITED TO THE COMMUNITY OF LONG-TERM d NATIONAL EMERGENCY GRAIN | PPOR | T FOR DISABI (G NT OFFENDER UPPORTING RI ARCERATED AI (G FEDERALLY I | irants and allocations \$ RE-ENTRY INI EINTREGRATION DULTS irants and allocations \$ FUNDED PROGRA | TIATIVE: INTO M SERVING | 0. |
| TRAINING AND CAREER SUITED TO THE COMMUNITY OF LONG-TERM d NATIONAL EMERGENCY GRAIN ADULT WORKERS DESPLACED | PPORTIOLET | T FOR DISABI (G NT OFFENDER UPPORTING RI ARCERATED AI (G FEDERALLY I | irants and allocations \$ RE-ENTRY INI EINTREGRATION DULTS irants and allocations \$ FUNDED PROGRA | TIATIVE: INTO M SERVING | |
| TRAINING AND CAREER SUITED TO THE COMMUNITY OF LONG-TERM d NATIONAL EMERGENCY GRAIN | PPORTIOLET | T FOR DISABI (G NT OFFENDER UPPORTING RI ARCERATED AI (G FEDERALLY I THE EVENTS DC REGION. | TED ADULTS Frants and allocations \$ RE-ENTRY INIEINTREGRATION OULTS Frants and allocations \$ FUNDED PROGRATION OF SEPTEMBER | TIATIVE: INTO M SERVING | 0. |
| TRAINING AND CAREER SUITED TO THE GREATER WASHING! | PPORTIOLET | T FOR DISABI (G NT OFFENDER UPPORTING RI ARCERATED AI (G FEDERALLY I THE EVENTS DC REGION. | TED ADULTS Frants and allocations \$ RE-ENTRY INIEINTREGRATION OULTS Frants and allocations \$ FUNDED PROGRATION OF SEPTEMBER Frants and allocations \$ FUNDER PROGRATION OF SEPTEMBER | TIATIVE: INTO M SERVING | |
| TRAINING AND CAREER SUITED TO THE COMMUNITY OF LONG-TERM ADULT WORKERS DESPLACED | OLE AM SI INC. | T FOR DISABI (G NT OFFENDER UPPORTING RI ARCERATED AI (G FEDERALLY I THE EVENTS DC REGION. (G (G | irants and allocations \$ RE-ENTRY INI EINTREGRATION DULTS irants and allocations \$ FUNDED PROGRA OF SEPTEMBER irants and allocations \$ | TIATIVE: INTO M SERVING | 0. |

Part IV Balance Sheets

| Note | | ere required, attached schedules and amou ald be for end-of-year amounts only. | nts within the description column | (A) Beginning of year | | (B) End of year |
|-----------------------------|-------------|---|-----------------------------------|--------------------------|-----|--------------------|
| | 45 | Cash - non-interest-bearing | | | 45 | |
| | 46 | Savings and temporary cash investments | | | 46 | 220,019. |
| | | | | | | |
| | 47 a | Accounts receivable | 47a | | | |
| | b | Less: allowance for doubtful accounts | 47b | | 47c | |
| | | | | | | |
| | 48 a | | | | | |
| | b | | 10110111 | | 48c | |
| | 49 | Grants receivable | | | 49 | |
| | 50 | Receivables from officers, directors, trustees, | | | | |
| w | | and key employees | | | 50 | |
| Assets | 51 a | Other notes and loans receivable | 51a | | | |
| As | b | | | | 51c | |
| | 52 | Inventories for sale or use | | | 52 | |
| | 53 | Prepaid expenses and deferred charges | | | 53 | |
| | 54 | Investments - securities | Cost FMV | | 54 | |
| | 55 a | Investments - land, buildings, and | 1 1 | | | |
| | | equipment: basis | 55a | | | |
| | | | | | | |
| | | Less: accumulated depreciation | | | 55c | |
| | 56 | Investments - other | | | 56 | |
| | | Land, buildings, and equipment: basis | | | | |
| | Caro de la | Less: accumulated depreciation | 57b | | 57c | |
| | 58 | Other assets (describe |) | | 58 | 0. |
| | 59 | Total assets (add lines 45 through 58) (must e | qual line 74) | 0. | 59 | 220,019. |
| | 60 | Accounts payable and accrued expenses | | | 60 | 1,500. |
| | 61 | Grants payable | | | 61 | |
| | 62 | Deferred revenue | | | 62 | |
| ies | 63 | Loans from officers, directors, trustees, and key | | | 63 | |
| Liabilities | 64 a | Tax-exempt bond liabilities | | | 64a | |
| Lial | | Mortgages and other notes payable | | | 64b | |
| | 65 | Other liabilities (describe | | | 65 | |
| | | | | 0 | | 1 500 |
| | 66 Organ | Total liabilities (add lines 60 through 65) nizations that follow SFAS 117, check here | | 0. | 66 | 1,500. |
| | Oryan | 69 and lines 73 and 74. | and complete lines 67 through | | | |
| 88 | 67 | | | | 67 | 210 510 |
| nc | 68 | Unrestricted Temporarily restricted | | | 67 | 218,519. |
| 3ala | 69 | Permanently restricted | | | 68 | |
| Pd | | nizations that do not follow SFAS 117, check he | | | 69 | |
| Net Assets or Fund Balances | Organ | 70 through 74. | and complete lines | | - | |
| 0 | 70 | Capital stock, trust principal, or current funds | | | 70 | |
| ets | 71 | Paid-in or capital surplus, or land, building, and | | | 71 | |
| Ass | 72 | Retained earnings, endowment, accumulated in | | | 72 | |
| let | 73 | Total net assets or fund balances (add lines 67 | | | 12 | |
| 2 | ,, | column (A) must equal line 19; column (B) mus | | 0. | 73 | 218,519. |
| | 74 | Total liabilities and net assets / fund balances | | 0. | 74 | 220,019. |
| - | | | 1 | 0. | 19 | 220,013. |

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

organizations, of which more than \$10,000 was provided by the related organizations? If "Yes," attach schedule.

Form 990 (2002)

| Form | 990 (2002) THE SKILLSOURCE GROUP, INC. 30-0129 | 320 | | Page 5 |
|------------------|---|------------|------------|-----------|
| Pa | TVI Other Information | | Yes | No |
| 76 | Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity | 76 | | X |
| 77 | Were any changes made in the organizing or governing documents but not reported to the IRS? | 77 | | X |
| | If "Yes," attach a conformed copy of the changes. | | | |
| 78 a | Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? | 78a | | X |
| b | If "Yes," has it filed a tax return on Form 990-T for this year? | 78b | | |
| 79 | Was there a liquidation, dissolution, termination, or substantial contraction during the year? | 79 | | X |
| | If "Yes," attach a statement | | | |
| 80 a | Is the organization related (other than by association with a statewide or nationwide organization) through common membership, | | | |
| | governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization? | 80a | | X |
| b | If "Yes," enter the name of the organization | | | |
| | and check whether it is exempt or nonexempt. | | | |
| 81 a | | | | |
| | Did the organization file Form 1120-POL for this year? | 81b | | X |
| 82 a | Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than | | v | |
| | fair rental value? | 82a | X | |
| b | If "Yes," you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II. (See instructions in Part III.) 82b 36,500. | | | |
| 02 - | expense in Part II. (See instructions in Part III.) Did the organization comply with the public inspection requirements for returns and exemption applications? | 020 | X | (COCCO) |
| | | 83a 83b | X | |
| b | Did the organization comply with the disclosure requirements relating to quid pro quo contributions? Did the organization solicit any contributions or gifts that were not tax deductible? | 84a | 1 | X |
| 84 a | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not | 044 | | |
| D | tax deductible? N/A | 84b | 0000000000 | |
| 85 | 501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members? N/A | 85a | | |
| | Did the organization make only in-house lobbying expenditures of \$2,000 or less? | 85b | | |
| _ | If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax | | | |
| | owed for the prior year. | | | |
| C | Dues, assessments, and similar amounts from members 85c N/A | | | |
| d | Section 162(e) lobbying and political expenditures 85d N/A | | | |
| е | Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices 85e N/A | | | |
| f | Taxable amount of lobbying and political expenditures (line 85d less 85e) 85f N/A | | | |
| g | Does the organization elect to pay the section 6033(e) tax on the amount on line 85f? | 85g | | |
| h | If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues | | | |
| | allocable to nondeductible lobbying and political expenditures for the following tax year? | 85h | | |
| 86 | 501(c)(7) organizations. Enter: a Initiation fees and capital contributions included on line 12 86a N/A | | | |
| b | Gross receipts, included on line 12, for public use of club facilities 86b N/A | | | |
| 87 | 501(c)(12) organizations. Enter: a Gross income from members or shareholders 87a N/A | | | |
| b | Gross income from other sources. (Do not net amounts due or paid to other sources | | | |
| | against amounts due or received from them.) 87b N/A | | | |
| 88 | At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, | | | |
| | or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? | | | v |
| 00 - | If "Yes," complete Part IX 501(c)(3) organizations. Enter: Amount of tax imposed on the organization during the year under: | 88 | | X |
| 09 a | section 4911 \(\int_{\cup 0 \cdot \chi}\); section 4912 \(\int_{\cup 0 \cdot \chi}\); section 4955 \(\int_{\cup 0 \cdot \chi}\); section 4955 | | | |
| h | 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit | | | 200000000 |
| п | transaction during the year or did it become aware of an excess benefit transaction from a prior year? | | | |
| | If "Yes," attach a statement explaining each transaction | 89b | | Х |
| c | Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under | 030 | | |
| | sections 4912, 4955, and 4958 | | | 0. |
| d | Enter: Amount of tax on line 89c, above, reimbursed by the organization | | | 0. |
| 90 a | List the states with which a copy of this return is filed VIRGINIA | | | |
| | Number of employees employed in the pay period that includes March 12, 2002 90b | | | 0 |
| 91 | The books are in care of ► THE CORPORATION Telephone no. ► 703-752 | 2-16 | 506 | |
| | | | | |
| | Located at ► 8300 BOONE BLVD. # 450, VIENNA, VA ZIP+4 ► 23 | 2182 | 2 | |
| | | | | |
| 92 | Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041- Check here | | | |
| 0000 | and enter the amount of tax-exempt interest received or accrued during the tax year | N/I | | |
| 223041 01-22- | 33 | Form | 990 (| 2002) |

| el Wise | | | - | | (E) |
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| | | , , | Exclu- | | Related or exempt |
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| | | | important | ly to the accomplishment of | the organization's |
| y providing tunds for such | purposes). | | | | |
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| ing Taxable Subs | idiaries | and Disregard | ed Entit | ies (See page 32 of the in | -A |
| (B) | | | | nee lass began an ar me m | structions.) |
| | | (C) | | | (E) |
| Percentage of | Nat | | | (D) Total income | (E) End-of-year |
| Percentage of ownership interest | Nat | (C) | | | (E) |
| Percentage of ownership interest % | Nat | (C) | | | (E) End-of-year |
| Percentage of ownership interest % | Nat | (C) | | | (E) End-of-year |
| Percentage of ownership interest % % % | Na | (C) | | | (E) End-of-year |
| Percentage of ownership interest % % % % | | (C) ture of activities | | (D) Total income | (E) End-of-year assets |
| Percentage of ownership interest % % % % % ing Transfers Ass | ociated | (C) ture of activities with Personal | Benefit | (D) Total income Contracts (See page | (E) End-of-year assets assets 33 of the instructions.) |
| Percentage of ownership interest % % % % | ociated | (C) ture of activities with Personal | Benefit | (D) Total income Contracts (See page | (E) End-of-year assets |
| Percentage of ownership interest % % % % % ing Transfers Ass | ociated | (C) ture of activities with Personal to pay premiums on | Benefit a personal | (D) Total income Contracts (See page | (E) End-of-year assets |
| Percentage of ownership interest % % % % ing Transfers Ass | ociated or indirectly | (C) ture of activities with Personal to pay premiums on | Benefit a personal | (D) Total income Contracts (See page | (E) End-of-year assets 33 of the instructions.) Yes X No |
| Percentage of ownership interest % % % % ing Transfers Ass receive any funds, directly or interest or | or indirectly indirectly, or uctions). | (C) ture of activities with Personal to pay premiums on a personal benefit co | Benefit a personal ntract? | (D) Total income Contracts (See page benefit contract? | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No |
| Percentage of ownership interest % % % % ing Transfers Ass receive any funds, directly or interest or | or indirectly indirectly, or uctions). | (C) ture of activities with Personal to pay premiums on a personal benefit co | Benefit a personal ntract? | (D) Total income Contracts (See page | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No |
| Percentage of ownership interest % % % % ing Transfers Ass receive any funds, directly or interest or | or indirectly or incircular of the control of the c | with Personal , to pay premiums on n a personal benefit co | Benefit a personal ntract? statements, has any kno | (D) Total income Contracts (See page benefit contract? | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No |
| Percentage of ownership interest % % % % ing Transfers Ass receive any funds, directly or interest or | or indirectly indirectly, or uctions). | with Personal, to pay premiums on a personal benefit companying schedules and premation of which prepare | Benefit a personal ntract? statements, has any kno | (D) Total income Contracts (See page benefit contract? and to the best of my knowledge wledge. | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No and belief, it is true, |
| Percentage of ownership interest % % % % ing Transfers Ass receive any funds, directly or interest or | or indirectly or incircular of the control of the c | with Personal, to pay premiums on a personal benefit co | Benefit a personal ntract? statements, has any kno | (D) Total income Contracts (See page benefit contract? and to the best of my knowledge wiedge. | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No |
| Percentage of ownership interest % % % % % ing Transfers Ass receive any funds, directly or interest of the company funds of the compan | ociated or indirectly, or uctions). including acceased on all info | with Personal to pay premiums on a personal benefit companying schedules and premation of which prepare Date 0.5 | Benefit a personal ntract? statements, has any kno | (D) Total income Contracts (See page benefit contract? and to the best of my knowledge wledge. name and title Check if self-employed | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No and belief, it is true, |
| Percentage of ownership interest % % % % % ing Transfers Ass receive any funds, directly or interest at I have examined this return, increparer (other than officer) is be | ociated or indirectly, or uctions). including accounted on all information of the property of | with Personal to pay premiums on a personal benefit companying schedules and premation of which prepare Date 05 | Benefit a personal ntract? statements, has any kno | (D) Total income Contracts (See page benefit contract? and to the best of my knowledge wiedge. | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No and belief, it is true, |
| Percentage of ownership interest % % % % ing Transfers Ass receive any funds, directly or interest of the company funds of the com | ociated or indirectly, or uctions). including accoased on all info Date TAYLOR | with Personal to pay premiums on a personal benefit companying schedules and premation of which prepare Date 05 | Benefit a personal ntract? statements, has any kno | Total income Contracts (See page benefit contract? and to the best of my knowledge wledge. The check if self-employed personal page in the contract personal perso | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No and belief, it is true, |
| Percentage of ownership interest % % % % % ing Transfers Ass receive any funds, directly or interest at I have examined this return, increparer (other than officer) is be | ociated or indirectly, or uctions). including accoased on all info Date TAYLOR | with Personal to pay premiums on a personal benefit companying schedules and premation of which prepare Date 05 | Benefit a personal ntract? statements, has any kno | Total income Contracts (See page benefit contract? and to the best of my knowledge wledge. The check if self-employed personal page in the contract personal perso | (E) End-of-year assets 33 of the instructions.) Yes X No Yes X No and belief, it is true, |
| | gencies | gencies h investments hal property hal pr | gencies mal property mal property mod (E)) lond (E)) lod equal the amount on line 12, Part I. ivities to the Accomplishment of Exemp pinch income is reported in column (E) of Part VII contributed by providing funds for such purposes). | gencies | Unrelated business income (A) (B) (C) (D) (D) (D) (D) (D) (D) (D) (D) (D) (D |

SCHEDULE A (Form 990 or 990-EZ)

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k), 501(n), or Section 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information-(See separate instructions.)

Employer identification number

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization ▶ MUST be completed by the above organizations and attached to their Form 990 or 990-EZ

30 0129320 THE SKILLSOURCE GROUP, INC. Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees Part I (See page 1 of the instructions. List each one. If there are none, enter "None.") (b) Title and average hours per week devoted to d) Contributions to employee benefit plans & deferred (e) Expense account and other allowances (a) Name and address of each employee paid (c) Compensation more than \$50,000 position compensation NONE Total number of other employees paid over \$50,000 Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services (See page 2 of the instructions. List each one (whether individuals or firms). If there are none, enter "None.") (a) Name and address of each independent contractor paid more than \$50,000 (b) Type of service (c) Compensation NONE Total number of others receiving over 0 \$50,000 for professional services

223101/01-22-03 LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 and Form 990-EZ.

Schedule A (Form 990 or 990-EZ) 2002

| Calendar year (or fiscal year beginning in) (a) 2001 (b) 2000 (c) 1999 (d) 1998 (e) Total beginning in) (b) 2000 (c) 1999 (d) 1998 (e) Total beginning in) (c) 3000 (d) 1998 (e) Total beginning in) (d) 1998 (e) Total beginning in) (e) Total filts, grants, and contributions greated to the control of th | Pa | Note: You may use the | ne worksheet in the ins | tructions for converti | ng from the accrual to | the cash method | d of ac | ng. counting. |
|---|-------|--|----------------------------|--------------------------|----------------------------------|------------------------|----------|----------------------|
| grants. See line 28). If Membership fee received | Calen | dar year (or fiscal year ning in) | | | | | | |
| 17 Gross receipts from admissions, merchandises add or services performed, or furnishing of facilities in any schildy that is related to the organization's charaftable, etc. purpose | 15 | grants. See line 28.) | | | | | | |
| merchandies sold or services performed, or firmishing of facilities in any activity that is related to the organization's children's many activity that is related to the organization's children's amounts received from organization from interest, which and the properties of \$10,000,000, metre, regulated from organization after June 30, 1975 19 All income from unrelated business savabules income (eas section 511 pages) from organization after June 30, 1975 19 Net income from unrelated business advises and unrelated business adviviles not included in line 18 10 Tax revenues level for the organization business adviviles not included in line 18 11 The value of services or fuellities furnished to the organization by a boot include the value of services or facilities generally furnished to the organization by a boot include the value of services or facilities generally furnished to the organization by a boot include the value of services or facilities generally furnished to the organization by a boot include the value of services or facilities generally furnished to the organization sectorial organization and the public without charge organization and the public without charge organization and the public without charge | 16 | Membership fees received | | | | | | |
| dividends, amounts received from payments on securities loans (section \$12(a)(5)), rents, royalties, and unrelated publishes shackly income businesses acquired by the organization after June 30, 1975 19 Net income from unrelated business activities not included in line 18. 20 Tax revenues levied for the organization's benefit and either paid to fir or expended on its behalf paid to fir or expended on the behalf paid to fir or expended to the organization of the public without charge. 20 not minded gain or (fost) fifting a first paid to first p | 17 | merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's | | | | | | |
| activities not included in line 18 20 Tax revenues level of the the part of th | 18 | dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975 | | | | | | |
| 20 Tax revenues levide for the organization's sheefit and either paid to it or expended on its behalf paid to its or expended on its behalf paid to its pa | 19 | | | | | | | |
| 21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally turnished to the public without charge. 22 Other income, Attach a schedule. Do not include gazin or (loss) from Seal point (include gazin or (loss) from Seal gazin or (l | 20 | Tax revenues levied for the organization's benefit and either | | | | | | |
| Do not include gain or (loss) from sale of capital assets 0 0 0 0 0 0 0 0 0 | 21 | The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge | | | | | | |
| 24 Line 23 minus line 17 | 22 | Do not include gain or (loss) from sale of capital assets | | | | | | 1 |
| 25 Enter 1% of line 23 26 Organizations described on lines 10 or 11: a Enter 2% of amount in column (e), line 24. b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1998 through 2001 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the sum of all these excess amounts C Total support for section 509(a)(1) test: Enter line 24, column (e) d Add: Amounts from column (e) for lines: 18 | | | 0. | 0 | . 0 | • | 0. | 0. |
| Do not file this list with your return. Enter the sum of add amounts for each year: Public support (line 26c minus line 26d total) Pragnations described on line 12: a For amounts included in line 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1998 through 2001 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the sum of all these excess amounts C Total support for section 509(a)(1) test: Enter line 24, column (e) d Add: Amounts from column (e) for lines: 18 19 22 26b Public support percentage (line 26e (numerator) divided by line 26c (denominator)) 26b 26c Public support percentage (line 26e (numerator) divided by line 26c (denominator)) 270 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: N/A (2001) (2000) (1999) D For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: N/A (2001) Add: Amounts from column (e) for lines: 15 16 17 20 21 N/A 276 N/A 276 N/A 276 N/A 277 N/A 279 N/A 279 N/A 279 N/A 279 N/A 279 N/A 279 N/A 27 | | | | | | | | |
| b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1998 through 2001 exceeded the amount shown in line 26a. Do not fille this list with your return. Enter the sum of all these excess amounts Total support for section 509(a)(1) test: Enter line 24, column (e) d Add: Amounts from column (e) for lines: 18 | | | 0 44 Fator 00/ of | amazatia askuma (s). I | in a 0.4 | | 260 | |
| unit or publicly supported organization) whose total gifts for 1998 through 2001 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the sum of all these excess amounts Total support for section 509(a)(1) test: Enter line 24, column (e) Add: Amounts from column (e) for lines: 18 | | | | | | | 204 | |
| Do not file this list with your return. Enter the sum of all these excess amounts c Total support for section 509(a)(1) test: Enter line 24, column (e) d Add: Amounts from column (e) for lines: 18 | | | | | | | | |
| d Add: Amounts from column (e) for lines: 18 | | | | - | | | 26b | 0. |
| e Public support (line 26c minus line 26d total) f Public support percentage (line 26e (numerator) divided by line 26c (denominator)) 7 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: (2001) (2000) (1999) (1998) b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: 17 | C | Total support for section 509(a)(1) to | est: Enter line 24, column | (e) | | > | 26c | |
| e Public support (line 26c minus line 26d total) f Public support percentage (line 26e (numerator) divided by line 26c (denominator)) 7 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: (2001) (2000) (1999) (1998) b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: 17 | d | Add: Amounts from column (e) for li | nes: 18 | 19 | | | | |
| 7 Public support percentage (line 26e (numerator) divided by line 26c (denominator)) 7 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: 7 N/A 7 (2001) 8 For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: 8 N/A 8 (2001) 8 Add: Amounts from column (e) for lines: 9 15 16 270 N/A 17 20 21 21 270 N/A 18 4 Add: Line 27a total and line 27b total and line 27c (anumerator) divided by line 27f (denominator)) 9 27g N/A % 10 Investment income percentage (line 27e (numerator) divided by line 27f (denominator)) 10 27b N/A % | | | 22 | 261 |) | | 26d | |
| 27 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: N/A (2001) (2000) (1999) (1998) b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: N/A (2001) (2000) (1999) (1998) c Add: Amounts from column (e) for lines: 15 16 276 N/A d Add: Line 27a total amount line 27d total and line 27b total 27d N/A Public support (line 27c total minus line 27d total) 27e N/A 1 Total support for section 509(a)(2) test: Enter amount on line 23, column (e) 27f N/A 9 Public support percentage (line 27e (numerator) divided by line 27f (denominator)) 27h N/A % | 9 | | | | | | | |
| records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: N/A (2001) (2000) (1999) (1998) b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: N/A (2001) (2000) (1999) (1998) c Add: Amounts from column (e) for lines: 15 16 17 20 21 | f | | | | | | | |
| and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: N/A | 27 | records to show the name of, and to such amounts for each year: | tal amounts received in ea | ach year from, each "dis | qualified person." Do not | file this list with yo | our retu | rn. Enter the sum of |
| described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: N/A | b | For any amount included in line 17 th | nat was received from eac | ch person (other than "d | squalified persons"), prep | oare a list for your r | records | to show the name of, |
| the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: N/A (2001) (2000) (1999) (1998) c Add: Amounts from column (e) for lines: 15 16 17 20 21 27c N/A d Add: Line 27a total and line 27b total 27d N/A e Public support (line 27c total minus line 27d total) 27e N/A f Total support for section 509(a)(2) test: Enter amount on line 23, column (e) 27f N/A g Public support percentage (line 27e (numerator) divided by line 27f (denominator)) 27g N/A % h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) 27h N/A % | | | | | | | | |
| (2001) (2000) (1999) (1998) c Add: Amounts from column (e) for lines: 15 | | | | | | | en the a | amount received and |
| c Add: Amounts from column (e) for lines: 15 16 17 20 21 21 27c N/A d Add: Line 27a total e Public support (line 27c total minus line 27d total) f Total support for section 509(a)(2) test: Enter amount on line 23, column (e) Public support percentage (line 27e (numerator) divided by line 27f (denominator)) Public support percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) 27b N/A 27c N/A 27c N/A 27d N/A 27e N/A 27g N/A 3 | | | | | | | 0.01 | |
| to describe the first support (line 27a total support for section 509(a)(2) test: Enter amount on line 23, column (e) Public support percentage (line 27e (numerator) divided by line 27f (denominator)) Public support percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) 27c | | | | | | | 38) | |
| d Add: Line 27a total and line 27b total and line 27b total 27d N/A e Public support (line 27c total minus line 27d total) 27e N/A f Total support for section 509(a)(2) test: Enter amount on line 23, column (e) 27f N/A g Public support percentage (line 27e (numerator) divided by line 27f (denominator)) 27g N/A | C | | nes. 15 | | 21 | - | 270 | N/A |
| e Public support (line 27c total minus line 27d total) f Total support for section 509(a)(2) test: Enter amount on line 23, column (e) g Public support percentage (line 27e (numerator) divided by line 27f (denominator)) h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) 27e N/A 27e N/A 27g N/A % | d | Add: Line 27a total | 20 | d line 27h total | | | | |
| f Total support for section 509(a)(2) test: Enter amount on line 23, column (e) 27f N/A g Public support percentage (line 27e (numerator) divided by line 27f (denominator)) 27g N/A % h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) 27h N/A % | e | | | | | | | |
| g Public support percentage (line 27e (numerator) divided by line 27f (denominator)) 27g N/A % h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) 27h N/A % | f | | | | | | | |
| h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator)) ▶ 27h N/A % | g | | | | | | 27g | N/A % |
| | h | Investment income percentage | e (line 18, column (e) (| (numerator) divided | by line 27f (denomina | tor)) | 27h | |

28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 1998 through 2001, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.

NONE

Schedule A (Form 990 or 990-EZ) 2002

Private School Questionnaire (See page 7 of the instructions.)

| - | Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing | | Yes | No |
|--------|--|-----|-------------|-------------|
| 29 | instrument, or in a resolution of its governing body? | 29 | | |
| 30 | Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, | | | |
| 30 | and other written communications with the public dealing with student admissions, programs, and scholarships? | 30 | | |
| 31 | Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of | | | |
| 01 | solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known | | | |
| | to all parts of the general community it serves? | 31 | | |
| | If "Yes," please describe; if "No," please explain. (If you need more space, attach a separate statement.) | | | |
| | | | | |
| 32 | Does the organization maintain the following: | _ | | |
| a | Records indicating the racial composition of the student body, faculty, and administrative staff? | 32a | | |
| b | Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? | 32b | | |
| C | Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student | | | |
| | admissions, programs, and scholarships? | 32c | | |
| d | Copies of all material used by the organization or on its behalf to solicit contributions? | 32d | | |
| | If you answered "No" to any of the above, please explain. (If you need more space, attach a separate statement.) | _ | | |
| 33 | Does the organization discriminate by race in any way with respect to: | - | | |
| a | | 33a | | |
| b | Admissions policies? | 33b | | |
| C | Employment of faculty or administrative staff? | 33c | | |
| d | Scholarships or other financial assistance? | 33d | | |
| е | Educational policies? | 33e | | |
| f | Use of facilities? | | | |
| g | Athletic programs? | 33g | | |
| h | | 33h | 00000000000 | 10000000000 |
| | If you answered "Yes" to any of the above, please explain. (If you need more space, attach a separate statement.) | | | |
| | | - | | |
| 34 a | Does the organization receive any financial aid or assistance from a governmental agency? | 34a | | |
| | Has the organization's right to such aid ever been revoked or suspended? | | | |
| - | If you answered "Yes" to either 34a or b, please explain using an attached statement. | | | |
| 35 | Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, | | | |
| 7.0070 | 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation | 35 | | |

Schedule A (Form 990 or 990-EZ) 2002

| Chr | | eted ONLY by an eligible organ ization belongs to an affiliated | | 68) k ▶ b | if you che | ked "a" and | d "limited o | control" | provisions apply. |
|------|---|--|---------------------------|---------------|--|-------------|---|----------|--|
| OTIE | ı | imits on Lobbying E | xpenditures | | , ou one | Affilia | (a) ted group totals | | (b) To be completed for ALL electing organizations |
| _ | (The te | erm "expenditures" means amo | unts paid or incurred.) | | | | | | electing organizations |
| | | | | | | N | A | | |
| 36 | | to influence public opinion (g | | | | | | | |
| 37 | | to influence a legislative body | | | | | | | |
| 38 | | (add lines 36 and 37) | | | | | | - | |
| 39 | | nditures (and lines 38 and 30) | | | | | | | |
| 40 | | nditures (add lines 38 and 39) nt. Enter the amount from the 1 | | | 40 | | | | |
| 41 | If the amount on line 40 is | | g nontaxable amount is | | | | | | |
| | | 20% of the am | | | | | | | |
| | | 00,000 \$100,000 plus | | | | | | | |
| | | ,500,000 \$175,000 plus | | | | | | | |
| | | 7,000,000 \$225,000 plus | | | | | | | |
| | | \$1,000,000 | | | B0000000000000000000000000000000000000 | | | | |
| 42 | Grassroots nontaxable amo | unt (enter 25% of line 41) | | | 42 | | | | |
| 43 | Subtract line 42 from line 36 | 6. Enter -0- if line 42 is more th | an line 36 | | 43 | | | | |
| 44 | Subtract line 41 from line 38 | 8. Enter -0- if line 41 is more th | an line 38 | | 44 | | | | |
| | | nount on either line 43 or lin | | 1700 | | | | | |
| | andar year (| (a) | | cpenditures D | | r Averaging | Period (d) | | N/A (e) |
| fisc | endar year (or al year beginning in) | (a) 2002 | (b) 2001 | | (c) 2000 | | 1999 | | Total |
| 45 | Lobbying nontaxable amount | | | | | | | | 0. |
| 46 | Lobbying ceiling amount | | | | | | | | |
| _ | (150% of line 45(e)) | | | | | | | | 0. |
| 41 | Total lobbying | | | | | | | | 0. |
| 48 | Grassroots nontaxable | | | | | | | | |
| 70 | amount | | | | | | | | 0. |
| 49 | Grassroots ceiling amount | | | | | | | | |
| | (150% of line 48(e)) | | | | | | | | 0. |
| 50 | Grassroots lobbying | | | | | | | | 0. |
| P | expenditures art VI-B Lobbying | Activity by Nonelect | ting Public Chari | ties | of the instru | etions \ | | | |
| Dur | | only by organizations that did tion attempt to influence nation | | | | | | | N/A |
| | | islative matter or referendum, | | , | , | | Yes | No | Amount |
| | | | | | | | | | |
| b | | nclude compensation in expen | | | | | | | |
| C | | | | | | | | | |
| d | | ators, or the public | | | | | | | |
| е | | r broadcast statements | | | | | | | |
| f | | s for lobbying purposes | | | | | | | |
| g | | rs, their staffs, government offi | | | | | | | |
| h | | minars, conventions, speeches | | | | | 200000000000000000000000000000000000000 | | 0. |
| 1 | If "Yes" to any of the above | (Add lines c through h.) | a detailed description of | the lobbying | activities. | 7 | | | 0. |

| Par | | garding Transfers To and zations (See page 12 of the instr | | d Relationships With Nonchari | table | | |
|------------------|------------------------------------|--|-----------------------------|--|------------|--------|-------|
| 51 | | directly or indirectly engage in any of | | er organization described in section | | | |
| 01 | | section 501(c)(3) organizations) or in | | | | | |
| а | | ganization to a noncharitable exempt | | | | Yes | No |
| - | | | | | 51a(i) | | X |
| | * * | | | | **** | | X |
| b | Other transactions: | | | | | | |
| | (i) Sales or exchanges of asse | ets with a noncharitable exempt organ | nization | | b(i) | 1 | X |
| | (ii) Purchases of assets from | a noncharitable exempt organization | | | | | X |
| | (iii) Rental of facilities, equipm | ent, or other assets | | | b(iii) | | X |
| | (iv) Reimbursement arrangement | ents | | | | | X |
| | • | | | | | | X |
| | • | | | | | | X |
| C | | | | | С | | X |
| d | If the answer to any of the above | ve is "Yes," complete the following sch | nedule. Column (b) should | always show the fair market value of the | | | |
| | | s given by the reporting organization. | | | | N/A | |
| | | ment, show in column (d) the value of | the goods, other assets, o | | | N/A | |
| (a) | | Name of noncharitable ex | empt organization | Description of transfers, transactions, and | sharing ar | rangen | nents |
| Line | IO. Allioulit ilivolved | TVATTO OT TOTIC TUTTED O XX | ompt organization | | | | - |
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| | | (3)) or in section 527? | | ganizations described in section 501(c) of the | Yes | X |] No |
| | (a Name of or | ganization | (b) Type of organization | Description of relations | nip | | |
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| 223151 01-22- | 03 | | | Schedule A (Form | n 990 or 9 | 90-EZ) | 2002 |

2002.09000 THE SKILLSOURCE GROUP, INC. 29040101

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

Department of the Treasury Internal Revenue Service

Schedule of Contributors

Supplementary Information for line 1 of Form 990, 990-EZ, and 990-PF (see instructions)

OMB No. 1545-0047

2002

Employer identification number Name of organization 30-0129320 THE SKILLSOURCE GROUP, INC. Organization type (check one): Section: Filers of: X 501(c)(3) (enter number) organization Form 990 or 990-EZ 4947(a)(1) nonexempt charitable trust not treated as a private foundation 527 political organization 501(c)(3) exempt private foundation Form 990-PF 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. (Note: Only a section 501(c)(7), (8), or (10) organization can check box(es) for both the General Rule and a Special Rule-see instructions.) General Rule-X For organizations filing Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 or more (in money or property) from any one contributor. (Complete Parts I and II.) Special Rules-For a section 501(c)(3) organization filing Form 990, or Form 990-EZ, that met the 33 1/3% support test of the regulations under sections 509(a)(1)/170(b)(1)(A)(vi) and received from any one contributor, during the year, a contribution of the greater of \$5,000 or 2% of the amount on line 1 of these forms. (Complete Parts I and II.) For a section 501(c)(7), (8), or (10) organization filing Form 990, or Form 990-EZ, that received from any one contributor, during the year, aggregate contributions or bequests of more than \$1,000 for use exclusively for religious, charitable, scientific, literary, or educational purposes, or the prevention of cruelty to children or animals. (Complete Parts I, II, and III.) For a section 501(c)(7), (8), or (10) organization filing Form 990, or Form 990-EZ, that received from any one contributor, during the year, some contributions for use exclusively for religious, charitable, etc., purposes, but these contributions did not aggregate to more than \$1,000. (If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Do not complete any of the Parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions of \$5,000 or more during the year.) Caution: Organizations that are not covered by the General Rule and/or the Special Rules do not file Schedule B (Form 990, 990-EZ, or 990-PF), but they must check the box in the heading of their Form 990, Form 990-EZ, or on line 1 of their Form 990-PF, to certify that they do not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Schedule B (Form 990, 990-EZ, or 990-PF) (2002)

for Form 990 and Form 990-EZ

LHA For Paperwork Reduction Act Notice, see the Instructions

Employer identification number

THE SKILLSOURCE GROUP, INC.

30-0129320

| Part I | Contributors (See Specific Instructions.) | | |
|------------|--|-----------------------------|---|
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Aggregate contributions | (d) Type of contribution |
| 1 | PRINCE WILLIAM COUNTY GOVERNMENT 1 COUNTY COMPLEX COURT PRINCE WILLIAM, VIRGINIA 22192 | \$\$ | Person X Payroll Noncash (Complete Part II if there is a noncash contribution.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Aggregate contributions | (d) Type of contribution |
| 2 | FAIRFAX COUNTY GOVERNMENT 12000 GOVERNMENT CENTER PARKWAY FAIRFAX, VIRGINIA 22030 | \$\$\$ | Person X Payroll Noncash (Complete Part II if there is a noncash contribution.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Aggregate contributions | (d) Type of contribution |
| | | \$ | Person Payroll Noncash (Complete Part II if there is a noncash contribution.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Aggregate contributions | (d) Type of contribution |
| | | \$ | Person Payroll Noncash (Complete Part II if there is a noncash contribution.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Aggregate contributions | (d) Type of contribution |
| | 1 | \$ | Person Payroll Noncash (Complete Part II if there is a noncash contribution.) |
| (a) No. | (b) Name, address, and ZIP + 4 | (c) Aggregate contributions | (d) Type of contribution |
| | | \$ | Person Payroll Noncash (Complete Part II if there is a noncash contribution.) |

The SkillSource Group, Inc.

Board of Directors

| Name | Title | Organization | Business Type | Jurisdiction |
|-----------------------|---------------|---|--------------------------|----------------|
| Robert P. Rogers, Jr. | President/CEO | The Chesapeake Center, Inc. | Heath Care | Fairfax |
| Chairman | | 6506 Loisdale Road, #300, | | |
| | | Springfield, VA 22150 | | |
| | | rprogers@chesapeakectr.com | | |
| | | Jstevers@chesapeakectr.com | | |
| | | (703) 924-4177 | | |
| Michael Ferraro | President/CEO | TRAINING SOLUTIONS, INC. | Human Resources/Training | Fairfax |
| Vice-Chairman | | P.O. Box 220100 | | |
| | | Chantilly, VA 20153 | | |
| | | Ferraro@trainingsolutions.com | | |
| | | (703) 318-0838 | | |
| Todd W. Rowley | Senior VP | Wachovia National Bank | Banking | Fairfax |
| | | 1970 Chain Bridge Road, 3 rd floor | | |
| | | McLean, VA 22102 | | |
| | | Todd.Rowley@firstunion.com | | |
| | | Ana.aguilar1@firstunion.com | | |
| | | (703) 760-5337 | | |
| Donna Engelson | President | The Leadership Edge | Training and Assessment | Prince William |
| | | 8326 Roxborough Loop | | |
| | | Gainesville, VA 20155 | | |
| | | Dhengelson@aol.com | | |
| | | (703) 753-9940 | | |
| Kathryn Waters | Attorney | Compton and Duling, LLC | Legal | Prince William |
| | | 14914 Jefferson Davis Highway | | |
| | | Woodbridge, VA 22191 | | |
| | | kmw@comptonduling.com | | |
| | | jb@comptonduling.com | | |
| | | (703) 446-2409 | | |

| The Honorable Sean | Chief Elected | Prince William County | County Government | Prince William |
|--------------------|---------------|---------------------------------|-------------------------------|----------------|
| Connaughton | Official | Government | | |
| | | 1 County Complex Court | | |
| | | Prince William, VA 22192 | | |
| | | Sconnaughton@pwcgov.org | | |
| | | Skrull@pwcgov.org | | |
| | | (703) 792-4640 | | |
| Barry Goulding | Senior VP | Sallie Mae, Inc. | | |
| | | 11600 Sallie Mae Drive | Educational Financing | Fairfax |
| | | Reston, VA 20193 | | |
| | | Barry.w.Goulding@slma.com | | |
| | | (703) 810-6255 | | |
| | | (703) 810-6128 - Fax | | |
| Michael Schwartz | President/CEO | Prince William Health System | | |
| | | 8650 Sudley Road | Health Care | Prince William |
| | | Manassas, VA 20110 | | |
| | | Asst. – Doris Dunkle | | |
| | | (703) 369-8570 | | |
| | | (703) 369-8151 –Fax | | |
| | | ddunkle@pwhs.org | | |
| James Ralston | General | Potomac Mills Mall | | D . 117711 |
| | Manager | 2700 Potomac Mills Circle, #307 | Retail Stores/Shopping Center | Prince William |
| | | Woodbridge, VA 22192 | | |
| | | Jim.Ralston@millscorp.com | | |
| | | (703) 643-1855 | | |
| | | (703) 643-1054 - Fax | | |
| Kathryn A. | Senior VP | The West Group | | E C |
| MacLane | | 16000 Anderson Road | Real Estate Development | Fairfax |
| | | McLean, VA 22102 | | |
| | | AsstAvoudrie@west-group.com | | |
| | | (703) 356-2400 | | |
| | | (703) 790-5605 - Fax | | , |

As of March 27, 2003

| Troy Fitzhugh | General Manager | COMCAST 11101 University Blvd. Manassas, VA 20110 (703) 257-6945 troy_fitzhugh@cable.comcast.com | Cable/Telecommunications | Prince William |
|---------------|--------------------|--|--------------------------|----------------|
| | | | | |

FORM 990 STATEMENT OF ORGANIZATION'S PRIMARY EXEMPT PURPOSE PART III

STATEMENT

EXPLANATION

THE SKILLSOURCE GROUP, INC., IS ORGANIZED EXCLUSIVELY FOR NON-PROFIT, CHARITABLE, EDUCATIONAL, SCIENTIFIC AND CIVIC PURPOSES WHICH INCLUDE 1) TO CONDUCT WORK FOR CHARITABLE, EDUCATIONAL AND CIVIC PURPOSES WITHIN THE MEANING OF SECTION 501(C) 3 OF THE INTERNAL REVENUE CODE; 2) TO IMPLEMENT POLICIES AS DETERMINED BY THE NORTHERN VIRGINIA WORKFORCE INVESTMENT BOARD; (NVWIB) 3) TO PROMOTE AND IMPLEMENT WORKFORCE INVESTMENT SYSTEMS & ACTIVITY ACTIVITIES; 4) TO DEVELOP AND IMPLEMENT INTEGRATED WORKFORCE DEVELOPMENT STRATEGIES; 5) TO INCREASE THE EMPLOYMENT, RETENTION AND EARNINGS OF EMPLOYEES IN WORKFORCE AREA 11; 6) TO PROMOTE AND ASSIST THE NVWIB IN IMPLEMENTING THE PURPOSES OF WIA; 7) TO ACCEPT, AID AND ASSIST GRANTS, DONATIONS AND GIFTS BY CONTRIBUTIONS; AND 8) TO DIRECT DISBURSEMENT OF FUNDS FOR WORKFORCE INVESTMENT ACTIVITIES.

Form **8868** (December 2000)

Department of the Treasury Internal Revenue Service

Application for Extension of Time To File an Exempt Organization Return

File a separate application for each return.

OMB No. 1545-1709

| | Automatic 3-Month Extension of Time - Only submit original | (no copies needed) | | | |
|--|---|---|---|--|--|
| | rm 990-T corporations requesting an automatic 6-month extension - check this | | | | |
| All other | corporations (including Form 990-C filers) must use Form 7004 to request an ext Partnerships, REMICs and trusts must use Form 8736 to request an extension of | tension of time to file inco f time to file Form 1065, 1 | me tax 066, or 1041. | | |
| Type or | Name of Exempt Organization | | Employer identification number | | |
| print | | | 20 0120220 | | |
| ile by the | THE SKILLSOURCE GROUP, INC. Number, street, and room or suite no. If a P.O. box, see instructions. | | 30-0129320 | | |
| lue date for iling your eturn. See | 8300 BOONE BLVD., NO. 450 | | | | |
| nstructions | | tructions. | | | |
| | VIENNA, VA 22182 | | · - | | |
| | ype of return to be filed (file a separate application for each return): | | | | |
| X For | | Form 4 | | | |
| | rm 990-BL | Form 5 | | | |
| | | | | | |
| If the control of this poor | equest an automatic 3-month (6-month, for 990-T corporation) extension of time | ber (GEN) If the the names and EINs of all the until | nis is for the whole group, check the members the extension will cover. | | |
| If the control of the | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num . If it is for part of the group, check this box and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time the exempt organization return for the organization named above. The extension calendar year or | check this box If the the names and EINs of all the until | nis is for the whole group, check the members the extension will cover. | | |
| If the control of the | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num . If it is for part of the group, check this box and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time file the exempt organization return for the organization named above. The extension | check this box If the the names and EINs of all the until | nis is for the whole group, check the members the extension will cover. | | |
| • If the c • If this box ▶ | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num . If it is for part of the group, check this box and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time the exempt organization return for the organization named above. The extension calendar year or | check this box If the the names and EINs of all the until | nis is for the whole group, check the members the extension will cover. | | |
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| • If the c • If this box ▶ 1 I re to • If this 3a If t | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num If it is for part of the group, check this box and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time file the exempt organization return for the organization named above. The extension calendar year or calendar year or xand ending Jan 1 , 2003 , and ending Jan 1 , 2003 , and ending Jan 1 , | check this box | is is for the whole group, check the members the extension will cover. 7 17, 2004. In 's return for: Change in accounting periods. | | |
| • If the c • If this box ▶ 1 Ire to ▶ 2 If t no | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num . If it is for part of the group, check this box . and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time file the exempt organization return for the organization named above. The extension calendar year or or X tax year beginning JAN 1, 2003, and ending Jank stax year is for less than 12 months, check reason: X Initial return this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tental process. | check this box If the names and EINs of all the names and EINs of all results for the organization is for the organization. TUN 30, 2003 Final return ative tax, less any | is is for the whole group, check the members the extension will cover. 7 17, 2004. In 's return for: Change in accounting periods. | | |
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| If the color if this box I recommend to be a second | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num If it is for part of the group, check this box and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time file the exempt organization return for the organization named above. The exten calendar year or or X tax year beginning JAN _ 1 , 2003 , and ending Jan this tax year is for less than 12 months, check reason: X Initial return this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tental prefundable credits. See instructions | check this box | is is for the whole group, check the members the extension will cover. 7 17, 2004. In a counting periods a counting periods. \$ | | |
| If the control of the | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num If it is for part of the group, check this box and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time file the exempt organization return for the organization named above. The extension calendar year or Tax year beginning JAN 1, 2003, and ending Jan this tax year is for less than 12 months, check reason: X Initial return this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tental procedure of the procedure of the part | check this box | is is for the whole group, check the members the extension will cover. 2 17, 2004. In seturn for: Change in accounting perior \$ | | |
| If the control of the | organization does not have an office or place of business in the United States, or is for a Group Return , enter the organization's four digit Group Exemption Num If it is for part of the group, check this box and attach a list with equest an automatic 3-month (6-month, for 990-T corporation) extension of time file the exempt organization return for the organization named above. The extension calendar year or Tax year beginning JAN 1, 2003, and ending Jake this tax year is for less than 12 months, check reason: Initial return this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tental procedure of the part of | check this box | is is for the whole group, check the members the extension will cover. 2 17, 2004. In seturn for: Change in accounting perior \$ | | |

| Forn | n 8868 | (12-2000) | | Page 2 | | | | | |
|--|--|--|--|---|--|--|--|--|--|
| • If | f you ar | re filing for an Additional (not automatic) 3-Month Extension, complete only Part II and | check this bo | × | | | | | |
| | | y complete Part II if you have already been granted an automatic 3-month extension of | n a previousl | y filed Form 8868. | | | | | |
| C0000000000000000000000000000000000000 | f you are filing for an Automatic 3-Month Extension, complete only Part I (on page 1). | | | | | | | | |
| Pa | art II | Additional (not automatic) 3-Month Extension of Time - Must file | Original a | | | | | | |
| Тур | e or | Name of Exempt Organization | | Employer identification number | | | | | |
| prin | 1 | | | 30-0129320 | | | | | |
| | by the | THE SKILLSOURCE GROUP, INC. Number, street, and room or suite no. If a P.O. box, see instructions. | | For IRS use only | | | | | |
| exten due d | | 8300 BOONE BLVD., NO. 450 | | To the doc only | | | | | |
| filing | the n. See | City, town or post office, state, and ZIP code. For a foreign address, see instructions. | | | | | | | |
| instru | uctions. | VIENNA, VA 22182 | | | | | | | |
| Che | eck typ | pe of return to be filed (File a separate application for each return): | _ | | | | | | |
| X | Form | | n 1041-A L | Form 5227 Form 8870 | | | | | |
| | _ Form | n 990-BL Form 990-PF Form 990-T (trust other than above) Form | n 4720 L | Form 6069 | | | | | |
| STO | OP: Do | not complete Part II if you were not already granted an automatic 3-month extension | on a previou | sly filed Form 8868. | | | | | |
| • If | f the or | ganization does not have an office or place of business in the United States, check this bo | X | ▶ □ | | | | | |
| | | for a Group Return , enter the organization's four digit Group Exemption Number (GEN) | | | | | | | |
| | | . If it is for part of the group, check this box > and attach a list with the names a | | | | | | | |
| | | | _ | | | | | | |
| 4 | | uest an additional 3-month extension of time until MAY 17, 2004 | and ending | TIDI 30 2003 | | | | | |
| 5 | | , | JUN 30, 2003 Change in accounting period | | | | | | |
| 6 | | e in detail why you need the extension | ıl return | Change in accounting period | | | | | |
| , | | E STATEMENT 1 | | | | | | | |
| 1 | | | | | | | | | |
| 8a | If thi | is application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the terrective refundable credits. See instructions | ED | 4 | | | | | |
| | | | 8 | <u> </u> | | | | | |
| b | If thi | is application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and espayments made. Include any prior year overpayment allowed as a credit and application of the company of the c | timated () | | | | | | |
| | pre | viously with Form 8868 | 100 | \$ | | | | | |
| c | Bala | ance Due. Subtract line 8b from line 8a. Include your payment with this form are particularly pon or, if required, by using EFTPS (Electronic Federal Tax Payment System). | , deposit with | FTD . | | | | | |
| | cou | pon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructi | ons | \$ N/A | | | | | |
| | | Signature and Verification | | | | | | | |
| Und | der pena | lities of perjury, I declare that I have examined this form, including accompanying schedules and statem | nents, and to the | best of my knowledge and belief, | | | | | |
| IT IS | | orrect, and complete, and that I am authorized to prepare this form. | | 01.1 | | | | | |
| Sign | nature) | Brun P Morron Title CPA | | Date > 4/9/04 | | | | | |
| | | Notice to Applicant - To Be Completed by the | ne IRS | | | | | | |
| | | have approved this application. Please attach this form to the organization's return. | | | | | | | |
| L | | have not approved this application. However, we have granted a 10-day grace period from | | | | | | | |
| | | e of the organization's return (including any prior extensions). This grace period is considers erwise required to be made on a timely return. Please attach this form to the organization's | | extension of time for elections | | | | | |
| Г | | have not approved this application. After considering the reasons stated in item 7, we can | | request for an extension of time to | | | | | |
| | | We are not granting the 10-day grace period. | , | | | | | | |
| | | cannot consider this application because it was filed after the due date of the return for w | hich an extens | sion was requested. | | | | | |
| | Oth | er | | | | | | | |
| | | | | | | | | | |
| Dire | ector | By: | | Date | | | | | |
| _ | | Mailing Address - Enter the address if you want the copy of this application for an addition | anal 2 month o | | | | | | |
| | | han the one entered above. | onai o montine | Atensign returned to an address | | | | | |
| | | Name | | 80 | | | | | |
| | | COCKE, SZPANKA & TAYLOR, CPAS | 4 | 2 | | | | | |
| Тур | pe print | Number and street (include suite, room, or apt. no.) Or a P.O. box number | Est Contraction of the Contracti | 2 83 | | | | | |
| 01 [| hime | 1800 ROBERT FULTON DRIVE, #100 | 80 | 70 08 | | | | | |
| 223 | 8832 22-02 | City or town, province or state, and country (including postal or ZIP code) RESTON, VA 20191-4346 | A | 10 8.8° | | | | | |
| 05-2 | 22-02 | MADION VA BULUE TOTO | 1 L | Form 8868 (12-2000) | | | | | |

FORM 8688

EXPLANATION FOR EXTENSION

STATEMENT

1

EXPLANATION

AN ADDITIONAL EXTENSION OF TIME TO FILE IS RESPECTFULLY REQUESTED SINCE WE ARE STILL WAITING TO RECEIVE ALL THE NECESSARY INFORMATION IN ORDER TO FILE A COMPLETE AND ACCURATE INCOME TAX RETURN.