

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

REPORT ON AUDIT OF CONSOLIDATED FINANCIAL STATEMENTS

for the year ended September 30, 2011

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INDEPENDENT AUDITORS' REPORT

The Board of Trustees
International Association of Fire Fighters and its Subsidiary and Affiliates
Washington, DC

We have audited the accompanying consolidated statement of financial position of the International Association of Fire Fighters (IAFF) and its subsidiary and affiliates (the Association) as of September 30, 2011, and the related consolidated statements of activities, and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Association as of September 30, 2011, and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards*, we have also issued our report dated February 6, 2012 on our consideration of the Association's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audit.

Renner and Company, CPA, P.C.

February 6, 2012

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
September 30, 2011

<u>ASSETS</u>					<u>LIABILITIES AND NET ASSETS</u>				
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total		Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<u>CURRENT ASSETS</u>					<u>CURRENT LIABILITIES</u>				
Cash and cash equivalents	\$ 8,398,813	\$ 4,867,492	\$ -	\$ 13,266,305	Accounts payable	\$ 3,807,488	\$ -	\$ -	\$ 3,807,488
Investments	15,387,627	-	-	15,387,627	Accrued expenses				
Accounts receivable, net	2,254,812	-	-	2,254,812	Salaries and benefits	653,639	-	-	653,639
Grants receivable	2,123,846	-	-	2,123,846	Employee expense reimbursements	49,105	-	-	49,105
Financial assistance loans, net	444,273	-	-	444,273	Leave and severance	2,159,100	-	-	2,159,100
Prepaid expenses	255,312	-	-	255,312	Accrued pension liability	2,778,083	-	-	2,778,083
Inventories	258,714	-	-	258,714	Promises to give	180,234	-	-	180,234
					Deferred revenue	565,205	-	-	565,205
<u>TOTAL CURRENT ASSETS</u>	<u>\$ 29,123,397</u>	<u>\$ 4,867,492</u>	<u>\$ -</u>	<u>\$ 33,990,889</u>	Capital lease obligation	39,873	-	-	39,873
<u>PROPERTY, net</u>	<u>\$ 667,202</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 667,202</u>	<u>TOTAL CURRENT LIABILITIES</u>	<u>\$ 10,232,727</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 10,232,727</u>
<u>OTHER ASSETS</u>					<u>LONG-TERM LIABILITIES</u>				
Financial assistance loans, net	\$ 801,382	\$ -	\$ -	\$ 801,382	Accrued pension liability, net of current	\$ 18,610,492	\$ -	\$ -	\$ 18,610,492
Other investments - United Unions, Inc	2,088,645	-	-	2,088,645	Deferred rent	1,292,087	-	-	1,292,087
Collections - Memorials	-	-	423,953	423,953	Promises to give, net of current	50,000	-	-	50,000
Deferred compensation investments	2,828,386	-	-	2,828,386	Capital lease obligation, net of current	42,854	-	-	42,854
Rabbi Trust assets	3,950,683	-	-	3,950,683	Deferred compensation liability	2,828,386	-	-	2,828,386
					Rabbi Trust liability	3,950,683	-	-	3,950,683
<u>TOTAL OTHER ASSETS</u>	<u>\$ 9,669,096</u>	<u>\$ -</u>	<u>\$ 423,953</u>	<u>\$ 10,093,049</u>	<u>TOTAL LONG-TERM LIABILITIES</u>	<u>\$ 26,774,502</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 26,774,502</u>
					<u>TOTAL LIABILITIES</u>	<u>\$ 37,007,229</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 37,007,229</u>
					<u>COMMITMENTS</u>				
					<u>NET ASSETS</u>	<u>\$ 2,452,466</u>	<u>\$ 4,867,492</u>	<u>\$ 423,953</u>	<u>\$ 7,743,911</u>
<u>TOTAL ASSETS</u>	<u>\$ 39,459,695</u>	<u>\$ 4,867,492</u>	<u>\$ 423,953</u>	<u>\$ 44,751,140</u>	<u>TOTAL LIABILITIES AND NET ASSETS</u>	<u>\$ 39,459,695</u>	<u>\$ 4,867,492</u>	<u>\$ 423,953</u>	<u>\$ 44,751,140</u>

See accompanying Independent Auditors' Report and Notes.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

CONSOLIDATED STATEMENT OF ACTIVITIES
for the year ended September 30, 2011

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<u>SUPPORT AND REVENUE</u>				
Per capita tax	\$ 33,943,490	\$ 5,202,370	\$ -	\$ 39,145,860
Conference and seminar registration fees	1,896,612	-	-	1,896,612
Contributions	2,278,880	2,856,862	-	5,135,742
Royalties	2,185,252	-	-	2,185,252
Grants	7,509,976	-	-	7,509,976
Reimbursed legal expenses	604,377	-	-	604,377
Initiation, reinstatement and charter fees	120,033	-	-	120,033
Proceeds from sales	114,453	38,155	-	152,608
Investment income	571,049	4,789	-	575,838
Other revenues	720,932	-	-	720,932
Net assets released from restrictions	5,666,015	(5,666,015)	-	-
<u>TOTAL SUPPORT AND REVENUE</u>	<u>\$ 55,611,069</u>	<u>\$ 2,436,161</u>	<u>\$ -</u>	<u>\$ 58,047,230</u>
<u>EXPENSES</u>				
Program	\$ 38,665,518	\$ -	\$ -	\$ 38,665,518
Management and general	14,953,071	-	-	14,953,071
Fundraising	348,544	-	-	348,544
<u>TOTAL EXPENSES</u>	<u>\$ 53,967,133</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 53,967,133</u>
CHANGE IN NET ASSETS BEFORE CHANGE IN CUMULATIVE FOREIGN CURRENCY TRANSLATION AND INCOME TAXES	\$ 1,643,936	\$ 2,436,161	\$ -	\$ 4,080,097
<u>INCOME TAXES</u>	(43,786)	-	-	(43,786)
CHANGE IN CUMULATIVE FOREIGN CURRENCY TRANSLATION	133,999	-	-	133,999
CHANGE IN NET ASSETS BEFORE INCREMENTAL EFFECT OF DEFINED BENEFIT PLAN	\$ 1,734,149	\$ 2,436,161	\$ -	\$ 4,170,310
INCREMENTAL EFFECT ON NET ASSETS OF DEFINED BENEFIT PLAN	(2,039,615)	-	-	(2,039,615)
<u>CHANGE IN NET ASSETS</u>	<u>\$ (305,466)</u>	<u>\$ 2,436,161</u>	<u>\$ -</u>	<u>\$ 2,130,695</u>
<u>NET ASSETS, beginning of year</u>	<u>2,757,932</u>	<u>2,431,331</u>	<u>423,953</u>	<u>5,613,216</u>
<u>NET ASSETS, end of year</u>	<u>\$ 2,452,466</u>	<u>\$ 4,867,492</u>	<u>\$ 423,953</u>	<u>\$ 7,743,911</u>

See accompanying Independent Auditors' Report and Notes.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

CONSOLIDATED STATEMENT OF CASH FLOWS
for the year ended September 30, 2011

CASH FLOWS FROM OPERATING ACTIVITIES

Cash received from operations	
Support and revenue	\$ 57,846,682
Investment income	473,015
Total cash received by operations	<u>\$ 58,319,697</u>
 Cash used in operations	
Payments to program recipients, employees, and suppliers	\$ 55,097,012
Interest paid	20,101
Income taxes paid	77,746
Total cash disbursed by operations	<u>\$ 55,194,859</u>

<u>NET CASH PROVIDED BY OPERATING ACTIVITIES</u>	<u>\$ 3,124,838</u>
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CASH FLOWS FROM INVESTING ACTIVITIES

Financial assistance loans repayments received	\$ 600,433
New financial assistance loans made	(445,930)
Purchase of investments	(7,460,149)
Proceeds from redemption of investments	9,204,891
Purchase of property and leasehold improvements	<u>(168,960)</u>

<u>NET CASH PROVIDED BY INVESTING ACTIVITIES</u>	<u>\$ 1,730,285</u>
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CASH FLOWS FROM FINANCING ACTIVITIES

Payments on capital lease	<u>\$ (90,605)</u>
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<u>NET INCREASE IN CASH</u>	<u>\$ 4,764,518</u>
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<u>CASH AND CASH EQUIVALENTS, beginning of year</u>	<u>8,501,787</u>
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<u>CASH AND CASH EQUIVALENTS, end of year</u>	<u><u>\$ 13,266,305</u></u>
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See accompanying Independent Auditors' Report and Notes.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

CONSOLIDATED STATEMENT OF CASH FLOWS
for the year ended September 30, 2011

RECONCILIATION OF CHANGE IN NET ASSETS TO NET
CASH PROVIDED BY OPERATING ACTIVITIES

<u>CHANGE IN NET ASSETS</u>	<u>\$ 2,130,695</u>
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ADJUSTMENTS TO RECONCILE CHANGE IN NET
ASSETS TO NET CASH USED BY
OPERATING ACTIVITIES

Depreciation and amortization	\$ 303,316
Loss on disposal of property and equipment	42,300
Unrealized gains on investments	(102,823)
Incremental effect of defined benefit plan	<u>2,039,615</u>

<u>NET ADJUSTMENTS</u>	<u>\$ 2,282,408</u>
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CHANGES IN ASSETS AND LIABILITIES AFFECTING
OPERATIONS PROVIDING (USING) CASH

ASSETS

Receivables	\$ 472,703
Prepaid expense	(13,338)
Inventories	(137,470)
	<u>\$ 321,895</u>

LIABILITIES

Accounts payable	\$ (742,332)
Accrued expenses	(178,535)
Accrued pension liabilities	(544,012)
Promises to give	(253,709)
Deferred rent	68,337
Deferred revenue	40,091
	<u>\$ (1,610,160)</u>

<u>NET CHANGES IN ASSETS AND LIABILITIES</u>	<u>\$ (1,288,265)</u>
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<u>NET CASH PROVIDED BY OPERATING ACTIVITIES</u>	<u><u>\$ 3,124,838</u></u>
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See accompanying Independent Auditors' Report and Notes.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

1. ORGANIZATION, PURPOSE AND SIGNIFICANT ACCOUNTING POLICIES

Organization and Purpose

The International Association of Fire Fighters (IAFF) is a labor union whose primary mission is to represent its members in disputes and negotiations with the state and local governments for which the members are employed. Primary sources of revenue are per capita tax paid by members, grants and contributions.

The IAFF Financial Corporation is a wholly-owned subsidiary of the Association organized and incorporated as of December 10, 2001 under the laws of the State of Delaware. It is primarily engaged in working through service vendors to provide financial services, investment options, college finance programs, and insurance protection to professional fire fighters and government employees. It is located in Washington, DC.

The International Association of Fire Fighters Burn Foundation was created in 1982 to promote and provide support for the establishment and continuation of burn treatment centers and their related purposes of burn injury-related research and burn prevention through education. The Foundation has also established an annual burn survivor camp which provides a means of direct outreach to burn victims.

The John P. Redmond Memorial Foundation was organized for the purpose of research and curative processes for elimination, prevention and correction of occupational diseases of fire fighters. The Foundation hosts a biannual symposium, providing an educational forum for fire fighters and an inducement for involving medical personnel, fitness experts, and occupational safety and health experts in the problems associated with fire fighting.

The New York September 11 Firefighters Counseling Support Foundation was created in 2001 to provide for the immediate and long term counseling needs of career fire fighters, career emergency medical services personnel and their families, who require such services as a result of the destruction of the World Trade Center on September 11, 2001, as well as to meet future needs related to line of duty deaths. The Foundation was dissolved during 2011 and all its activities were assumed by the International Association of Fire Fighters Foundation.

The International Association of Fire Fighters Disaster Relief Fund was organized for the purpose of providing aid to fire fighters who suffered during large natural disasters. Following the tragic events of September 11, 2001, the Fund took on the additional role of sponsoring memorial and/or funeral services for fallen fire fighters.

The IAFF Fallen Fire Fighter Memorial Fund, Inc. was organized for the purpose of completing and maintaining memorials that honor fire fighters killed in the line of duty. Furthermore, the Fund holds annual memorial observances to honor fallen fire fighters.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

1. ORGANIZATION, PURPOSE AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

The W.H. "Howie" McClennan Scholarship Fund was organized as a trust by the International Association of Fire Fighters on December 23, 1977. The Fund is recognized as a private foundation for tax purposes. It provides education-related financial aid to the children of fire fighters killed in the line of duty.

The IAFF FIREPAC Educational-Treasury was organized as a Political Action Committee on April 30, 2001. The Committee was formed to raise the federal government's conscience level about fire fighter staffing, labor issues, safety, and equipment. Its contributions have helped prevent station closings, secure federal funding for fire fighting, and train members to become active in local government policies.

The International Association of Fire Fighters Foundation was organized on August 2, 2010. Its mission is to support IAFF members and their families in their time of need, promote fire and burn prevention, advocate for fire fighter health and safety and provide public education on how to prevent and recover from traumatic events.

Summary of Significant Accounting Policies

Principles of Consolidation

The accompanying consolidated financial statements include the accounts of IAFF, its wholly-owned subsidiary, and its affiliates. All material inter-entity accounts, transactions, and profits or losses are eliminated in consolidation.

Basis of Accounting

The consolidated financial statements have been prepared on the accrual basis of accounting. Revenues are recognized in the period in which they are earned; expenses are recognized in the period in which they are incurred.

Translation Costs

All amounts in the consolidated financial statements are stated in U.S. dollars. The Association has substantial activity denominated in Canadian dollars. Accordingly, all amounts denominated in Canadian dollars have been translated to U.S. dollars by applying the translation rate for assets and liabilities at September 30, 2011 of 96.82% and by applying the average translation rate for revenue and expenses for the year ended September 30, 2011 of 101.44%. Changes in the foreign currency translation rate subsequent to September 30, 2011 may materially affect unsettled foreign currency transactions as of that date. The Association does not reflect those effects in these financial statements.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

1. ORGANIZATION, PURPOSE AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Cash and Cash Equivalents

Cash and cash equivalents consist of cash and highly liquid debt instruments with original maturities of three months or less.

Investments

Investments consist of certificates of deposit having initial maturities of more than three months and an open-ended mutual fund that invests primarily in construction loans, mortgages, or mortgage-backed securities. These investments are carried at fair value. Fair values are based on quoted market prices in active markets. Changes in fair value are included in investment income.

The open-ended mutual fund is exposed to various risks such as market and credit risk. Due to the level of risk associated with such investments and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in risks in the near term would materially affect investment balances and the amounts reported in the financial statements.

Accounts Receivable

Accounts receivable for the Association arise primarily from per capita tax due from local affiliates located in the U.S. and Canada, registrations and supply sales revenue that have been earned but not received as of September 30, 2011. Management reviews accounts receivable to determine collectability. An amount of \$83,943 has been estimated as an allowance for doubtful accounts as of September 30, 2011. This estimate is based on historical collectability of accounts receivable.

Financial Assistance Loans

Financial assistance are unsecured loans to provide members and locals financial assistance in conjunction with job actions, disciplinary actions against union officers for union-related activities, employer's refusal to implement an arbitration award, and such other occurrences as may be considered bona fide emergencies by the Executive Board of the Association. The loans are noninterest-bearing with repayments made primarily over thirty-six to sixty (36 - 60) months. The Executive Board reviews loans to members and locals to determine collectability. As of September 30, 2011, \$9,715 was estimated as an allowance for doubtful accounts, based on historical analysis of loans not collected in previous years.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

1. ORGANIZATION, PURPOSE AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Other Investments

The investment in United Unions, Inc., of which the Association owns 13.433%, is accounted for under the cost method.

The investment in the IAFF Financial Corporation, of which the Association owns 100% and over which it exercises complete influence of operating and accounting policies, is consolidated.

Deferred Compensation Investments

Deferred compensation funds are invested in equity and debt securities which are carried at fair market value.

Inventories

Inventories consist of items held for sale to the Association's affiliates and are valued at the lower of cost or market value. Cost is determined using the first-in, first-out method. Cost of goods sold includes shipping and handling charges. Profits on sales of certain specialty inventory items are contributed to the Association Firepac Education Fund unless otherwise specified by the local making the purchase.

Property and Depreciation

Property and equipment are recorded at cost. All of the Association's acquisitions with a cost greater than \$5,000 are capitalized at cost; similarly, all acquisitions made by the Association's subsidiary and affiliates with a cost greater than \$500 are capitalized at cost. Depreciation and amortization are provided on a straight-line basis over the estimated useful lives of the assets or, where applicable, the terms of the leases, whichever are shorter. The cost of property and equipment retired or disposed of is removed from the accounts along with the related accumulated depreciation or amortization, and any gain or loss is reflected in income. Significant renewals and betterments are capitalized. Maintenance and repairs are expensed as incurred.

Collections - Memorials

The IAFF Fallen Fire Fighter Memorial Fund, Inc. capitalizes its collections. Acquisitions are capitalized at cost if purchased, or at appraised or fair value at date of acquisition if received by donations. All maintenance costs incurred in relation to these collections and in excess of \$1,000 are capitalized. Gains and losses on disposals of donated collections are recorded based on the presence or absence of donor restrictions placed on items at the date of donation.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

1. ORGANIZATION, PURPOSE AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Classes of Assets

To ensure the observance of limitations and restrictions placed on the use of resources available to the Association, the Association has divided its resources available for various purposes into classes established according to their nature and purpose. The net assets of the Association are classified as follows:

Unrestricted Net Assets include operating net assets which are available for the general operations of the Association, as well as Board designated net assets set aside for future use.

Temporarily Restricted Net Assets include net assets which are subject to donor-imposed restrictions for support of a particular program activity. The Association has established five Political Action Committees for the purpose of contributing funds to state and federal candidates. The use of these funds is restricted to purposes described in Federal Election Commission regulations and various state statutes, and the Association has no immediate or future claims to these assets.

Permanently Restricted Net Assets include net assets related to the collections owned by the Association. The corpus of the fund is to be maintained at the cost of these collections.

Revenue Recognition

The Association recognizes per capita tax as revenue during the period in which it accrues. Actual receipts in advance of the period to which they relate are reflected as deferred revenue. Interest and other revenue are recognized as accrued to the Association.

Grants and contracts are reported as revenue as allowable expenses are incurred. Funds received prior to being expended are reported as refundable advances and expenses incurred for which reimbursement has not been received are reported as receivables.

Advertising costs

Advertising costs are expensed as they are incurred. Total advertising expense for the year ended September 30, 2011 was \$1,147,117.

Income Taxes

IAFF is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code. However, the Association is subject to tax on net income generated by activities considered to be unrelated business income. As of September 30, 2011, the Association has no accrued tax liability.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

1. ORGANIZATION, PURPOSE AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Income Taxes (Continued)

The IAFF Financial Corporation, a for profit subsidiary of the Association, is subject to federal income and District of Columbia franchise taxes. Income taxes are provided on income regardless of when such taxes are payable. Current tax and deferred tax assets and liabilities are recorded in accordance with enacted tax laws and rates. The amounts of deferred tax assets and liabilities at the end of each period are determined using the tax rates expected to be in effect when taxes are actually paid or recovered. Future tax benefits are recognized to the extent that realization of such benefits is more likely than not. As of September 30, 2011, IAFF Financial Corporation has no deferred tax asset or liability. Income tax expense for the year ended September 30, 2011 was \$43,786.

The Association's affiliates, the International Association of Fire Fighters Burn Foundation, the John P. Redmond Memorial Foundation, The New York September 11 Firefighters Counseling Support Foundation, the International Association of Fire Fighters Disaster Relief Fund, the IAFF Fallen Fire Fighter Memorial Fund, Inc., and the International Association of Fire Fighters Foundation, are exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code as publicly-supported organizations. However, the affiliates are subject to tax on income generated by unrelated business activities as provided for in the tax law. To date, these organizations have not engaged in such activities.

The W.H. "Howie" McClennan Scholarship Fund is a Section 501(c)(3) exempt private foundation under the Internal Revenue Code and is subject to excise tax based on investment income.

The IAFF FIREPAC Educational Treasury is a section 527 exempt political organization under the Internal Revenue Code and is subject to excise tax based on investment income. The committee is subject to tax on income generated by unrelated business activities as outlined in the tax law. To date, the committee has not engaged in such activities.

The Association's and its subsidiary's and affiliates' Business Income Tax returns (Form 990 and Form 1120) for 2008, 2009, and 2010 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they are filed.

Estimates

The preparation of consolidated financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

1. ORGANIZATION, PURPOSE AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Estimates (Continued)

Government Contracts and Grants

The Association participates in federal grant programs which are subject to financial and compliance audits by the federal agencies or their representatives. As such, there is a possibility that questioned costs might result from such an audit in the future. Management estimates that there are no material unallowable costs.

Accounts Receivable and Financial Assistance Loans Receivable

Management's estimate of the collectibility of receivables is based on their understanding of the facts and circumstances of each account.

Translation Costs

Management estimates that there are no material foreign currency translation rate change that could materially affect unsettled foreign currency transactions after year end based on understanding of exchange rate between U.S. dollars and Canadian dollars.

Expense Allocation

Expenses are charged directly to programs in general categories based on specific identification. Indirect expenses have been allocated to programs, general and administrative, and fundraising expenses based on level of effort.

2. CASH AND CASH EQUIVALENTS

Cash and cash equivalents at September 30, 2011 consisted of the following:

Petty cash	\$ 606
Checking - U.S.	11,180,658
Checking - Canada	975,706
Money market funds	1,109,335
	<u>\$ 13,266,305</u>

The Association maintains its cash and cash equivalent balances at several different financial institutions in the United States and Canada. As of September 30, 2011, cash and cash equivalents not insured by FDIC or CDIC were \$11,466,512.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

3. INVESTMENTS

Investments at September 30, 2011 consisted of the following:

AFL-CIO Housing Trust - United Unions reserve	\$ 1,148,250
AFL-CIO Housing Trust accounts - Other	9,788,791
Certificates of deposit - U.S.	2,514,186
Certificates of deposit - Canada	1,936,400
	<u>\$ 15,387,627</u>

Investment income for the year ended September 30, 2011 consisted of the following:

Interest and dividends - U.S.	\$ 436,336
Interest and dividends - Canada	36,679
Unrealized gains (losses)	102,823
	<u>\$ 575,838</u>

4. FAIR VALUE MEASUREMENTS

The Association records investments based on fair value on a recurring basis. Financial accounting and reporting standards define fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., the exit price) in an orderly transaction between market participants at the measurement date. The standards emphasize that fair value is a market-based measurement, not an entity specific measurement. Therefore, a fair value measurement should be determined based on the assumptions that market participants would use in pricing the asset or liability. As a basis for considering market participant assumptions in fair value measurements, the standards established a fair value hierarchy that distinguishes between market participant assumptions based on market data obtained from sources independent from the reporting entity (observable inputs that are classified within level 1 and 2 of the hierarchy) and the reporting entity's own assumptions about market participant assumptions (unobservable inputs classified within level 3 of the hierarchy).

Level 1 inputs utilize unadjusted quoted prices in active markets for identical assets or liabilities that the Association has the ability to access at the measurement date.

Level 2 inputs are inputs other than quoted prices included in Level 1 that are observable for the assets or liabilities, either directly or indirectly. Level 2 inputs may include quoted prices for similar assets or liabilities in active markets, as well as inputs that are observable for the assets or liabilities (other than quoted prices), such as interest rates, foreign exchange rates and yield curves that are observable at commonly quoted intervals.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

4. FAIR VALUE MEASUREMENTS (Continued)

Level 3 inputs are unobservable inputs for the assets or liabilities, which are typically based on an entity's own assumptions, as there is little, if any, related market activity.

The determination of the fair value level within which the entire fair value measurement falls is based on the lowest level input that is significant to the fair value measurement in its entirety. The Association's assessment of the significance of the particular input to the fair value measurement in its entirety requires judgment, and considers factors specific to the assets or liabilities.

The following summarizes investments, measured at fair value on a recurring basis, aggregated by the level in the fair value hierarchy within which those measurements fall, as of September 30, 2011 and 2010:

September 30, 2011				
	Level 1	Level 2	Level 3	Fair Value
AFL-CIO Housing Trust				
United Unions reserve	\$ -	\$ 1,148,250	\$ -	\$ 1,148,250
AFL-CIO Housing Trust				
Other	-	9,788,791	-	9,788,791
Certificates of deposit - U.S.	-	2,514,186	-	2,514,186
Certificates of deposit - Canada	-	1,936,400	-	1,936,400
	<u>\$ -</u>	<u>\$ 15,387,627</u>	<u>\$ -</u>	<u>\$ 15,387,627</u>
September 30, 2010				
	Level 1	Level 2	Level 3	Fair Value
AFL-CIO Housing Trust				
United Unions reserve	\$ -	\$ 1,092,196	\$ -	\$ 1,092,196
AFL-CIO Housing Trust				
Other	-	6,960,179	-	6,960,179
Certificates of deposit - U.S.	-	3,826,101	-	3,826,101
Certificates of deposit - Canada	-	5,151,070	-	5,151,070
	<u>\$ -</u>	<u>\$ 17,029,546</u>	<u>\$ -</u>	<u>\$ 17,029,546</u>

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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5. ACCOUNTS RECEIVABLE

Accounts receivable at September 30, 2011 consisted of the following:

Per capita tax - U.S.	\$ 1,854,837
Per capita tax - Canada	44,301
Royalty	265,738
Other	173,879
	<u>\$ 2,338,755</u>
Less: Provision for doubtful accounts	(83,943)
	<u><u>\$ 2,254,812</u></u>

6. PROPERTY AND EQUIPMENT

A summary of information related to property and depreciation for the year ended September 30, 2011 is as follows:

	Estimated useful life (years)	Cost	Accumulated depreciation	Depreciation expense
Furniture and equipment	5 - 10	\$ 1,943,124	\$ 1,523,408	\$ 152,817
Equipment under capital leases	4 - 5	372,135	284,142	85,339
Leasehold improvements	10	1,688,705	1,529,212	65,160
		<u>\$ 4,003,964</u>	<u>\$ 3,336,762</u>	<u>\$ 303,316</u>

7. COLLECTIONS - MEMORIALS

The IAFF Fallen Fire Fighter Memorial Fund, Inc. has title to and maintains two memorial statues and two memorial walls-of-honor. All memorials are held for public exhibition and are preserved by the IAFF Fallen Fire Fighter Memorial Fund. The cost of these collections is as follows:

Memorial statues	\$ 313,355
Memorial walls-of-honor	110,598
	<u>\$ 423,953</u>

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

8. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available as of September 30, 2011 for the following purposes:

	Balance at September 30, 2010	Revenue and Support	Released	Balance at September 30, 2011
IAFF PAC	\$ 2,369,608	\$ 8,102,156	\$ (5,604,272)	\$ 4,867,492
IAFF-Reward	29,723	20	(29,743)	-
Burn Foundation	32,000	-	(32,000)	-
	<u>\$ 2,431,331</u>	<u>\$ 8,102,176</u>	<u>\$ (5,666,015)</u>	<u>\$ 4,867,492</u>

9. PENSION PLANS

The Association has pension plans covering substantially all employees. All current and future retirement contributions on behalf of principal officers are now made pursuant to an Officer's Non-Qualified Retirement Plan and Officers' Supplemental Benefits Plan (Rabbi Trust). The assets of the Rabbi Trust Fund are subject to the general creditors of the Association.

In addition to the non-qualified Rabbi Trust Fund, which is the plan for principal officers, the Association also maintains two qualified defined benefit plans, the Staff Representatives' Pension Plan and the Employees' Pension Plan. Plan benefits are based on years of service and employees' compensation. Contributions are intended to provide not only for benefits attributed to service to date, but also for those expected to be earned in the future.

In accordance with accounting principles generally accepted in the United States of America, the Association recognizes the funding position of its plans (the difference between the fair value of plan assets and the projected benefit obligation) in the accompanying consolidated statement of financial position. The Association recognized a non-operating expense of \$2,039,615, which has been separately reported in the consolidated statements of activities as a decrease in unrestricted net assets.

It is the Association's policy to invest pension plan assets in a diversified portfolio consisting of an array of stocks, debt securities, and money market funds through the use of Alliance Investments commingled pools.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

9. PENSION PLANS (Continued)

The following is a summary of the defined benefit plans as of September 30, 2011 as provided by the Association's consulting actuary.

	<u>Rabbi Trust</u>	<u>Staff Representatives</u>	<u>Employees</u>	<u>Total</u>
Change in projected benefit obligation				
Projected benefit obligation,				
beginning of the year	\$ 5,769,078	\$ 43,550,775	\$ 19,570,445	\$ 68,890,298
Service cost	372,504	1,662,144	1,371,428	3,406,076
Interest cost	307,486	2,344,426	1,064,887	3,716,799
Benefits paid	(325,455)	(1,694,281)	(352,910)	(2,372,646)
Expenses paid	(30,771)	(240,343)	(128,381)	(399,495)
Actuarial (gain) loss	(606,474)	28,869	846,618	269,013
Projected benefit obligation,				
end of the year	<u>\$ 5,486,368</u>	<u>\$ 45,651,590</u>	<u>\$ 22,372,087</u>	<u>\$ 73,510,045</u>
Change in plan assets				
Fair value of plan assets,				
beginning of the year	\$ 3,771,851	\$ 33,400,604	\$ 11,824,871	\$ 48,997,326
Actual return on plan assets	175,058	139,696	48,155	362,909
Employer contributions	360,000	3,655,376	1,518,000	5,533,376
Benefits and expenses paid	(356,226)	(1,934,624)	(481,291)	(2,772,141)
Fair value of plan assets				-
end of the year	<u>\$ 3,950,683</u>	<u>\$ 35,261,052</u>	<u>\$ 12,909,735</u>	<u>\$ 52,121,470</u>
Funded status - benefit obligation				
in excess of plan assets	<u>\$ 1,535,685</u>	<u>\$ 10,390,538</u>	<u>\$ 9,462,352</u>	<u>\$ 21,388,575</u>
Accumulated benefit obligation	<u>\$ 5,486,368</u>	<u>\$ 45,651,590</u>	<u>\$ 22,372,087</u>	<u>\$ 73,510,045</u>
Component of net periodic pension costs				
Service cost - benefits earned	\$ 372,504	\$ 1,662,144	\$ 1,371,428	\$ 3,406,076
Interest cost	307,486	2,344,426	1,064,887	3,716,799
Expected return on plan assets	(320,146)	(2,904,285)	(1,030,583)	(4,255,014)
Net amortization and deferral	327,684	1,501,750	279,692	2,109,126
Total net periodic pension cost	<u>\$ 687,528</u>	<u>\$ 2,604,035</u>	<u>\$ 1,685,424</u>	<u>\$ 4,976,987</u>

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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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9. PENSION PLANS (Continued)

	Rabbi Trust	Staff Representatives	Employees
Weighted-average assumptions			
Discount rate	5.00%	5.00%	5.00%
Average compensation increase	3.25%	3.00%	3.00%
Expected rate of return on plan assets	8.50%	8.50%	8.50%

The expected return on plan assets was determined by the Association together with its investment advisors. The rate is based primarily on expectations of future returns for the plan's investments, based on target asset allocations. Additionally, the historical returns on comparable equity and fixed income investments are considered in the estimate of the expected rate.

The Association's target allocation is as follows. These rates are estimated and are subject to change based upon future actions taken by the Board of Trustees.

	Rabbi Trust	Staff Representatives	Employees
Cash equivalents	0% - 5%	0% - 10%	0% - 10%
Selected equity pool	0%	45% - 55%	45% - 55%
Fixed income pool	95% - 100%	40% - 50%	40% - 50%

The table below presents the balances of pension assets measured at fair value on a recurring basis, as of September 30, 2011.

	Fair value			
	Level 1	Level 2	Level 3	Total
Plan Assets				
Cash equivalents	\$ 718,912	\$ -	\$ -	\$ 718,912
U.S. government securities	8,583,400	-	-	8,583,400
Municipal bonds	388,924	-	-	388,924
Common stocks	24,435,789	-	-	24,435,789
Corporate bonds	10,904,581	-	-	10,904,581
Pooled funds	2,882,395		-	2,882,395
AFL-CIO investment trust	-	3,829,424	-	3,829,424
Total plan assets measured at fair value	<u>\$ 47,914,001</u>	<u>\$ 3,829,424</u>	<u>\$ -</u>	<u>\$ 51,743,425</u>
Net receivables				378,045
				<u>\$ 52,121,470</u>

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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for the year ended September 30, 2011

9. PENSION PLANS (Continued)

The following is a schedule of benefits expected to be paid in each of the next five years, and in aggregate for the five fiscal years thereafter as of September 30, 2011. The expected benefit payments shown below are based on the same assumptions used to determine the Projected Benefit Obligation as of September 30, 2011, and includes benefits attributable to estimated future employee service.

	Rabbi Trust	Staff Representatives	Employees	Total
2012	\$ 302,233	\$ 1,984,929	\$ 490,921	\$ 2,778,083
2013	318,353	2,028,970	527,839	2,875,162
2014	334,894	2,262,372	542,683	3,139,949
2015	351,973	2,343,173	614,621	3,309,767
2016	369,607	2,386,300	638,373	3,394,280
2017-2021	2,133,260	13,466,669	4,095,325	19,695,254
	<u>\$ 3,810,320</u>	<u>\$ 24,472,413</u>	<u>\$ 6,909,762</u>	<u>\$ 35,192,495</u>

During the next fiscal year, the Association expects to collectively contribute approximately \$5,521,000 to the defined benefit pension plans.

The Association also has a deferred compensation plan, a 457(b) retirement plan, covering eligible employees who choose to participate. Contributions to the plan are amounts deferred from the participating employees' salary and are limited to the lesser of the applicable dollar amount as defined in Code Section 457(e)(15)(A) or 100% of the participants' includible compensation.

In addition to the defined benefit plans and deferred compensation plan, the Association also has an employee 401(k) plan that allows eligible employees to defer from their salaries an amount equal to a percentage of the contributing participants' compensation from 1 to 15 percent in increments of 1 percent. The Association matches up to 2% of qualified compensation for all employees who elect to defer.

Pension expenses related to the various pension plans for the year ended September 30, 2011 are as follows:

Defined benefit plans	
Officers- Rabbi Trust	\$ 687,528
Staff Representatives	2,604,035
Employees	1,685,424
	<u>\$ 4,976,987</u>
Other pension expense	
401(k) match and administrative costs	\$ 183,221
Canadian pension benefit payments	13,512
	<u>\$ 5,173,720</u>

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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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10. DONATED PROPERTY

The City of Colorado Springs granted to the IAFF Fallen Fire Fighter Memorial Fund, Inc. a park license for its use of city land on which the memorials stand. Should the Fund ever misuse or abandon the land, it would be responsible for the costs incurred to restore the land to its original state. The term of this license ends August 30, 2013. At that date, the license may be renewed for an additional twenty-five years. As of September 30, 2011, it is the Fund's intention to renew this license. The value of this donated property has not been reflected in the financial statements.

11. COMMITMENTS AND CONTINGENCIES

Office Lease, related party

The Association leases office space in Washington, D.C. The Association is a partial owner of the leased building as described in Note 1. The lease, which expires in 2018, provides for annual escalations in base rental payments. Rent expense is recognized on a straight-line basis over the term of the lease. Total rent expense for the year ended September 30, 2011 was \$2,301,035.

At September 30, 2011, future minimum lease payments under this operating lease are as follows:

2012	\$ 2,088,422
2013	2,151,075
2014	2,215,607
2015	2,282,075
2016	2,350,538
2017 and beyond	4,701,231
	<u>\$ 15,788,948</u>

IAFF subleases one thousand square feet of its current space to its wholly owned subsidiary, the IAFF Financial Corporation. The lease term began April 1, 2005, and will continue on a month-to-month basis until the rental rate of \$4,000 monthly is renegotiated. IAFF Financial Corporation paid the Association a total of \$51,000 in sublease payments, which the Association recognized as other income during the year ending September 30, 2011.

As a partial owner of the leased office space, if the landlord (United Unions, Inc.) receives rents that are insufficient to meet the debt service requirements and other obligations on the building, the Association will pay its pro-rata share (13.433%) of the amount necessary to meet such debt service requirements and other obligations. These additional payments will be recognized as additional investment capital contributions.

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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

11. COMMITMENTS AND CONTINGENCIES (Continued)

Capital leases

The Association has entered into lease agreements for office equipment that are classified as capital leases. The assets and liabilities under the capital lease were recorded at the lower of the present value of the minimum lease payments or the fair value of the asset. The assets are depreciated over their related lease term.

Payments under the capital leases are due as follows:

	Total Payment	Interest Portion	Net
2012	\$ 48,483	\$ 8,610	\$ 39,873
2013	42,826	3,500	39,326
2014	3,569	41	3,528
	<u>\$ 94,878</u>	<u>\$ 12,151</u>	<u>\$ 82,727</u>

Guarantor responsibilities

During the 2007 fiscal year, the Association, as an owner of United Unions, Inc., became a co-guarantor of a loan agreement with SunTrust Bank, N.A. As of September 30, 2011, the Association is contingently liable for its share (25.98%) of United Unions, Inc.'s remaining principal balance of \$1,663,592. This loan bears an annual interest rate of 6.2%. United Unions, Inc. is making payments of \$66,171, including principal and interest, until December 2013, the maturity date.

Government Contracts and Grants

The Association participated in federal grant programs, which are subject to financial and compliance audits by federal agencies or their representatives. Management does not anticipate any significant adjustments as a result of such an audit.

Letter of Credit

The Association has an open letter of credit in the amount of \$1,948,000 to secure pension costs in Canada. As of September 30, 2011, no amount has been drawn and no interest has been incurred on the letter of credit.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

11. COMMITMENTS AND CONTINGENCIES (Continued)

Future Meeting Sites

The Association has entered into agreements with hotels for future conventions and meetings. In the event of the cancellation of these agreements on September 30, 2011, the maximum cancellation penalty would be \$3,811,749. Subsequent to year end, the Association had satisfied the terms of several of these contracts in the amount of \$654,921.

12. CONDITIONAL GRANT

The Association has been awarded federal grants, which are conditioned upon the organizations' progression on various programs. The remaining amount to be received for these promises at September 30, 2011 was \$4,087,529.

13. SIGNIFICANT SOURCES OF REVENUE

A significant portion of the Association's support and revenue was provided by per capita tax. For the year ended September 30, 2011, gross revenue from per capita tax was \$39,260,306, which approximate 66% of the consolidated gross support and revenue.

14. SUBSEQUENT EVENTS

In preparing these financial statements, the Association has evaluated events and transactions for potential recognition or disclosure through February 6, 2012, the date the financial statements were available to be issued.

Dissolution of Affiliates

During the year ended September 30, 2011, the Association adopted plans of *Winding-Up, Distribution of Assets and Dissolution* of the following affiliates: the International Association of Fire Fighters Burn Foundation, the John P. Redmond Memorial Foundation, the International Association of Fire Fighters Disaster Relief Fund, the IAFF Fallen Fire Fighter Memorial Fund, and the W.H. "Howie" McClellan Scholarship Fund.

All liabilities of the above mentioned foundations will be satisfied by their respective assets or be settled by the International Association of Firefighters. Final release of any funds set aside as reserve funds following final dissolution of the foundations will be contributed to the International Association of Fire Fighters Foundation. The International Association of Fire Fighters Foundation will continue to perform the missions of the dissolved entities. The Association is in the process of the dissolution as of September 30, 2011.

See Independent Auditors' Report.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
for the year ended September 30, 2011

15. RABBI TRUST ASSETS AND LIABILITIES

The Rabbi Trust assets and liability as of September 30, 2010 were not reported on the Association's consolidated statement of financial position as of September 30, 2010. This had no effect on the Association's net asset balance as of September 30, 2010. The 2010 balances were as follows:

Rabbi Trust assets as of September 30, 2010	\$ 3,771,851
Rabbi Trust liability as of September 30, 2010	(3,771,851)
Effect on net assets as of September 30, 2010	<u>\$ -</u>

See Independent Auditors' Report.

ADDITIONAL INFORMATION

INDEPENDENT AUDITORS' REPORT ON ADDITIONAL INFORMATION

The Board of Trustees
International Association of Fire Fighters and its Subsidiary and Affiliates
Washington, DC

We have audited the consolidated financial statements of the International Association of Fire Fighters (IAFF) and its subsidiary and affiliates (the Association) as of and for the year ended September 30, 2011, and have issued our report thereon dated February 6, 2012, which contained an unqualified opinion on those financial statements. Our audit was made for the purpose of forming an opinion on the financial statements as a whole. The accompanying supplementary information is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. Such information has not been subjected to the auditing procedures applied in the audit of the basic financial statements and, therefore, we express no opinion on it.

Renner and Company, CPA, P.C.

February 6, 2012

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
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CONSOLIDATING STATEMENT OF FINANCIAL POSITION
September 30, 2011

ASSETS

	IAFF	IAFF Financial Corporation	International Association of Fire Fighters Burn Foundation	John P. Redmond Memorial Foundation	The New York September 11 Firefighters Counseling Support Foundation	International Association of Fire Fighters Disaster Relief Fund	IAFF Fallen Fire Fighter Memorial Fund, Inc	W.H. "Howie" McClennan Scholarship Fund	International Association of Fire Fighters Foundation	Total	Eliminating Entries	Consolidated Balance
<u>CURRENT ASSETS</u>												
Cash and cash equivalents	\$ 11,559,676	\$ 746,657	\$ 30,958	\$ 138,574	\$ -	\$ 1,083	\$ 117,066	\$ (3,157)	\$ 675,448	\$ 13,266,305	\$ -	\$ 13,266,305
Investments	14,413,427	-	-	91,351	-	-	419,039	463,810	-	15,387,627	-	15,387,627
Accounts receivable, net	1,815,195	265,738	4,551	25,810	-	-	2,229	-	141,289	2,254,812	-	2,254,812
Grants receivable	1,846,686	-	(20,170)	-	-	-	-	-	297,330	2,123,846	-	2,123,846
Financial assistance loans, net	444,273	-	-	-	-	-	-	-	-	444,273	-	444,273
Prepaid expenses	205,996	49,316	-	-	-	-	-	-	-	255,312	-	255,312
Inventories	100,557	-	-	-	-	-	-	-	158,157	258,714	-	258,714
Interfund receivables	6,530,435	-	-	84,030	-	58,566	-	-	147,839	6,820,870	(6,820,870)	-
<u>TOTAL CURRENT ASSETS</u>	<u>\$ 36,916,245</u>	<u>\$ 1,061,711</u>	<u>\$ 15,339</u>	<u>\$ 339,765</u>	<u>\$ -</u>	<u>\$ 59,649</u>	<u>\$ 538,334</u>	<u>\$ 460,653</u>	<u>\$ 1,420,063</u>	<u>\$ 40,811,759</u>	<u>\$ (6,820,870)</u>	<u>\$ 33,990,889</u>
<u>PROPERTY, net</u>	<u>\$ 537,084</u>	<u>\$ 100,576</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 8,383</u>	<u>\$ -</u>	<u>\$ 21,159</u>	<u>\$ 667,202</u>	<u>\$ -</u>	<u>\$ 667,202</u>
<u>OTHER ASSETS</u>												
Financial assistance loans, net	\$ 801,382	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 801,382	\$ -	\$ 801,382
Other investments												
IAFF Financial Corporation	89,368	-	-	-	-	-	-	-	-	89,368	(89,368)	-
United Unions, Inc	2,088,645	-	-	-	-	-	-	-	-	2,088,645	-	2,088,645
Collections - Memorials	-	-	-	-	-	-	423,953	-	-	423,953	-	423,953
Deferred compensation investments	2,828,386	-	-	-	-	-	-	-	-	2,828,386	-	2,828,386
Rabbi Trust assets	3,950,683	-	-	-	-	-	-	-	-	3,950,683	-	3,950,683
<u>TOTAL OTHER ASSETS</u>	<u>\$ 9,758,464</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 423,953</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 10,182,417</u>	<u>\$ (89,368)</u>	<u>\$ 10,093,049</u>
<u>TOTAL ASSETS</u>	<u>\$ 47,211,793</u>	<u>\$ 1,162,287</u>	<u>\$ 15,339</u>	<u>\$ 339,765</u>	<u>\$ -</u>	<u>\$ 59,649</u>	<u>\$ 970,670</u>	<u>\$ 460,653</u>	<u>\$ 1,441,222</u>	<u>\$ 51,661,378</u>	<u>\$ (6,910,238)</u>	<u>\$ 44,751,140</u>

See Independent Auditors' Report on Additional Information.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

CONSOLIDATING STATEMENT OF FINANCIAL POSITION
September 30, 2011

LIABILITIES AND NET ASSETS

	IAFF	IAFF Financial Corporation	International Association of Fire Fighters Burn Foundation	John P. Redmond Memorial Foundation	The New York September 11 Firefighters Counseling Support Foundation	International Association of Fire Fighters Disaster Relief Fund	IAFF Fallen Fire Fighter Memorial Fund, Inc	W.H. "Howie" McClennan Scholarship Fund	International Association of Fire Fighters Foundation	Total	Eliminating Entries	Consolidated Balance
CURRENT LIABILITIES												
Accounts payable	\$ 2,047,460	\$ 23,978	\$ -	\$ -	\$ -	\$ -	\$ 171,553	\$ 2,500	\$ 1,561,997	\$ 3,807,488	\$ -	\$ 3,807,488
Accrued expenses												
Salaries and benefits	648,278	5,361	-	-	-	-	-	-	-	653,639	-	653,639
Employee expense reimbursements	49,105	-	-	-	-	-	-	-	-	49,105	-	49,105
Leave and severance	2,120,041	39,059	-	-	-	-	-	-	-	2,159,100	-	2,159,100
Accrued pension liability	2,778,083	-	-	-	-	-	-	-	-	2,778,083	-	2,778,083
Promises to give	50,000	-	-	6,000	-	124,234	-	-	-	180,234	-	180,234
Deferred revenue	565,205	-	-	-	-	-	-	-	-	565,205	-	565,205
Capital lease obligation	39,873	-	-	-	-	-	-	-	-	39,873	-	39,873
Interfund payables	6,464,662	420	3,729	156,638	-	-	112,366	83,055	-	6,820,870	(6,820,870)	-
TOTAL CURRENT LIABILITIES	\$ 14,762,707	\$ 68,818	\$ 3,729	\$ 162,638	\$ -	\$ 124,234	\$ 283,919	\$ 85,555	\$ 1,561,997	\$ 17,053,597	\$ (6,820,870)	\$ 10,232,727
LONG-TERM LIABILITIES												
Accrued pension liability, net of current	\$ 18,610,492	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,610,492	\$ -	\$ 18,610,492
Deferred rent	1,292,087	-	-	-	-	-	-	-	-	1,292,087	-	1,292,087
Promises to give, net of current	50,000	-	-	-	-	-	-	-	-	50,000	-	50,000
Capital lease obligation, net of current	42,854	-	-	-	-	-	-	-	-	42,854	-	42,854
Deferred compensation liability	2,828,386	-	-	-	-	-	-	-	-	2,828,386	-	2,828,386
Rabbit Trust liability	3,950,683	-	-	-	-	-	-	-	-	3,950,683	-	3,950,683
TOTAL LONG-TERM LIABILITIES	\$ 26,774,502	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 26,774,502	\$ -	\$ 26,774,502
TOTAL LIABILITIES	\$ 41,537,209	\$ 68,818	\$ 3,729	\$ 162,638	\$ -	\$ 124,234	\$ 283,919	\$ 85,555	\$ 1,561,997	\$ 43,828,099	\$ (6,820,870)	\$ 37,007,229
EQUITY												
Common stock	\$ -	\$ 5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5	\$ (5)	\$ -
Paid-in capital	-	89,363	-	-	-	-	-	-	-	89,363	(89,363)	-
TOTAL EQUITY	\$ -	\$ 89,368	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 89,368	\$ (89,368)	\$ -
NET ASSETS												
Unrestricted	\$ 807,092	\$ 1,004,101	\$ 11,610	\$ 177,127	\$ -	\$ (64,585)	\$ 262,798	\$ 375,098	\$ (120,775)	\$ 2,452,466	\$ -	\$ 2,452,466
Temporarily restricted	4,867,492	-	-	-	-	-	-	-	-	4,867,492	-	4,867,492
Permanently restricted	-	-	-	-	-	-	423,953	-	-	423,953	-	423,953
TOTAL NET ASSETS/EQUITY	\$ 5,674,584	\$ 1,004,101	\$ 11,610	\$ 177,127	\$ -	\$ (64,585)	\$ 686,751	\$ 375,098	\$ (120,775)	\$ 7,743,911	\$ -	\$ 7,743,911
TOTAL LIABILITIES AND NET ASSETS/EQUITY	\$ 47,211,793	\$ 1,162,287	\$ 15,339	\$ 339,765	\$ -	\$ 59,649	\$ 970,670	\$ 460,653	\$ 1,441,222	\$ 51,661,378	\$ (6,910,238)	\$ 44,751,140

See Independent Auditors' Report on Additional Information.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

CONSOLIDATING STATEMENT OF ACTIVITIES
for the year ended September 30, 2011

	IAFF	IAFF Financial Corporation	International Association of Fire Fighters Burn Foundation	John P. Redmond Memorial Foundation	The New York September 11 Firefighters Counseling Support Foundation	International Association of Fire Fighters Disaster Relief Fund	IAFF Fallen Fire Fighter Memorial Fund, Inc	W.H. "Howie" McClennan Scholarship Fund	International Association of Fire Fighters Foundation	Total	Eliminating Entries	Consolidated Balance
SUPPORT AND REVENUE												
Per capita tax	\$ 39,145,860	\$ -	\$ -	\$ 134,608	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 39,280,468	\$ (134,608)	\$ 39,145,860
Conference and seminar registration fees	1,165,159	-	-	731,453	-	-	-	-	-	1,896,612	-	1,896,612
Contributions	4,038,911	-	217,389	395	3,466	212,756	154,085	4	1,597,921	6,224,927	(1,089,185)	5,135,742
Royalties	779,154	1,292,321	24,686	-	-	-	-	6,807	82,284	2,185,252	-	2,185,252
Grants	6,864,039	-	348,607	-	-	-	-	-	297,330	7,509,976	-	7,509,976
Reimbursed legal expenses	604,377	-	-	-	-	-	-	-	-	604,377	-	604,377
Initiation, reinstatement and charter fees	120,033	-	-	-	-	-	-	-	-	120,033	-	120,033
Proceeds from sales	70,999	-	(455)	-	-	-	-	-	82,064	152,608	-	152,608
Investment income	543,673	3,581	27	4,232	11	37	4,164	20,113	-	575,838	-	575,838
Other revenues	1,274,972	82,376	400	-	-	-	-	-	614	1,358,362	(637,430)	720,932
TOTAL SUPPORT AND REVENUE	\$ 54,607,177	\$ 1,378,278	\$ 590,654	\$ 870,688	\$ 3,477	\$ 212,793	\$ 158,249	\$ 26,924	\$ 2,060,213	\$ 59,908,453	\$ (1,861,223)	\$ 58,047,230
EXPENSES												
Program	\$ 35,767,097	1,245,063	\$ 449,156	\$ 455,447	\$ -	\$ 301,656	\$ 520,815	\$ 93,752	\$ 1,693,755	\$ 40,526,741	\$ (1,861,223)	\$ 38,665,518
Management and general	14,538,244	-	77,926	103,247	6,015	9,747	25,571	11,081	181,240	14,953,071	-	14,953,071
Fundraising	-	-	42,551	-	-	-	-	-	305,993	348,544	-	348,544
TOTAL EXPENSES	\$ 50,305,341	\$ 1,245,063	\$ 569,633	\$ 558,694	\$ 6,015	\$ 311,403	\$ 546,386	\$ 104,833	\$ 2,180,988	\$ 55,828,356	\$ (1,861,223)	\$ 53,967,133
CHANGE IN NET ASSETS/EQUITY BEFORE CHANGE IN CUMULATIVE FOREIGN CURRENCY TRANSLATION AND INCOME TAXES	\$ 4,301,836	\$ 133,215	\$ 21,021	\$ 311,994	\$ (2,538)	\$ (98,610)	\$ (388,137)	\$ (77,909)	\$ (120,775)	\$ 4,080,097	\$ -	\$ 4,080,097
INCOME TAXES	-	(43,786)	-	-	-	-	-	-	-	(43,786)	-	(43,786)
CHANGE IN CUMULATIVE FOREIGN CURRENCY TRANSLATION	132,605	-	-	1,394	-	-	-	-	-	133,999	-	133,999
CHANGE IN NET ASSETS BEFORE INCREMENTAL EFFECT OF DEFINED BENEFIT PLAN	\$ 4,434,441	\$ 89,429	\$ 21,021	\$ 313,388	\$ (2,538)	\$ (98,610)	\$ (388,137)	\$ (77,909)	\$ (120,775)	\$ 4,170,310	\$ -	\$ 4,170,310
INCREMENTAL EFFECT ON NET ASSETS OF DEFINED BENEFIT PLAN	(2,039,615)	-	-	-	-	-	-	-	-	(2,039,615)	-	(2,039,615)
CHANGE IN NET ASSETS	\$ 2,394,826	\$ 89,429	\$ 21,021	\$ 313,388	\$ (2,538)	\$ (98,610)	\$ (388,137)	\$ (77,909)	\$ (120,775)	\$ 2,130,695	\$ -	\$ 2,130,695
NET ASSETS/EQUITY, beginning of year	3,279,758	1,004,040	(9,411)	(136,261)	2,538	34,025	1,074,888	453,007	-	5,702,584	(89,368)	5,613,216
NET ASSETS/EQUITY, end of year	\$ 5,674,584	\$ 1,093,469	\$ 11,610	\$ 177,127	\$ -	\$ (64,585)	\$ 686,751	\$ 375,098	\$ (120,775)	\$ 7,833,279	\$ (89,368)	\$ 7,743,911

See Independent Auditors' Report on Additional Information.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

CONSOLIDATING SCHEDULE OF EXPENSES BY ENTITY
for the year ended September 30, 2011

	IAFF	IAFF Financial Corporation	International Association of Fire Fighters Burn Foundation	John P. Redmond Memorial Foundation	The New York September 11 Firefighters Counseling Support Foundation	International Association of Fire Fighters Disaster Relief Fund	IAFF Fallen Fire Fighter Memorial Fund, Inc	W.H. "Howie" McClellan Scholarship Fund	International Association of Fire Fighters Foundation	Total	Eliminating Entries	Consolidated Balance
Salaries - officers	\$ 1,703,949	\$ 161,206	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,865,155	\$ -	\$ 1,865,155
Salaries - others	11,543,701	103,965	106,282	-	-	-	60,875	-	42,163	11,856,986	(157,023)	11,699,963
Expenses - officers	1,224,860	18,282	-	-	-	-	-	-	-	1,243,142	-	1,243,142
Expenses - others	1,047,180	2,739	13,333	-	-	-	14,958	-	3,650	1,081,860	(13,838)	1,068,022
Accounting and audit	278,229	25,225	27,354	16,000	6,000	9,000	9,100	9,000	-	379,908	-	379,908
Advertising	1,147,117	360,000	-	-	-	-	-	-	-	1,507,117	(360,000)	1,147,117
Aid to affiliates	348,664	-	-	-	-	-	-	-	-	348,664	-	348,664
Audio/visual expense	483,396	-	1,479	-	-	-	3,302	-	616,500	1,104,677	-	1,104,677
Awards	8,645	-	720	-	-	-	-	-	2,796	12,161	-	12,161
Bad debt expense	24,557	-	-	-	-	-	-	-	-	24,557	-	24,557
Board expenses	10,624	2,364	-	-	-	-	-	-	-	12,988	-	12,988
Computer	638,919	-	325	325	-	-	-	-	19,801	659,370	-	659,370
Consultants	5,068,145	163,258	173,468	73,300	-	-	91,017	-	337,437	5,906,625	(29,189)	5,877,436
Convention expenses	19,104	-	-	-	-	-	-	-	-	19,104	-	19,104
Cost of sales	287,806	-	3,857	-	-	-	-	-	40,696	332,359	-	332,359
Depreciation and amortization	269,374	21,243	3,339	-	-	-	9,257	-	103	303,316	-	303,316
Dinners and honoraria	146,686	-	-	-	-	-	-	-	3,779	150,465	-	150,465
Donations	443,037	-	97,528	-	-	298,200	-	-	48,068	886,833	(943,084)	(56,251)
Dues and subscriptions	615,217	-	250	-	-	-	-	-	175	615,642	-	615,642
Foreign exchange (gain) loss	43,715	-	-	-	-	-	-	-	-	43,715	-	43,715
Grants	-	-	(21,636)	435,000	-	-	-	93,750	-	507,114	-	507,114
Insurance and bonding	3,742,374	33,212	-	-	-	-	22,210	555	-	3,798,351	(22,210)	3,776,141
Interest expense	20,101	32	-	-	-	-	-	-	-	20,133	-	20,133
Journal and publication expenses	1,409,801	-	5,558	-	-	-	-	-	67,508	1,482,867	-	1,482,867
Legal services	925,295	60,663	-	-	-	-	-	-	2,795	988,753	-	988,753
Marketing and promotion expenses	0	192,875	30,329	-	-	-	-	-	98,650	321,854	(125,000)	196,854
Memorial Event	0	-	-	-	-	-	160,068	-	27,685	187,753	(1,914)	185,839
Miscellaneous expenses	188,938	1,877	5,529	10,512	15	4,044	10,697	428	39,737	261,777	(77)	261,700
Office expense and supplies	310,688	2,198	34	2,377	-	-	1,678	335	11,531	328,841	(379)	328,462
Office machine rental and maintenance	45,831	-	-	-	-	-	5,000	-	1,419	52,250	-	52,250
Penalties	15,151	-	-	-	-	-	28	-	68,013	83,192	-	83,192
Pension expense	5,147,447	26,273	-	-	-	-	17,508	-	-	5,191,228	(17,508)	5,173,720
Affiliations per capita tax	2,242,985	-	-	-	-	-	-	-	-	2,242,985	-	2,242,985
Political contributions	4,684,077	-	-	-	-	-	-	-	-	4,684,077	-	4,684,077
Postage and freight	367,790	1,636	2,768	-	-	159	17	-	27,267	399,637	-	399,637
Printing and copying	909,659	1,010	649	21,180	-	-	1,922	-	133,554	1,067,974	-	1,067,974
Participant expense	-	-	42,847	-	-	-	-	-	112,516	155,363	-	155,363
Redmond Fund contribution	134,760	-	-	-	-	-	-	-	-	134,760	(134,608)	152
Rent	2,302,768	51,000	-	-	-	-	-	-	-	2,353,768	(51,000)	2,302,768
Seminars	1,382,060	-	10,047	-	-	-	131,620	-	474,636	1,998,363	(227)	1,998,136
Staff development	0	-	-	-	-	-	-	-	-	-	-	-
Taxes - payroll	963,908	9,726	-	-	-	-	5,166	-	-	978,800	(5,166)	973,634
Taxes - income taxes	-	43,786	-	-	-	-	-	-	-	43,786	-	43,786
Taxes - other	0	-	-	-	-	-	-	765	-	765	-	765
Telephone and telegraph	222,041	6,280	2,316	-	-	-	1,963	-	509	233,109	-	233,109
FAS 158 Adjustment	2,039,615	-	-	-	-	-	-	-	-	2,039,615	-	2,039,615
Fringe Pool	(63,258)	-	63,258	-	-	-	-	-	-	-	-	-
Total expenses	\$ 52,344,956	\$ 1,288,849	\$ 569,633	\$ 558,694	\$ 6,015	\$ 311,403	\$ 546,386	\$ 104,833	\$ 2,180,988	\$ 57,911,757	\$ (1,861,223)	\$ 56,050,534

See Independent Auditors' Report on Additional Information.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

SCHEDULE OF SALARY AND EXPENSES
September 30, 2011

	SALARY	LODGING	MEALS	TRAVEL	EXPENSES TELEPHONE	OTHER	TOTAL	TOTAL SALARY AND EXPENSES
PRINCIPAL OFFICERS								
Harold Schaitberger, General President	\$ 273,840	\$ 17,795	\$ 7,933	\$ 129,938	\$ 298	\$ 19,696	\$ 175,660	\$ 449,500
Thomas Miller, General Secretary-Treasurer	246,456	16,798	10,076	80,873	58	20,605	128,410	374,866
TOTAL PRINCIPAL OFFICERS	\$ 520,296	\$ 34,593	\$ 18,009	\$ 210,811	\$ 356	\$ 40,301	\$ 304,070	\$ 824,366
VICE PRESIDENTS								
Kevin Gallagher, 1st District	\$ 73,779	\$ 8,140	\$ 20,320	\$ 5,694	\$ 145	\$ 18,511	\$ 52,810	\$ 126,589
Mark Woolbright, 2nd District	73,779	14,497	20,400	25,597	68	13,016	73,578	147,357
Michael Mullane, 3rd District	73,779	11,192	21,760	10,935	25	13,244	57,156	130,935
William Taylor, 4th District	73,779	8,959	22,160	13,898	233	11,949	57,199	130,978
Joseph Conway, Jr., 5th District	73,779	7,099	7,760	13,670	32	11,950	40,511	114,290
Lorne West, 6th District	74,842	14,933	18,777	70,240	8,710	14,202	126,862	201,704
Ricky Walsh, 7th District	73,779	18,496	13,760	28,225	324	13,323	74,128	147,907
Paul Hufnagel, 8th District	73,779	12,735	18,882	20,626	16	7,678	59,937	133,716
Randy Atkinson, 9th District	73,779	9,484	4,080	8,546	-	10,175	32,285	106,064
James Ferguson, 10th District	73,779	14,572	6,720	9,625	88	6,480	37,485	111,264
Roy L. McGhee, 11th District	73,779	18,227	10,720	28,323	227	14,875	72,372	146,151
Larry Osbourne, 12th District	73,779	8,734	6,160	9,871	-	7,861	32,626	106,405
Bruce Carpenter, 13th District	74,842	10,548	6,438	16,105	7,233	12,973	53,297	128,139
Danny Todd, 14th District	73,779	13,397	7,920	19,244	78	15,007	55,646	129,425
James Fennell, 15th District	74,842	9,139	9,858	16,927	6,054	6,568	48,546	123,388
James Johnson, 16th District	73,779	14,534	8,620	14,534	277	8,387	46,352	120,131
TOTAL VICE PRESIDENTS	\$ 1,183,653	\$ 194,686	\$ 204,335	\$ 312,060	\$ 23,510	\$ 186,199	\$ 920,790	\$ 2,104,443
TOTAL OFFICERS' SALARY/EXPENSES (GENERAL FUND)	\$ 1,703,949	\$ 229,279	\$ 222,344	\$ 522,871	\$ 23,866	\$ 226,500	\$ 1,224,860	\$ 2,928,809
TRUSTEES								
Anthony Mejia	\$ 12,502	\$ 7,222	\$ 3,600	\$ 6,069	\$ 143	\$ -	\$ 17,034	\$ 29,536
Mark Ouellette	10,906	8,260	3,040	4,880	76	-	16,256	27,162
Alex Forrest	6,403	7,671	2,642	5,938	-	-	16,251	22,654
TOTAL TRUSTEES	\$ 29,811	\$ 23,153	\$ 9,282	\$ 16,887	\$ 219	\$ -	\$ 49,541	\$ 79,352

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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

SCHEDULE OF SALARY AND EXPENSES
September 30, 2011

	SALARY	LODGING	MEALS	TRAVEL	EXPENSES TELEPHONE	OTHER	TOTAL	TOTAL SALARY AND EXPENSES
DIRECTORS, ETC.								
Chief of Staff to the General President								
Peter Gorman	\$ 185,633	\$ 8,680	\$ 5,280	\$ 7,858	\$ 14	\$ 10,780	\$ 32,612	\$ 218,245
Chief of Operations to the General Secretary-Treasurer								
Jim Lee	187,439	9,237	4,816	21,153	28	12,823	48,057	235,496
Budget and Finance								
Don Copley	156,621	4,714	1,200	2,285	-	523	8,722	165,343
Jennifer Harris	121,986	784	160	590	-	16	1,550	123,536
Lisa Waters	115,999	2,039	960	1,619	-	579	5,197	121,196
Canadian National Office								
Scott Marks	156,303	13,140	7,375	23,459	44	2,481	46,499	202,802
Governmental and Public Affairs								
Kevin O'Connor	156,621	14,886	3,600	13,386	113	20,117	52,102	208,723
David Billy	123,201	3,235	2,160	2,869	-	2,662	10,926	134,127
Barry Kasinitz	123,201	1,395	1,600	2,303	23	132	5,453	128,654
Occupational Safety and Health								
Richard Duffy	156,621	15,678	8,160	30,813	251	11,150	66,052	222,673
James Brinkley	121,986	1,942	3,840	2,868	34	1,249	9,933	131,919
Education and Hazmat								
Patrick Morrison	156,621	8,647	4,240	3,891	-	971	17,749	174,370
Kevin Rader	121,986	3,581	5,040	9,810	300	6,983	25,714	147,700
Hazmat & WMD Training Dept								
Ridley, James	121,986	4,663	5,400	10,926	26	134	21,149	143,135
Tech Assist & Labor Issues/EMS								
Lori Moore	156,621	7,980	4,480	8,134	-	1,713	22,307	178,928
Jonathan Moore	123,201	2,056	2,880	4,544	75	-	9,555	132,756
Michele Shaffer	123,201	3,145	2,080	2,093	-	-	7,318	130,519
Ronald Saathoff	96,287	3,834	2,160	2,368	-	-	8,362	104,649
Public Relations and Communications								
Jane Blume	123,201	1,628	1,520	2,870	86	-	6,104	129,305
William Glanz	121,986	3,949	1,600	2,540	-	-	8,089	130,075
Human Resources								
James Larkin	70,088	-	-	-	-	-	-	70,088
Ken Long (prior)	65,003	-	-	-	-	264	264	65,267
Information & Technology Operations Dept								
Jeffrey Zack	156,621	4,408	1,840	4,758	115	39	11,160	167,781
Dave Bernard	141,198	7,493	3,214	4,114	265	-	15,086	156,284
Carmen Gloukhoff	123,201	-	640	359	109	-	1,108	124,309
Bentley Westfield	123,201	374	240	253	-	-	867	124,068
Conference Planning								
Dawn Iacino	121,986	8,162	4,480	5,458	-	370	18,470	140,456
Grants Administration								
Jennifer Stewart	121,986	3,297	2,840	3,829	231	-	10,197	132,183
TOTAL DIRECTORS, ETC.	\$ 3,673,985	\$ 138,947	\$ 81,805	\$ 175,150	\$ 1,714	\$ 72,986	\$ 470,602	\$ 4,144,587

See Independent Auditors' Report on Additional Information.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AND ITS SUBSIDIARY AND AFFILIATES

SCHEDULE OF SALARY AND EXPENSES

September 30, 2011

	SALARY	LODGING	MEALS	TRAVEL	EXPENSES TELEPHONE	OTHER	TOTAL	TOTAL SALARY AND EXPENSES
OTHER OFFICE AND GRANT EMPLOYEES	\$ 7,996,167	\$ 251,054	\$ 73,063	\$ 198,753	\$ 14,446	\$ 10,563	\$ 547,879	\$ 8,544,046
TOTAL IAFF SALARY/EXPENSE FYE 09/30/11	\$ 13,403,912	\$ 642,433	\$ 386,494	\$ 913,661	\$ 40,245	\$ 310,049	\$ 2,292,882	\$ 15,696,794
IAFF FINANCIAL CORPORATION								
Carrie Tucker	\$ 161,206	\$ 6,970	\$ 2,345	\$ 8,640	\$ -	\$ 327	\$ 18,282	\$ 179,488
TOTAL IAFF FINANCIAL CORPORATION								
SALARY/EXPENSE FYE 09/30/11	\$ 161,206	\$ 6,970	\$ 2,345	\$ 8,640	\$ -	\$ 327	\$ 18,282	\$ 179,488
TOTAL CONSOLIDATED IAFF								
SALARY/EXPENSE FYE 9/30/11	\$ 13,565,118	\$ 649,403	\$ 388,839	\$ 922,301	\$ 40,245	\$ 310,376	\$ 2,311,164	\$ 15,876,282
TOTAL APPORTIONED SALARIES AND EXPENSES								
Officers	\$ 1,865,155	\$ 236,249	\$ 224,689	\$ 531,511	\$ 23,866	\$ 226,827	\$ 1,243,142	\$ 3,108,297
Others	11,699,521	411,479	164,150	390,760	16,379	83,374	1,066,142	12,765,663
Convention	442	1,675	-	30	-	175	1,880	2,322
	\$ 13,565,118	\$ 649,403	\$ 388,839	\$ 922,301	\$ 40,245	\$ 310,376	\$ 2,311,164	\$ 15,876,282

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