

# **PUBLIC DISCLOSURE COPY**

**PLEASE FILE IN A SAFE PLACE**

**ARMANINO** <sup>LLP</sup>

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Form **990**

# Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Department of the Treasury  
Internal Revenue Service

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

▶ Do not enter social security numbers on this form as it may be made public.

▶ Information about Form 990 and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**2015**  
Open to Public Inspection

**A** For the 2015 calendar year, or tax year beginning \_\_\_\_\_ and ending \_\_\_\_\_

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization PUBLIC LIBRARY OF SCIENCE		<b>D</b> Employer identification number 68-0492065
	Doing business as		<b>E</b> Telephone number (415) 624-1200
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	1160 BATTERY STREET		100
	City or town, state or province, country, and ZIP or foreign postal code SAN FRANCISCO, CA 94111		<b>G</b> Gross receipts \$ 61,340,037.
<b>F</b> Name and address of principal officer: RICHARD HEWITT SAME AS C ABOVE		<b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)	
<b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)( ) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
<b>J</b> Website: WWW.PLOS.ORG			
<b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		<b>L</b> Year of formation: 2001	<b>M</b> State of legal domicile: CA

**Part I Summary**

<b>Activities &amp; Governance</b>	1 Briefly describe the organization's mission or most significant activities: <u>COMMITTED TO MAKING THE WORLD'S SCIENTIFIC AND MEDICAL LITERATURE A PUBLIC RESOURCE.</u>	
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	3 Number of voting members of the governing body (Part VI, line 1a)	3 10
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 9
	5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5 202
	6 Total number of volunteers (estimate if necessary)	6 7087
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a 496,381.
b Net unrelated business taxable income from Form 990-T, line 34	7b 0.	
<b>Revenue</b>	8 Contributions and grants (Part VIII, line 1h)	81,797. 208,446.
	9 Program service revenue (Part VIII, line 2g)	44,790,070. 42,840,366.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	646,936. 136,846.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	57,724. 332,266.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	45,576,527. 43,517,924.
	<b>Expenses</b>	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)
14 Benefits paid to or for members (Part IX, column (A), line 4)		0. 0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		20,523,673. 22,096,765.
16a Professional fundraising fees (Part IX, column (A), line 11e)		0. 0.
b Total fundraising expenses (Part IX, column (D), line 25)		0.
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		20,233,388. 20,854,930.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	40,757,061. 42,951,695.	
19 Revenue less expenses. Subtract line 18 from line 12	4,819,466. 566,229.	
<b>Net Assets or Fund Balances</b>	20 Total assets (Part X, line 16)	36,591,301. 36,175,974.
	21 Total liabilities (Part X, line 26)	5,962,322. 5,530,710.
	22 Net assets or fund balances. Subtract line 21 from line 20	30,628,979. 30,645,264.

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

<b>Sign Here</b>	Signature of officer	Date <u>10/26/16</u>			
	RICHARD HEWITT, CFO Type or print name and title				
<b>Paid Preparer Use Only</b>	Print/Type preparer's name JOHN PANETTA	Preparer's signature	Date <u>10/21/16</u>	Check if self-employed <input type="checkbox"/>	PTIN P00365375
	Firm's name ARMANINO LLP	Firm's EIN 94-6214841	Phone no. 925-790-2600		
Firm's address 12657 ALCOSTA BLVD, STE. 500 SAN RAMON, CA 94583-4600					

May the IRS discuss this return with the preparer shown above? (see instructions)  Yes  No



Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [ ]

1 Briefly describe the organization's mission: PLEASE SEE SCHEDULE O FOR COMPLETE DESCRIPTION OF THE ORGANIZATION'S MISSION.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [ ] Yes [X] No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code: ) (Expenses \$ 34,341,338. including grants of \$ ) (Revenue \$ 42,343,985. ) SCIENCE AND MEDICAL PUBLISHING REMAINS THE CORE OF PLOS PROGRAM EXPENSE AT \$34 MILLION. PLOS ENTERS ITS 13TH YEAR DELIVERING INNOVATIONS THAT WILL MAKE SCIENCE PUBLISHING EASIER, FASTER AND MORE SEAMLESS. AS A LEADING OA PUBLISHER, THE ORGANIZATION MAINTAINS HIGH AUTHOR SATISFACTION AND GLOBAL REACH. AT THE CORE, THOUGH, IT'S THE ARTICLES THAT MATTER: IN 2015 PLOS PUBLISHED MORE THAN 31,000. LAST YEAR READERS WORLDWIDE VIEWED OVER 11 MILLION AND DOWNLOADED OVER 2 MILLION PLOS ARTICLES EACH MONTH, PUBLISHED BY AUTHORS FROM MORE THAN 190 COUNTRIES WITH THE ASSISTANCE OF GREATER THAN 7,000 ACADEMIC EDITORS AND 85,000 REVIEWERS. ADDITIONALLY, NEARLY 2.1 MILLION UNIQUE VISITORS ACCESSED CONTENT ON THE PLOS BLOGS NETWORK. PLOS JOURNALS ARE EDITORIALY INDEPENDENT AND DESCRIBED AS FOLLOWS: (CONTINUED ON SCHEDULE O.)

4b (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

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

4e Total program service expenses 34,341,338.

**Part IV Checklist of Required Schedules**

		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2	Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4	<b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b	Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c	Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	X	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X

**Part IV Checklist of Required Schedules** *(continued)*

	Yes	No
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> .....		X
<b>b</b> <i>If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?</i> .....		
<b>21</b> Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> .....		X
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> .....		X
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .....	X	
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> .....		X
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....		
<b>25a</b> <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....		X
<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> .....		X
<b>26</b> Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i> .....		X
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> .....		X
<b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
<b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>c</b> An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....		X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....		X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> .....		X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....		X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....		X
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....		X
<b>b</b> <i>If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)?</i> <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> .....		X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? .....	X	

**Note.** All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Main form area containing questions 1a through 14b with input fields and Yes/No columns.

**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

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

**Section A. Governing Body and Management**

		Yes	No
<b>1a</b>	Enter the number of voting members of the governing body at the end of the tax year ..... <b>1a</b> 10		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
<b>b</b>	Enter the number of voting members included in line 1a, above, who are independent ..... <b>1b</b> 9		
<b>2</b>	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? .....		X
<b>3</b>	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? .....		X
<b>4</b>	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .....		X
<b>5</b>	Did the organization become aware during the year of a significant diversion of the organization's assets? .....		X
<b>6</b>	Did the organization have members or stockholders? .....		X
<b>7a</b>	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? .....		X
<b>b</b>	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? .....		X
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>a</b>	The governing body? .....	X	
<b>b</b>	Each committee with authority to act on behalf of the governing body? .....	X	
<b>9</b>	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O .....		X

**Section B. Policies** (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
<b>10a</b>	Did the organization have local chapters, branches, or affiliates? .....		X
<b>b</b>	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? .....		
<b>11a</b>	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? .....	X	
<b>b</b>	Describe in Schedule O the process, if any, used by the organization to review this Form 990. ....		
<b>12a</b>	Did the organization have a written conflict of interest policy? If "No," go to line 13 .....	X	
<b>b</b>	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? .....	X	
<b>c</b>	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done .....	X	
<b>13</b>	Did the organization have a written whistleblower policy? .....	X	
<b>14</b>	Did the organization have a written document retention and destruction policy? .....	X	
<b>15</b>	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
<b>a</b>	The organization's CEO, Executive Director, or top management official .....	X	
<b>b</b>	Other officers or key employees of the organization .....	X	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
<b>16a</b>	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? .....		X
<b>b</b>	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? .....		

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed  CA

**18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
 Own website     Another's website     Upon request     Other (explain in Schedule O)

**19** Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

**20** State the name, address, and telephone number of the person who possesses the organization's books and records:  \_\_\_\_\_  
 SUSAN AU, DIRECTOR OF FINANCE AND ACCOUNTING - (415) 624-1200  
 1160 BATTERY STREET, NO. 100, SAN FRANCISCO, CA 94111

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) PATRICK O. BROWN BOARD MEMBER/CO-FOUNDER	5.00	X						0.	0.	0.
(2) MICHAEL W. CARROLL BOARD MEMBER	5.00	X						0.	0.	0.
(3) MICHAEL B. EISEN BOARD MEMBER/CO-FOUNDER	5.00	X						0.	0.	0.
(4) HEATHER JOSEPH BOARD MEMBER	5.00	X						0.	0.	0.
(5) DAVID LIDDLE BOARD MEMBER	5.00	X						0.	0.	0.
(6) ROBIN LOVELL-BADGE BOARD MEMBER	5.00	X						0.	0.	0.
(7) MEREDITH T. NILES BOARD MEMBER	5.00	X						0.	0.	0.
(8) ROSALIND L. SMYTH BOARD MEMBER	5.00	X						0.	0.	0.
(9) GARY E. WARD BOARD CHAIR	5.00	X						0.	0.	0.
(10) ELIZABETH MARINCOLA CHIEF EXECUTIVE OFFICER	40.00	X	X					441,716.	0.	32,739.
(11) RICHARD HEWITT CFO	40.00			X				335,514.	0.	26,541.
(12) RAY CAMPBELL GENERAL COUNSEL & SECRETARY	40.00			X				183,809.	0.	12,734.
(13) CATHERINE RAYHILL CHIEF TECHNOLOGY OFFICER	40.00				X			323,357.	0.	25,794.
(14) KRISTEN RATAN (THROUGH 3/16) PUBLISHER	40.00				X			283,269.	0.	35,137.
(15) DARLENE YAPLEE (THROUGH 9/9) CHIEF MARKETING OFFICER	40.00				X			183,041.	0.	23,389.
(16) HELEN ATKINS DIRECTOR OF PUBLISHING SERVICES	40.00					X		235,780.	0.	15,442.
(17) KATIE SHARABATI DIRECTOR OF HUMAN RESOURCES	40.00					X		213,753.	0.	10,683.





**Part VIII Statement of Revenue**

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
<b>Contributions, Gifts, Grants and Other-Similar Amounts</b>	<b>1 a</b> Federated campaigns .....	<b>1a</b>					
	<b>b</b> Membership dues .....	<b>1b</b>					
	<b>c</b> Fundraising events .....	<b>1c</b>					
	<b>d</b> Related organizations .....	<b>1d</b>					
	<b>e</b> Government grants (contributions)	<b>1e</b>					
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above .....	<b>1f</b>	208,446.				
	<b>g</b> Noncash contributions included in lines 1a-1f: \$						
	<b>h Total. Add lines 1a-1f</b> .....		208,446.				
<b>Program Service Revenue</b>	<b>2 a</b> PUBLICATION FEES, NET	<b>Business Code</b>	519130	42,274,910.	42,274,910.		
	<b>b</b> ADVERTISING		519130	496,381.	496,381.		
	<b>c</b> REPRINTS		519130	69,075.	69,075.		
	<b>d</b> .....						
	<b>e</b> .....						
	<b>f</b> All other program service revenue .....						
	<b>g Total. Add lines 2a-2f</b> .....			42,840,366.			
	<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....			849,033.		849,033.
<b>4</b> Income from investment of tax-exempt bond proceeds .....							
<b>5</b> Royalties .....							
<b>6 a</b> Gross rents .....		(i) Real					
		331,434.	(ii) Personal				
		<b>b</b> Less: rental expenses .....	0.				
<b>c</b> Rental income or (loss) .....		331,434.					
<b>d</b> Net rental income or (loss) .....				331,434.		331,434.	
<b>7 a</b> Gross amount from sales of assets other than inventory .....		(i) Securities	(ii) Other				
		17,109,926.					
		<b>b</b> Less: cost or other basis and sales expenses .....	17,819,205.	2,908.			
		<b>c</b> Gain or (loss) .....	-709,279.	-2,908.			
<b>d</b> Net gain or (loss) .....				-712,187.		-712,187.	
<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....		<b>a</b>					
	<b>b</b> Less: direct expenses .....	<b>b</b>					
<b>c</b> Net income or (loss) from fundraising events .....							
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....	<b>a</b>						
	<b>b</b> Less: direct expenses .....	<b>b</b>					
	<b>c</b> Net income or (loss) from gaming activities .....						
<b>10 a</b> Gross sales of inventory, less returns and allowances .....	<b>a</b>						
	<b>b</b> Less: cost of goods sold .....	<b>b</b>					
	<b>c</b> Net income or (loss) from sales of inventory .....						
<b>Miscellaneous Revenue</b>		<b>Business Code</b>					
<b>11 a</b> ANCILLARY REVENUE		623990	832.			832.	
	<b>b</b> .....						
	<b>c</b> .....						
	<b>d</b> All other revenue .....						
	<b>e Total. Add lines 11a-11d</b> .....			832.			
<b>12 Total revenue. See instructions.</b> .....			43,517,924.	42,343,985.	496,381.	469,112.	

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,884,767.	1,426,424.	458,343.	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	16,615,130.	12,466,232.	4,148,898.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	2,175,124.	1,711,715.	463,409.	
10 Payroll taxes	1,421,744.	1,118,842.	302,902.	
11 Fees for services (non-employees):				
a Management				
b Legal	149,778.	19,391.	130,387.	
c Accounting	77,756.		77,756.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	195,850.		195,850.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	2,369,226.	1,778,510.	590,716.	
12 Advertising and promotion	476,388.	476,388.		
13 Office expenses	525,573.	211,216.	314,357.	
14 Information technology	940,424.	641,939.	298,485.	
15 Royalties				
16 Occupancy	1,663,166.	1,385,010.	278,156.	
17 Travel	1,021,307.	654,440.	366,867.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,052,210.	876,233.	175,977.	
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PRODUCTION COSTS	11,265,093.	11,265,093.		
b TRAINING & RECRUITMENT	520,043.	29,287.	490,756.	
c OTHER EXPENSES	324,398.	280,618.	43,780.	
d BAD DEBT	273,718.	0.	273,718.	
e All other expenses				
<b>25 Total functional expenses. Add lines 1 through 24e</b>	42,951,695.	34,341,338.	8,610,357.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here  if following SOP 98-2 (ASC 958-720)

**Part X Balance Sheet**

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	1,837,672.	<b>1</b>	1,757,207.
	<b>2</b> Savings and temporary cash investments .....	198,740.	<b>2</b>	280,747.
	<b>3</b> Pledges and grants receivable, net .....		<b>3</b>	
	<b>4</b> Accounts receivable, net .....	1,332,606.	<b>4</b>	1,845,245.
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....	54,436.	<b>7</b>	55,943.
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	738,986.	<b>9</b>	814,430.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 11,931,769.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 3,263,068.	5,320,725.	<b>10c</b> 8,668,701.
	<b>11</b> Investments - publicly traded securities .....	24,526,758.	<b>11</b>	21,583,164.
	<b>12</b> Investments - other securities. See Part IV, line 11 .....	2,572,976.	<b>12</b>	1,162,135.
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>13</b>	
	<b>14</b> Intangible assets .....		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....	8,402.	<b>15</b>	8,402.
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 34) .....	36,591,301.	<b>16</b>	36,175,974.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	3,560,892.	<b>17</b>	3,278,820.
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....	862,856.	<b>19</b>	563,879.
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L .....		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....	1,538,574.	<b>25</b>	1,688,011.
	<b>26 Total liabilities.</b> Add lines 17 through 25 .....	5,962,322.	<b>26</b>	5,530,710.
<b>Net Assets or Fund Balances</b>	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	<b>27</b> Unrestricted net assets .....	30,010,647.	<b>27</b>	30,523,505.
	<b>28</b> Temporarily restricted net assets .....	618,332.	<b>28</b>	121,759.
	<b>29</b> Permanently restricted net assets .....		<b>29</b>	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	<b>30</b> Capital stock or trust principal, or current funds .....		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>32</b>	
<b>33</b> Total net assets or fund balances .....	30,628,979.	<b>33</b>	30,645,264.	
<b>34</b> Total liabilities and net assets/fund balances .....	36,591,301.	<b>34</b>	36,175,974.	

**Part XI Reconciliation of Net Assets**

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	43,517,924.
2	Total expenses (must equal Part IX, column (A), line 25)	2	42,951,695.
3	Revenue less expenses. Subtract line 2 from line 1	3	566,229.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	30,628,979.
5	Net unrealized gains (losses) on investments	5	-549,944.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	30,645,264.

**Part XII Financial Statements and Reporting**

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:			
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2b	Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:			
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	X	
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		



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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
3 The value of services or facilities furnished by a governmental unit to the organization without charge .....						
4 <b>Total.</b> Add lines 1 through 3 .....						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) .....						
6 <b>Public support.</b> Subtract line 5 from line 4.						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
7 Amounts from line 4 .....						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources .....						
9 Net income from unrelated business activities, whether or not the business is regularly carried on .....						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
11 <b>Total support.</b> Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions) .....					12	
13 <b>First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here .....						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f)) .....	14	%
15 Public support percentage from 2014 Schedule A, Part II, line 14 .....	15	%
16a <b>33 1/3% support test - 2015.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization .....	<input type="checkbox"/>	
b <b>33 1/3% support test - 2014.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization .....	<input type="checkbox"/>	
17a <b>10% -facts-and-circumstances test - 2015.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....	<input type="checkbox"/>	
b <b>10% -facts-and-circumstances test - 2014.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....	<input type="checkbox"/>	
18 <b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....	<input type="checkbox"/>	

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	654,948.	337,184.	445,110.	81,797.	208,446.	1,727,485.
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose .....	21,185,299.	32,914,369.	45,540,615.	44,310,230.	42,343,985.	186,294,498.
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....	21,840,247.	33,251,553.	45,985,725.	44,392,027.	42,552,431.	188,021,983.
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....	353,393.					353,393.
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year .....						0.
<b>c</b> Add lines 7a and 7b .....	353,393.					353,393.
<b>8 Public support.</b> (Subtract line 7c from line 6.)						187,668,590.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
<b>9</b> Amounts from line 6 .....	21,840,247.	33,251,553.	45,985,725.	44,392,027.	42,552,431.	188,021,983.
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources .....	190,508.	393,561.	719,523.	1,077,267.	1,180,467.	3,561,326.
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....	188,601.	117,567.	72,456.	0.	3,498.	382,122.
<b>c</b> Add lines 10a and 10b .....	379,109.	511,128.	791,979.	1,077,267.	1,183,965.	3,943,448.
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....		785.	688.	2,698.	832.	5,003.
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	22,219,356.	33,763,466.	46,778,392.	45,471,992.	43,737,228.	191,970,434.

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

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2015 (line 8, column (f) divided by line 13, column (f)) .....	<b>15</b>	97.76 %
<b>16</b> Public support percentage from 2014 Schedule A, Part III, line 15 .....	<b>16</b>	97.18 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f)) .....	<b>17</b>	2.05 %
<b>18</b> Investment income percentage from 2014 Schedule A, Part III, line 17 .....	<b>18</b>	1.49 %

**19a 33 1/3% support tests - 2015.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

**b 33 1/3% support tests - 2014.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

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



**Part IV Supporting Organizations**

(Complete only if you checked a box in line 11 on Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No" describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 11a or 11b in Part I, answer (b) and (c) below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Part IV** Supporting Organizations (continued)

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>b</b> A family member of a person described in (a) above?		
<b>c</b> A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
<b>2</b> Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		

**Section C. Type II Supporting Organizations**

	Yes	No
<b>1</b> Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
<b>2</b> Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
<b>3</b> By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):		
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
<b>2</b> Activities Test. Answer (a) and (b) below.		
<b>a</b> Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
<b>b</b> Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
<b>3</b> Parent of Supported Organizations. Answer (a) and (b) below.		
<b>a</b> Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.		
<b>b</b> Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	

- 7  Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions).

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 <b>Total annual distributions.</b> Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2015 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2015	(iii) Distributable Amount for 2015
1 Distributable amount for 2015 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2015 (reasonable cause required-see instructions)			
3 Excess distributions carryover, if any, to 2015:			
a			
b			
c			
d From 2013			
e From 2014			
f <b>Total</b> of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2015 distributable amount			
i Carryover from 2010 not applied (see instructions)			
j <b>Remainder.</b> Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2015 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2015 distributable amount			
c <b>Remainder.</b> Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2015, if any. Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions).			
6 Remaining underdistributions for 2015. Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions).			
7 <b>Excess distributions carryover to 2016.</b> Add lines 3j and 4c.			
8 <b>Breakdown of line 7:</b>			
a			
b			
c Excess from 2013			
d Excess from 2014			
e Excess from 2015			



Schedule B

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

Department of the Treasury Internal Revenue Service

Schedule of Contributors

Attach to Form 990, Form 990-EZ, or Form 990-PF. Information about Schedule B (Form 990, 990-EZ, or 990-PF) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2015

Table with 2 columns: Name of the organization (PUBLIC LIBRARY OF SCIENCE) and Employer identification number (68-0492065)

Organization type (check one):

Filers of:

Section:

- Form 990 or 990-EZ: [X] 501(c)(3) (enter number) organization, [ ] 4947(a)(1) nonexempt charitable trust not treated as a private foundation, [ ] 527 political organization
Form 990-PF: [ ] 501(c)(3) exempt private foundation, [ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation, [ ] 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

- [ ] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test...
[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor...
[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor...

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

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2015)

Name of organization  PUBLIC LIBRARY OF SCIENCE	Employer identification number  68-0492065
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**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/> <hr/>	\$ 20,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/> <hr/>	\$ 186,768.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization  PUBLIC LIBRARY OF SCIENCE	Employer identification number  68-0492065
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**Part II** **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

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



Name of organization  PUBLIC LIBRARY OF SCIENCE	Employer identification number  68-0492065
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**Part III** Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$ \_\_\_\_\_

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

**SCHEDULE D**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.  
▶ Attach to Form 990.

▶ Information about Schedule D (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No. 1545-0047

**2015**

Open to Public Inspection

Name of the organization **PUBLIC LIBRARY OF SCIENCE** Employer identification number **68-0492065**

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year .....		
2 Aggregate value of contributions to (during year) .....		
3 Aggregate value of grants from (during year) .....		
4 Aggregate value at end of year .....		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

- Purpose(s) of conservation easements held by the organization (check all that apply).
 

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	
- Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.
 

	Held at the End of the Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included in (a) .....	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register .....	2d
- Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ \_\_\_\_\_
- Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_
- Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....
- Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \_\_\_\_\_
- Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_
- Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....
- In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.
- If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
 

(i) Revenue included on Form 990, Part VIII, line 1 .....	▶ \$ _____
(ii) Assets included in Form 990, Part X .....	▶ \$ _____
- If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:
 

a Revenue included on Form 990, Part VIII, line 1 .....	▶ \$ _____
b Assets included in Form 990, Part X .....	▶ \$ _____

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a  Public exhibition
  - b  Scholarly research
  - c  Preservation for future generations
  - d  Loan or exchange programs
  - e  Other \_\_\_\_\_
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- |                                 | Amount |
|---------------------------------|--------|
| c Beginning balance             | 1c     |
| d Additions during the year     | 1d     |
| e Distributions during the year | 1e     |
| f Ending balance                | 1f     |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

**Part V Endowment Funds.** Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment  %
- b Permanent endowment  %
- c Temporarily restricted endowment  %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
- (ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		1,123,004.	580,719.	542,285.
d Equipment		2,316,038.	1,279,685.	1,036,353.
e Other		8,492,727.	1,402,664.	7,090,063.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				8,668,701.

**Part VII Investments - Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives .....		
(2) Closely-held equity interests .....		
(3) Other .....		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

**Part VIII Investments - Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

**Part IX Other Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

**Part X Other Liabilities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED PAYROLL LIABILITIES	1,688,011.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	1,688,011.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	42,865,905.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	-549,944.	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	-102,075.	
e	Add lines 2a through 2d	2e		-652,019.
3	Subtract line 2e from line 1	3		43,517,924.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		43,517,924.

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	42,849,620.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		0.
3	Subtract line 2e from line 1	3		42,849,620.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b	102,075.	
c	Add lines 4a and 4b	4c		102,075.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		42,951,695.

**Part XIII Supplemental Information.**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

PLOS HAS RECEIVED NOTIFICATION FROM THE INTERNAL REVENUE SERVICE AND THE

STATE OF CALIFORNIA THAT IT QUALIFIES FOR TAX-EXEMPT STATUS UNDER SECTION

501(C)(3) OF THE INTERNAL REVENUE CODE AND SECTION 27301D OF THE

CALIFORNIA REVENUE AND TAXATION CODE. THE EXEMPTIONS ARE SUBJECT TO

PERIODIC REVIEW BY THE FEDERAL AND STATE TAXING AUTHORITIES AND MANAGEMENT

IS CONFIDENT THAT PLOS CONTINUES TO SATISFY ALL FEDERAL AND STATE STATUTES

IN ORDER TO QUALIFY FOR CONTINUED TAX EXEMPTION STATUS. PLOS MAY

PERIODICALLY RECEIVE UNRELATED BUSINESS INCOME (SUCH AS ADVERTISING

INCOME, ETC.) REQUIRING PLOS TO FILE SEPARATE TAX RETURNS UNDER FEDERAL

AND STATE STATUTES. PLOS ALSO HAS CERTAIN TRANSACTIONS REQUIRING THE

PAYMENT OF VALUE ADDED TAXES. UNDER SUCH CONDITIONS, PLOS CALCULATES AND

**Part XIII** Supplemental Information (continued)

ACCRUES THE APPLICABLE TAXES. PLOS IS NOT SUBJECT TO EXAMINATION BY TAXING

AUTHORITIES FOR THE YEARS BEFORE 2011, NOR IS CURRENTLY UNDER EXAMINATION

FOR ANY SUBSEQUENT YEARS.

PLOS ASSESSES TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN AGAINST

MORE-LIKELY-THAN-NOT RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTES FOR

FINANCIAL STATEMENT RECOGNITION. BASED ON AN ANALYSIS PREPARED BY PLOS,

IT WAS DETERMINED THAT PLOS BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR

ANY TAX POSITIONS TAKEN, AND AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX

POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

LOSS ON EXCHANGE RATE -102,075.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

LOSS ON EXCHANGE RATE 102,075.









**Part IV Foreign Forms**

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* .....  Yes  No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; do not file with Form 990)* .....  Yes  No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* .....  Yes  No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* .....  Yes  No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* .....  Yes  No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; do not file with Form 990)* .....  Yes  No

Schedule F (Form 990) 2015



**SCHEDULE J  
(Form 990)**

**Compensation Information**

OMB No. 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

**2015**

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization

PUBLIC LIBRARY OF SCIENCE

Employer identification number

68-0492065

**Part I Questions Regarding Compensation**

	Yes	No
<b>1a</b> Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.		
<input type="checkbox"/> First-class or charter travel		
<input type="checkbox"/> Travel for companions		
<input type="checkbox"/> Tax indemnification and gross-up payments		
<input type="checkbox"/> Discretionary spending account		
<input type="checkbox"/> Housing allowance or residence for personal use		
<input type="checkbox"/> Payments for business use of personal residence		
<input type="checkbox"/> Health or social club dues or initiation fees		
<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
<b>b</b> If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	<b>1b</b>	
<b>2</b> Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked in line 1a?	<b>2</b>	
<b>3</b> Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.		
<input checked="" type="checkbox"/> Compensation committee		
<input checked="" type="checkbox"/> Independent compensation consultant		
<input type="checkbox"/> Form 990 of other organizations		
<input checked="" type="checkbox"/> Written employment contract		
<input checked="" type="checkbox"/> Compensation survey or study		
<input checked="" type="checkbox"/> Approval by the board or compensation committee		
<b>4</b> During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
<b>a</b> Receive a severance payment or change-of-control payment?	<b>4a</b>	X
<b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?	<b>4b</b>	X
<b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement?	<b>4c</b>	X
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
<b>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b>		
<b>5</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
<b>a</b> The organization?	<b>5a</b>	X
<b>b</b> Any related organization?	<b>5b</b>	X
If "Yes" to line 5a or 5b, describe in Part III.		
<b>6</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
<b>a</b> The organization?	<b>6a</b>	X
<b>b</b> Any related organization?	<b>6b</b>	X
If "Yes" on line 6a or 6b, describe in Part III.		
<b>7</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described on lines 5 and 6? If "Yes," describe in Part III	<b>7</b>	X
<b>8</b> Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	<b>8</b>	X
<b>9</b> If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	<b>9</b>	

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

Schedule J (Form 990) 2015

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed. For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

**Note:** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) ELIZABETH MARINCOLA CHIEF EXECUTIVE OFFICER	(i)	355,342.	86,374.	0.	10,600.	474,455.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(2) RICHARD HEWITT CFO	(i)	245,172.	90,342.	0.	10,600.	362,055.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(3) RAY CAMPBELL GENERAL COUNSEL & SECRETARY	(i)	172,177.	11,632.	0.	7,478.	196,543.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(4) CATHERINE RAYHILL CHIEF TECHNOLOGY OFFICER	(i)	240,897.	82,460.	0.	10,600.	349,151.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(5) KRISTEN RATAN (THROUGH 3/16) PUBLISHER	(i)	247,252.	36,017.	0.	10,600.	318,406.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(6) DARLENE YAPLEE (THROUGH 9/9) CHIEF MARKETING OFFICER	(i)	151,637.	31,404.	0.	7,595.	206,430.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(7) HELEN ATKINS DIRECTOR OF PUBLISHING SERVICES	(i)	185,429.	50,351.	0.	9,482.	251,222.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(8) KATIE SHARABATI DIRECTOR OF HUMAN RESOURCES	(i)	169,230.	44,523.	0.	8,652.	224,436.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(9) LAURENCE PEIPERL CHIEF EDITOR	(i)	164,473.	42,941.	0.	8,088.	227,064.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(10) JOHN CHODACKI (THROUGH 10/19) PRODUCT MANAGEMENT	(i)	151,546.	46,653.	0.	7,968.	206,167.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(11) SUSAN AU DIRECTOR OF FINANCE & ACCOUNTING	(i)	176,085.	11,998.	0.	7,607.	201,650.	0.
	(ii)	0.	0.	0.	0.	0.	0.
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							

**Part III** Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 4A:

KRISTEN RATAN RECEIVED A SEVERANCE AMOUNT OF \$172,769.45

**SCHEDULE O**  
**(Form 990 or 990-EZ)**

**Supplemental Information to Form 990 or 990-EZ**

OMB No. 1545-0047

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

**2015**

Department of the Treasury  
Internal Revenue Service

▶ Attach to Form 990 or 990-EZ.

Open to Public  
Inspection

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization

PUBLIC LIBRARY OF SCIENCE

Employer identification number

68-0492065

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

PUBLIC LIBRARY OF SCIENCE (PLOS) IS A NONPROFIT OPEN ACCESS (OA)

PUBLISHER, INNOVATOR AND ADVOCACY ORGANIZATION DEDICATED TO

ACCELERATING PROGRESS IN SCIENCE AND MEDICINE BY LEADING A

TRANSFORMATION IN RESEARCH COMMUNICATION, THE PLOS SUITE OF JOURNALS

CONTAIN RIGOROUSLY PEER-REVIEWED OA RESEARCH ARTICLES FROM ALL AREAS OF

SCIENCE AND MEDICINE, TOGETHER WITH EXPERT COMMENTARY AND ANALYSIS. IN

ADDITION TO JOURNALS, THE ORGANIZATION ADVANCES INNOVATIONS IN

SCIENTIFIC PUBLISHING THROUGH COLLECTIONS, COMMUNITIES AND THE PLOS

BLOG NETWORK. FOUNDED TO CATALYZE A REVOLUTION IN SCIENTIFIC PUBLISHING

BY DEMONSTRATING THE VALUE AND FEASIBILITY OF OA PUBLICATION, PLOS IS

COMMITTED TO INNOVATIVE AND FORWARD-LOOKING SOLUTIONS TO SCIENTIFIC

COMMUNICATION.

PLOS JOURNALS FULLY COMPLY WITH OA MANDATES FROM FUNDERS, INSTITUTIONS

AND POLICYMAKERS; UPON PUBLICATION ALL ARTICLES ARE IMMEDIATELY

DEPOSITED IN PUBMED CENTRAL. SINCE 2003 PLOS HAS PUBLISHED MORE THAN

165,000 ARTICLES.

THE ORGANIZATION'S CORE OBJECTIVES ARE TO:

- PROVIDE WAYS TO OVERCOME UNNECESSARY BARRIERS TO IMMEDIATE

AVAILABILITY, ACCESS AND USE OF RESEARCH

- PURSUE A PUBLISHING STRATEGY THAT OPTIMIZES THE QUALITY AND INTEGRITY

OF THE PUBLICATION PROCESS

- DEVELOP INNOVATIVE APPROACHES TO THE ASSESSMENT, ORGANIZATION AND

REUSE OF IDEAS AND DATA

Name of the organization PUBLIC LIBRARY OF SCIENCE	Employer identification number 68-0492065
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PLOS BELIEVES THAT SCIENTIFIC IDEAS AND DISCOVERIES ARE A PUBLIC GOOD, AND SUPPORTS OA TO MAKE SCIENTIFIC ARTICLES IMMEDIATELY AND FREELY AVAILABLE TO ANYONE, ANYWHERE, FOR DOWNLOAD, PRINT, DISTRIBUTION AND REUSE WITHOUT CHARGE OR OTHER BARRIERS, AS LONG AS THE AUTHOR IS PROPERLY ATTRIBUTED. OA ALLOWS RESEARCHERS TO READ AND BUILD ON THE FINDINGS OF OTHERS WITHOUT RESTRICTION, TAXPAYERS TO SEE THE RESULTS OF THEIR INVESTMENT AND PROVIDES TEACHERS AND THEIR STUDENTS ACCESS TO THE LATEST RESEARCH FINDINGS THROUGHOUT THE WORLD. PLOS LOOKS FOR WAYS TO USE EMERGING TECHNOLOGY AND NEW IDEAS TO OPEN UP SCIENTIFIC COMMUNICATION - TO MAKE IT FASTER, MORE EFFICIENT, MORE CONNECTED AND MORE USEFUL.

FORM 990, PART III, LINE 4A:

THE FIRST MULTI-DISCIPLINARY, BROAD-ACCEPTANCE JOURNAL PUBLISHING ALL SCIENTIFICALLY RIGOROUS WORK, PLOS ONE ENSURES THE HIGHEST STANDARDS OF QUALITY AND OPENNESS FOR THE CONTENT IT PUBLISHES AND BOOSTS SPEED TO PUBLICATION BY ELIMINATING SUBJECTIVE ASSESSMENTS OF SIGNIFICANCE OR SCOPE TO FOCUS ON TECHNICAL, ETHICAL AND SCIENTIFIC RIGOR. THE JOURNAL PUBLISHES ORIGINAL RESEARCH IN ALL SCIENTIFIC DISCIPLINES, INCLUDING INTERDISCIPLINARY RESEARCH, NEGATIVE RESULTS AND REPLICATION STUDIES - ALL VITAL PARTS OF THE SCIENTIFIC RECORD. PLOS BIOLOGY PUBLISHES ARTICLES OF EXCEPTIONAL SIGNIFICANCE, ORIGINALITY AND RELEVANCE IN ALL AREAS OF BIOLOGICAL SCIENCE, FROM MOLECULES TO ECOSYSTEMS TO DATA-DRIVEN META-RESEARCH, INCLUDING WORK AT THE INTERFACE OF OTHER DISCIPLINES SUCH AS CHEMISTRY, MEDICINE AND MATHEMATICS. PLOS MEDICINE PUBLISHES ARTICLES ON BIOMEDICAL, ENVIRONMENTAL, SOCIAL AND POLITICAL



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DETERMINANTS OF HUMAN HEALTH WORLDWIDE. THE JOURNAL ACCEPTS A VARIETY OF STUDY DESIGNS INCLUDING CLINICAL TRIALS, OBSERVATIONAL STUDIES, DIAGNOSTIC AND PROGNOSTIC TOOLS, EPIDEMIOLOGY, PREDICTIVE AND EXPLANATORY MODELING, QUALITATIVE STUDIES AND CLINICALLY ORIENTED TRANSLATIONAL RESEARCH. PLOS COMPUTATIONAL BIOLOGY PUBLISHES WORKS OF SIGNIFICANCE THAT FURTHER THE UNDERSTANDING OF LIVING SYSTEMS AT ALL SCALES - FROM MOLECULES AND CELLS TO PATIENT POPULATIONS AND ECOSYSTEMS - THROUGH THE APPLICATION OF COMPUTATIONAL METHODS. PLOS GENETICS PUBLISHES ORIGINAL CONTRIBUTIONS IN GENETICS AND GENOMICS THAT REFLECT THE FULL BREADTH, INTERDISCIPLINARY NATURE AND IMPACT OF THESE FIELDS ON SCIENCE AND MEDICINE, SUCH AS HUMAN STUDIES AS WELL AS RESEARCH ON MODEL ORGANISMS - FROM MICE AND FLIES TO PLANTS AND BACTERIA - WITH AN EMPHASIS ON STUDIES OF BROAD INTEREST TO THE GENETICS COMMUNITY THAT PROVIDE SIGNIFICANT INSIGHT INTO BIOLOGICAL PROCESSES. PLOS NEGLECTED TROPICAL DISEASES, THE FIRST JOURNAL SOLELY DEVOTED TO CHRONIC AND POVERTY-PROMOTING INFECTIOUS DISEASES AFFECTING THE WORLD'S POOREST POPULATIONS, PUBLISHES RIGOROUSLY PEER-REVIEWED RESEARCH ON ALL SCIENTIFIC, MEDICAL, POLITICAL AND PUBLIC HEALTH ASPECTS OF NTDs. COMMENTARY ON WIDE RANGING TOPICS - FROM POLICY DISCUSSION TO CLINICAL EDUCATION AND TOPICAL DEBATES - KEEP READERS CURRENT ON THE IMPLICATIONS OF RESEARCH DISCOVERIES. PLOS PATHOGENS IS THE FIRST OPEN ACCESS JOURNAL FOR BREAKTHROUGHS IN UNDERSTANDING PATHOGENS AND THEIR INTERACTIONS WITH HOST ORGANISMS. THE JOURNAL PUBLISHES ORIGINAL RESEARCH AND COMMENTARY THAT YIELD NOVEL INSIGHTS INTO PATHOGENESIS THAT ARE OF BROAD INTEREST AND IMPORTANCE TO RESEARCHERS STUDYING PATHOGENS AND PATHOGEN-HOST INTERACTIONS. IN THE AREAS OF NATURAL DISASTERS, DISEASE OUTBREAKS, RARE INHERITABLE DISEASES AND PHYLOGENIC STUDIES, PLOS CURRENTS PROVIDES AN EXPEDITED PATH TO PUBLICATION FOR

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RAPID EXCHANGE OF IDEAS AND RESULTS. SUBMISSION FORMATS ARE FLEXIBLE  
AND MAY INCLUDE SINGLE FIGURE REPORTS, DATASETS, RESEARCH IN PROGRESS  
AND NEGATIVE RESULTS.

TECHNICAL AND PUBLISHING PROCESS IMPROVEMENTS ARE CENTRAL TO THE  
ORGANIZATION'S ABILITY TO MAKE SCIENCE MORE TRUSTWORTHY AND ENRICH ITS  
ASSESSMENT, TO ACCELERATE AND EXPAND DISCOVERY OF CONTENT, AND TO  
PROVIDE RECOGNITION AND CREDIT TO THE SCIENTIFIC COMMUNITY FOR THEIR  
CONTRIBUTIONS IN BRINGING QUALITY RESEARCH TO THE PUBLIC DOMAIN. THE  
WEB-BASED JOURNAL PLATFORM, AMBRA, WAS MODERNIZED, REDESIGNED AND  
IMPLEMENTED WITH A SERVICE-ORIENTED ARCHITECTURE TO ENABLE GREATER  
FLEXIBILITY AND RESPONSIVENESS. OUR RECENT DATA CENTER MIGRATION  
PROVIDES FASTER, MORE SECURE AND MORE RELIABLE APPLICATIONS AND  
SERVICES TO THE PUBLIC. PLOS ALSO MIGRATED THE PLOS.ORG SITE, THE MAIN  
ENTRY POINT FOR THOSE VISITING PLOS WEB PROPERTIES, COLLECTIONS AND  
JOURNAL HOME PAGES TO AN INTERNAL CONTENT MANAGEMENT SYSTEM TOOL THAT  
ALLOWS STAFF TO MAINTAIN AND SUPPORT ALL CONTENT PAGES DIRECTLY. THIS  
FACILITATES A CONSTANT STREAM OF NEW CONTENT AND INCREASED EXPOSURE FOR  
OUR AUTHORS.

PLOS.ORG, THE ORGANIZATION'S FRONT-FACING PORTAL, WAS REDESIGNED WITH  
ADVANCED SEARCH TECHNOLOGY PROVIDING DISCOVERY ACROSS ALL PLOS CONTENT  
AND - VIA THE HOMEPAGE PUBLICATIONS MENU - EASY BROWSING OF THE  
THOUSANDS OF ARTICLES IN PLOS JOURNALS AND COLLECTIONS. MODERN  
ICONOGRAPHY RUNS THROUGHOUT THE WEBSITE, AND THOSE WANTING MORE DETAIL  
ON HOW PLOS WORKS WITH THE BROADER COMMUNITY CAN JUMP DIRECTLY TO THE  
OFFICIAL PLOS BLOG, REINVIGORATED WITH ARTICLES ON MAKING WAVES IN  
SCIENTIFIC COMMUNICATION, DATA SHARING IN PUBLIC HEALTH EMERGENCIES AND  
A PROACTIVE APPROACH TO REPRODUCIBILITY WITH EVIDENCE-BASED RESEARCH ON

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RESEARCH, WEBSITE DESIGN AND CONTENT IS FOCUSED ON EDUCATING VIEWERS TO  
THE HISTORY AND CORE PRINCIPLES AT PLOS, INCLUDING WHAT MAKES THE  
ORGANIZATION UNIQUE AMONG OTHER PUBLISHERS, AND THE POWER OF  
ARTICLE-LEVEL METRICS, (ALMS), NEW GET INVOLVED! AND ADVOCACY PAGES  
PROVIDE A RANGE OF OPPORTUNITIES AND INFORMATION ON HOW RESEARCHERS CAN  
HELP MOVE OPEN ACCESS FORWARD AND WHAT PLOS ITSELF IS DOING IN THIS  
AREA; PLOS INNOVATIONS - PAST, CURRENT AND FUTURE - ARE HIGHLIGHTED IN  
LEARN WHERE WE'RE HEADED, WEEKLY UPDATES TO THE HOMEPAGE SPOTLIGHT  
FOCUS ATTENTION ON THESE AND OTHER DEVELOPMENTS AND FEATURED ARTICLES  
OFFERS QUICK ACCESS TO SELECT ARTICLES OF INTEREST FROM JOURNAL  
HOMEPAGES.  
PLOS WORKED WITH CROSSREF TO ADOPT OUR ALM SOFTWARE AND TRANSFERRED  
PRIMARY CONTROL OF THE CODE BASE TO CROSSREF FOR COMMUNITY USE AND  
SUPPORT. THIS WILL ENABLE OTHER PUBLISHERS TO READILY INTEGRATE ALM  
STATISTICS INTO THEIR ARTICLES FROM AN INDEPENDENT, CENTRALIZED  
ORGANIZATION.  
OUR NEW SUBMISSION SYSTEM, APERTA, LAUNCHED ON PLOS BIOLOGY. APERTA  
PROVIDES A MODERN AND STREAMLINED TASK-ORIENTED INTERFACE, WITH CLEAR  
COMPLETION STATUS UPDATES THROUGHOUT THE PUBLISHING PROCESS - FROM  
INITIAL SUBMISSION AND REVIEW TO FINAL ACCEPTANCE. THIS DESIGN ALLOWS  
AUTHORS TO PRESERVE MORE OF THEIR TIME FOR RESEARCH, PROVIDES REVIEWERS  
AND EDITORS EASY TO ACCOMPLISH RESPONSIBILITIES AND AN OVERALL FASTER  
PATH TO FIRST DECISION. APERTA'S MODULAR DESIGN WILL FACILITATE  
EXPERIMENTATION AND DISCOVERY IN PUBLISHING WORKFLOWS AND WILL FULLY  
SUPPORT FUTURE INNOVATIONS FOR ALL PLOS PUBLICATIONS.

A NEW PLATFORM FOR PLOS COLLECTIONS SHOWCASES PLOS ARTICLES, BLOGS AND

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EDITORIALS, WITH THE CAPABILITY TO ALSO PRESENT BLOG POSTS AND OTHER OA  
CONTENT FROM THE WIDER WEB. EACH OF THE EXISTING NEARLY 200 COLLECTIONS  
WERE UPDATED WITH NEW CONTENT DURING THE PLATFORM TRANSITION THAT  
ALLOWS SINGLE UNIFIED SEARCH AND DISCOVERY ACROSS ALL COLLECTIONS.  
THEMED COLLECTIONS ENHANCE DISCOVERY AND HELP READERS FOCUS ON THE WORK  
MOST RELEVANT TO THEIR INTERESTS; IN THE LAST YEAR, 33 NEW COLLECTIONS  
WERE LAUNCHED. COLLECTIONS RECOGNIZE THE CENTRAL ROLE THAT COMPUTATION  
PLAYS IN COMPLEMENTING WET-LABORATORY INVESTIGATIONS OF MACROMOLECULAR  
STRUCTURE, DYNAMICS, AND FUNCTION WITH THE PLOS COMPUTATIONAL BIOLOGY  
MACROMOLECULAR STRUCTURE AND DYNAMICS COLLECTION AND FEATURE ARTICLES  
FROM PLOS MEDICINE, PLOS PATHOGENS AND PLOS ONE THAT FILL CRITICAL  
KNOWLEDGE GAPS AND PROVIDE KEY INFORMATION TO FURTHER DEVELOPMENT OF A  
MUCH-NEEDED VACCINE FOR NOROVIRUS, A HIGHLY CONTAGIOUS VIRUS WHICH  
CAUSES OVER 200,000 DEATHS AND A GLOBAL ECONOMIC BURDEN OF MORE THAN  
\$60 BILLION, IN THE GLOBAL BURDEN OF NOROVIRUS & PROSPECTS FOR VACCINE  
DEVELOPMENT COLLECTION. THIS COLLECTION INCLUDES A VIDEO INTERVIEW WITH  
JOURNAL EDITORS, BRINGING PLOS CONTENT TO A WIDER AUDIENCE.

THE ZIKA COLLECTION HAS BECOME A HUB OF NEW RESEARCH TO FIGHT THE  
OUTBREAK WITH MORE THAN 20 ARTICLES PUBLISHED SINCE THE BEGINNING OF  
THE YEAR IN PLOS NEGLECTED TROPICAL DISEASES AND PLOS OUTBREAKS:  
CURRENTS. TOWARDS THE END OF 2015, THE PAN AMERICAN HEALTH ORGANIZATION  
ANNOUNCED A POSSIBLE LINK BETWEEN ZIKA VIRUS AND CONGENITAL BIRTH  
DEFECTS, IN PARTICULARLY THE DEVASTATING BIRTH DEFECT MICROCEPHALY.  
PLOS WAS THE FIRST PUBLISHER TO REACT TO THE ZIKA OUTBREAK WITH A CALL  
FOR RESEARCH AND A NEW COLLECTION FOR RAPID DISSEMINATION AND OA  
DISCOVERY OF RESULTS.

OPEN ACCESS ENABLES MOTIVATED SCIENTISTS TO ANALYZE NOT ONLY DATA

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CONSOLIDATED FROM MULTIPLE STUDIES, IN META-ANALYSIS, BUT ALSO TO  
 ANALYZE THE DESIGN, METHODS, REPORTING AND EVALUATION OF RESEARCH, IN  
 META-RESEARCH STUDIES. IN RECOGNITION OF THE IMPORTANCE OF THIS  
 EMERGING FIELD TO BOLSTERING PUBLIC CONFIDENCE IN SCIENCE AND REDUCING  
 UNNECESSARY COSTS AND EFFORTS, THE META-RESEARCH COLLECTION CONTAINS  
 META-RESEARCH CLASSICS AND RECENTLY PUBLISHED ARTICLES ACROSS THE PLOS  
 JOURNALS.  
 NEW ARTICLE TYPES FOR PLOS THAT EXPAND AUTHOR IMPACT AND ADDRESS  
 SUSTAINABILITY OF THE SCIENTIFIC ENDEAVOR FROM DIVERSE PERSPECTIVES  
 INCLUDE RESEARCH MATTERS, IN PLOS BIOLOGY AND PLOS PATHOGENS, WHERE  
 SCIENTIFIC LEADERS EXPLAIN THE VALUE OF THEIR RESEARCH AND BASIC  
 RESEARCH IN GENERAL, AND A META-RESEARCH SECTION DEVOTED TO  
 EVIDENCE-BASED RESEARCH ON RESEARCH.

FORM 990, PART III, LINE 4A CONTINUED:

THE PLOS SCIENCE WEDNESDAY ON REDDITSCIENCE ASK ME ANYTHING SERIES,  
 OPEN TO ANYONE WITH AN INTERNET CONNECTION, PROVIDES SELECT PLOS  
 AUTHORS AN OPPORTUNITY TO ENGAGE WITH THE BROADER PUBLIC. NEARLY 51  
 SESSIONS WERE HELD IN THE PAST YEAR INVOLVING AUTHORS FROM ALL PLOS  
 JOURNALS, ADVANCING KNOWLEDGE IN A DYNAMIC AND CONSTRUCTIVE WAY THROUGH  
 THIS REAL-TIME ONLINE EXCHANGE BETWEEN AUTHORS, RESEARCHERS AND THE  
 PUBLIC.

THE ADOPTION OF MACHINE-READABLE PERSISTENT IDENTIFIERS, SUCH AS ORCID  
 IDS AND DOIS FOR DATA SETS, IS A KEY PART OF THE INFRASTRUCTURE  
 FACILITATING OPEN SCIENCE AND A WAY TO ENABLE RESEARCHERS TO RECEIVE  
 CREDIT FOR A WIDE RANGE OF RESEARCH OUTPUTS IN ADDITION TO  
 PUBLICATIONS. PLOS LIAISED WITH OTHER PUBLISHERS AND ORCID TO PUBLICLY

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COMMIT TO IMPLEMENTATION OF THIS DIGITAL TOOL FOR IMPROVED DISCOVERY  
AND RECOGNITION IN 2016; REQUIRING CORRESPONDING AUTHORS TO HAVE ORCID  
IDS WHEN SUBMITTING MANUSCRIPTS. PLOS CURRENTLY PUBLISHES ORCID IDS,  
WHEN AVAILABLE, ON ARTICLES AND BLOG POSTS.

SPECIFIC AND COMPREHENSIVE ATTRIBUTION MOVES THE NEEDLE FOR  
INSTITUTIONS' AND FUNDERS' ABILITIES TO EVALUATE RESEARCHERS BASED ON  
THE ROLES THEY PLAY IN PUBLISHED WORKS, RATHER THAN ON THE JOURNALS IN  
WHICH THEIR ARTICLES APPEAR OR THEIR PLACEMENT WITHIN THE BYLINE. PLOS  
PARTICIPATED ALONG WITH OTHER PUBLISHERS AND STAKEHOLDERS (INCLUDING  
FUNDERS, RESEARCHERS AND UNIVERSITY EVALUATORS AND ADMINISTRATORS) IN  
THE COMMUNITY DEVELOPMENT OF THE OPEN-STANDARD TAXONOMY OF  
CONTRIBUTIONS, INTENDED TO REPLACE OVER TIME THE MANY DISPARATE LISTS  
CURRENTLY IN USE. UNDER THE AUSPICES OF CASRAI (CONSORTIA ADVANCING  
STANDARDS IN RESEARCH ADMINISTRATION INFORMATION) AND WITH THE  
PARTICIPATION OF NISO (NATIONAL INFORMATION STANDARDS ORGANIZATION),  
THE CREDIT TAXONOMY PROVIDES FINELY-GRAINED INFORMATION THAT WILL HELP  
MAKE THE ORDERING OF AUTHORS LESS IMPORTANT AND WILL FACILITATE A SHIFT  
IN FOCUS FOR TENURE AND PROMOTION COMMITTEES - AWAY FROM HOW MANY TIMES  
AN INDIVIDUAL IS A FIRST-OR LAST-NAMED AUTHOR AND TOWARD THEIR SPECIFIC  
CONTRIBUTIONS TO THE SCHOLARLY RECORD.

IN A JOINT EFFORT PLOS CONTINUES TO RAISE AWARENESS TO THE MISUSE OF  
THE IMPACT FACTOR THAT HAS BECOME INSTITUTIONALIZED IN THE RESEARCH  
ASSESSMENT METHODS OF MANY UNIVERSITIES AND NATIONAL EVALUATION PANELS,  
LEADING TO A PERVERSE INCENTIVE SYSTEM AND A NEED TO CHANGE THE CULTURE  
OF RESEARCHER EVALUATION. A COLLABORATIVE ARTICLE FROM UNIVERSIT  DE  
MONTREAL, IMPERIAL COLLEGE LONDON, PLOS, ELIFE, EMBO JOURNAL, THE ROYAL

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SOCIETY, NATURE AND SCIENCE WAS POSTED ON BIORXIV THAT, USING A DIVERSE

SELECTION OF OUR OWN JOURNALS, PROVIDES DATA ILLUSTRATING WHY NO

ARTICLE CAN BE JUDGED ON THE BASIS OF THE IMPACT FACTOR OF THE JOURNAL

IN WHICH IT IS PUBLISHED. THE PREPRINT WAS DOWNLOADED 10,000 TIMES IN

THE FIRST MONTH AND GARNERED EXTENSIVE AND CONSTRUCTIVE PEER-REVIEW

COMMENTS DEMONSTRATING THE POWER OF OPEN REVIEW WHEN POSTING TO A

PREPRINT SERVER.

PLOS SUPPORTS THE GROWTH OF EARLY CAREER RESEARCHERS (ECRS) AS THEY

BUILD SKILLS IN SCIENCE COMMUNICATION, BECOME CHAMPIONS OF OA AND

DEVELOP INTO AMBASSADORS OF CHANGE FOR A FUTURE WHERE ALL RESEARCH IS

FREELY AVAILABLE. THE PLOS EARLY CAREER TRAVEL AWARD PROGRAM PROVIDES A

FORUM FOR EXPRESSION AND RECOGNITION OF INNOVATIVE IDEAS FROM THE NEXT

GENERATION OF LEADERS. AWARDS WERE MADE TO 10 APPLICANTS WHO WROTE

THOUGHT-PROVOKING ESSAYS ON THE OPTIMAL PEER REVIEW PROCESS AND HOW

THEY MIGHT BUILD THIS IN A WAY THAT MAKES SCIENCE MORE TRANSPARENT AND

RESEARCH MORE RAPIDLY AVAILABLE. THE PROGRAM IS OPEN TO RESEARCHERS

CURRENTLY ENROLLED IN A GRADUATE PROGRAM TO WITHIN FIVE YEARS OF

RECEIVING THEIR GRADUATE DEGREE, WHO HAVE PUBLISHED WITH PLOS AND WHOSE

PRESENTATION HAS BEEN ACCEPTED OR WILL BE PRESENTED AT AN UPCOMING

CONFERENCE.

PLOS COMMUNITIES CONTINUE TO MOVE THE DISCUSSION OFF THE PAGE TO

ONLINE, OPEN VENUES FOR A DIALOGUE THAT DISTRIBUTES KNOWLEDGE TO HELP

RESEARCHERS PLACE FINDINGS INTO CONTEXT AND STAY CURRENT ON RECENT

DISCOVERIES. GROWTH OF PLOS COMMUNITIES INCLUDES PALEONTOLOGY AND

ECOLOGY WITH ACTIVE SOCIAL MEDIA AND LIVE BLOGGING AT SCIENTIFIC

CONFERENCES, EXPANDING THE IMPACT AND CONTRIBUTIONS OF AUTHORS AND

EARLY CAREER RESEARCHERS. THE PLOS ECR COMMUNITY PUBLISHES POSTS

WRITTEN BY UNDERGRADS, GRADUATE STUDENTS AND POST-DOCS FROM A VARIETY

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OF ACADEMIC AND PRIVATE SECTOR INSTITUTIONS AND DISCIPLINES, PROVIDING

INSIGHTS INTO RESEARCH DEVELOPMENTS, THE ART AND SCIENCE OF SCIENCE

COMMUNICATION AND OA SCIENCE WITH A FOCUS ON EDUCATION AND CAREER

CHOICES FACING YOUNGER SCIENTISTS AT THIS CRITICAL STAGE OF THEIR

PROFESSIONAL LIVES.

INCREASING ADOPTION OF OA POLICIES AND PRACTICES BY FUNDERS,

INSTITUTIONS, PUBLISHERS AND RESEARCHERS FOSTERS AN ETHICAL AND

INTELLECTUAL ENVIRONMENT CONDUCIVE TO RESPONSIBLE OPEN SCIENCE. AS A

LEADING OA PUBLISHER, PLOS STRIVES TO IMPLEMENT POLICIES AND

INNOVATIONS THAT PROMOTE REPRODUCIBILITY, TRANSPARENCY AND

ACCOUNTABILITY. PLOS PARTICIPATED IN SEVERAL KEY EUROPEAN MEETINGS AS

PART OF THE EU COMMISSION'S PROGRESSIVE SHIFT TOWARDS OPEN SCIENCE,

INCLUDING THE DUTCH PRESIDENCY CONFERENCE ON OPEN SCIENCE AND IN

SECTIONS FOCUSED ON EVALUATION WITH THE RESULTING CALL FOR ACTION ON

OPEN SCIENCE, REQUIRING FULL OPEN ACCESS AND OPEN DATA BY 2020. THE

RECOMMENDATIONS WERE ENDORSED BY THE EU'S COMPETITIVENESS COUNCIL, ALSO

IN RELATION TO INFRASTRUCTURE, PLOS COLLABORATED WITH JISC TO PROMOTE

THE JISC ROUTER WHICH HELPS UK INSTITUTIONS COMPLY WITH UK OA POLICIES.

PLOS ALSO PROVIDED \$2.3 MILLION IN THE FORM OF PARTIAL OR FULL WAIVERS

TO AUTHORS AS PART OF OUR PUBLICATION FEE ASSISTANCE. AS A NONPROFIT

PUBLISHER, ONE CORE OBJECTIVE IS TO PROVIDE WAYS TO OVERCOME

UNNECESSARY BARRIERS TO IMMEDIATE AVAILABILITY, ACCESS AND USE OF

RESEARCH, WHICH AT TIMES MAY INCLUDE COST. THOUGH THIS AMOUNT APPEARS

AS A CONTRA-REVENUE FOR FINANCIAL REPORTING PURPOSES, THIS IS A MAJOR

PROGRAM EXPENSE FOR PLOS WHICH DEMONSTRATES THE ORGANIZATION'S SUPPORT

TO SCIENCE AND GLOBAL PUBLIC COMMUNITY. MUCH OF THE HARDSHIP SUPPORT

GOES TO AUTHORS FROM LOW-AND MIDDLE-INCOME COUNTRIES AND EARLY CAREER



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SCIENTISTS IN UPPER MIDDLE- AND HIGH-INCOME COUNTRIES WHO HAVE BEEN

UNSUCCESSFUL IN SECURING ADEQUATE FUNDING SUPPORT.

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

FORM 990 IS PREPARED BY AN OUTSIDE TAX PROFESSIONAL WITH ASSISTANCE FROM THE ORGANIZATION. THE FORM IS THEN REVIEWED BY THE CFO AND MEMBERS FROM THE AUDIT COMMITTEE. AFTER REVIEW AND MODIFICATIONS WHERE NECESSARY, THE FINAL VERSION OF THE TAX RETURN IS PROVIDED TO THE BOARD OF DIRECTORS. THE CFO SIGNS AND FILES ALL REQUIRED TAX FILINGS.

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

THE GENERAL COUNSEL AND SECRETARY OVERSEES THE ANNUAL CONFLICT OF INTEREST DISCLOSURE PROCESS. A COMMITTEE OF THE BOARD OF DIRECTORS REVIEWS ALL POTENTIAL CONFLICTS OF INTEREST AT LEAST ANNUALLY. THE CEO AND ALL BOARD MEMBERS ARE REQUIRED TO DISCLOSE (IN WRITING) POTENTIAL CONFLICTS AND ANY RELATED PARTY AFFILIATIONS. LOANS BETWEEN THE ORGANIZATION AND MEMBERS OF MANAGEMENT AND THE BOARD ARE STRICTLY PROHIBITED. THE ORGANIZATION SEEKS FULL TRANSPARENCY ON ALL RELATIONSHIPS. ANY POTENTIAL CONFLICTS (IN FACT OR APPEARANCE) ARE DISCUSSED OPENLY AND RESOLVED IN ACCORDANCE WITH THE ORGANIZATION'S POLICIES AND PROCEDURES.

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

THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS REVIEWS THE COMPENSATION OF ALL HIGH-LEVEL PERSONNEL ANNUALLY IN ACCORDANCE WITH IRS RULES AND REGULATIONS. EFFORTS ARE MADE TO SECURE COMPENSATION DATA FROM INDUSTRY SOURCES IN ORDER TO DETERMINE COMPETITIVENESS AND APPROPRIATENESS OF SALARIES AND BENEFITS. EVERY EFFORT IS MADE TO ENSURE THAT THE PROCESS

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IS THOROUGH AND TRANSPARENT IN ACCORDANCE WITH APPROPRIATE GOVERNANCE AND

REGULATORY COMPLIANCE. THIS IS PERFORMED ANNUALLY AND THE PROCESS IS

MANAGED BY THE HR DIRECTOR. REVIEW ENCOMPASSES CEO, CFO, EXECUTIVES AND KEY

EMPLOYEES.

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

PLOS MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND

FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC. THESE DOCUMENTS ARE ALSO

POSTED ON OUR WEBSITE.

FORM 990, PART XII, LINE 2C:

THE PROCESS HAS NOT CHANGED FROM PRIOR YEAR.