Form 990

PUBLIC DISCLOSURE COPY Return of Organization Exempt From Income Tax

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

OMB No. 1545-0047 Open to Public Inspection

Dep Inter	artment of mal Revenu	the Treasury ue Service	Go to www.irs.gov/Form990 for instructions and t	the latest in	formation.	Inspection
			ar year, or tax year beginning and	ending		
В	Check if applicable:	C Name o	forganization		D Employer identificati	on number
	Address change	^s ZOOI	OGICAL SOCIETY OF PITTSBURGH			
	Name change		usiness as PITTSBURGH ZOO & AQUARIUM		25-1418766	
	Initial return	J		Room/suite	E Telephone number	
	Final return/		WILD PLACE	i tooni, ouito	(412)365-2	510
	termin- ated	-	own, state or province, country, and ZIP or foreign postal code			30,062,177.
	Amende return		SBURGH, PA 15206-1178		H(a) Is this a group retur	
	Applica tion	F Name a	nd address of principal officer: JEREMY GOODMAN		for subordinates?	
	pending		AS C ABOVE		H(b) Are all subordinates includ	
I.	Tax-exe	mpt status: [X 501(c)(3) 501(c) () (insert no.) 4947(a)(1)	or 527	If "No," attach a list	. See instructions
J	Website	e: WWW.	PITTSBURGHZOO.ORG		H(c) Group exemption n	umber
κ	Form of o	organization: [X Corporation Trust Association Other	L Year	of formation: 1994 M St	ate of legal domicile: PA
P		Summary				
	1 E	Briefly describ	be the organization's mission or most significant activities: $\underline{ ext{TO}}$	E A LE	ADER AND CONT	RIBUTOR
Governance	(<u> </u>	TO THE	CONSERVATION OF ENDANGERED AND THR	EATENE	D SPECIES.	
rna	2 0	Check this bo	x if the organization discontinued its operations or dispos	sed of more	than 25% of its net assets	
ove	3 1	Number of vo	ting members of the governing body (Part VI, line 1a)			36
		Number of ind	dependent voting members of the governing body (Part VI, line 1b)			36
ŝ	5 ⊺		of individuals employed in calendar year 2023 (Part V, line 2a)			404
Activities &	6 1	Total number	of volunteers (estimate if necessary)			600
Acti	[7a⊺					0.
_	<u>b</u>	Net unrelated	business taxable income from Form 990-T, Part I, line 11	<u></u>		0.
					Prior Year	Current Year
e	8 0		and grants (Part VIII, line 1h)			11,842,533.
ent	9 F		ice revenue (Part VIII, line 2g)		i	15,417,909.
Revenue	5 10 li		come (Part VIII, column (A), lines 3, 4, and 7d)		57,677.	267,037.
	111 0		e (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		92,638.	25,886.
			- add lines 8 through 11 (must equal Part VIII, column (A), line 12)		28,895,919.	27,553,365.
			milar amounts paid (Part IX, column (A), lines 1-3)		72,500.	<u>90,300.</u> 0.
			to or for members (Part IX, column (A), line 4)		11,811,473.	13,493,664.
ses	15 5		r compensation, employee benefits (Part IX, column (A), lines 5-10)		0.	<u>13,493,004</u> 0.
Expenses	16a ⊦		undraising fees (Part IX, column (A), line 11e) ing expenses (Part IX, column (D), line 25) 1,249,5	71	0.	0.
EXD			•		12,738,652.	14,046,487.
_	11/ 0		es (Part IX, column (A), lines 11a-11d, 11f-24e) es. Add lines 13-17 (must equal Part IX, column (A), line 25)		24,622,625.	27,630,451.
					4,273,294.	-77,086.
- 9			expenses. Subtract line 18 from line 12		ginning of Current Year	End of Year
Net Assets or	20 T	Total accote //	Part X, line 16)		76,282,634.	77,472,689.
ASSE					2,640,171.	3,372,050.
Vet /			s (Part X, line 26) fund balances. Subtract line 21 from line 20		73,642,463.	74,100,639.
P	art II	Signatur				. 1,100,000

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.

Sign	Signature of officer			Date	
Here	JEREMY GOODMAN, PRESIDEN	r/ceo			
	Type or print name and title				
	Print/Type preparer's name	Preparer's signature	Date	Check	PTIN
Paid	ERIN F. WOOD	ERIN F. WOOD		self-employed	P01710275
Preparer	Firm's name SCHNEIDER DOWNS	& CO., INC.		Firm's EIN 25-	-1408703
Use Only	Firm's address ONE PPG PLACE, S	UITE 1700			
	PITTSBURGH, PA 1	5222		Phone no. 412-	261-3644
May the I	RS discuss this return with the preparer shown at	oove? See instructions			X Yes No
LHA For	Paperwork Reduction Act Notice, see the sep	arate instructions. 332001 12-21-23			Form 990 (2023)

		25-1418766	Page
Par	rt III Statement of Program Service Accomplishments		
	Check if Schedule O contains a response or note to any line in this Part III	<u></u>	X
1	Briefly describe the organization's mission: THE ZOOLOGICAL SOCIETY OF PITTSBURGH IS DEDICATED TO BEIN	ספרג דר א	
			ND
	IN, AND SIGNIFICANT CONTRIBUTOR TO, THE CONSERVATION OF E		ND
	THREATENED SPECIES. THE SOCIETY PROVIDES AN ENJOYABLE FA		
	EXPERIENCE THAT FOSTERS UNDERSTANDING, RESPECT AND APPREC	IATION FOR	
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 N
	If "Yes," describe these new services on Schedule O.		
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?	Yes	XN
	If "Yes," describe these changes on Schedule O.		
4	Describe the organization's program service accomplishments for each of its three largest program services, as m	easured by expenses	
•	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others,	• •	
	revenue, if any, for each program service reported.	, the total expenses, a	
4.0	(Code:) (Expenses \$ 12,569,110. including grants of \$ 90,300.) (Revenue	1 057	647
4a		\$ <u> </u>	04/.
	EDUCATION		
	ANNUALLY, HUNDREDS OF THOUSANDS OF LEARNERS OF ALL AGES E		0'S
	POPULAR EDUCATION PROGRAMS, CLASSES, AND TEACHER WORKSHOP		
	PROGRAMS ALLOW PARTICIPANTS TO CLOSELY IDENTIFY WITH WILD		'S,
	AND NATURAL HABITATS, PROVIDING A FIRM UNDERSTANDING OF T	HE	
	INTERCONNECTEDNESS OF ALL LIVING THINGS.		
	CONTINUATION ON SCHEDULE O.		
	0 1/1 171		
4b	(Code:) (Expenses \$ 9,141,171. including grants of \$) (Revenue	.\$	
	CONSERVATION & RESEARCH		
	THE PITTSBURGH ZOO & AQUARIUM HAS A HISTORY OF CHAMPIONIN		
	CONSERVATION IN WESTERN PENNSYLVANIA AND ACROSS THE GLOBE		ON
	OF THE ORGANIZATION ORIENTS OUR CONSERVATION WORK TOWARDS	LONG TERM	
	IMPACT BY WORKING WITH OUR COMMUNITIES. SIMILARLY, THE VI	SION FOR TH	Ε
	ORGANIZATION IS TO PROVIDE EFFECTIVE CONSERVATION LEADERS	HIP BY	
	BRINGING COLLABORATORS TOGETHER. IN BOTH ITS MISSION AND		
	ZOO COMMITS ITSELF FOR TRANSFORMATIVE AND EXEMPLARY CONSE		
	PROGRAMS.	<u>NVALION</u>	
	rogramo.		
	CONTINUATION ON SCHEDULE O.		0.00
4c		s <u>14,360</u> ,	262.
	RECREATION		
	OPEN THROUGHOUT THE YEAR WITH THE EXCEPTIONS OF THANKSGIV	ING DAY,	
	CHRISTMAS DAY, AND NEW YEAR'S DAY, THE ZOO HOSTS NUMEROUS		2
	COMMUNITY AND REGIONAL GROUPS. WITH FULLY ADA-ACCESSIBLE		
	THE PROVISION OF OPEN SPACE FOR PUBLIC RECREATION, SEVERA		
	PRESERVED PUBLIC LANDMARKS, AND 8,000 ANIMALS REPRESENTIN		
	900 SPECIES ALONG WITH FOLIAGE FROM EVERY CORNER OF THE E		
			00
	OFFERS SOMETHING SPECIAL FOR EVERY UNIQUE INTEREST OF EAC		
	HUNDREDS OF THOUSANDS OF VISITORS FROM ALL BACKGROUNDS WH	O ENJOY TRI	PS
	TO THE ZOO ANNUALLY.		
	CONTINUATION ON SCHEDULE O.		
4d	Other program services (Describe on Schedule O.)		
	(Expenses \$ including grants of \$) (Revenue \$)	
4e	Total program service expenses 22,852,928.		
		Form	990 (202
12000	2 12-21-23 SEE SCHEDULE O FOR CONTINUATION(S)		,202
2002	2 12-21-23 SHE SCHEDOLE O FOR CONTINORTION(S)		
1 ∩)21 786250 18106-24000 2023.04030 ZOOLOGICAL SOCI		1810
- 0	A A A A A A A A A A A A A A A A A A A		- O - (

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 Form 990 (2023)
 ZOOLOGICAL SOCIETY OF PITTSBURGH

 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)?			
	If "Yes," complete Schedule A	1	X	<u> </u>
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	<u> </u>
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4	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 Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		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? If "Yes," complete Schedule D, Part I	6		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? If "Yes," complete Schedule D, Part II	7	X	┝───
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8	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?			
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi-endowments? If "Yes," complete Schedule D, Part V	10	Х	<u> </u>
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.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	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? If "Yes," complete Schedule D, Part VII	11b		X
С	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? If "Yes," complete Schedule D, Part VIII	11c		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			37
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	X	<u> </u>
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses		х	
40-	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f		<u> </u>
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	10-	х	
Ŀ.	Schedule D, Parts XI and XII	12a		<u> </u>
D	Was the organization included in consolidated, independent audited financial statements for the tax year?	104		v
12	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	120		X
13 14a	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> Did the organization maintain an office, employees, or agents outside of the United States?	13 14a		X
	Did the organization maintain an office, employees, or agents outside of the United States?	148		
U	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
		14b		x
15	or more? <i>If</i> "Yes," <i>complete Schedule F, Parts I and IV</i> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			_ <u></u>
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		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? If "Yes," complete Schedule F, Parts III and IV	16		x
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	1 5		
••	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		x
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines	<u> </u>		_ <u></u>
	1c and 8a? If "Yes," complete Schedule G, Part II	18	х	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		x
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	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</i> "Yes," <i>complete Schedule I, Parts I and II</i>	21	х	
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~~			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			x
00	Part IX, column (A), line 2? <i>If</i> "Yes," <i>complete Schedule I, Parts I and III</i> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current	22		
23	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23	х	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		x
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
с	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			v
07	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled	27		x
28	entity (including an employee thereof) or family member of any of these persons? <i>If</i> "Yes," <i>complete Schedule L, Part III</i>	21		- 23
20	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
u	"Yes," complete Schedule L, Part IV	28a		x
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If</i>			
	"Yes," complete Schedule L, Part IV	28c		x
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M	29	Х	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34		X X
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity	05h		
26	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?	26		x
37	<i>If</i> "Yes," <i>complete Schedule R, Part V, line 2</i> Did the organization conduct more than 5% of its activities through an entity that is not a related organization	36		- 23
37	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		x
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	- 57		
	Note: All Form 990 filers are required to complete Schedule O	38	х	
Par				
	Check if Schedule O contains a response or note to any line in this Part V	<u></u>	<u></u>	
			Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 67			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0			
с	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c	Х	
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023)	ZOOLOGICAL				
Sta	tements Regarding Other I	RS Filings a	nd Ta	ax Compliance	(continued)

2a Ener the number of employees reported on from W-3, Transmittal of Wage and Tax Statements, 2a 404 b If at least one is reported on line 2a, dd the organization file all required federal employment tax returns? 2b 2b X b If Yes, 'Instit filed a form SBN-1 for this year, organization have an interest in, or a signature or ther authority over, a financial account in a forsign country. 2b 3b X 3b X b If Yes, 'Instit filed a form SBN-1 for this year, of the organization have an interest in, or a signature or other authority over, a financial account in a forsign country. 3b X 3b X b If Yes, 'Instit filed a forsign country. See instructions for ling requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FILAR). 5a X B Was the organization in all organization the organization in form BSBN ? 5a X 5b X B D D D D D D D D D D D D D D D D D D D				Yes	No
b If a least one is reported on line 2a, dd the organization file all regulared federal employment ta returns? 2b X 3a DX the organization have versited business gross incore of \$1,000 or more during the year? 3a X 4a At any time during the calendar year. dd the organization have an interest in or a signature or other authority over, a financial account is a toring or countly gluin as a bank account, securits account, or centre financial accounts (FBAR). 3a X 5a D'res, 'rate the name of the foreign countly gluin as a bank account, securits account, or centre financial accounts (FBAR). 5a X 5a D'res, 'rate the name of the foreign countly use as a bank account, securits account, or centre financial accounts (FBAR). 5a X 5a D'res, 'rate the name of the foreign countly use as a bank account, securits account accounts (FBAR). 5a X 5a D'res, 'rate the organization have annual gross receipts that are onnual greater than \$100,000, and did the organization solit any contributions that are onnual greater than \$100,000, and did the organization solit any contributions and securits provide? 5a X 6a X D'res, 'rate the name of the foreign contributions account security of provide an approvide account security? 5a X 6a X D'res, 'rate the contraction trans greater thas or formal greater thas \$100,000, and did the organization securi	2a				
ga Did the organization have unrelated business prose income of \$1,000 or more during the year? ga X b If Yes; has if lifed a Form 990-T for this year? if Yuo 16 pine 30, provides an explanation or Schadule 0 ga X b If Yes; has if lifed a Form 990-T for this year? if Yuo 16 pine 30, provides an explanation or Schadule 0 ga X b If Yes; has if lifed a Form 990-T for this year? ga X b If Yes; has if lifed a Form 990-T for this year? ga X b If Yes; has if lifed a Form 990-T for this year? ga X b If Yes; life the name of the long nazioniti for Born 988617 Ga X c If Yes; life the organization in how B80617 Ga X c If Yes; life the organization include with every solicitation an express statement that such contributions onlink ga X d If Yes; life the organization include with every solicitation an express statement that such contributions onlink ga X d If Yes; life the organization include with every solicitation an express statement that such contributions or gills ga X d If Yes; life the organization son add such thago och services provide		filed for the calendar year ending with or within the year covered by this return 2a 404			
b If "Yes," has It filled a form 900 Tror this yea? If "Yes," that It filled a form 900 Tror this yea? If a At any time during the calendary year, dd the organization have an interest in, or a signature or other authority over, a timanoisi account in a toreign country (such as a bank account, excurtise account, or other financial account)? If a X b If "Yes," enter the name of the foreign country (such as a bank account, securities account, or other financial account)? If a X 5a Was the organization have and the organization have an tear party to a prohibited as wheter transaction at any time during the tax year? If a X 5a Was the organization have manal gross received bat are normally greater than \$100,000, and did the organization have manal gross received bat are normally greater than \$100,000, and did the organization have manal gross received bat are normally greater than \$100,000, and did the organization have many that was or is a party to a prohibited tax shellser transaction? If a X b If "Yes" to life organization have many constance statement that such contributions or gifts were not tax deductible? If a X 0 Uf the organization neces were statement many gross received bat were normality as a contribution or a during the year? If a X 0 Uf the organization neces were any funds, directly or indirectly, to pay premiume on a personal benefit contract? If a X 0 Uf the organization neces were any funds, directly or indirectly, to pay premiums on a pesconal benefit contract? If N/A	b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х	
4a At any time during the calendary year, dot the organization have an interest in, or a signature or other authority over, a financial account is organization country (such as tab and account, securities account, or other functial accounts (FBAR). 4a X b If "Yes," enter the name of the foreign country (such as a bank account, securities account, or other authority over, a financial accounts (FBAR). 5a X 5a Was the organization to a prohibited tax inteller transaction at any time during the tax year? 5a X 5b If "Yes," into is a orb, di other organization is form 388-7. 5a X 6a Debt the organization include with every solicition are express statement that such contributions or gifts were not tax deductibles contributions and ersection TVQC). 5a X b If 'Yes," idd the organization include with every solicition are express statement that such contributions or gifts were not tax deductibles contributions and ersection provide? 7a X b If 'Yes," idd the organization notify the donor of the value of the goods or services provide? 7b X c If 'Yes," idd the organization continuum or guiness, inspinanse, or other whices, did the organization notify the year, pay premiums on a personal benefit contract? 7c X c If 'Yes," idd the organization notify the year, pay premiums, directly or indirectly, to pay premiums on a personal benefit contract? 7c X <tr< td=""><td>3a</td><td>Did the organization have unrelated business gross income of \$1,000 or more during the year?</td><td>3a</td><td></td><td>X</td></tr<>	3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
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b bid the sponsoring organization make a distribution to a donor, donor advisor, or related person? N/A 9b 10 Section 501(c)(7) organizations. Enter: 10a 10a a Initiation fees and capital contributions included on Part VIII, line 12 N/A 10a b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b 11 Section 501(c)(12) organizations. Enter: 10a a Gross income from members or shareholders N/A 11a b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b 12 Section 947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a b If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A 13a 13 Section 501(c)(29) qualified nonprofit health insurance issuers. 13a 13a a Is the organization licensed to issue qualified health plans in more than one state? N/A 13a b Enter the amount of reserves the organization is required to maintain by the states in which the organization receive any payments for indoor tanning services during the tax year? 14a X b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O 14b 15 14 X If "Yes," see the instructions and file Form 4720, Schedule N. 15 X 15 X If "Yes," see the instructions and file Form 4720, Sch	а	\mathbf{N}	9a		
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If "Yes," complete Form 4720, Schedule O.	16		16		x
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? N/A 17 If "Yes," complete Form 6069. If "Yes," complete Form 6069. If "Yes," complete Form 6069.	10	-	10		
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If "Yes," complete Form 6069.	••		17		
	332005		Form	990	(2023)

Form 990 (2023)

Part V

Form 990	(2023)
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ZOOLOGICAL SOCIETY OF PITTSBURGH

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

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X

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

						Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a		36			
	If there are material differences in voting rights among members of the governing body, or if the governing						
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.						
b	Enter the number of voting members included on line 1a, above, who are independent	1b		36			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship	with a	ny other				
	officer, director, trustee, or key employee?				2		X
3	Did the organization delegate control over management duties customarily performed by or under the	direct	supervision				
					3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 9		filed?		4	Х	
5	Did the organization become aware during the year of a significant diversion of the organization's ass	ets?			5		X X
6	Did the organization have members or stockholders?				6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or ap						
	more members of the governing body?				7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, st	ockholo	ders, or				
	persons other than the governing body?				7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the yea						
а	The governing body?				8a	X	
b	Each committee with authority to act on behalf of the governing body?				8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be read	ched at	the				
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O				9		X
ec	ion B. Policies (This Section B requests information about policies not required by the Internal Re	venue (Code.)				
				r		Yes	No
	Did the organization have local chapters, branches, or affiliates?				10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such ch	apters,	affiliates,				
	and branches to ensure their operations are consistent with the organization's exempt purposes? \dots				10b		
1a	Has the organization provided a complete copy of this Form 990 to all members of its governing body	before	filing the for	m?	11a	Х	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.						
2a	Did the organization have a written conflict of interest policy? If "No," go to line 13				12a	Х	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise	to confl	cts?		12b	Х	
с	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Y	'es," de	scribe				
	on Schedule O how this was done				12c	Х	
3	Did the organization have a written whistleblower policy?			r	13	Х	
4	Did the organization have a written document retention and destruction policy?				14	Х	
5	Did the process for determining compensation of the following persons include a review and approval	l by ind	ependent				
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?						
а	The organization's CEO, Executive Director, or top management official				15a	Х	
b	Other officers or key employees of the organization				15b	Х	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.						
6a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangen	nent wit	ha				
	taxable entity during the year?				16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluat	•					
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organ	ization'	S				
	exempt status with respect to such arrangements?				16b		
ec	ion C. Disclosure						
7	List the states with which a copy of this Form 990 is required to be filed <u>PA</u>						
8	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, ar	nd 990- ⁻	Г (section 50	1(c)(3)s	only)	availat	ole
	for public inspection. Indicate how you made these available. Check all that apply.						
	Own website X Another's website X Upon request Other (explain	on Scł	nedule O)				
9	Describe on Schedule O whether (and if so, how) the organization made its governing documents, con	nflict of	interest poli	cy, and	financ	cial	
	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 boo	ks and	records				
	RACHEL ASKEY, CFO - (412) 365-2510						
.0							
	ONE WILD PLACE, PITTSBURGH, PA 15206-1178					990	

Form 990 (2023)	ZOOLOGICAL SOCIETY OF PITTSBURGH	25-1418766	Page 7
Part VII Compensa	ition of Officers, Directors, Trustees, Key Employees, Highest	Compensated	
Employees	s, and Independent Contractors		
Check if Sche	dule O contains a response or note to any line in this Part VII		X
Section A. Officers, Dir	ectors, Trustees, Key Employees, and Highest Compensated Employees		
1a Complete this table for	r all persons required to be listed. Report compensation for the calendar vear endi	ing with or within the organization's	s tax vear.

• 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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.

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

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

(A)	(B)				C)			(D)	(E)	(F)
Name and title	Average	(do		Pos		۱ than d	ane	Reportable	Reportable	Estimated
	hours per	box	, unle	ss per	rson i	s both	n an	compensation	compensation	amount of
	week		cer ar	laaa	recio	n/trus	lee)	from	from related	other
	(list any	recto						the	organizations	compensation
	hours for related	e or di	tee			sated		organization (W-2/1099-MISC/	(W-2/1099-MISC/ 1099-NEC)	from the
	organizations	rustee	trust		ee	npens		1099-NEC)	1099-NEC)	organization and related
	below	dual ti	itiona		nploy	st cor	-	1000 NEO		organizations
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizationo
(1) JEREMY GOODMAN	40.00									
PRESIDENT/CEO				х				368,574.	Ο.	44,902.
(2) RON GRUCA (ENTERED 02/2023)	40.00									
CHIEF ADVANCEMENT OFFICER					Х			194,982.	0.	22,396.
(3) BRADLEY SMITH	40.00									
VP, FACILITIES, CONSTRUCTIONS, DESIGN					Х			180,576.	0.	20,396.
(4) DARYL HOFFMAN	40.00									
VP OF LIVING COLLECTIONS						X		139,331.	0.	32,237.
(5) RACHEL ASKEY (ENTERED 02/2023)	40.00									
CHIEF FINANCIAL OFFICER				Х				150,824.	0.	18,079.
(6) ALYSSA DELUCA	40.00									
VP OF DEVELOPMENT						X		123,402.	0.	17,042.
(7) AYESHAH AL-HUMAIDHI	40.00									
ICC DIRECTOR						X		109,583.	0.	20,195.
(8) ALLAN MARSHALL	40.00									
VP OF INTERNAL RELATIONS						X		103,941.	0.	24,999.
(9) PAMELA BENA (EXITED 3/2023)	40.00									
CHIEF FINANCIAL OFFICER				Х				34,167.	0.	4,412.
(10) DONNA K. HUDSON	8.00									
CHAIR		Х		Х				0.	0.	0.
(11) MORTON D. STANFIELD, JR.	8.00									
VICE CHAIR		Х		Х				0.	0.	0.
(12) ROBERT KRIZNER	8.00									
TREASURER		Х		Х				0.	0.	0.
(13) DAVID GRUBMAN	8.00									
SECRETARY		Х		Х				0.	0.	0.
(14) JUDY BACCHUS	1.00									
DIRECTOR		Х						0.	0.	0.
(15) LEONARD F. BACH	1.00									
DIRECTOR (EXITED 8/2023)		Х						0.	0.	0.
(16) JAMES BALOURIS	1.00									
DIRECTOR		Х						0.	0.	0.
(17) ANTHONY BENEVENTO	1.00									
DIRECTOR		Х						0.	0.	0.
332007 12-21-23										Form 990 (2023)

332007 12-21-23

Form 990 (2023)

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Form 990 (2023) ZOOLOGIC	AL SOCIE	ΞTΥ	0	F	ΡI	TT	SE	BURGH	25-1418	766 Page 8
Part VII Section A. Officers, Directors, Trus	tees, Key Emp	oloy	ees,	and	l Hig	ghes	st C	ompensated Employee	s (continued)	
(A) Name and title	(B) Average hours per week	box	not ch , unles cer and	ieck r s per	ition more son i	than o s both	n an	(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other
	(list any hours for related organizations below line)	Individual trustee or director	In stitutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC/ 1099-NEC)	organizations (W-2/1099-MISC/ 1099-NEC)	compensation from the organization and related organizations
(18) DOROTHY BOYER DIRECTOR	1.00	x						0.	0.	0.
(19) HOWARD BRUSCHI	3.00									
DIRECTOR		Х						0.	0.	0.
(20) KENNETH P. CHENG, MD	1.00									
DIRECTOR		Х						0.	0.	0.
(21) MICHAEL CLARK	1.00								-	
DIRECTOR (ENTERED 5/2023)		Х						0.	0.	0.
(22) G. HENRY COOK	1.00								•	
DIRECTOR	1 00	х						0.	0.	0.
(23) JACK DEMOS	1.00								•	
DIRECTOR		х						0.	0.	0.
(24) BEVERLYNN ELLIOTT DIRECTOR	3.00	x						0.	0.	0.
(25) DEBORAH BERGREN GARLOCK	3.00									
DIRECTOR		х						0.	0.	0.
(26) EDWARD GONCZ	3.00									
DIRECTOR		х						0.	0.	0.
1b Subtotal	•							1,405,380.	0.	204,658.
c Total from continuation sheets to Part V								0.	0.	0.
d Total (add lines 1b and 1c)								1,405,380.	0.	204,658.
2 Total number of individuals (including but r							o re	eceived more than \$100,	000 of reportable	
compensation from the organization										8
										Yes No
3 Did the organization list any former officer	, director, trust	ee, k	ey ei	mpl	oye	e, or	hig	hest compensated empl	oyee on	
line 1a? If "Yes," complete Schedule J for s	uch individual									3 X
4 For any individual listed on line 1a, is the su										
and related organizations greater than \$15										4 X
5 Did any person listed on line 1a receive or a	•							0		
rendered to the organization? If "Yes," con	nplete Schedule	e J fo	or su	ch r	bers	on .				5 X
Section B. Independent Contractors										
1 Complete this table for your five highest co	•	•								tion from
the organization. Report compensation for	the calendar ye	ear e	ndin	g w	ith c	or wi	thin I		ear.	(2)
(A) Name and business	address							(B) Description of s	ervices	(C) Compensation
HHR CONSTRUCTION & EXCAVA										
204 SPARTZ DRIVE, JEFFERS		C	ס ד	、 ·	15	02	5	CONSTRUCTION		145,161.
MERIT ELECTRICAL GROUP,]		о,	<u> </u>	<u> </u>	<u> </u>	0 4	-	CONSTRUCTION		145,101.
204 PENNSYLVANIA AVENUE,		,	PA	1	51	39		ELECTRICAL		110,893.
CONTROLLED CLIMATE SYSTEM	IS, INC.									
577 W. PIKE ST., CANONSBU	JRG, PA	15	317	7				HVAC		103,590.
2 Total number of independent contractors (i \$100,000 of compensation from the organi	-	ot lin	nited	to t	thos	se lis 3	ted	above) who received mo	ore than	
SEE PART VII, SECTION		IN	UA'	rI(ON	S	HE	ETS		Form 990 (2023)
332008 12-21-23										

332008 12-21-23

Part VII Section A. Officers, Directors	<u>s, Trustees, Key Er</u>	nplo	yee	s, ar	nd H	lighe	est (Compensated Employe	es (continued)	
(A)	(B)			(0	C)			(D)	(E)	(F)
Name and title	Average			Pos				Reportable	Reportable	Estimated
	hours	(Cl	heck	all t	that	app	ly)	compensation	compensation	amount of
	per week					e.		from the	from related organizations	other compensation
	(list any	tor				i plo ye		organization	(W-2/1099-MISC)	from the
	hours for	r direc				ed em		(W-2/1099-MISC)	(organization
	related	stee o	ustee			en sat				and related
	organizations	al trus	onal tr		loyee	comp				organizations
	below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest com pen sated em ployee	Former			
27) AMANDA GREEN-HAWKINS	1.00	Ē	Ē	Of	Ke	Ŧ	Fo			
DIRECTOR	1.00	x						0.	0.	0
28) SHELDON INGRAM	1.00									
IRECTOR		х						0.	0.	0
29) THOMAS M. KUBLACK	1.00									
IRECTOR		х						0.	0.	0
30) MICHAEL C. LAROCCO	1.00								0	0
DIRECTOR	1 00	Х						0.	0.	0
31) MARIAN LIEN DIRECTOR	1.00	x						0.	0.	0
32) DARCEL MADKINS	1.00	~						0.	0.	0
DIRECTOR	1.00	x						0.	0.	0
33) ANTHONY MARTINI	1.00									
DIRECTOR (ENTERED 11/2023)		х						0.	0.	0
34) JOHN MICLOT	1.00									
IRECTOR		Х						0.	0.	0
35) JENNIFER TIS MIHOK	1.00									
IRECTOR		Х						0.	0.	0
36) JEANNE MINNICKS	1.00									
DIRECTOR		Х						0.	0.	0
37) RYAN NEUPAVER	1.00								0	0
DIRECTOR	1 00	Х						0.	0.	0
38) JOHN T. PAYNE DIRECTOR	1.00	x						0.	0.	0
39) DIANA MRVOS RATH	3.00	Λ						0.	0.	0
DIRECTOR	5.00	x						0.	0.	0
40) J. ERIC RENNER	1.00									0
DIRECTOR		х						0.	Ο.	0
41) PETER RUSS	1.00									
IRECTOR		х						0.	Ο.	0
42) SARA SCAIFE	1.00									
DIRECTOR (EXITED 3/2023)		х						0.	0.	0
43) JANEL SKELLEY	1.00									_
DIRECTOR	1 00	X						0.	0.	0
44) DOUGLAS STIRLING	1.00	v							<u> </u>	^
IRECTOR	1 00	Х						0.	0.	0
45) SALLY WIGGIN DIRECTOR	1.00	x						0.	0.	0
46) ROBERT T. WOODINGS III	1.00	^						0.	0.	0
JIRECTOR	1.00	x						0.	0.	0
		47	L					0.	5.	

332201 04-01-23

Form 990	ZOOLOGICA	AL SOCIE	TY	0)F	ΡI	TΤ	SB	SURGH	25-141	8766
Part VII	Section A. Officers, Directors, Tru	stees, Key En	nplo	yee	s, a	nd H	lighe	est (Compensated Employ	ees (continued)	
	(A)	(B)			(0	C)			(D)	(E)	(F)
	Name and title	Average			Pos	ition			Reportable	Reportable	Estimated
		hours	(cl	heck	all '	that	app	ly)	compensation	compensation	amount of
		per							from	from related	other
		week	r				loyee		the	organizations	compensation
		(list any hours for	lirecto				emp		organization (W-2/1099-MISC)	(W-2/1099-MISC)	from the organization
		related	e or c	stee			nsated		(00-2/1033-10130)		and related
		organizations	Individual trustee or director	Institutional trustee		yee	Highest com pensated em ployee				organizations
		below	idual	tution	er	Key employee	est co	er			0
		line)	Indiv	Insti	Officer	Key	High	Former			
(47) KIM	IBERLY ZYNN	1.00									
DIRECTOR	2		х						0.	0.	0.
			1								
		1	1	1	1		1	1			
Total to Pa	art VII, Section A, line 1c										
-			-		-						

332201 04-01-23

orm	990 ((2023) ZO	OLO	GICAL	SO	CIETY OF	PITTSBURG	H	25-1418	766 Page 9
Par	t VII	I Statement of Re	even	ue						
		Check if Schedule O	conta	ains a resp	onse	or note to any lin				
							(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
ເບິ່ນ	1 a	Federated campaigns		1a		17,638.				
contributions, Girts, Grants and Other Similar Amounts	b					3,636,995.				
5 6	с	Fundraising events		1c		245,888.				
ar /	d	Related organizations		1d						
ŝ	е	Government grants (cont	tributi	ons) 1e		5,316,699.				
ŝ	f	All other contributions, gifts	, grant	ts, and						
n the		similar amounts not include	d abov			2,625,313.				
	g				\$	31,054.				
а с	h	Total. Add lines 1a-1f					11,842,533.			
						Business Code	10 210 005	10210005		
2	2 a					900099	12,310,225.	12310225.		
rrogram əərvicə Revenue	b					900099 900099	2,050,037.			
len l	с					900099	1,057,647.	1,057,647.		
ъ Ве	d									
5 -	e	All other program service								
-	f	Total. Add lines 2a-2f					15,417,909.			
	<u> </u>	Investment income (inclu								
	U		-				442,907.			442,907.
	4	Income from investment					,			, ,
	5	Royalties								
		,		(i) Re	al	(ii) Personal				
	6 a	Gross rents	6a	23,	690.					
	b	Less: rental expenses	6b		٥.					
	с	Rental income or (loss)	6c	23,	690.					
	d	Net rental income or (loss	s) <u></u>				23,690.			23,690.
	7 a	Gross amount from sales of	:	(i) Secur	ities	(ii) Other				
		assets other than inventory	7a	2,145,	759.					
	b	Less: cost or other basis								
evenue		and sales expenses		2,301,						
svel		Gain or (loss)								
ř		Net gain or (loss)					-175,870.			-175,870.
Uther H	8 a	Gross income from fundrais	•	•						
		including \$								
		contributions reported or		-		189,379.				
	b	Part IV, line 18 Less: direct expenses				,				
	c c						2,196.			2,196.
		Gross income from gami					_,			_,
	υu	Part IV, line 19								
	b									
		Net income or (loss) from								
		Gross sales of inventory,								
		and allowances			10a	a				
	b	Less: cost of goods sold				þ				
	с	Net income or (loss) from	n sales	s of invente	ory					
ſ						Business Code				
e	11 a									
enu	b									
Revenue	С									
1		All other revenue								
		Total. Add lines 11a-11d					07 550 065	15445000		000.000
	12	Total revenue. See instruct	ions				27,553,365.	15417909.	0.	292,923.

332009 12-21-23

2023.04030 ZOOLOGICAL SOCIETY OF PIT 18106-21

Form **990** (2023)

ZOOLOGICAL SOCIETY OF PITTSBURGH 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	(A)	(B)	(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations		expenses	general experiese	expensee
	and domestic governments. See Part IV, line 21	90,300.	90,300.		
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	1,039,308.	623,585.	259,827.	155,896
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	9,187,153.	7,973,446.	641,848.	571,859
B	Pension plan accruals and contributions (include	5720772001	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	011,0100	0,2,000
-	section 401(k) and 403(b) employer contributions)	697,704.		697,704.	
9	Other employee benefits	1,741,306.	1,416,552.	251,619.	73,135
0	Payroll taxes	828,193.	673,735.	119,674.	34,784
1	Fees for services (nonemployees):	02071991	0,0,,00		517701
	Management				
		3,969.		3,969.	
		98,676.		98,676.	
	Accounting	23,019.		23,019.	
	Lobbying Professional fundraising services. See Part IV, line 17	25,015.		25,015.	
		15,432.		15,432.	
f	o	13,432.		15,452.	
g	Other. (If line 11g amount exceeds 10% of line 25,	2,080,646.	1,764,042.	157,071.	159,533
~	column (A), amount, list line 11g expenses on Sch 0.)	823,334.	778,789.	2,497.	42,048
2	Advertising and promotion	481,024.	22,248.	457,130.	1,646
3	Office expenses	294,515.	76,280.	218,235.	1,040
4	Information technology	274,515.	70,200.	210,233.	
5	Royalties	3,696,804.	3,334,343.	362,461.	
6		256,586.	218,158.	31,531.	6,897
7	Travel	230,300.	210,130.	<u> </u>	0,097
8	Payments of travel or entertainment expenses				
_	for any federal, state, or local public officials	24 515	24 515		
9	Conferences, conventions, and meetings	<u>24,515.</u> 7,738.	24,515.	7,738.	
0		1,130.		1,130.	
1	Payments to affiliates	2 006 226	2 000 722	05 042	10 500
2	Depreciation, depletion, and amortization	3,096,326.	2,990,723.	95,043.	10,560
3	Insurance	469,923.	469,923.		
4	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A).				
	amount, list line 24e expenses on Schedule 0.)	1 201 202	1 201 202		
а		1,371,073.	1,371,073.	1.5.500	~ ~ ~ ~ ~ ~
b	_~	357,143.	315,145.	16,693.	25,305
С		232,136.	157,465.	9,355.	65,316
d	DUES & SUBSCRIPTIONS	177,770.	122,468.	36,128.	19,174
е	All other expenses	535,858.	430,138.	22,302.	83,418
5	Total functional expenses. Add lines 1 through 24e	27,630,451.	22,852,928.	3,527,952.	1,249,571
6	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)				

13

 $10231021 \ 786250 \ 18106-24000$

ZOOLOGICAL SOCIETY OF PITTSBURGH

25-1418766 Page 11

Pa	τΧ	Balance Sneet					
		Check if Schedule O contains a response or note	to an	y line in this Part X			
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			6,752,484.	1	7,440,612.
	2	Savings and temporary cash investments			7,092,779.	2	6,960,175.
	3	Pledges and grants receivable, net			1,468,102.	3	1,772,718.
	4	Accounts receivable, net			56,754.	4	133,155.
	5	Loans and other receivables from any current or					
		trustee, key employee, creator or founder, substa					
		controlled entity or family member of any of these		5			
	6	Loans and other receivables from other disqualifi	ed per	sons (as defined			
		under section 4958(f)(1)), and persons described	in sec	tion 4958(c)(3)(B)		6	
s	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
Ä	9	Prepaid expenses and deferred charges			87,350.	9	252,594.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	104,314,218.			
	b	Less: accumulated depreciation	10b	46,593,930.	57,983,321.	10c	57,720,288.
	11	Investments - publicly traded securities			2,762,820.	11	3,141,967.
	12	Investments - other securities. See Part IV, line 1				12	
	13	Investments - program-related. See Part IV, line 1		Г		13	
	14	Intangible assets			70 004	14	F1 100
	15	Other assets. See Part IV, line 11			79,024.	15	51,180.
	16	Total assets. Add lines 1 through 15 (must equa			76,282,634.	16	77,472,689.
	17	Accounts payable and accrued expenses			2,336,679.	17	3,127,765.
	18	Grants payable	223,979.	18 19	192,442.		
	19 20	Deferred revenue	223,313.	20	172,442.		
	20	Tax-exempt bond liabilities Escrow or custodial account liability. Complete P		of Schodulo D		20	
	22	Loans and other payables to any current or forme				21	
Liabilities	~~	trustee, key employee, creator or founder, substa					
bili		controlled entity or family member of any of these				22	
Lia	23	Secured mortgages and notes payable to unrelat				23	
	24	Unsecured notes and loans payable to unrelated				24	
	25	Other liabilities (including federal income tax, pay					
		parties, and other liabilities not included on lines					
		of Schedule D			79,513.	25	51,843.
	26	Total liabilities. Add lines 17 through 25			2,640,171.	26	3,372,050.
		Organizations that follow FASB ASC 958, chec	k her	e X			
ces		and complete lines 27, 28, 32, and 33.					
lan	27	Net assets without donor restrictions			64,274,673.	27	63,796,149.
Ba	28	Net assets with donor restrictions		<u></u>	9,367,790.	28	10,304,490.
pun		Organizations that do not follow FASB ASC 95	8, che	eck here			
ŗ		and complete lines 29 through 33.					
ts o	29	Capital stock or trust principal, or current funds				29	
Net Assets or Fund Balances	30	Paid-in or capital surplus, or land, building, or equ				30	
it A	31	Retained earnings, endowment, accumulated inc			72 642 462	31	74 100 620
Ne	32	Total net assets or fund balances			73,642,463.	32	74,100,639.
	33	Total liabilities and net assets/fund balances			76,282,634.	33	77,472,689.

Form 990 (2023)

Form 990 (2023)
Part X Balance Sheet

	990 (2023) ZOOLOGICAL SOCIETY OF PITTSBURGH	25-1	418766	Pag	_{ge} 12
Pa	rt XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1	27,553	3,30	65.
2	Total expenses (must equal Part IX, column (A), line 25)	2	27,630),4	51.
3	Revenue less expenses. Subtract line 2 from line 1	3	-77	7,08	86.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	73,642	2,4	63.
5	Net unrealized gains (losses) on investments	5	535	5,2	62.
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,				
	column (B))	10	74,100),6	39.
Pa	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				X
				Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	Ο.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		Х
	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:				
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	Х	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	e basis,			
	consolidated basis, or both:				
	X Separate basis Consolidated basis Both consolidated and separate basis				
с	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	e audit,			
	review, or compilation of its financial statements and selection of an independent accountant?		2c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sch	edule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the				
	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		За		Х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi	red audit			
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits				
				non /	

Form **990** (2023)

332012 12-21-23

SCHEDULE A	١
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Department of the Treasury Internal Revenue Service

(Form 990)

Public Charity Status and Public Support

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

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047
2023
Open to Public Inspection

Name of the organization

Name	of the	e organization							identification number					
				IETY OF PITT;					5-1418766					
Part		Reason for Public C	Charity Status.	(All organizations must c	omplete th	nis part.) S	ee instruction	S.						
The org	ganiza	ation is not a private found	ation because it is: (F	For lines 1 through 12, c	heck only	one box.)								
1 🗌	A	A church, convention of chu	urches, or associatio	n of churches described	l in sectio	n 170(b)(⁻	I)(A)(i).							
2	A	A school described in sect i	ion 170(b)(1)(A)(ii). (Attach Schedule E (Forn	n 990).)									
3 🗌	A	A hospital or a cooperative	hospital service orga	nization described in se	ection 170	(b)(1)(A)(i	ii).							
4	A	A medical research organiza	ation operated in cor	njunction with a hospital	described	in sectio	n 170(b)(1)(A)(iii). Enter	the hospital's name,					
_	c	city, and state:												
5 🗌	A	An organization operated for the benefit of a college or university owned or operated by a governmental unit described in												
_	:	section 170(b)(1)(A)(iv). (Complete Part II.)												
6 🗌		A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).												
7 🖸	X A	An organization that normal	lly receives a substar	ntial part of its support fi	rom a gove	ernmental	unit or from th	ne general j	oublic described in					
_	s	section 170(b)(1)(A)(vi). (C	omplete Part II.)											
8 _	_	A community trust describe												
9 🗌		An agricultural research org				-		-	-					
		or university or a non-land-g	rant college of agricu	ulture (see instructions).	Enter the I	name, city	, and state of	the college	or					
	_	iniversity:												
10 🗌		An organization that normal	• • • •					-	•					
		activities related to its exem							-					
		ncome and unrelated busir		(less section 511 tax) fro	om busines	ses acqui	red by the org	anization a	ifter June 30, 1975.					
.	_	See section 509(a)(2). (Cor			(at.) 0 a a		O(-)(4)							
11 ∟ 10 □	_	An organization organized a	-	•	•			way out the	numpered of one or					
12 🗌		An organization organized a nore publicly supported or	-	-	-			•						
		ines 12a through 12d that of	-											
а	\square	Type I. A supporting orga	•••					-	aivina					
u		the supported organization	-	-	• • • •	-								
		organization. You must c			i majonty c				ipporting					
b		Type II. A supporting orga	-		tion with its	s supporte	ed organizatio	n(s) by hay	vina					
~		control or management of	-				-		-					
		organization(s). You mus			anne peree			ge the earpr						
с		Type III functionally inte	-		in connect	tion with. a	and functional	lv integrate	d with.					
		its supported organization						, 0						
d		Type III non-functionally						ted organiz	zation(s)					
		that is not functionally inte	egrated. The organiz	ation generally must sat	isfy a distr	ibution red	uirement and	an attentiv	veness					
		requirement (see instructi	ons). You must con	nplete Part IV, Sections	A and D,	and Part	v .							
е		Check this box if the orga	nization received a v	vritten determination fro	m the IRS	that it is a	Туре I, Туре	II, Type III						
		functionally integrated, or	Type III non-functior	nally integrated supporti	ng organiz	ation.								
f E	Enter	the number of supported o	organizations											
g F		le the following information		- · ·										
	(i) I	Name of supported	(ii) EIN	(iii) Type of organization (described on lines 1-10	(IV) Is the orga in your governi	anization listed ng document?	(v) Amount of	,	(vi) Amount of other					
		organization		above (see instructions))	Yes	No	support (see ir	istructions)	support (see instructions)					
Total														
iulai					L		1		1					

Schedule A (Form 990) 2023 Part II Support Sch

ZOOLOGICAL SOCIETY OF PITTSBURGH

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	11841504.	13375243.	13673137.	15514595.	11842533.	66247012.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge \dots	1.	1.	1.	1.	1.	5.
4	Total. Add lines 1 through 3	11841505.	13375244.	13673138.	<u>15514596.</u>	11842534.	66247017.
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)						4708841.
	Public support. Subtract line 5 from line 4.						61538176.
Sec	ction B. Total Support			1			
	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7	Amounts from line 4	11841505.	13375244.	13673138.	15514596.	11842534.	66247017.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,			= 4 - 4 - 6	176 000		
	and income from similar sources \dots	26,006.	44,907.	74,816.	176,983.	466,597.	789,309.
9	Net income from unrelated business						
	activities, whether or not the	00 510	156 100	0	60 424	0.100	216 246
	business is regularly carried on	89,519.	156,197.	0.	68,434.	2,196.	316,346.
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)						67252672
	Total support. Add lines 7 through 10						67352672.
	Gross receipts from related activities,		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				,044,809.
13	First 5 years. If the Form 990 is for the						
Sar	organization, check this box and sto ction C. Computation of Publ						
	· · · · · · · · · · · · · · · · · · ·		-	aluma (f))		44	91.37 %
	Public support percentage for 2023 (-			14	01 00
	Public support percentage from 2022 33 1/3% support test - 2023. If the						
104	stop here. The organization qualifies				14 13 33 17370 01 111		77
h	33 1/3% support test - 2022. If the		-				
	and stop here. The organization qua						
17a	10% -facts-and-circumstances test						
	and if the organization meets the fact						
	meets the facts-and-circumstances te			-		vine organiz	
h	10% -facts-and-circumstances test	•	•	,	•		
~	more, and if the organization meets the	-					
	organization meets the facts-and-circ						
18	Private foundation. If the organization		-				s
	· · · · · · · · · · · · · · · · · · ·		,				(Form 990) 2023
							-

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Schedule A (Form 990) 2023	
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ZOOLOGICAL SOCIETY OF PITTSBURGH Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	3 (f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services per- formed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or bus-						
А	Tax revenues levied for the organ-						
•	ization's benefit and either paid to or expended on its behalf						
-							
5	The value of services or facilities furnished by a governmental unit to						
	the organization without charge						
	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
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						
с	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
Sec	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	3 (f) Total
9	Amounts from line 6						
	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b	Unrelated business taxable income						
	(less section 511 taxes) from businesses acquired after June 30, 1975						
	Add lines 10a and 10b						
	Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First 5 years. If the Form 990 is for the	ne organization's fi	rst, second, third,	fourth, or fifth tax	year as a section 5	601(c)(3) orgar	nization,
Sec	ction C. Computation of Publ	ic Support Per	centage				
15	Public support percentage for 2023 (line 8, column (f), d	ivided by line 13,	column (f))		15	%
	Public support percentage from 2022					16	%
Sec	ction D. Computation of Inves	stment Income	e Percentage				
	Investment income percentage for 20					17	%
18	Investment income percentage from						%
19a	33 1/3% support tests - 2023. If the						line 1 / is not
	more than 33 1/3%, check this box a						
b	33 1/3% support tests - 2022. If the						
00	line 18 is not more than 33 1/3%, che						
	Private foundation. If the organization	on ala not check a	box on line 14, 19	a, or 19b, check t	his box and see ins		
33202	23 12-21-23		18	1		Sched	dule A (Form 990) 2023

1

2

3a

3b

3c

4a

4b

4c

5a

5b

5c

6

7

8

9a

9b

9c

10a

Yes No

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If* "Yes," *describe in* **Part VI** *how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*
- **c** Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If* "Yes," *explain in* **Part VI** *what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- **b Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* **Part VI.**
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If* "Yes." *complete Part I of Schedule L (Form 990).*
- **9a** Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in **Part VI.**
- **b** Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If* "Yes," *provide detail in* **Part VI.**
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- **10a** Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If* "Yes," *answer line 10b below.*
- **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

19

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Schedule A (Form 990) 2023 ZOOLOGICAL SOCIETY OF PITTSBURGH

Pa	t IV Supporting Organizations (continued)		
		Yes	s No
11	Has the organization accepted a gift or contribution from any of the following persons?		
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and		
	11c below, the governing body of a supported organization?	1a	
b	A family member of a person described on line 11a above?	1b	
с	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide		
		1c	
Sec	tion B. Type I Supporting Organizations		
		Yes	s No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If</i> " <i>No</i> ," <i>describe in</i> Part VI <i>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 officers, 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>	1	
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in		
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,		
	supervised, or controlled the supporting organization.	2	
Sec	tion C. Type II Supporting Organizations		
		Yes	s No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors		
	or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control		
	or management of the supporting organization was vested in the same persons that controlled or managed		
	the supported organization(s).	1	
Sec	tion D. All Type III Supporting Organizations		

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

Section E. Type III Functionally Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year	(see instructions).
	Show the box next to the method that the organization doed to ballery the integral r art root daring the year	· · · · · · · · · · · · · · · · · · ·

a ____ The organization satisfied the Activities Test. Complete line 2 below.

b		The organization	is the parent	of each o	f its supported	organizations.	Complete line 3 b	elow.
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c 🗌	The organization supported a g	overnmental entity. Describe	in Part VI how you supp	orted a governmental entity	(see instruction <u>s).</u>
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20

- 2 Activities Test. Answer lines 2a and 2b below.
- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in **Part VI identify those supported organizations and explain** how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
- b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- **3** Parent of Supported Organizations. **Answer lines 3a and 3b below.**

a 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? *If* "Yes" or "*No*" *provide details in* **Part VI.**

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in* **Part VI** *the role played by the organization in this regard.* 332025 12-21-23

3b | | Schedule A (Form 990) 2023

2a

2b

3a

Yes No

10231021 786250 18106-24000

Schedule A ((Form 990) 2023
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Schedule A (Form 990) 2023 ZOOLOGICAL SOCIETY OF PITTSBURGH 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 qualifyir	ng trust on N	ov. 20, 1970 (<i>explain in</i>	Part VI). See instructions.
Sect	All other Type III non-functionally integrated supporting organizations mus	t complete S	(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
с	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other factors			
	(explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 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 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		

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

Schedule A (Form 990) 2023

332026 12-21-23

 $10231021 \ 786250 \ 18106-24000$

ZOOLOGICAL	SOCIETY	OF	PITTSBURGH
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25-1418766 Page 7

	Schedule A (Form 990) 2023 ZOOLOGICAL SOCIETY OF PITTSBURGH 25-1418766 Page 7							
Par		a)(3) Supporting Orga	nizations (continu	ied)	l			
Secti	on D - Distributions				Current Ye	ar		
1	Amounts paid to supported organizations to accomplish exer	mpt purposes		1				
2	Amounts paid to perform activity that directly furthers exemp							
	organizations, in excess of income from activity			2				
3	Administrative expenses paid to accomplish exempt purpose	3	3					
4	Amounts paid to acquire exempt-use assets			4				
5	Qualified set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		5				
6	Other distributions (describe in Part VI). See instructions.			6				
7	Total annual distributions. Add lines 1 through 6.			7				
8	Distributions to attentive supported organizations to which the	ne organization is responsive						
	(provide details in Part VI). See instructions.			8				
9	Distributable amount for 2023 from Section C, line 6			9				
10	Line 8 amount divided by line 9 amount	I.		10				
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistribution Pre-2023	IS	(iii) Distributab Amount for 2			
_1	Distributable amount for 2023 from Section C, line 6							
2	Underdistributions, if any, for years prior to 2023 (reason-							
	able cause required - explain in Part VI). See instructions.							
3	Excess distributions carryover, if any, to 2023							
а	From 2018							
b	From 2019							
C	From 2020							
d	From 2021							
e	From 2022							
f	Total of lines 3a through 3e							
g	Applied to underdistributions of prior years							
h	Applied to 2023 distributable amount							
i	Carryover from 2018 not applied (see instructions)							
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.							
4	Distributions for 2023 from Section D,							
	line 7: \$							
а	Applied to underdistributions of prior years							
b	Applied to 2023 distributable amount							
с	Remainder. Subtract lines 4a and 4b from line 4.							
5	Remaining underdistributions for years prior to 2023, if							
	any. Subtract lines 3g and 4a from line 2. For result greater							
	than zero, explain in Part VI. See instructions.							
6	Remaining underdistributions for 2023. Subtract lines 3h							
	and 4b from line 1. For result greater than zero, explain in							
	Part VI. See instructions.							
7	Excess distributions carryover to 2024. Add lines 3j							
	and 4c.							
8	Breakdown of line 7:							
	Excess from 2019							
	Excess from 2020							
	Excess from 2021							
	Excess from 2022							
	Excess from 2023							

Schedule A (Form 990) 2023

Schedule A	(Form 990) 2023	ZOOLOGICAL				25-1418766	Page 8
Part VI	Supplemental Info Part IV, Section A, lines line 1; Part IV, Section D Section D, lines 5, 6, and	rmation. Provide the 1, 2, 3b, 3c, 4b, 4c, 5a, , lines 2 and 3; Part IV, 5 d 8; and Part V, Section	explanations red 6, 9a, 9b, 9c, 11 Section E, lines 1 E, lines 2, 5, and	quired by a, 11b, a 1c, 2a, 2t d 6. Also	Part II, line 10; Part II nd 11c; Part IV, Sectio 5, 3a, and 3b; Part V, I complete this part for	, line 17a or 17b; Part III, line 12; on B, lines 1 and 2; Part IV, Section ine 1; Part V, Section B, line 1e; Par any additional information.	
	(See instructions.)		, , , , , ,			,	
_							
332028 12-21-2	3		2	2		Schedule A (Form 9	90) 2023
			4	J			

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Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF. Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047

2023

Employer identification number

25-1418766

Schedule	В
(Form 990)	

Department of the Treasury Internal Revenue Service

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

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

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

X For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year for an *exclusively* set in the set of the set of the parts unless to the set of the

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), 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 doesn't meet the filing requirements of Schedule B (Form 990).

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

Name of organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed. (a) (d) (b) (c) No. Name, address, and ZIP + 4 **Total contributions** Type of contribution 1 X Person Payroll 4,278,699. Noncash (Complete Part II for noncash contributions.) (a) (b) (c) (d) Type of contribution No. Name, address, and ZIP + 4 **Total contributions** 2 X Person Payroll 1,000,000. Noncash \$ (Complete Part II for noncash contributions.) (a) (b) (c) (d) Name, address, and ZIP + 4 **Total contributions** Type of contribution No. 3 X Person Payroll 500,000. Noncash \$ (Complete Part II for noncash contributions.) (a) (b) (c) (d) Name, address, and ZIP + 4 **Total contributions** Type of contribution No. Person Payroll Noncash \$ (Complete Part II for noncash contributions.) (a) (b) (c) (d) No. Name, address, and ZIP + 4 **Total contributions** Type of contribution Person Payroll Noncash (Complete Part II for noncash contributions.) (c) (d) (a) (b) **Total contributions** No. Name, address, and ZIP + 4 Type of contribution Person Payroll Noncash \$ (Complete Part II for noncash contributions.)

Schedule B (Form 990) (2023)

Employer identification number

25-1418766

Schedule B (Form 990) (2023)

25

10231021 786250 18106-24000

323452 12-26-23

No. from Part I	(b) Description of noncash property given	(C) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
323453 12-26-23			Schedule B (Form 990) (2023)

26

Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

ZOOLOGICAL SOCIETY OF PITTSBURGH

Name of organization

Part II

(a)

Employer identification number

25-1418766

(c)

323453 12-26-23

Page 3

10231021 786250 18106-24000

Schedule	B (Form 990) (2023)			Page 4			
Name of o	organization			Employer identification number			
ZOOLO	GICAL SOCIETY OF PITTSB	URGH		25-1418766			
Part III		ons to organizations described in se	ction 501(c)(7), (8), or (10) the second sec				
	completing Part III, enter the total of exclusively religious,	charitable, etc., contributions of \$1,000 or	ess for the year. (Enter this info.	once.) \$			
(a) No.	Use duplicate copies of Part III if additional						
from Part I	(b) Purpose of gift	(c) Use of gift	(d) Des	cription of how gift is held			
		(e) Transfer of gif	t				
	Transferee's name, address, a	nd ZIP + 4	Relationship of tra	ansferor to transferee			
(a) No. from	(b) Purpose of gift	(c) Use of gift	(d) Des	cription of how gift is held			
Part I							
		(e) Transfer of gif	t				
	Transferee's name, address, a	nd ZIP + 4	Relationship of tra	ansferor to transferee			
(a) No. from		(a) Lies of rift		eviation of how sift is hold			
Part I	(b) Purpose of gift	(c) Use of gift	(d) Des	cription of how gift is held			
		(e) Transfer of gif					
	(e) Transfer of gift						
	Transferee's name, address, a	nd ZIP + 4	Relationship of tra	ansferor to transferee			
(a) No.		1					
`from Part I	(b) Purpose of gift	(c) Use of gift	(d) Des	cription of how gift is held			
		(e) Transfer of gift					
	Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee						
			•				
		[
323454 12-26	6-23	27		Schedule B (Form 990) (2023)			
		41					

^{2023.04030} ZOOLOGICAL SOCIETY OF PIT 18106-21

SCHEDULE C	
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Department of the Treasury

Internal Revenue Service

(Form 990)

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

• Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.

• Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.

• Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

• Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.

• Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

• Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Nam	ne of orga	nization				Emplo	oyer identification numbe
			CAL SOCIETY OF PI				25-1418766
Pa	nrt I-A	Complete if the org	anization is exempt unde	r section 501(c) o	r is a section 52	27 org	janization.
2	Political	campaign activity expendit	ration's direct and indirect political ures ign activities				
Pa	rt I-B	Complete if the org	anization is exempt unde	r section 501(c)(3)			
1	Enter the	e amount of any excise tax	incurred by the organization unde	r section 4955		\$	
2	Enter the	e amount of any excise tax	incurred by organization manager	s under section 4955		\$	
3	If the org	anization incurred a sectio	n 4955 tax, did it file Form 4720 fo	or this year?			Yes No
4a	Was a co	orrection made?					Yes No
	,	describe in Part IV.					
Pa	art I-C	Complete if the org	anization is exempt unde	r section 501(c), e	except section 5	501(c)	(3).
1	Enter the	e amount directly expended	d by the filing organization for sect	ion 527 exempt functio	on activities	\$	
2	Enter the	e amount of the filing organ	ization's funds contributed to othe	er organizations for sec	tion 527		
						\$	
3			. Add lines 1 and 2. Enter here and				
						\$	
4			1120-POL for this year?				
5			mployer identification number (EIN		-		
	-		tion listed, enter the amount paid omptly and directly delivered to a				-
		-	additional space is needed, provid			eparate	segregated fund of a
	political						
		(a) Name	(b) Address	(c) EIN	(d) Amount paid f filing organizatio funds. If none, ente	n's	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0

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

Schedule C (Form 990) 2023

OMB No. 1545-0047

Open to Public

Inspection

23

LHA 332041 11-06-23

	GICAL SOCIETY OF PITTSBURGH		418766 Page 2
	on is exempt under section 501(c)(3) and fil	ed Form 5768 (ele	ction under
section 501(h)).			
A Check if the filing organization belor	ngs to an affiliated group (and list in Part IV each affiliated	l group member's name	, address, EIN,
expenses, and share of exce	ss lobbying expenditures).		
B Check if the filing organization chec	ked box A and "limited control" provisions apply.		
	bying Expenditures neans amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence put	lic opinion (grassroots lobbying)		
b Total lobbying expenditures to influence a le	gislative body (direct lobbying)	23,019.	
	d 1b)	23,019.	
		27,607,432.	
	es 1c and 1d)	27,630,451.	
	ount from the following table in both columns.	1,000,000.	
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
not over \$500,000,	20% of the amount on line 1e.		
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.		
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.		
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.		
over \$17,000,000,	\$1,000,000.		
g Grassroots nontaxable amount (enter 25% o	f line 1f)	250,000.	
h Subtract line 1g from line 1a. If zero or less,	enter -0-	0.	
i Subtract line 1f from line 1c. If zero or less, e	enter -0-	0.	
j If there is an amount other than zero on eith	er line 1h or line 1i, did the organization file Form 4720		
reporting section 4911 tax for this year?			Yes No

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.

See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period							
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total		
2aLobbying nontaxable amountbLobbying ceiling amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.			
(150% of line 2a, column(e))					6,000,000.		
c Total lobbying expenditures	29,028.	29,028.	29,328.	23,019.	110,403.		
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.		
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.		
f Grassroots lobbying expenditures							

Schedule C (Form 990) 2023

332042 11-06-23

ZOOLOGICAL SOCIETY OF PITTSBURGH

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description		(a)		(b)	
	e lobbying activity.	Yes	No	Amo	ount
1 a	During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of: Volunteers?				
h	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				
	Media advertisements?				
d	Mailings to members, legislators, or the public?				
	Publications, or published or broadcast statements?				
f	Grants to other organizations for lobbying purposes?				
	Direct contact with legislators, their staffs, government officials, or a legislative body?				
	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?				
	Other activities?				
i	Total. Add lines 1c through 1i				
2a	Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?				
	If "Yes," enter the amount of any tax incurred under section 4912				
	If "Yes," enter the amount of any tax incurred by organization managers under section 4912				
	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?				
	t III-A Complete if the organization is exempt under section 501(c)(4), section	n 501(c)(5), or sec	tion	
	501(c)(6).				
				Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?		1		
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?				
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from the				
	t III-B Complete if the organization is exempt under section 501(c)(4), section			tion	
	501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered '	'No" OR	(b) Part	II-A, line	3, is
	answered "Yes."				
1	Dues, assessments and similar amounts from members		1		
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of politic				
	expenses for which the section 527(f) tax was paid).				
а	Current year		2a		
	Carryover from last year				
с	Total				
3					
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the exce				
	does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and po				
	expenditures next year?		4		
5	Taxable amount of lobbying and political expenditures. See instructions		5		
Par	t IV Supplemental Information		•		
Prov	de the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group	list); Part II-	A, lines 1 a	nd 2 (see	
	uctions); and Part II-B, line 1. Also, complete this part for any additional information.	-			
PAE	RT II-A LINE 1B				
THE	SOCIETY PREVIOUSLY ENGAGED LONG NYQUIST FOR REPRES	ENTAT	ION IN		
HAB	RRISBURG AS PART OF AN AGREEMENT WITH THE PA ZOO COU	NCIL.	NYQU	IST	
PRO	VIDED ASSISTANCE WITH STATE GOVERNMENT FUNDING THRO	UGH DO	CED, B	UT THI	S
			-		
SUI	PORT CONCLUDED IN JANUARY 2023. FOLLOWING THE DEP	ARTURI	E OF I	TS	
GO	VERNMENT AFFAIRS LIASON, ALLEGHENY STRATEGY PARTNERS	WAS I	ENGAGE	р то	
	· · · · · · · · · · · · · · · · · · ·			le C (Form	990) 2023
33204	3 11-06-23				,

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Part IV Supplemental Information (continued)

ASSIST THE SOCIETY IN SEPTEMBER 2023 FOR ALL GOVERNMENT-RELATED MATTERS.

Schedule C (Form 990) 2023

332044 11-06-23

Supplemental Financial Statements

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

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



Department of the Treasury Internal Revenue Service

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number 25 - 1418766

Pa	t I Organizations Maintaining Donor Advised organization answered "Yes" on Form 990, Part IV, line	l Funds or Other S		Accounts. Complete if the
		(a) Donor advise	d 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 w	vriting that the assets he	ld in donor advised fu	inds
	are the organization's property, subject to the organization's e	-		
6	Did the organization inform all grantees, donors, and donor ad			
	for charitable purposes and not for the benefit of the donor or	donor advisor, or for an	y other purpose confe	erring
	impermissible private benefit?			
Pa	t II Conservation Easements. Complete if the org	anization answered "Yes	s" on Form 990, Part I	IV, line 7.
1	Purpose(s) of conservation easements held by the organizatio	n (check all that apply).		
	Preservation of land for public use (for example, recreat	ion or education)	Preservation of a his	storically important land area
	X Protection of natural habitat		Preservation of a ce	ertified historic structure
	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a qualifi	ed conservation contribu	ution in the form of a d	
	day of the tax year.			Held at the End of the Tax Year
а	Total number of conservation easements			
b	Total acreage restricted by conservation easements			2b 724.00
С	Number of conservation easements on a certified historic stru	cture included on line 2a	a	2c
d	Number of conservation easements included on line 2c acquir			
	on a historic structure listed in the National Register			
3	Number of conservation easements modified, transferred, rele	eased, extinguished, or t	erminated by the orga	anization during the tax
	year			
4	Number of states where property subject to conservation ease	ement is located	1	
5	Does the organization have a written policy regarding the peri	odic monitoring, inspect	ion, handling of	
	violations, and enforcement of the conservation easements it			
6	Staff and volunteer hours devoted to monitoring, inspecting, h	nandling of violations, an	d enforcing conserva	tion easements during the year
7	Amount of expenses incurred in monitoring, inspecting, handl	ing of violations, and en	forcing conservation e	easements during the year
8	Does each conservation easement reported on line 2d above			
	and section 170(h)(4)(B)(ii)?			
9	In Part XIII, describe how the organization reports conservation			
	balance sheet, and include, if applicable, the text of the footne	ote to the organization's	financial statements	that describes the
Pa	organization's accounting for conservation easements. t III Organizations Maintaining Collections of	Art Historical Tro	seuros or Othor	Similar Assots
I a	Complete if the organization answered "Yes" on Form		asures, or other	Similar Assets.
4.	· · · · · · · · · · · · · · · · · · ·			
Та	If the organization elected, as permitted under FASB ASC 958			
	of art, historical treasures, or other similar assets held for pub			ance of public
L	service, provide in Part XIII the text of the footnote to its finan			an abaat warks of
b	If the organization elected, as permitted under FASB ASC 958			
	art, historical treasures, or other similar assets held for public	exhibition, education, or	research in iurtheran	ce of public service,
	provide the following amounts relating to these items.			Φ
	(i) Revenue included on Form 990, Part VIII, line 1			
•		ourse, er ether eimiler e		
2	If the organization received or held works of art, historical treat the following amounts required to be reported under EASE ASE		•	i, provide
~	the following amounts required to be reported under FASB AS	-		¢
a h	Revenue included on Form 990, Part VIII, line 1			
	Assets included in Form 990, Part X For Paperwork Reduction Act Notice, see the Instructions			
	09-28-23			

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Sche		CAL SOCIETY				2	25-14	1876	5 Ра	age 2
Par	t III Organizations Maintaining C	ollections of Art	, Historical Tre	asures, or	^r Other	Similar	Asset	s _{(contir}	nued)	
3	Using the organization's acquisition, accession	on, and other records	, check any of the f	ollowing that	make sig	gnificant u	se of its			
	collection items (check all that apply).									
а	X Public exhibition	d	X Loan or exc							
b	X Scholarly research	e	X Other CO	NSERVAT	LION					
С	Preservation for future generations									
4	Provide a description of the organization's co	ollections and explain	how they further th	ie organizatio	n's exem	pt purpos	e in Part	XIII.		
5	During the year, did the organization solicit o	r receive donations o	f art, historical treas	sures, or othe	r similar a	assets	_	_		_
	to be sold to raise funds rather than to be ma		<u>u</u>			<u></u>		Yes	X	No
Par	t IV Escrow and Custodial Arrang		e if the organizatior	ו answered "א	res" on F	orm 990,	Part IV, I	ine 9, or		
	reported an amount on Form 990, Par									
1 a	Is the organization an agent, trustee, custodi		•					-		٦
	on Form 990, Part X?						L	Yes		No
b	If "Yes," explain the arrangement in Part XIII	and complete the foll	owing table:					A		
								Amoun	t .	
	Beginning balance					1c				
	Additions during the year									
	Distributions during the year									
	Ending balance Did the organization include an amount on Fo					1f		Yes		No
	-					.y :	∟] INO
Par	If "Yes," explain the arrangement in Part XIII. t V Endowment Funds Complete if					<u></u>		<u></u>		<u></u>
		(a) Current year	(b) Prior year	(c) Two year		(d) Three ve	ears back	(e) Four	vears	back
1a	Beginning of year balance	2,626,540.	3,315,201.	., ,	,015.	, ,	54,490.	. ,		490.
	Beginning of year balance 2,020,540. 3,513,201. 3,000,000. Contributions 3,000,000. 3,000,000.									
	Net investment earnings, gains, and losses	437,146.	-622,186.	225	5,186.		, 35,525.	-		
	Grants or scholarships	,	,		,		,			
	Other expenditures for facilities									
	and programs	60,000.	66,475.							
f	Administrative expenses									
	End of year balance	3,003,686.	2,626,540.	3,315	5,201.	3,09	90,015.		54,	490.
2	Provide the estimated percentage of the curr	ent year end balance	(line 1g, column (a)) held as:						
а	Board designated or quasi-endowment		_%							
b	Permanent endowment100	%								
с	c Term endowment%									
	The percentages on lines 2a, 2b, and 2c show	uld equal 100%.								
3a	Are there endowment funds not in the posse	ssion of the organizat	ion that are held ar	nd administer	ed for the	9		,		
	organization by:								Yes	No
	(i) Unrelated organizations?							3a(i)		X
										X
b	If "Yes" on line 3a(ii), are the related organiza							. 3b		
4	Describe in Part XIII the intended uses of the		vment funds.							
Par	t VI Land, Buildings, and Equipm				DentXI	10				
	Complete if the organization answered									
	Description of property	(a) Cost or ot	• • •	or other	• •	cumulate	d	(d) Boo	k value	э
		basis (investm	,	(other)	aep	reciation		2 201	1 1	12
	Land			<u>1,143.</u> 7 195	22 E	01 00	6	2,28		
	Buildings		/4,3/	<u>7,185.</u>	55,5	01,80	4	0,87	5,5	19.
	Leasehold improvements		10 60	9,618.	7 1	.17,57	2	2 51	2 0	16
	Equipment			<u>9,618.</u> 6,272.		<u>17,57</u> 74,55		<u>3,51</u> 1,05		
	Other	•						57,72		
Total	. Add lines 1a through 1e. (Column (d) must e	quai ⊢orm 990, Part >	<u>, line 10c, column</u>	(<u>B))</u>				e D (Forn	-	
						3	Jonedule	ווט קו ש	, JJU)	2023

332052 09-28-23

(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)			
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))			
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes" of	on Form 990. Part IV. line	e 11c. See Form 990. Part X. line 13.	
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or	end-of-vear market value
(1)	, ,		,
(1)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B)) Part IX Other Assets			
Complete if the organization answered "Yes" of	n Form 000 Dart IV line	a 11d Soa Form 000 Part V lina 15	
-	Description	e Tru. See Form 990, Part A, line TS.	(b) Book value
	Description		
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, line 15, col.	<i>(B))</i>		
Part X Other Liabilities			
Complete if the organization answered "Yes" of	on Form 990, Part IV, line	e 11e or 11f. See Form 990, Part X, line	
1. (a) Description of liability			(b) Book value
(1) Federal income taxes			
(2) ST LEASE LIABILITY			27,982.
(3) OTHER NON-CURRENT LIABILIT	IES		23,861
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
<u></u>			
Total. (Column (b) must equal Form 990, Part X, line 25, col.	<i>(</i> B))		51,843

X organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII

Schedule D (Form 990) 2023

332053 09-28-23

10231021 786250 18106-24000

Schedule D (Form 990) 2023 ZOOLOGICA Part VII Investments - Other Securities ZOOLOGICAL SOCIETY OF PITTSBURGH

(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)		
Total (Col. (b) must equal Form 000 Part V line 12 col. (P))		

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	edule D (Form 990) 2023 ZOOLOGICAL SOCIETY OF PITT				1418766 Page 4
Pa	rt XI Reconciliation of Revenue per Audited Financial Stateme		Revenue per Re	turn	
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12	a.			
1	Total revenue, gains, and other support per audited financial statements			1	28,275,810.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
а	Net unrealized gains (losses) on investments	2a	535,262.		
b	Donated services and use of facilities	. 2b			
С	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	187,183.		
е	Add lines 2a through 2d			2e	722,445.
3	Subtract line 2e from line 1			3	27,553,365.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
				4c	0.
С	Add lines 4a and 4b				
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)			5	27,553,365.
5				5	27,553,365. n
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	nents With		5	n
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) rt XII Reconciliation of Expenses per Audited Financial Statem	nents With a.	Expenses per R	5	27,553,365. n 27,817,634.
5 Pa	Total revenue. Add lines 3 and 4c. (<i>This must equal Form 990, Part I, line 12.</i>) rt XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12:	nents With a.	Expenses per R	5 Retur	n
5 Pa 1	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) t XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12: Total expenses and losses per audited financial statements	a.	Expenses per R	5 Retur	n
5 Pa 1 2 a	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) rt XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12: Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25:	nents With a.	Expenses per R	5 Retur	n
5 Pa 1 2 a	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I, line 12.) TXII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12: Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments	1ents With a. 2a 2b	Expenses per R	5 Retur	n
5 Pa 1 2 a b	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I, line 12.) t XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12: Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments	2a 2a 2b 2c	Expenses per R	5 Retur	n
5 Pa 1 2 a b c d	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I, line 12.) rt XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12: Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses	2a 2a 2b 2c 2d	Expenses per R	5 Retur	n 27,817,634. 187,183.
5 Pa 1 2 a b c d	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12. Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d	2a 2b 2c 2d	Expenses per R	5 letur 1	n 27,817,634.
5 Pa 1 2 a b c d e	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I. line 12.) rt XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12: Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.)	2a 2b 2c 2d	Expenses per R	5 letur 1 2e	n 27,817,634. 187,183.
5 Pa 1 2 a b c d e 3	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I, line 12.) Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I, line 12.) Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12. Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1:	2a 2b 2c 2d	Expenses per R	5 letur 1 2e	n 27,817,634. 187,183.
5 Pa 1 2 a b c d e 3 4 a	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I, line 12.) rt XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12: Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1:	2a 2a 2b 2c 2d	Expenses per R	5 letur 1 2e	n 27,817,634. 187,183.
5 Pa 1 2 a b c d e 3 4 a	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12. Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b	2a 2b 2c 2d 2d	Expenses per R	5 letur 1 2e	n 27,817,634. 187,183. 27,630,451. 0.
5 Pa 1 2 a b c d e 3 4 a b c 5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) rt XII Reconciliation of Expenses per Audited Financial Statem Complete if the organization answered "Yes" on Form 990, Part IV, line 12. Total expenses and losses per audited financial statements Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities Prior year adjustments Other losses Other (Describe in Part XIII.) Add lines 2a through 2d Subtract line 2e from line 1 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b Other (Describe in Part XIII.)	2a 2b 2c 2d 2d	Expenses per R	5 Retur 1 2e 3	n 27,817,634. 187,183. 27,630,451.

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 II, LINE 5:

THE PITTSBURGH ZOO & AQUARIUM CURRENTLY DOES NOT HAVE A WRITTEN POLICY
REGARDING THE PERIODIC MONITORING, INSPECTION, VIOLATIONS, AND
ENFORCEMENT OF THE CONSERVATION EASEMENTS IT HOLDS. ON AN AS NEEDED
BASIS, THE ORGANIZATION DOES REVIEW ANY PROGRAM CHANGE OR DEVELOPMENT ON
THE PROPERTY DIRECTLY AND IMMEDIATELY WITH THE HOLDER OF THE CONSERVATION
EASEMENT. THE PROPERTY IS COMPLETELY ENCLOSED BY A PERIMETER FENCE AND
IS USED EXCLUSIVELY BY THE ZOO TO CONDUCT CONSERVATION ORIENTED
PROGRAMMING.

PART II, LINE 9:

THE ZOOLOGICAL SOCIETY OF PITTSBURGH WITH AN ADDRESS AT ONE WILD PLACE, 332054 09-28-23 Schedule D (Form 990) 2023 35

Schedule D (Form 990) 2023	ZOOLOGICAL SOC	CIETY OF PITTSBURG	H 25-1418766 Page 5
Part XIII Supplemental Inform	nation (continued)		
PITTSBURGH, PENNSYLV	ANIA 15206-117	8 WAS GRANTED A RE	ESTRICTIVE COVENANT
AGAINST THE PROPERTY	(PARCEL OF LA	ND IN SOMERSET COU	JNTY) IN THE FORM OF A
PERPETUAL CONSERVATI	ON EASEMENT. T	HIS PROPERTY IS LO	CATED IN SOMERSET
COUNTY, COMMONWEALTH	OF PENNSYLVAN	IA AND CONTAINS AF	PROXIMATELY 724 ACRES.
THERE IS ONLY ONE CO	NSERVATION EAS	EMENT WHICH WAS HE	ELD AT THE BEGINNING OF
THE YEAR AND THERE W	ERE NO ADDITIO	NS DURING THE COUP	RSE OF 2023. THERE WERE
MINIMAL STAFF HOURS	AND NO LEGAL E	XPENSES DEVOTED TO	O MONITORING AND
ENFORCING THE EXISTI	NG EASEMENT DU	RING THE TAX YEAR.	EXPENSES ARE CAPTURED
UNDER ADMINISTRATIVE	EXPENSES. THE	LAND THAT IS THE	SUBJECT OF THE
CONSERVATION EASEMEN	T IS RECORDED	ON THE BALANCE SHE	SET OF THE
ORGANIZATION'S FINAN	CIAL STATEMENT	S.	

PART III, LINE 1A:

ANIMAL AND HORTICULTURAL COLLECTION - COLLECTIONS ARE OWNED BY THE SOCIETY AND ARE NOT CAPITALIZED. COSTS OF PURCHASING COLLECTION ITEMS AND PROCEEDS FROM SALES ARE RECOGNIZED IN THE YEAR OF ACQUISITION OR SALE.

PART V, LINE 4:

THE SOCIETY'S ENDOWMENT PRIMARILY CONSISTS OF A DONOR-RESTRICTED GIFT TO
SUPPORT MAINTENANCE AND FUND REPAIR PROJECTS THAT PRESERVE AND PROTECT THE
ZOO'S PHYSICAL PLANT ASSETS IN ORDER TO PROACTIVELY EXTEND THEIR USABLE
LIVES. ENDOWMENT DRAWS MAY NOT BE USED FOR NEW CONSTRUCTION PROJECTS.
THE INTENT IS TO HOLD THE FUNDS FOR A LONG-TERM PERIOD IN ORDER TO
GENERATE SUFFICIENT INCOME TO ELECT A SPENDING RATE IN FUTURE PERIODS IN
ACCORDANCE WITH APPLICABLE STATE LAWS. AS OF DECEMBER 31, 2020,
\$3,054,000 WAS CONTRIBUTED TO THE ENDOWMENT, WHICH WAS TRANSFERRED TO AN
INVESTMENT ACCOUNT WITH A FINANCIAL INSTITUTION DURING 2021.

Schedule D (Form 990) 2023

332055 09-28-23

 Schedule D (Form 990) 2023
 ZOOLOGICAL SOCIETY OF PITTSBURGH
 25-1418766 Page 5

 Part XIII Supplemental Information (continued)
 THE BOARD OF THE SOCIETY HAS ELECTED TO BE GOVERNED BY THE COMMONWEALTH OF

 PENNSYLVANIA'S ACT 141 (ACT 141) FOR THE DONOR-RESTRICTED ENDOWMENT FUNDS.

 ACT 141 IS A TOTAL RETURN POLICY THAT ALLOWS A NONPROFIT TO CHOOSE TO

 TREAT A PERCENTAGE OF THE AVERAGE MARKET VALUE OF THE ENDOWMENT'S DONOR

 RESTRICTED INVESTMENTS HELD IN PERPETUITY AS INCOME EACH YEAR. HOWEVER,

 THE LONG-TERM PRESERVATION OF THE REAL VALUE OF THE ASSETS MUST BE TAKEN

 INTO CONSIDERATION WHEN THE BOARD ELECTS THE AMOUNT. THE SOCIETY HAS

 ELECTED A POLICY TO ALLOW THE CORPUS OF THE DONOR-RESTRICTED NET ASSETS

 HELD IN PERPETUITY TO BE SUSTAINED EVEN IF THE INVESTMENT IS LESS THAN THE

 CORPUS.

IN ACCORDANCE WITH ACT 141, THE SOCIETY HAS ADOPTED A WRITTEN INVESTMENT POLICY, OF WHICH A SECTION SPECIFICALLY RELATES TO THE ENDOWMENT FUND. THE SOCIETY CONSIDERS THE FOLLOWING FACTORS IN MAKING A DETERMINATION TO SET A SPENDING RATE FOR THE DONOR-RESTRICTED ENDOWMENT FUND:

1. PROTECTING THE CORPUS OF THE ENDOWMENT FUND.

2. PRESERVING THE SPENDING POWER OF THE ASSETS.

3. OBTAINING MAXIMUM INVESTMENT RETURN WITH REASONABLE RISK AND

OPERATIONAL CONSIDERATION.

4. COMPLYING WITH APPLICABLE LAWS.

PART X, LINE 2:

THE SOCIETY HAS RECEIVED A DETERMINATION FROM THE INTERNAL REVENUE SERVICE STATING THAT IT IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. ACCORDINGLY, NO PROVISION FOR INCOME TAXES IS RECORDED IN THESE FINANCIAL STATEMENTS. THE SOCIETY HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS REQUIRING AN ACCRUAL OR DISCLOSURE IN Schedule D (Form 990) 2023

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332055 09-28-23

10231021 786250 18106-24000

Schedule D (Form 990) 2023 ZOOLOGICAL SOCIETY OF PITTSBURGH Part XIII Supplemental Information (continued) (continued) (continued) (continued)	25-1418766 Page 5
THE FINANCIAL STATEMENTS. THE SOCIETY IS NO LONGER SUBJECT	 ͲΟ
EXAMINATIONS BY TAXING AUTHORITIES IN ANY MAJOR TAX JURISDIC	TION FOR TEARS
BEFORE DECEMBER 31, 2020.	
PART XI, LINE 2D - OTHER ADJUSTMENTS:	
FUNDRAISING EXPENSE	187,183.
FUNDRAISING EXFENSE	107,105.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	
FUNDRAISING EXPENSE	187,183.
PART VI, LINE 1E:	
OTHER PROPERTY:	
EXHIBITS AND IMPROVEMENTS 16,476,569.	
CONSTRUCTION IN PROGRESS 549,703.	
TOTAL OTHER 17,026,272.	
	Schedule D (Form 990) 2023

SCHEDULE G	Suppleme	ntal Information Regarding	Fund	Iraisi	ng or Gaming A	ctiv	ities	OMB No. 1545-0047
(Form 990)	Complete if the	or if the	2023					
Department of the Treasury			Open to Public					
Internal Revenue Service	Go te		Inspection					
Name of the organization		Employer ide	entification number					
Part I Fundrais		CAL SOCIETY OF PIT: Complete if the organization answe				ine 1		
	complete this part							
 a Mail solicitat b Internet and c Phone solici d In-person so 	tions email solicitations tations licitations	f Solicitat g Special	ion of ion of fundra	non-g gover iising	overnment grants nment grants events			
key employees list	ed in Form 990, Pa highest paid indiv	r oral agreement with any individual art VII) or entity in connection with pr riduals or entities (fundraisers) pursua organization.	ofessi	onal fi	undraising services?		Ye	
(i) Name and addres or entity (fund		(ii) Activity	(iii) fundr have ci or con contribu	trol of	(iv) Gross receipts from activity	tò (o	Amount paid or retained by) fundraiser ted in col. (i)	(vi) Amount paid to (or retained by) organization
			Yes	No				
Total								
	ich the organizatio	n is registered or licensed to solicit c	ontrib	utions	or has been notified	it is e	exempt from re	egistration

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

Schedule G (Form 990) 2023

LHA 332081 09-13-23

ZOOLOGICAL SOCIETY OF PITTSBURGH

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000

				(b) Event #2 ZOO BREW	(c) Other events NONE	(d) Total events (add col. (a) through col. (c))
			(event type)	(event type)	(total number)	(0))
00000	1	Gross receipts	240,578.	194,689.		435,267
	2	Less: Contributions	188,288.	57,600.		245,888
	3	Gross income (line 1 minus line 2)	52,290.	137,089.		189,379
	4	Cash prizes				
,	5	Noncash prizes				
20100	6	Rent/facility costs	30,539.	6,263.		36,802
	7	Food and beverages	42,625.	74,590.		117,215
اد		Entertainment		5,970. 7,945.		16,520
	9	Other direct expenses		/,945.		16,646
Т	10 11	Direct expense summary. Add lines 4 throug Net income summary. Subtract line 10 from				<u>187,183</u> 2,196
_		II Gaming Complete if the exception	anowarad "Vaa" on Farm	000 Dort IV line 10 or r	ported more then	
ai	rt I	II Gaming. Complete if the organization \$15,000 on Form 990-EZ, line 6a.	1	(b) Pull tabs/instant		
ai			answered "Yes" on Form		eported more than (c) Other gaming	
ai			1	(b) Pull tabs/instant		
al	1 1	\$15,000 on Form 990-EZ, line 6a.	(a) Bingo	(b) Pull tabs/instant		
	1 2	\$15,000 on Form 990-EZ, line 6a.	(a) Bingo	(b) Pull tabs/instant		
	1 1 3	\$15,000 on Form 990-EZ, line 6a. Gross revenue	(a) Bingo	(b) Pull tabs/instant		(d) Total gaming (add col. (a) through col. (c
	1 2 3 4	\$15,000 on Form 990-EZ, line 6a. Gross revenue Cash prizes Noncash prizes	(a) Bingo	(b) Pull tabs/instant		
	1 2 3 4 5	\$15,000 on Form 990-EZ, line 6a. Gross revenue Cash prizes Noncash prizes Rent/facility costs	(a) Bingo	(b) Pull tabs/instant		
	rt II 2 3 4 5 6	\$15,000 on Form 990-EZ, line 6a. Gross revenue Cash prizes Noncash prizes Rent/facility costs Other direct expenses	(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	
	1 2 3 4 5 6 7	\$15,000 on Form 990-EZ, line 6a. Gross revenue Cash prizes Noncash prizes Rent/facility costs Other direct expenses Volunteer labor Volunteer labor	(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? b If "Yes," explain:

332082 09-13-23

Schedule G (Form 990) 2023

Sched	dule G (Form 990) 2023	ZOOLOGICAL	SOCIETY OF	PITTSBURGH	25-1	418766	Page 3
11 D	Does the organization conduct ga	aming activities with no	onmembers?			Yes	No
	s the organization a grantor, ben	•			•		
	o administer charitable gaming?					Yes	No No
	ndicate the percentage of gamin						
	he organization's facility					13a	<u>%</u> %
	An outside facility					13b	%
14 6			s the organization s ga	ining/special events book	and records.		
Ν	Jame						
А	Address						
15a D	Does the organization have a cor	ntract with a third party	from whom the organ	ization receives gaming re	evenue?	Yes	🗌 No
	f "Yes," enter the amount of gam			\$	and the amount		
	of gaming revenue retained by th						
СП	f "Yes," enter name and address	of the third party:					
N	Jame						
А	Address						
16 G	Gaming manager information:						
Ν	lame						
G	Gaming manager compensation	\$					
-							
L	Description of services provided						
	Director/officer	Employee	Independe	ent contractor			
17 N	Andatory distributions:						
	s the organization required unde	r state law to make cha	aritable distributions fro	om the gaming proceeds	to	<u> </u>	
	etain the state gaming license?					└── Yes	└── No
	Enter the amount of distributions	•		other exempt organizatio	ns or spent in the		
Part	rganization's own exempt activit			by Part L line 2b, column	s (iii) and (v): and Pa	t III lines 9	9h 10h
	15b, 15c, 16, and 17b, as					t III, III 100 0,	00, 100,
	,,,	<u> </u>					
332083	09-13-23				Sched	ule G (Form	990) 2023
			41				

10231021 786250 18106-24000

Schedule G	(Form	990)	,
	-		-

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Part IV Supplemental Information (continued)		
		Schedule G (Form 990)
332084 04-01-23		
	42	
	34	

SCHEDULE I (Form 990)	Go	irants and Oth vernments, an ete if the organization	d Individual	s in the Ŭni	ted States		OMB No. 1545-0047				
Department of the Treasury											
Internal Revenue Service	Go to www.irs.gov/Form990 for the latest information.										
Name of the organization ZOOLOGICA	L SOCIETY	OF PITTSBU	RGH				Employer identification number 25-1418766				
Part I General Information on Grants a	Ind Assistance										
 Does the organization maintain records criteria used to award the grants or assi Describe in Part IV the organization's pro- 	stance?				for the grants or assis		on XYes No				
Part II Grants and Other Assistance to recipient that received more than	Domestic Organiz	ations and Domestic	Governments. C	complete if the org	anization answered "Y	es" on Form 990, Parl	t IV, line 21, for any				
1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance				
INTERNATIONAL ELEPHANT FOUNDATION PO BOX 366 AZLE, TX 76098	75-2815706	501(C)(3)	25,000.	٥.	N/A	N/A	GENERAL SUPPORT				
ASSOCIATION OF ZOOS AND AQUARIUMS 8403 COLESVILLE RD., SUITE 710 SILVER SPRING, MD 20910	55-0526930	501(C)(3)	30,000.	0.	N/A	N/A	RED PANDA FUND				
TREE PITTSBURGH 32 62ND ST PITTSBURGH, PA 15201	25-1778057	501(C)(3)	25,000.	0.	N/A	N/A	GENERAL SUPPORT				
 2 Enter total number of section 501(c)(3) a 3 Enter total number of other organization 							<u> </u>				

3 Enter total number of other organizations listed in the line 1 table

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

332102 11-01-23

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

Part III

THE ORGANIZATION'S CHIEF EXECUTIVE OFFICER AND RESEARCH DIRECTOR MONITOR

AND OVERSEE THE USE OF SUPPORT PROVIDED VIA EMAIL AND OTHER CORRESPONDENCE

WITH THE RECIPIENT ORGANIZATIONS AND INDIVIDUALS LOCATED INSIDE THE UNITED

STATES. IN ADDITION, A TEAM OF STAFF MEMBERS ARE ASSIGNED TO REVIEW AND

AWARD ANNUAL GRANTS. AS PART OF THE ANNUAL PROCESS, THE TEAM AND DIRECTOR

OF RESEARCH REQUESTS FOLLOW UP PROGRESS REPORTS ON THE PROJECTS THAT

RECEIVED FUNDING.

ZOOLOGICAL SOCIETY OF PITTSBURGH Schedule I (Form 990) 2023 Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(d) Amount of non-(a) Type of grant or assistance (b) Number of (c) Amount of (e) Method of valuation (f) Description of noncash assistance (book, FMV, appraisal, other) recipients cash grant cash assistance

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Page 2

SC	HEDULE J	Compensation Information		OMB No. 1	1545-004	47
(Fo	rm 990)	- For certain Officers, Directors, Trustees, Key Employees, and Highest	ľ	20	22	
		Compensated Employees		20	ZJ)
Dene	twent of the Treesury	Complete if the organization answered "Yes" on Form 990, Part IV, line 23. Attach to Form 990.		Open to	Publ	ic
	tment of the Treasury al Revenue Service	Go to www.irs.gov/Form990 for instructions and the latest information.		Inspe	ction	
Nam	ne of the organization			identificatio		mber
		ZOOLOGICAL SOCIETY OF PITTSBURGH	25-2	141876	6	
Pa	rt I Question	s Regarding Compensation				
					Yes	No
1a	Check the appropri	ate 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.				
	First-class or c	harter travel Housing allowance or residence for perso	nal use			
	Travel for com	panions Payments for business use of personal re	sidence			
	Tax indemnific	ation and gross-up payments Health or social club dues or initiation fee	S			
	Discretionary s	spending account Personal services (such as maid, chauffer	ır, chef)			
b	,	on line 1a are checked, did the organization follow a written policy regarding payment or				
		rovision of all of the expenses described above? If "No," complete Part III to explain		1b		
2		n require substantiation prior to reimbursing or allowing expenses incurred by all directors,				
	trustees, and office	rs, including the CEO/Executive Director, regarding the items checked on line 1a?		2		
_						
3	,	ny, of the following the organization used to establish the compensation of the organization's				
		ctor. Check all that apply. Do not check any boxes for methods used by a related organization	on to			
		ation of the CEO/Executive Director, but explain in Part III.				
	X Compensation					
		ompensation consultant				
	X Form 990 of o	ther organizations X Approval by the board or compensation of	ommittee			
4	During the year dia	any person listed on Form 000. Dort VII. Section A line to with respect to the filing				
4	organization or a re	any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing				
а	-			4a		x
b						X
c	·					X
U	·	eive payment from an equity-based compensation arrangement?				
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.				
5		n Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation	n			
-	contingent on the r					
а	•			5a		X
b	Any related organiz	ation?				X
		r 5b, describe in Part III.				
6		n Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensatio	n			
	contingent on the n	et earnings of:				
а	The organization?	-		6a		X
		ation?				X
		r 6b, describe in Part III.				
7	For persons listed of	n Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments	;			
	not described on lir	ies 5 and 6? If "Yes," describe in Part III		7	Х	
8		reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to th				
	initial contract exce	ption described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		8		X
9	If "Yes" on line 8, d	d the organization also follow the rebuttable presumption procedure described in				
	Regulations section	53.4958-6(c)?		9		
For	Paperwork Reduct	on Act Notice, see the Instructions for Form 990.	Schee	dule J (Forn	n 990)) 2023

LHA 332111 11-06-23

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 aren't 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.

		(B) Breakdown of W	-2 and/or 1099-MIS0 compensation	C and/or 1099-NEC	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990
(1) JEREMY GOODMAN	(i)	305,494.	55,880.	7,200.	14,883.	30,019.	413,476.	0.
PRESIDENT/CEO	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) RON GRUCA (ENTERED 02/2023)	(i)	176,611.	13,000.	5,371.	0.	22,396.	217,378.	0.
CHIEF ADVANCEMENT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) BRADLEY SMITH	(i)	168,416.	3,500.	8,660.	7,229.	13,167.	200,972.	0.
VP, FACILITIES, CONSTRUCTIONS, DESIGN	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) DARYL HOFFMAN	(i)	134,836.	4,000.	495.	2,299.	29,938.	171,568.	0.
VP OF LIVING COLLECTIONS	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) RACHEL ASKEY (ENTERED 02/2023)	(i)	147,082.	3,500.	242.	0.	18,079.	168,903.	0.
CHIEF FINANCIAL OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
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	(ii)							
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	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Schedule J (Form 990) 2023

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 7:

THE PRESIDENT/ CEO RECEIVED A BONUS OF \$55,880, CFO, VP OF FACILITIES,

CONSTRUCTION, DESIGN AND ICC DIRECTOR RECEIVED A BONUS OF \$3,500, CHIEF

ADVANCEMENT OFFICER RECEIVED A BONUS OF \$13,000, VP OF LIVING COLLECTIONS

RECEIVED A BONUS OF \$4,000, VP OF DEVELOPMENT RECEIVED A BONUS OF \$1,500

AND VP OF INTERNAL RELATIONS RECEIVED A BONUS OF \$2,500 DURING CALENDAR

YEAR 2023.

Schedule J (Form 990) 2023

SCHEDULE M (Form 990)

Department of the Treasury Internal Revenue Service

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public

Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

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

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number
25-1418766

(a) Check if applicable(b) Number of contributions or items contributed(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g(d) Method of determining noncash contribution amount1Art - Works of art	S
2 Art - Historical treasures	
2 Art - Historical treasures	
3 Art - Fractional interests	
5 Clothing and household goods 6 Cars and other vehicles 7 Boats and planes 8 Intellectual property	
6 Cars and other vehicles 7 Boats and planes 8 Intellectual property	
7 Boats and planes 8 Intellectual property	
7 Boats and planes 8 Intellectual property	
8 Intellectual property	
10 Securities - Closely held stock	
11 Securities - Partnership, LLC, or trust interests	
12 Securities - Miscellaneous	
13 Qualified conservation contribution -	
Historic structures	
14 Qualified conservation contribution - Other	
15 Real estate - Residential	
16 Real estate - Commercial	
17 Real estate - Other	
18 Collectibles	
19 Food inventory	
20 Drugs and medical supplies	
21 Taxidermy	
22 Historical artifacts	
23 Scientific specimens	
24 Archeological artifacts	
25 Other ()	
26 Other ()	
27 Other ()	
28 Other ()	
29 Number of Forms 8283 received by the organization during the tax year for contributions	
for which the organization completed Form 8283, Part V, Donee Acknowledgement 29 0	<u> </u>
	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it	
must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for	v
exempt purposes for the entire holding period? 30a	X
b If "Yes," describe the arrangement in Part II.	
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? 32a 32a	x
b If "Yes," describe in Part II.	
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked,	
describe in Part II.	

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

Schedule M (Form 990) 2023

LHA 332141 09-11-23

edule M	(Form 990) 2023				PITTSBURGH		25-141		Page
art II	Supplemental	: I, column (b), the r	number of contribu	ation red itions, tl	quired by Part I, lines 30b, ne number of items receive	32b, and 33, ar ed, or a combina	nd whether t ation of both	he organizatior	n
	this part for any ac								
2 09-11-20	3						Schedu	le M (Form 99	90) ;

SCHEDULE O (Form 990)

Department of the Treasury

Name of the organization

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for the latest information.



ZOOLOGICAL SOCIETY OF PITTSBURGH

25-1418766

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

WILDLIFE. THE SOCIETY'S SUPPORT COMES PRIMARILY FROM INDIVIDUALS,

CORPORATIONS, FOUNDATION GRANTS, REGIONAL SUPPORT AND OPERATIONS.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

ZOO PROGRAMS IMPACT MEMBERS OF THE COMMUNITY WHO VISIT THE ZOO, AND

ALSO WHO CANNOT MAKE IT TO THE PARK ITSELF. ZOOMOBILES MADE NUMEROUS

APPEARANCES AT SCHOOLS, ELDER FACILITIES, AND COMMUNITIES ACROSS THE

COUNTY AND STATE. PARTNERING WITH LOCAL SPONSORS HAS ALLOWED THE ZOO TO

OFFER MANY ASSEMBLY PROGRAMS FREE OF CHARGE AND CREATE MORE WAYS TO

SERVE MORE STUDENTS. THESE OPPORTUNITIES ALLOW THE ZOO TO CONNECT WITH

WIDE AND DIVERSE AUDIENCES FROM VARYING SOCIO-ECONOMIC BACKGROUNDS AND

GENERATES INTEREST IN AND PROVIDES ACCESS TO STEM FIELDS.

OUR POPULAR ZOO CAMP SUMMER PROGRAM FOR CHILDREN AGES 2 TO 13 CONTINUES AS ONE OF OUR MOST POPULAR ACTIVITIES FOR THE COMMUNITY, AND THE ZOO IS COMMITTED TO PROVIDING SUPPORT FOR THE CONTINUED GROWTH OF THIS THE ZOO U PROGRAM OFFERS SEMESTER-BASED COURSES THAT ALLOW PROGRAM. HIGH SCHOOL STUDENTS TO EXPLORE NEW AREAS OF SCIENCE AND CONSERVATION IN A FUN AND EXCITING WAY. STUDENTS TAKE AN IN-DEPTH LOOK AT CURRENT RESEARCH AND TOPICS IN ZOOLOGY, BIOLOGY, ECOLOGY, AND MORE. CLASSES ARE DESIGNED TO BE INTERACTIVE AND CHALLENGING FOR STUDENTS IN GRADES 9 TO A SIMILAR PROGRAM TARGETING GRADES 6-8, JUNIOR CONSERVATIONISTS 12. IS HELD ON THE SAME SCHEDULE. FOR MANY DECADES, THE ZOO TEEN PROGRAM HAS BEEN PROVIDING OPPORTUNITIES FOR TEENS AGES 14 TO 17 TO WORK AT THE ZOO DURING THE SUMMER AND LEARN MORE ABOUT ANIMALS WHILE GAINING THEIR For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule O (Form 990) 2023 LHA 332211 11-14-23

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^{2023.04030} ZOOLOGICAL SOCIETY OF PIT 18106-21

Schedule O (Form 990) 2023	Page 2
Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number $25 - 1418766$
FIRST WORK EXPERIENCES. PROGRAMS SUCH AS PIZZA WITH THE KE	EPERS AND
ENRICHMENT EXERCISES INTRODUCE HIGH SCHOOL-AGED YOUTH TO W	HAT WORKING
AT A ZOO AND WITH ANIMALS IS REALLY LIKE, POTENTIALLY SPRI	NG-BOARDING
THEM INTO REWARDING LIFELONG CAREERS.	

EDUCATION AT THE ZOO REACHES BEYOND WHAT CAN BE TAUGHT IN A CLASSROOM SETTING. OUR ENTIRE ZOO CAMPUS IS A LIVING CLASSROOM. AS ONE OF THE LARGEST YOUTH EMPLOYERS IN THE REGION, THE ZOO WORKS WITH A HOST OF COMMUNITY PARTNERS AND LOCAL SCHOOLS TO PROVIDE AT-RISK YOUTH AN OPPORTUNITY TO GAIN FIRSTHAND KNOWLEDGE AND ON-THE-JOB LEARNING IN VIABLE POSITIONS AT THE ZOO. IN ADDITION, THE ZOO OFFERS INTERNSHIPS IN ALL AREAS OF THE FACILITY, INCLUDING THE MARKETING, ANIMAL HUSBANDRY, EDUCATION, CONSERVATION RESEARCH, VETERINARY, AND HORTICULTURE DEPARTMENTS.

THE ZOO OFFERS ENGAGING PROGRAMMING ONSITE, PROVIDING FUN EDUCATIONAL EXPERIENCES FOR AUDIENCES OF ALL AGES. OPEN 362 DAYS A YEAR, THE ZOO WELCOMES APPROXIMATELY 940,000 PEOPLE ANNUALLY AND EDUCATION REMAINS A TOP PRIORITY. THE ZOO CREATES INFORMAL LEARNING OPPORTUNITIES THROUGH ANIMAL EXHIBITRY, INTERPRETIVE MATERIALS, HANDS ON LEARNING OPPORTUNITIES, ANIMAL MEET AND GREETS, AND ENGAGING ENCOUNTERS WITH STAFF AND VOLUNTEER EDUCATORS FOR ALL VISITORS, FREE WITH ADMISSION.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

THERE'S MORE GOING ON AT THE PITTSBURGH ZOO & AQUARIUM THAN MEETS THE

EYE, ESPECIALLY WHEN IT COMES TO ANIMAL CONSERVATION. THE INTERNATIONAL

CONSERVATION CENTER, OFTEN REFERRED TO AS THE ICC, IS OPERATED UNDER
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Schedule O (Form 990) 2023
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Schedule O (Form 990) 2023	Page 2
Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
THE AUSPICES OF THE ZOO. IT SITS ON 1,000 ACRES OF ROLLING	HILLS IN
SOMERSET COUNTY, PENNSYLVANIA. THE ICC IS THE ONLY FACILITY	Y IN NORTH
AMERICA'S EXCLUSIVELY DEDICATED TO AFRICAN ELEPHANT CONSERV	VATION,
EDUCATION, TRAINING, BREEDING, AND RESEARCH.	
THROUGH THE SEA TURTLE SECOND CHANCE PROGRAM (STSCP), THE	ZOO ACCEPTS
INJURED SEA TURTLES AND HATCHLINGS WHO DIDN'T MAKE IT INTO	GULF STREAM
WATERS AND CARES FOR THEM UNTIL THEY ARE HEALTHY ENOUGH TO	BE RELEASED
BACK INTO THE WILD. THE ZOO IS AN IMPORTANT PARTICIPANT IN	THIS PROGRAM
BECAUSE IT IS AN INLAND INSTITUTION. MOST OF THE AQUARIUMS	
PARTICIPATING IN THE STSCP ARE LOCATED ALONG THE COAST, WH	ICH ALLOWS
THEM TO TAKE IN TURTLES WHO CAN MAKE A SPEEDY RECOVERY. SO	ME HATCHLINGS
AND INJURED TURTLES NEED LONG-TERM REHABILITATION. THESE A	NIMALS ARE
TRANSPORTED TO THE PITTSBURGH ZOO & AQUARIUM FOR THEIR EXT	ENDED
RECOVERY TIME, FREEING UP SPACE FOR FASTER RECOVERING TURT	LES AT THE
INSTITUTIONS ALONG THE COAST AND ALLOWING MANY MORE TURTLE	S TO BE
REHABILITATED IN THE PROGRAM. THROUGH EDUCATIONAL DISPLAYS	AND
MEET-THE-KEEPER SESSIONS, VISITORS HAVE THE OPPORTUNITY TO	LEARN ABOUT
SEA TURTLES, AND HOW THEY CAN IMPACT THEIR CARE AND SURVIV	AL IN THE
WILD.	

BEYOND SPECIES-SPECIFIC PROGRAMS, SEVERAL ZOO RESIDENTS OFFER VALUABLE OPPORTUNITIES FOR RESEARCH THAT CAN BE APPLIED TO THEIR WILD COUNTERPARTS. THE ZOO & AQUARIUM RAISES, OFTEN REHABILITATES, AND CARES FOR ANIMALS IN OUR PARK ENVIRONMENT ALLOWING THE OPPORTUNITY TO RESEARCH THEIR BEHAVIOR. THIS ALLOWS FOR VALUABLE INFORMATION TO BE COLLECTED THAT MAY NOT BE AVAILABLE THROUGH RESEARCH IN THE WILD ALONE.

THE ZOO'S	OPERATIONS ALSO	SUPPORT CONSER	VATION AT A	LOCAL LEVEI	. SINCE
332212 11-14-23				So	hedule O (Form 990) 2023
		52			
10231021 7862	50 18106-24000	2023.0	4030 ZOOLOO	GICAL SOCIET	Y OF PIT 18106-21

Schedule O (Form 990) 2023	Page 2
Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
1995, VOLUNTEERS FROM THE PITTSBURGH ZOO & AQUARIUM HAVE A	DOPTED TWO
MILES OF BUTLER STREET FROM THE RD FLEMING BRIDGE TO SLIGH	TLY BEYOND
THE HIGHLAND PARK BRIDGE. AS A RESULT OF EVERY SCHEDULED C	LEANING, ZOO
EMPLOYEES FILL APPROXIMATELY 50 TRASH BAGS WITH GARBAGE SU	CH AS
CIGARETTE BUTTS, SODA BOTTLES, AND FOOD WRAPPERS. CLEANING	THIS ROADWAY
JUST TWICE EACH YEAR, WE REMOVE APPROXIMATELY 1.5 TONS OF	TRASH.

THE PITTSBURGH ZOO & AQUARIUM'S GREEN TEAM COMMITTEE TAKES CONSERVATION AND ENVIRONMENTALLY FRIENDLY PRACTICES TO A NEW LEVEL. THE GREEN TEAM'S MISSION IS TO RESEARCH AND RECOMMEND HOW TO USE RESOURCES AND MANAGE WASTE EFFICIENTLY AND SUSTAINABLY WHILE OPERATING THE ZOO. THE TEAM STRIVES TO CREATE A CULTURE OF CONSERVATION FOR ZOO STAFF AND FOR THE VISITING PUBLIC. IMPROVEMENTS MADE BY THE GREEN TEAM INCLUDE UPGRADING TO ALL GREEN CLEANING PRACTICES IN ZOO FACILITIES, ADVOCATING FOR ENERGY-EFFICIENT INFRASTRUCTURE AND GREEN BUILDING DESIGN, IMPLEMENTING ADDITIONAL COMPOSTING AND RECYCLING OPTIONS, AND ESTABLISHING GREEN PARTNERSHIPS WITH OTHER CULTURAL AND ENTERTAINMENT INSTITUTIONS INCLUDING PHIPPS CONSERVATORY AND BOTANICAL GARDENS, THE NATIONAL AVIARY, PPG PAINTS ARENA, AND THE CHILDREN'S MUSEUM OF PITTSBURGH.

AT THE ZOO, MOST OF THE ORGANIC WASTE IS RECYCLED INTO COMPOST AND USED IN LANDSCAPING THROUGHOUT THE PARK. THIS KEEPS THE WASTE OUT OF LANDFILLS SO THAT IT DOES NOT GENERATE CLIMATE-WARMING GASES AS IT WOULD IF IT WERE THROWN AWAY WITH OTHER GARBAGE, AND IT ALSO HELPS US TO PLANT AND MAINTAIN A BEAUTIFUL LANDSCAPE. THE COMPOST-ENRICHED SOIL REDUCES EROSION, ALLEVIATES SOIL COMPACTION, PROVIDES NUTRIENTS THAT HELP PLANTS GROW, AND CONTROLS DISEASE AND PEST INFESTATION IN PLANTS. THE COMPOSTING PROGRAM COMPLIMENTS OTHER RECYCLING PROGRAMS AT THE ZOO, 332212 11-14-23 53

2023.04030 ZOOLOGICAL SOCIETY OF PIT 18106-21

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Schedule O (Form 990) 2023	Page 2
Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
INCLUDING WATER, CARDBOARD, BATTERIES, CANS, BOTTLES, PAPE	R, AND CELL
PHONES. THE ZOO HOSTED ELECTRONIC APRIL WITH OVERWHELMING	SUCCESS THIS
PAST YEAR WHERE FREE ADMISSION WAS GRANTED FOR GUESTS WHO	DONATED SMALL
ELECTRONICS TO THE ZOO TO RECYCLE. THIS PROGRAM WAS OFFERE	D IN
COOPERATION WITH THE AZA'S GORILLA SAFE CONSERVATION PROGRA	AM. THE ZOO
ACCEPTED DEVICES (IN ANY CONDITION) WHICH INCLUDED: CELL P	HONES;
TABLETS AND EREADERS; SMART WATCHES; DIGITAL CAMERAS; MP3	PLAYERS; GPS
DEVICES; AND HANDHELD GAMING DEVICES. WITH 14,689 IN TOTAL	L FREE
ADMISSIONS UNDER THIS PROGRAM, THE ZOO COLLECTED MORE DEVI	CES THAN THE
ENTIRE GORILLA SAFE CONSERVATION PROGRAM DID NATIONALLY LA	ST YEAR.
WHETHER FUNDING OR PARTICIPATING IN PROJECTS IN THE WILD,	CONDUCTING
RESEARCH WITH OUR RESIDENT ANIMALS, OR IMPLEMENTING ECO-FR	IENDLY
PRACTICES THAT MAKE AN ENVIRONMENTAL IMPACT, CONSERVATION	AND RESEARCH
IS AN ESSENTIAL PIECE OF EVERYTHING WE DO AT THE ZOO.	

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

TO INCREASE COMMUNITY INVOLVEMENT, HUNDREDS OF SPECIAL EVENTS AND
PROMOTIONS GEARED TOWARDS THE GENERAL PUBLIC, FAMILIES, SPECIAL NEEDS
GROUPS, COMMUNITY AND REGIONAL GROUPS, AND ZOO MEMBERS ARE CONDUCTED
THROUGHOUT THE YEAR. SPECIAL EVENTS HELD DURING THE DAYTIME AND EVENING
ARE DESIGNED TO ENGAGE VISITORS OF VARYING LEVELS AND INTERESTS. THESE
EVENTS INCLUDE DIVERSE THEMES SUCH AS NEW BABY CELEBRATIONS,
ANIMAL-CENTRIC EVENTS THAT FOCUS ON INDIVIDUAL SPECIES, A 5K RACE
CALLED ZOOZILLA, ADULT-ONLY EVENING ENGAGEMENTS, AN ASIAN LANTERN
FESTIVAL FILLED WITH ENTERTAINMENT, AND HOLIDAY-THEMED EXTRAVAGANZAS,
INCLUDING ZOOBOO AND ZOO LIGHTS. DREAM NIGHT, AN INVITE-ONLY SPECIAL
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EVENT, WAS STARTED IN 2006 THROUGH A PARTNERSHIP WITH CHILDREN'S HOSPITAL OF PITTSBURGH. THIS EVENT INVITES CHILDREN WITH DISABILITIES AND CHRONIC HEALTHCARE NEEDS ALONG WITH THEIR FAMILIES ENJOY A PRIVATE ZOO VISIT AFTER HOURS FREE OF CHARGE. THE PLETHORA OF PROGRAMS CURRENTLY OFFERED IS EXPECTED TO CONTINUE AND GROW IN THE COMING YEARS. 	nization Employer identification number 200LOGICAL SOCIETY OF PITTSBURGH 25-1418766
AND CHRONIC HEALTHCARE NEEDS ALONG WITH THEIR FAMILIES ENJOY A PRIVATE ZOO VISIT AFTER HOURS FREE OF CHARGE. THE PLETHORA OF PROGRAMS CURRENTLY OFFERED IS EXPECTED TO CONTINUE AND GROW IN THE COMING YEARS. IN ORDER TO ENSURE ACCESSIBILITY FOR EVERYONE REGARDLESS OF FINANCIAL MEANS, THE ZOO DESIGNATES OPPORTUNITIES FOR FREE VISITS THROUGHOUT THE YEAR, INCLUDING A DAY WHERE ALL VISITORS RECEIVE FREE ADMISSION. THERE ARE VARIOUS OTHER SPECIAL PROMOTIONS OFFERING DISCOUNTED ADMISSION AS WELL. SCHOLARSHIP PROGRAMS ARE AVAILABLE FOR GROUPS FOCUSED ON SUPPORTING PHYSICALLY, MENTALLY, OR EMOTIONALLY CHALLENGED PERSONS AND THOSE SERVING THE DISADVANTAGED. THE ZOO HAS EXPANDED ITS EFFORTS TO REACH UNDERSERVED COMMUNITY MEMBERS BY REMOVING FINANCIAL BARRIERS THROUGH ITS MUSEUMS FOR ALL PROGRAM. THE MUSEUMS FOR ALL PROGRAM RECOGNIZES THE COST OF ADMISSION CAN BE A BARRIER FOR MANY LOW-INCOME FAMILIES OR INDIVIDUALS AND IN APRIL 2023, THE ZOO BEGAN OFFERING \$3 EACH GENERAL DAYTIME ADMISSION FOR GROUPS OF UP TO FOUR PEOPLE WHEN A SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EBT OR ACCESS CARD IS PRESENTED ALONG WITH IDENTIFICATION. OVER 55,000 INDIVIDUALS HAVE	S STARTED IN 2006 THROUGH A PARTNERSHIP WITH CHILDREN'S
ZOO VISIT AFTER HOURS FREE OF CHARGE. THE PLETHORA OF PROGRAMS CURRENTLY OFFERED IS EXPECTED TO CONTINUE AND GROW IN THE COMING YEARS. IN ORDER TO ENSURE ACCESSIBILITY FOR EVERYONE REGARDLESS OF FINANCIAL MEANS, THE ZOO DESIGNATES OPPORTUNITIES FOR FREE VISITS THROUGHOUT THE YEAR, INCLUDING A DAY WHERE ALL VISITORS RECEIVE FREE ADMISSION. THERE ARE VARIOUS OTHER SPECIAL PROMOTIONS OFFERING DISCOUNTED ADMISSION AS WELL. SCHOLARSHIP PROGRAMS ARE AVAILABLE FOR GROUPS FOCUSED ON SUPPORTING PHYSICALLY, MENTALLY, OR EMOTIONALLY CHALLENGED PERSONS AND THOSE SERVING THE DISADVANTAGED. THE ZOO HAS EXPANDED ITS EFFORTS TO REACH UNDERSERVED COMMUNITY MEMBERS BY REMOVING FINANCIAL BARRIERS THROUGH ITS MUSEUMS FOR ALL PROGRAM. THE MUSEUMS FOR ALL PROGRAM RECOGNIZES THE COST OF ADMISSION CAN BE A BARRIER FOR MANY LOW-INCOME FAMILIES OR INDIVIDUALS AND IN APRIL 2023, THE ZOO BEGAN OFFERING \$3 EACH GENERAL DAYTIME ADMISSION FOR GROUPS OF UP TO FOUR PEOPLE WHEN A SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EBT OR ACCESS CARD IS PRESENTED ALONG WITH IDENTIFICATION. OVER 55,000 INDIVIDUALS HAVE	OF PITTSBURGH. THIS EVENT INVITES CHILDREN WITH DISABILITIES
CURRENTLY OFFERED IS EXPECTED TO CONTINUE AND GROW IN THE COMING YEARS. IN ORDER TO ENSURE ACCESSIBILITY FOR EVERYONE REGARDLESS OF FINANCIAL MEANS, THE ZOO DESIGNATES OPPORTUNITIES FOR FREE VISITS THROUGHOUT THE YEAR, INCLUDING A DAY WHERE ALL VISITORS RECEIVE FREE ADMISSION. THERE ARE VARIOUS OTHER SPECIAL PROMOTIONS OFFERING DISCOUNTED ADMISSION AS WELL. SCHOLARSHIP PROGRAMS ARE AVAILABLE FOR GROUPS FOCUSED ON SUPPORTING PHYSICALLY, MENTALLY, OR EMOTIONALLY CHALLENGED PERSONS AND THOSE SERVING THE DISADVANTAGED. THE ZOO HAS EXPANDED ITS EFFORTS TO REACH UNDERSERVED COMMUNITY MEMBERS BY REMOVING FINANCIAL BARRIERS THROUGH ITS MUSEUMS FOR ALL PROGRAM. THE MUSEUMS FOR ALL PROGRAM RECOGNIZES THE COST OF ADMISSION CAN BE A BARRIER FOR MANY LOW-INCOME FAMILIES OR INDIVIDUALS AND IN APRIL 2023, THE ZOO BEGAN OFFERING \$3 EACH GENERAL DAYTIME ADMISSION FOR GROUPS OF UP TO FOUR PEOPLE WHEN A SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EBT OR ACCESS CARD IS PRESENTED ALONG WITH IDENTIFICATION. OVER 55,000 INDIVIDUALS HAVE	IC HEALTHCARE NEEDS ALONG WITH THEIR FAMILIES ENJOY A PRIVATE
IN ORDER TO ENSURE ACCESSIBILITY FOR EVERYONE REGARDLESS OF FINANCIAL MEANS, THE ZOO DESIGNATES OPPORTUNITIES FOR FREE VISITS THROUGHOUT THE YEAR, INCLUDING A DAY WHERE ALL VISITORS RECEIVE FREE ADMISSION. THERE ARE VARIOUS OTHER SPECIAL PROMOTIONS OFFERING DISCOUNTED ADMISSION AS WELL. SCHOLARSHIP PROGRAMS ARE AVAILABLE FOR GROUPS FOCUSED ON SUPPORTING PHYSICALLY, MENTALLY, OR EMOTIONALLY CHALLENGED PERSONS AND THOSE SERVING THE DISADVANTAGED. THE ZOO HAS EXPANDED ITS EFFORTS TO REACH UNDERSERVED COMMUNITY MEMBERS BY REMOVING FINANCIAL BARRIERS THROUGH ITS MUSEUMS FOR ALL PROGRAM. THE MUSEUMS FOR ALL PROGRAM RECOGNIZES THE COST OF ADMISSION CAN BE A BARRIER FOR MANY LOW-INCOME FAMILIES OR INDIVIDUALS AND IN APRIL 2023, THE ZOO BEGAN OFFERING \$3 EACH GENERAL DAYTIME ADMISSION FOR GROUPS OF UP TO FOUR PEOPLE WHEN A SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EBT OR ACCESS CARD IS PRESENTED ALONG WITH IDENTIFICATION. OVER 55,000 INDIVIDUALS HAVE	AFTER HOURS FREE OF CHARGE. THE PLETHORA OF PROGRAMS
MEANS, THE ZOO DESIGNATES OPPORTUNITIES FOR FREE VISITS THROUGHOUT THE YEAR, INCLUDING A DAY WHERE ALL VISITORS RECEIVE FREE ADMISSION. THERE ARE VARIOUS OTHER SPECIAL PROMOTIONS OFFERING DISCOUNTED ADMISSION AS WELL. SCHOLARSHIP PROGRAMS ARE AVAILABLE FOR GROUPS FOCUSED ON SUPPORTING PHYSICALLY, MENTALLY, OR EMOTIONALLY CHALLENGED PERSONS AND THOSE SERVING THE DISADVANTAGED. THE ZOO HAS EXPANDED ITS EFFORTS TO REACH UNDERSERVED COMMUNITY MEMBERS BY REMOVING FINANCIAL BARRIERS THROUGH ITS MUSEUMS FOR ALL PROGRAM. THE MUSEUMS FOR ALL PROGRAM RECOGNIZES THE COST OF ADMISSION CAN BE A BARRIER FOR MANY LOW-INCOME FAMILIES OR INDIVIDUALS AND IN APRIL 2023, THE ZOO BEGAN OFFERING \$3 EACH GENERAL DAYTIME ADMISSION FOR GROUPS OF UP TO FOUR PEOPLE WHEN A SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EBT OR ACCESS CARD IS PRESENTED ALONG WITH IDENTIFICATION. OVER 55,000 INDIVIDUALS HAVE	OFFERED IS EXPECTED TO CONTINUE AND GROW IN THE COMING YEARS.
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	TAL NUTRITION ASSISTANCE PROGRAM EBT OR ACCESS CARD IS
ALREADY COME THROUGH UNDER THIS PROGRAM WITH MORE THAN HALF FROM	ALONG WITH IDENTIFICATION. OVER 55,000 INDIVIDUALS HAVE
	OME THROUGH UNDER THIS PROGRAM WITH MORE THAN HALF FROM
ALLEGHENY COUNTY.	COUNTY.

LOCAL AND REGIONAL COMMUNITY, WHERE THE VAST MAJORITY OF ITS VISITORS

RESIDE. OPERATIONS ARE ENTIRELY FREE FROM PROFIT MOTIVE, WHICH ALLOWS

THE ZOO TO CONTINUE TO EXPAND THE POSITIVE INITIATIVES IT FACILITATES

 WHILE EXPLORING NEW WAYS TO SUPPORT AND ENRICH THE COMMUNITY THAT IT

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ZOOLOGICAL SOCIETY OF PITTSBURGH

SERVES.

FORM 990, PART VI, SECTION A, LINE 1A:

THE EXECUTIVE COMMITTEE SHALL HAVE AND EXERCISE ALL OF THE POWERS AND AUTHORITY OF THE BOARD OF DIRECTORS IN THE MANAGEMENT OF THE BUSINESS AND AFFAIRS OF THE SOCIETY INCLUDING, FOR AVOIDANCE OF DOUBT, THE POWER TO (A) APPOINT A PRESIDENT, (B) ACT UPON THE RECOMMENDATION OF THE CHAIR FIXING THE SALARY AND COMPENSATION OF THE PRESIDENT AND (C) REMOVE A MEMBER OF ANY COMMITTEE, AND (D) TAKE ACTION ON BEHALF OF THE BOARD, EXCEPT THAT THE EXECUTIVE COMMITTEE SHALL NOT HAVE ANY POWER OR AUTHORITY TO (A) CREATE OR FILL VACANCIES IN THE BOARD OF DIRECTORS; (B) ADOPT, AMEND OR REPEAL THE BYLAWS; (C) AMEND OR REPEAL ANY RESOLUTION OF THE BOARD THAT BY ITS TERMS IS AMENDABLE OR REPEALABLE ONLY BY THE BOARD; (D) ADOPT AND APPROVE THE ANNUAL BUDGET OF THE SOCIETY; OR (E) ADOPT AND APPROVE THE AUDITED ANNUAL FINANCIAL REPORT TO THE BOARD OF DIRECTORS. THE EXECUTIVE COMMITTEE WILL SERVE AS A CLEARINGHOUSE TO ASSESS THE RISKS THAT OTHER COMMITTEES IDENTIFY IN THEIR OVERSIGHT OF THE PITTSBURGH ZOO'S ACTIVITIES, INCLUDING THE IMPLEMENTATION OF MITIGATION STRATEGIES FOR SUCH RISKS, IF AVAILABLE.

FORM 990, PART VI, SECTION A, LINE 4:

THE BYLAWS WERE AMENDED IN MAY OF 2023 TO INCLUDE THE FOLLOWING CHANGES:

SECTION 6.1 HAS BEEN SIMPLIFIED TO ALLOW FOR BOARD COMMITTEES, TASK FORCES, AND WORKING GROUPS TO BE CREATED AND DISBANDED AS NEEDED FOR BEST OVERSIGHT AT ANY GIVEN TIME, PROVIDING MORE RESPONSIVENESS AND FLEXIBILITY AS OUR ZOO EVOLVES.

THIS SIMPLIFICATION REMOVED THE NEED TO LIST INDIVIDUALLY ALL CURRENT BOARD

COMMITTEES, SO SEVERAL COMMITTEE-SPECIFIC SECTIONS HAVE BEEN REMOVED. Schedule O (Form 990) 2023 332212 11-14-23 56 2023.04030 ZOOLOGICAL SOCIETY OF PIT 18106-21

10231021 786250 18106-24000

Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
THREE COMMITTEES CONTINUE TO BE SPECIFIED IN THE BY-LAWS	EXECUTIVE,
FINANCE & AUDIT, AND GOVERNANCE & NOMINATING SINCE THEY A	RE NEEDED UNDER

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

THE SOCIETY WILL SUBMIT A DRAFT TO THE MEMBERS OF THE FINANCE AND AUDIT COMMITTEE FOR THEIR REVIEW AND APPROVAL. THE CFO PARTICIPATES IN THIS REVIEW. THE BOARD PASSES A RESOLUTION TO APPROVE THE FORM 990 BASED ON THE FINANCE AND AUDIT COMMITTEE'S REVIEW AND APPROVAL. COPIES ARE MADE AVAILABLE TO ALL MEMBERS OF THE BOARD OF DIRECTORS BEFORE THE RETURN IS FILED WITH THE INTERNAL REVENUE SERVICE.

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

THE BOARD OF DIRECTORS REVIEWS THE CONFLICT OF INTEREST POLICY AT THE FIRST MEETING OF EACH YEAR. BOARD MEMBERS ARE TO DISCLOSE TO THE BOARD CHAIR POTENTIAL OR ACTUAL CONFLICTS. THE FINANCE DEPARTMENT IDENTIFIES POTENTIAL CONFLICTS BY REVIEWING VENDOR LISTS AND SUBMITS THE RESULTS OF THEIR REVIEW TO THE CHAIR OF THE FINANCE AND AUDIT COMMITTEE FOR FURTHER REVIEW. UPON REVIEW BY THE FINANCE CHAIR, POTENTIAL CONFLICTS ARE DISCLOSED TO THE BOARD CHAIR. THE CHAIR WILL DETERMINE WHETHER TO: (A) TAKE NO ACTION; (B) ASSURE FULL DISCLOSURE; (C) ASK THE PERSON TO RECUSE HIMSELF OR HERSELF FROM PARTICIPATION IN RELATED DISCUSSIONS OR DECISIONS; OR (D) ASK THE PERSON TO RESIGN FROM HIS OR HER POSITION.

FORM 990, PART VI, SECTION B, LINE 15: <u>A SPECIAL INDEPENDENT AD HOC EXECUTIVE COMPENSATION REVIEW COMMITTEE MEETS</u> <u>TO REVIEW THE PERFORMANCE AND APPROVE COMPENSATION FOR THE ZOO'S CEO. THE</u> <u>COMMITTEE UTILIZES COMPARABLE COMPENSATION DATA FOR SIMILARLY QUALIFIED</u> 332212 11-14-23 Schedule O (Form 990) 2023 57 10231021 786250 18106-24000 57 2023.04030 ZOOLOGICAL SOCIETY OF PIT 18106-21

Schedule O (Form 990) 2023	Page 2
Name of the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY	SITUATED
ORGANIZATIONS. THEY ALSO USE COMPENSATION SURVEY DATA. THE	COMMITTEE
DOCUMENTS DECISIONS REGARDING THE COMPENSATION AND REPORTS	THEIR RESULTS TO
THE EXECUTIVE COMMITTEE, HUMAN RESOURCES AND THE CFO. THE	EXECUTIVE
COMMITTEE AND THE BOARD CHAIR APPROVE THE CEO'S COMPENSATI	ON AFTER REVIEW
AND RECOMMENDATION FROM THE AD HOC EXECUTIVE COMPENSATION	REVIEW COMMITTEE.
THE PRESIDENT & CEO MEETS WITH HUMAN RESOURCES AND THE CFO	TO REVIEW
PERFORMANCE AND APPROVE COMPENSATION FOR THE ZOO'S OFFICER	S AND KEY
EMPLOYEES. THEY REVIEW COMPARABLE COMPENSATION DATA FOR SI	MILARLY QUALIFIED
PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY	SITUATED
ORGANIZATIONS. THEY ALSO USE COMPENSATION SURVEY DATA.	

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

THE SOCIETY MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC THROUGH SUBMISSION TO THE ALLEGHENY REGIONAL ASSET DISTRICT IN ANNUAL REPORTS AND OTHERWISE UPON REQUEST.

FORM 990, PART VII, NON-VOTING DIRECTORS:

DEBORAH GROSS AND MAYOR ED GAINEY ARE EX-OFFICIO DIRECTORS OF THE BOARD

WITH NO VOTING RIGHTS.

FORM 990, PART XII, LINE 2C, FINANCIAL STATEMENTS AND REPORTING:

THE FINANCE COMMITTEE IS APPOINTED BY THE BOARD OF DIRECTORS AND

REVIEWS THE FINANCIAL STATEMENTS REGULARLY THROUGHOUT THE YEAR, AT

BOARD MEETINGS AND AT EACH OF 5 COMMITTEE MEETINGS PER YEAR. ONE OF

THESE MEETINGS IS DEDICATED TO AUDIT REVIEW WHERE THE COMMITTEE MEETS

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Name of the organization ZOOLOGICAL SOCI	IETY OF PITTSBURGH	Employer identification num 25-1418766
WITH THE AUDITORS WITHOUT MAN	AGEMENT PRESENT. THE SELECTI	ON OF THE
INDEPENDENT AUDITORS IS REVIE		
	CHANGE FROM THE PRIOR YEAR.	
332212 11-14-23		Schedule O (Form 990)
31021 786250 18106-24000	59 2023.04030 ZOOLOGICAL S	