

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2018

Department of the Treasury
Internal Revenue Service

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

Open to Public Inspection

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

A For the 2018 calendar year, or tax year beginning **JUL 1, 2018** and ending **JUN 30, 2019**



B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization CICATELLI ASSOCIATES, INC.		D Employer identification number 13-3020576
	Doing business as		E Telephone number 212-594-7741
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	505 EIGHTH AVENUE NEW YORK, NY 10018		G Gross receipts \$ 13,922,648.
City or town, state or province, country, and ZIP or foreign postal code		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)	
F Name and address of principal officer: JEANNE DECHIARO SAME AS C ABOVE		H(c) Group exemption number ▶	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
J Website: ▶ HTTP://WWW.CAIGLOBAL.ORG			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation: 1979 M State of legal domicile: NY	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: ENHANCING THE QUALITY OF HEALTH CARE AND SOCIAL SERVICES DELIVERED TO COMMUNITIES IN NEED.																		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.																		
	3	Number of voting members of the governing body (Part VI, line 1a)	6																
	4	Number of independent voting members of the governing body (Part VI, line 1b)	5																
	5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)	92																
	6	Total number of volunteers (estimate if necessary)	0																
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	0.																
7b	Net unrelated business taxable income from Form 990-T, line 38	0.																	
Revenue			<table border="1"> <tr> <th>Prior Year</th> <th>Current Year</th> </tr> <tr> <td>15,558,760.</td> <td>13,323,505.</td> </tr> <tr> <td>14,535.</td> <td>7,070.</td> </tr> <tr> <td>739.</td> <td>29.</td> </tr> <tr> <td>544,570.</td> <td>592,044.</td> </tr> <tr> <td>16,118,604.</td> <td>13,922,648.</td> </tr> </table>	Prior Year	Current Year	15,558,760.	13,323,505.	14,535.	7,070.	739.	29.	544,570.	592,044.	16,118,604.	13,922,648.				
	Prior Year	Current Year																	
	15,558,760.	13,323,505.																	
	14,535.	7,070.																	
	739.	29.																	
	544,570.	592,044.																	
	16,118,604.	13,922,648.																	
8	Contributions and grants (Part VIII, line 1h)																		
9	Program service revenue (Part VIII, line 2g)																		
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)																		
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)																		
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)																		
Expenses			<table border="1"> <tr> <th>Prior Year</th> <th>Current Year</th> </tr> <tr> <td>3,741,540.</td> <td>39,474.</td> </tr> <tr> <td>0.</td> <td>0.</td> </tr> <tr> <td>7,044,926.</td> <td>7,007,094.</td> </tr> <tr> <td>0.</td> <td>0.</td> </tr> <tr> <td>6,776,546.</td> <td>6,604,676.</td> </tr> <tr> <td>17,563,012.</td> <td>13,651,244.</td> </tr> <tr> <td>-1,444,408.</td> <td>271,404.</td> </tr> </table>	Prior Year	Current Year	3,741,540.	39,474.	0.	0.	7,044,926.	7,007,094.	0.	0.	6,776,546.	6,604,676.	17,563,012.	13,651,244.	-1,444,408.	271,404.
	Prior Year	Current Year																	
	3,741,540.	39,474.																	
	0.	0.																	
	7,044,926.	7,007,094.																	
	0.	0.																	
	6,776,546.	6,604,676.																	
17,563,012.	13,651,244.																		
-1,444,408.	271,404.																		
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)																		
14	Benefits paid to or for members (Part IX, column (A), line 4)																		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)																		
16a	Professional fundraising fees (Part IX, column (A), line 11e)																		
b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 0.																		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)																		
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)																		
19	Revenue less expenses. Subtract line 18 from line 12																		
Net Assets or Fund Balances			<table border="1"> <tr> <th>Beginning of Current Year</th> <th>End of Year</th> </tr> <tr> <td>3,151,519.</td> <td>4,092,651.</td> </tr> <tr> <td>3,316,293.</td> <td>3,986,022.</td> </tr> <tr> <td>-164,774.</td> <td>106,629.</td> </tr> </table>	Beginning of Current Year	End of Year	3,151,519.	4,092,651.	3,316,293.	3,986,022.	-164,774.	106,629.								
	Beginning of Current Year	End of Year																	
	3,151,519.	4,092,651.																	
3,316,293.	3,986,022.																		
-164,774.	106,629.																		
20	Total assets (Part X, line 16)																		
21	Total liabilities (Part X, line 26)																		
22	Net assets or fund balances. Subtract line 21 from line 20																		

Part II Signature Block

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

Sign Here	Signature of officer 	Date 3/27/20
	Type or print name and title BARBARA CICATELLI, PRESIDENT	
Paid Preparer Use Only	Print/Type preparer's name STEVEN A KOENIG	Preparer's signature 
	Firm's name ▶ PRAGER METIS CPAS, LLC	Date 03/18/20
Firm's address ▶ 100 SUNNYSIDE BLVD., SUITE 200 WOODBURY, NY 11797		Check if self-employed <input type="checkbox"/> PTIN P00781918
		Firm's EIN ▶ 06-1667465
		Phone no. 516-921-8900

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: ENHANCING THE QUALITY OF HEALTH CARE AND SOCIAL SERVICES DELIVERED TO COMMUNITIES IN NEED ACCROSS THE UNITED STATES AND ABROAD. THE ORGANIZATION OFFERS EXPERT TRAINING AND CAPACITY BUILDING ASSISTANCE TO HELP HEALTH AND HUMAN SERVICE PROVODERS IMPROVE THEIR SERVICES.

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 No

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 10,905,938. including grants of \$ 39,474.) (Revenue \$ 11,883,614.) TRAINING AND TECHNICAL ASSISTANCE- CICATELLI ASOCIATES, INC. (CAI) DEVELOPS TRAINING PROGRAMS, CONFERENCES, ONLINE COURSES, TELECONFERENCES, AND WEBINARS THAT HELP PROVIDERS INCREASE THE EFFICIENCY AND QUALITY OF HEALTH CARE AND SOCIAL SERVICES. CAI OFFERS EXPERT TECHNICAL ASSISTANCE TO HELP AGENCIES ASSESS CURRENT OPERATIONS AND INTEGRATE EVIDENCE-BASED APPROACHES TO ACHIEVE HIGHER QUALITY, ENHANCE PROGRAM OUTCOMES, AND INCREASE COST EFFICIENCES.

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

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

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

4e Total program service expenses 10,905,938.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 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? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
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 "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question number, Yes, No. Rows 22-38 covering various organizational requirements.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question number, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No checkboxes. Includes questions 2a through 16 regarding employee counts, tax returns, unrelated business income, foreign accounts, and charitable contributions.

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

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

Section A. Governing Body and Management

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

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **NY**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19** Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **HUMBERTO SADDLER - 212-594-7741**
505 8TH AVENUE 16TH FL, NEW YORK, NY 10018

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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) BETSY SANDERS SECRETARY	0.15	X						0.	0.	0.
(2) MADDY DELONE TREASURER	0.15	X						0.	0.	0.
(3) WARREN YIU KEE NG, MD DIRECTOR	0.15	X						0.	0.	0.
(4) BETH RUBINO DIRECTOR	0.15	X						0.	0.	0.
(5) ANNE LOPES ACTING CHAIRPERSON	0.20	X						0.	0.	0.
(6) BARBARA CICATELLI PRESIDENT	40.00			X				196,349.	0.	5,891.
(7) JEANNE DECHIARO SENIOR VICE PRESIDENT	40.00			X				158,346.	0.	4,751.
(8) HUMBERTO SADDLER CFO	40.00			X				99,276.	0.	10,179.
(9) RUSTY PERRY CHAMBLISS VP, DIRECTOR OF TRAINING	40.00					X		143,525.	0.	0.
(10) DAWN MIDDLETON VICE PRESIDENT, PERFORMANCE	40.00					X		121,225.	0.	20,854.
(11) ARISMENDI JIMENEZ VP, GLOBAL CAPACITY BUILDI	40.00					X		126,396.	0.	14,691.
(12) DEAN LABATE DIRECTOR OF HR & OPERATION	40.00					X		129,172.	0.	14,775.
(13) MICHELLE GERKA VP COMMUNITY AND FAMILY EDUCATION	40.00					X		140,916.	0.	15,127.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Sub-total							1,115,205.	0.	86,268.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							1,115,205.	0.	86,268.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **7**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
LEGAL ACTION CENTER OF OF THE CITY OF NY IN 225 VARICK STREET SUITE 402, NEW YORK, NY 10014	PHI PLANNING AND IMPLEMENTATION	267,000.
LEANFORWARD (830 PARTNERS LLC) 27 WATERFORD DRIVE, BORDENTOWN, NJ 08505	DESIGN AND DEVELOPMENT E LEARNI	193,876.
PHILLIBER RESEARCH ASSOCIATES 1005 G16 MAIN STREET, ACCORD, NY 12404	EVALUATION SERVICES FOR ACE	188,151.
PLANNED PARENTHOOD CENTRAL AND WESTERN NY 114 UNIVERSITY AVENUE, ROCHESTER, NY 14605	ADDRESS SOCIAL DETERMINANTS	143,000.
SOTERIA SOLUTIIONS 9 MADABURY ROAD SUITE 404, DURHAM, NH 03824	BYSTANDER TRAINING SERIES	133,054.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **5**

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	11,883,614.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1,439,891.				
	g Noncash contributions included in lines 1a-1f: \$						
	h Total. Add lines 1a-1f		13,323,505.				
Program Service Revenue	2 a REGISTRATION FEES	Business Code 611710	7,070.	7,070.			
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f		7,070.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		29.			29.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	(i) Real	(ii) Personal				
		b Less: rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less: cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss)					
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a					
		b Less: direct expenses	b				
		c Net income or (loss) from fundraising events					
	9 a Gross income from gaming activities. See Part IV, line 19	a					
b Less: direct expenses		b					
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	a						
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
11 a FEES FOR USE OF SPACE	900099	363,159.			363,159.		
b OTHER REVENUE	900099	121,930.	121,930.				
c VIRTUAL CLASSROOM	611710	106,955.	106,955.				
d All other revenue							
e Total. Add lines 11a-11d		592,044.					
12 Total revenue. See instructions		13,922,648.	235,955.	0.	363,188.		

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	39,474.	39,474.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,115,205.	661,233.	453,972.	
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	4,654,894.	4,390,650.	264,244.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	1,236,995.	1,155,857.	81,138.	
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management				
b Legal	21,586.		21,586.	
c Accounting	45,000.		45,000.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	3,019,082.	2,887,420.	131,662.	
12 Advertising and promotion	43,071.	39,681.	3,390.	
13 Office expenses	641,463.	519,422.	122,041.	
14 Information technology	64,639.	7,407.	57,232.	
15 Royalties				
16 Occupancy	1,194,436.	83,197.	1,111,239.	
17 Travel	588,606.	519,538.	69,068.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	228,942.	137,597.	91,345.	
20 Interest	47,507.		47,507.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	61,121.		61,121.	
23 Insurance	46,734.	115.	46,619.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a TRAINING SPACE	235,279.	218,543.	16,736.	
b COMMUNICATION	172,005.	131,320.	40,685.	
c TRAINING MATERIALS	50,910.	50,830.	80.	
d CEU EXPENSE	43,000.	43,000.		
e All other expenses	101,295.	20,654.	80,641.	
25 Total functional expenses. Add lines 1 through 24e	13,651,244.	10,905,938.	2,745,306.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				
Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	542,544.	1	691,728.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	1,985,689.	4	2,794,259.
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	58,268.	9	85,998.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,788,798.		
	b Less: accumulated depreciation	10b 1,601,336.	236,985.	10c 187,462.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	328,033.	15	333,204.
16 Total assets. Add lines 1 through 15 (must equal line 34)	3,151,519.	16	4,092,651.	
Liabilities	17 Accounts payable and accrued expenses	1,044,265.	17	1,859,405.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	700,000.	22	700,000.
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	317,859.	24	244,033.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	1,254,169.	25	1,182,584.
	26 Total liabilities. Add lines 17 through 25	3,316,293.	26	3,986,022.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	-164,774.	27	106,629.
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	-164,774.	33	106,629.	
34 Total liabilities and net assets/fund balances	3,151,519.	34	4,092,651.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	13,922,648.
2	Total expenses (must equal Part IX, column (A), line 25)	2	13,651,244.
3	Revenue less expenses. Subtract line 2 from line 1	3	271,404.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	-164,774.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	106,630.

Part XII Financial Statements and Reporting

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

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

Form 990 (2018)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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

2018

Open to Public Inspection

Name of the organization **CICATELLI ASSOCIATES, INC.** Employer identification number **13-3020576**

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 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 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	15046511.	16059326.	15854046.	15558760.	13323505.	75842148.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	15046511.	16059326.	15854046.	15558760.	13323505.	75842148.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						75842148.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4	15046511.	16059326.	15854046.	15558760.	13323505.	75842148.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	2,198.	2,716.	689.	739.	29.	6,371.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	563,763.	540,958.	557,722.	544,570.	599,158.	2806171.
11 Total support. Add lines 7 through 10						78654690.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	96.42 %
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	95.94 %
16a 33 1/3% support test - 2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2017. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2018. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

(Complete only if you checked the box on line 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.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(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 performed, 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 business under section 513						
4 Tax revenues levied for the organization'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						
6 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						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9 Amounts from line 6						
10a 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						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in 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 five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2017 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2017 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2018. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

	Yes	No
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)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

	Yes	No
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?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2 Activities Test. Answer (a) and (b) 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? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer (a) and (b) 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? <i>Provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

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

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

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

Section C - Distributable Amount		(A) Prior Year	Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2018 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2018, 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 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2019. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Series of horizontal lines for entering supplemental information.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2018
Open to Public Inspection

Name of the organization **CICATELLI ASSOCIATES, INC.** Employer identification number **13-3020576**

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (e.g., recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2018

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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a Public exhibition
- b Scholarly research
- c Preservation for future generations
- d Loan or exchange programs
- e Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

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

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

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

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

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

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

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		1,194,044.	1,053,488.	140,556.
d Equipment		207,426.	163,366.	44,060.
e Other		387,328.	384,482.	2,846.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				187,462.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) PREPAID RENT	333,204.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	333,204.

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LINE OF CREDIT PAYABLE	393,371.
(3) UNEARNED REVENUE	141,752.
(4) DEFERRED RENT PAYABLE	266,617.
(5) DEFERRED LEASE INCENTIVE	380,844.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	1,182,584.

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

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

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

1	Total revenue, gains, and other support per audited financial statements	1	13,922,648.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	13,922,648.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	13,922,648.

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

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

1	Total expenses and losses per audited financial statements	1	13,651,245.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	13,651,245.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	13,651,245.

Part XIII Supplemental Information.

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

PART X, LINE 2:

THE ORGANIZATION IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (THE "CODE" OR "IRC"), AND FROM STATE INCOME TAX. HOWEVER, NET INCOME RESULTING FROM CERTAIN ACTIVITIES NOT RELATED TO THE ORGANIZATION'S TAX-EXEMPT STATUS IS SUBJECT TO UNRELATED BUSINESS INCOME TAX, IF APPLICABLE.

THE ORGANIZATION RECOGNIZES AND MEASURES ITS UNRECOGNIZED TAX BENEFITS IN ACCORDANCE WITH FASB ACCOUNTING STANDARDS CODIFICATION ("ASC") 740, INCOME TAXES. UNDER THAT GUIDANCE, THE

ORGANIZATION ASSESSES THE LIKELIHOOD, BASED ON THEIR TECHNICAL MERIT,

Part XIII Supplemental Information (continued)

THAT TAX POSITIONS WILL BE SUSTAINED UPON EXAMINATION BASED ON THE FACTS, CIRCUMSTANCES AND INFORMATION AVAILABLE AT THE END OF EACH PERIOD. THE MEASUREMENT OF UNRECOGNIZED TAX BENEFITS IS ADJUSTED WHEN NEW INFORMATION IS AVAILABLE, OR WHEN AN EVENT OCCURS THAT REQUIRES A CHANGE.

MANAGEMENT HAS EVALUATED THE ORGANIZATION'S TAX POSITIONS AND HAS CONCLUDED THAT THE ORGANIZATION HAD TAKEN NO UNCERTAIN TAX POSITIONS THAT REQUIRE ADJUSTMENTS TO THE FINANCIAL STATEMENTS. IN THE EVENT THE ORGANIZATION INCURS INTEREST OR PENALTIES RELATED TO UNCERTAIN TAX POSITIONS, IT WOULD BE INCLUDED AS A COMPONENT OF MANAGEMENT AND GENERAL EXPENSES IN THE STATEMENT OF ACTIVITIES.

THE ORGANIZATION HAS BEEN DETERMINED BY INTERNAL REVENUE SERVICE NOT TO BE A "PRIVATE FOUNDATION" WITHIN THE MEANING OF SECTION 509(A) OF THE INTERNAL REVENUE CODE. THERE WAS NO UNRELATED BUSINESS INCOME FOR 2018.

THE ORGANIZATION FILES A FORM 990 INFORMATIONAL RETURN WITH THE INTERNAL REVENUE SERVICE AND OTHER INFORMATIONAL RETURNS IN VARIOUS OTHER STATES, AS REQUIRED. THE ORGANIZATION IS NO LONGER SUBJECT TO U.S. FEDERAL AND STATE EXAMINATIONS OR INTEREST AND PENALTIES BY TAXING AUTHORITIES FOR THE YEARS BEFORE 2015.

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

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

OMB No. 1545-0047

2018

Open to Public Inspection

Name of the organization **CICATELLI ASSOCIATES, INC.** Employer identification number **13-3020576**

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
DOMINICAN REPUBLIC	1	3	PROGRAM SERVICES	TRAINING AND TECHNICAL ASSISTANCE TO INCREASE ACCESS TO HIV/AIDS INTERVENTION	140,796.
3 a Subtotal	1	3			140,796.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	1	3			140,796.

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CARRIBEAN AND SOUTH AMERICA	TRAINING	39,474.		0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)

Schedule F (Form 990) 2018

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No

- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No

- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471)* Yes No

- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No

- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No

- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

Multiple horizontal lines for supplemental information.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2018

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization: **CICATELLI ASSOCIATES, INC.**
 Employer identification number: **13-3020576**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain **1b**

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? **2**

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract
<input type="checkbox"/> Independent compensation consultant	<input type="checkbox"/> Compensation survey or study
<input type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment? **4a**
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan? **4b**
- c** Participate in, or receive payment from, an equity-based compensation arrangement? **4c**
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization? **5a**
- b** Any related organization? **5b**
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization? **6a**
- b** Any related organization? **6b**
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III **7**

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III **8**

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? **9**

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2018

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.

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) BARBARA CICATELLI PRESIDENT	(i) 196,349.	(ii) 0.	(iii) 0.	5,891.	0.	202,240.	0.
(2) JEANNE DECHIARO SENIOR VICE PRESIDENT	(i) 158,346.	(ii) 0.	(iii) 0.	4,751.	0.	163,097.	0.
(3) MICHELLE GERKA VP COMMUNITY AND FAMILY EDUCATION	(i) 140,916.	(ii) 0.	(iii) 0.	4,227.	10,900.	156,043.	0.
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							

SCHEDULE L
(Form 990 or 990-EZ)

Transactions With Interested Persons

OMB No. 1545-0047

2018

Open To Public Inspection

Department of the Treasury
Internal Revenue Service

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**

▶ **Attach to Form 990 or Form 990-EZ.**

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

Name of the organization **CICATELLI ASSOCIATES, INC.** Employer identification number **13-3020576**

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1 (a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
			Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958 ▶ \$ _____

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ▶ \$ _____

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No
BARBARA CICATELLI	PRESIDENT	TO HELP	X		700,000.	700,000.		X	X			X
Total						▶ \$ 700,000.						

Total ▶ \$ 700,000.

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

SEE PART V FOR CONTINUATIONS

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
ROBERT COHEN	FAMILY MEMBER OF MA	27,200.	CONSULTANT		X

Part V Supplemental Information.

Provide additional information for responses to questions on Schedule L (see instructions).

SCHEDULE L, PART II, LOANS TO AND FROM INTERESTED PERSONS:

(A) NAME OF PERSON: BARBARA CICATELLI

(B) RELATIONSHIP WITH ORGANIZATION: PRESIDENT

(C) PURPOSE OF LOAN: TO HELP CICATELLI ASSOCIATES INC. WITH CASH FLOW DIFICULTIES

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: ROBERT COHEN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:
FAMILY MEMBER OF MADDY DELONE TREASURER

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
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 990-EZ.

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

OMB No. 1545-0047

2018

Open to Public
Inspection

Name of the organization

CICATELLI ASSOCIATES, INC.

Employer identification number

13-3020576

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

THE FORM 990 IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM AND IS REVIEWED AND APPROVED BY THE BOARD MEMBERS PRIOR TO SUBMISSION WITH IRS. A DRAFT COPY OF 990 IS SENT TO ALL THE BOARD MEMBERS FOR REVIEW AND APPROVAL BEFORE IT BECOMES FINAL.

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

THE ORGANIZATION HAS A CONFLICT OF INTEREST POLICY THAT COVERS ALL BOARD MEMBERS, OFFICERS, EMPLOYEES AND CERTAIN CONSULTANTS. THROUGH OUT THE YEARS, ALL COVERED INDIVIDUALS ARE REQUIRED TO DISCLOSE ANY CHANGES TO INTERESTS OR TRANSACTIONS THAT MAY BE A POTENTIAL CONFLICT. THE INDEPENDENT BOARD MEMBERS REVIEW ANY POTENTIAL CONFLICTS AND DETERMINES WHETHER ANY CONFLICT EXISTS. ANY INTERESTED BOARD MEMBER IS RECUSED FROM PARTICIPATING AND VOTING ON THE DISCUSSIONS AND DECISIONS INVOLVING SUCH CONFLICT.

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

CAI'S INITIAL WAGES ARE BASED ON THE SALARY RANGE RESEARCHED AND DEVELOPED FOR EACH POSITION, WITH VARIATIONS DEPENDENT UPON EMPLOYEE QUALIFICATIONS, EDUCATION AND EXPERIENCE. WHEN FUNDS ARE AVAILABLE EACH YEAR ON THE ANNIVERSARY DATE OF HIRE, STAFF RECEIVE A COST OF LIVING ADJUSTMENT (COLA) INCREASE OF APPROXIMATELY 3%. IN ADDITION TO COLA INCREASE, ONE MAY RECEIVE A MERIT RAISE ACCORDING TO OUR POLICY. THE INDEPENDENT BOARD APPROVES SALARY RAISES FOR THE PRESIDENT AND OFFICERS OF THE COMPANY AND DOCUMENTS DECISIONS CONTEMPORANEOUSLY.

Name of the organization CICATELLI ASSOCIATES, INC.	Employer identification number 13-3020576
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FORM 990, PART VI, SECTION C, LINE 19:

THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST.

FORM 990, PART IX, LINE 11G, OTHER FEES:

OUTSIDE CONSULTANTS:

PROGRAM SERVICE EXPENSES	2,887,420.
MANAGEMENT AND GENERAL EXPENSES	115,206.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	3,002,626.

PAYROLL SERVICES:

PROGRAM SERVICE EXPENSES	0.
MANAGEMENT AND GENERAL EXPENSES	16,456.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	16,456.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	3,019,082.

FORM 990, PART III LINE 1

OVER THE COURSE OF FY2019, CICATELLI ASSOCIATES INC. (CAI) ADMINISTERED APPROXIMATELY 50 CONTRACTS, INCLUDING 15 SUPPORTED BY FEDERAL FUNDING, AND 14 SUPPORTED BY STATE OR LOCAL GOVERNMENT. DURING THIS TIME, WE CONDUCTED 637 CAPACITY BUILDING EVENTS, INCLUDING TRAININGS, LEARNING COLLABORATIVES, WEBINARS, AND TECHNICAL ASSISTANCE TO OVER 11,400 PARTICIPANTS.

SOME NOTABLE ACHIEVEMENTS FOR CAI THIS YEAR INCLUDE:

CAI ENTERED INTO OUR FIRST YEAR AS THE CDC'S NATIONAL HIV CLASSROOM LEARNING CENTER (NHCLC), A 5-YEAR INITIATIVE TO STRENGTHEN THE CAPACITY

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OF THE HIV PREVENTION WORKFORCE TO OPTIMALLY PLAN, IMPLEMENT, INTEGRATE AND SUSTAIN HIGH-IMPACT HIV PREVENTION INTERVENTIONS AND STRATEGIES TO REDUCE HIV INFECTIONS AND HIV-RELATE MORBIDITY, MORTALITY, AND HEALTH DISPARITIES ACROSS THE NATION. THE PROGRAM IS DESIGNED TO SUPPORT ACCELERATION TOWARDS ENDING THE HIV EPIDEMIC: A PLAN FOR AMERICA. NHCLC COMES ON THE HEELS OF CAI'S WORK AS A NATIONAL PROVIDER OF CAPACITY BUILDING ASSISTANCE FOR HIGH-IMPACT HIV PREVENTION, WHICH ENDED THIS YEAR AND FOR WHICH WE SUPPORTED CLINICAL PROVIDERS AND HEALTHCARE ORGANIZATIONS (HCOS) IN IMPLEMENTING HIGH-IMPACT PREVENTION (HIP) STRATEGIES TO INCREASE RATES OF LINKAGE TO CARE, RETENTION IN CARE, AND ADHERENCE. DURING FY19, CAI PROVIDED CAPACITY BUILDING ASSISTANCE TO OVER 600 INDIVIDUALS FROM HCOS ACROSS THE COUNTRY AND DEVELOPED AND PILOTED A NEW EVIDENCE-BASED INTERVENTION, STAY CONNECTED.

CAI IS IN OUR SECOND YEAR OF A FIVE-YEAR INITIATIVE WITH THE NEW JERSEY DEPARTMENT OF HEALTH TO SUPPORT MORE THAN 30 RYAN WHITE HIV/AIDS PROGRAM (RWHAP)-FUNDED HIV CARE AND TREATMENT AGENCIES IN INTEGRATING TRAUMA INFORMED CARE INTO THEIR CULTURE, ENVIRONMENT, AND SERVICE DELIVERY. CAI HAS DEVELOPED MEASURES AND METHODS FOR ASSESSING NEEDS AND EVALUATING OUTCOMES FOR RWHAP RECIPIENTS AND SUBRECIPIENTS. DURING FY19, CAI TRAINED OVER 1,100 PEOPLE IN TOPICS RANGING FROM GENERAL EDUCATION ON TRAUMA AND PSYCHOEDUCATION TO DE-ESCALATION AND SELF-CARE. IN ADDITION, CAI LAUNCHED A NEW 3-YEAR INITIATIVE IN FY19, FUNDED BY THE NEW YORK STATE DEPARTMENT OF HEALTH, TO INTEGRATE TRAUMA-INFORMED CARE APPROACHES IN 10 FEDERALLY QUALIFIED HEALTH CENTERS ACROSS NEW YORK CITY.

IN YEAR FOUR OF HOPE BUFFALO, AN INITIATIVE FUNDED BY THE OFFICE OF

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ADOLESCENT HEALTH TO REDUCE TEEN PREGNANCY AND IMPROVE ADOLESCENT WELLNESS, CAI HAS BEEN SUCCESSFUL IN IMPLEMENTING A "ROAD MAP", OR SET OF COORDINATED ACTIVITIES, THAT INCLUDES THE IMPLEMENTATION OF EVIDENCE-BASED INTERVENTIONS. CONTINUED TO ADMINISTER COMPASSIONATE, EVIDENCE-BASED INTERVENTIONS AND BUILD RELATIONSHIPS. A KEY COMPONENT OF HOPE'S STRATEGY IS THE SUCCESSFUL UTILIZATION OF THE COLLECTIVE IMPACT (CI) MODEL TO ESTABLISH A ROBUST COMMUNITY MOBILIZING STRUCTURE. DURING THIS TIME, 33 ORGANIZATIONS HAVE BEEN ACTIVE MEMBERS IN THE COMMUNITY ACTION TEAM, AND 72 OVERALL PARTNER ORGANIZATIONS HAVE BEEN ENGAGED. THIS HAS LED TO OUR ABILITY TO INCREASE REFERRALS TO PARTNER AND OTHER ORGANIZATIONS BY 700% IN YEAR 4, AND TO OUR PROVISION OF 20 NEW MINI-GRANT AWARDS TO SUPPORT INITIATIVES BY LOCAL COMMUNITY-BASED ORGANIZATIONS.

CAI'S COMMUNITY APPROACHES TO REDUCING STIS (CARS) CDC INITIATIVE SEEKS TO ADDRESS THE SIGNIFICANT STI/HIV DISPARITIES AMONG AFRICAN AMERICAN AND LGBTQ IDENTIFIED ADOLESCENTS AND YOUNG ADULTS AGES 15 TO 24 IN BUFFALO, NY. THE FOUNDATION OF CARS IS A COMMUNITY ACTION BOARD (CAB) FRAMEWORK, WHICH EMPOWERS COMMUNITIES TO ADVOCATE FOR THEMSELVES. A MAJOR SUCCESS IN YEAR TWO OF THIS PROGRAM WAS THE UTILIZATION OF CREATIVE PROBLEM SOLVING (CPS) AND ITS TOOLS AS OUR VEHICLE FOR EVALUATION AND MAINTAINING CAB ENGAGEMENT. CPS MADE EVALUATIVE WORK MORE ACCESSIBLE FOR CAB MEMBERS, AND FOSTERED USE OF A COMMON LANGUAGE IN FAMILIAR STRUCTURES, LEADING TO EASY UNDERSTANDING OF COMPLEX CONCEPTS.

CAI HAS BEEN WORKING IN PARTNERSHIP WITH THE NATIONAL ASSOCIATION OF COUNTY AND CITY HEALTH OFFICIALS ON IMPLEMENTING A COMMUNITY HEALTH

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WORKER (CHW) INTERVENTION TO IMPROVE HIV HEALTH OUTCOMES IN FOUR RYAN WHITE HIV/AIDS PROGRAM PART A JURISDICTIONS ATLANTA, GA, HOUSTON, TX, MEMPHIS, TN, AND NEW ORLEANS, LA. DURING THE REPORTING PERIOD OF DECEMBER 2017 THROUGH AUGUST 2019, COMMUNITY HEALTH WORKERS ENGAGED A TOTAL OF 338 UNIQUE CLIENTS AND COMPLETED 2,824 ENCOUNTERS. STEEP INCREASES FROM RATES PRIOR TO THE INITIATIVE. OF 129 CLIENTS WITH ELEVATED VIRAL LOADS (>200 COPIES/ML) AT TIME OF ASSIGNMENT, 74% SAW A SIGNIFICANT DECREASE IN VIRAL LOADS AND 55% ACHIEVED VIRAL SUPPRESSION.

CAI ADMINISTERS THE NYS DEPARTMENT OF HEALTH CENTER OF EXCELLENCE FOR HEALTH SYSTEMS IMPROVEMENT FOR A TOBACCO FREE NY, PROVIDING TRAININGS TO HEALTHCARE PROVIDERS AND OTHER STAKEHOLDERS ON HOW BEST TO ADDRESS THE HEALTH NEEDS OF TOBACCO USERS. IN THIS PAST YEAR, CAI IMPROVED THE ACCESSIBILITY OF BEHAVIORAL HEALTH (BH) CURRICULA SUCH AS "SUPPORTING EVIDENCE-BASED TOBACCO DEPENDENCE SCREENING & TREATMENT IN BH SETTINGS TRAINING TOOLKIT," BY ADAPTING THEM FOR AN E-LEARNING FORMAT. ADDITIONALLY, THE CAI RUN CENTER OF EXCELLENCE STANDARDIZED AND STREAMLINED PROVIDER WORKFLOW TO SCREEN FOR AND TREAT TOBACCO USE, BY DEVELOPING THE ECLINICALWORKS TOBACCO DEPENDENCE TREATMENT 5A TDT SMARTFORMS, WHICH ARE NOW IN USE AT ONE SITE IN THE CAPITAL REGION OF NEW YORK.

THE DATA AND REPORTING TECHNICAL ASSISTANCE PROJECT FOR THE HRSA HIV/AIDS BUREAU CONDUCTED 343 TECHNICAL ASSISTANCE SESSIONS FOR RYAN WHITE HIV/AIDS PROGRAM (RWHAP) RECIPIENTS AND SUBRECIPIENTS ACROSS THE COUNTRY, DELIVERED 18 WEBINARS WHICH REACHED 2,858 PARTICIPANTS, BEGAN DEVELOPING A NEW VIDEO SERIES TO ADDRESS AIDS DRUG ASSISTANCE PROGRAM REPORTING, AND DEVELOPED AND/OR REVISED 57 RESOURCES. RESOURCES INCLUDE

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IN-FOCUS DOCUMENTS THAT PROVIDE A SUMMARY OF A SPECIFIC ISSUE OR POLICIES AFFECTING RWHAP RECIPIENTS OR SUBRECIPIENTS, MANUALS, FACT SHEETS, TEMPLATES AND MORE.

CAI IS SERVING AS A TECHNICAL ASSISTANCE PROVIDER FOR THE COLORADO HEALTH FOUNDATION AND CARING FOR COLORADO FOUNDATION'S COLORADO CONTRACEPTIVE ACCESS CHANGE PROJECT (CACP). THIS LEARNING COLLABORATIVE SEEKS TO STRENGTHEN THE CAPACITY OF SAFETY-NET PROVIDERS TO SUPPORT ALL COLORADANS IN ACCESSING NON-COERCIVE, CULTURALLY RESPONSIVE, PATIENT-CENTERED CONTRACEPTIVE COUNSELING AND SERVICES. FY19 ENCOMPASSED THE ASSESSMENT PHASE OF THE PROJECT, WITH CAI CONVENING A CACP LEARNING COLLABORATIVE ORIENTATION WEBINAR, DURING WHICH PROJECT GOALS AND EXPECTATIONS FOR PARTICIPATION IN COLLABORATIVE ACTIVITIES WERE DESCRIBED AND PARTICIPANTS WERE INTRODUCED TO CACP ASSESSMENT PHASE TOOLS AND ACTIVITIES. CAI FINALIZED THE ANALYSIS OF THE ORGANIZATIONAL CAPACITY ASSESSMENTS AND CONDUCTED SITE VISITS WITH EACH PARTICIPATING ORGANIZATION TO REVIEW THE ASSESSMENT AND BETTER UNDERSTAND THE NUANCE OF THEIR RESULTS.

AS THE NEW YORK STATE DEPARTMENT OF HEALTH WOMEN, INFANTS AND CHILDREN (WIC) TRAINING CENTER SINCE 2009, CAI HAS CONTINUED TO SEE NOTABLE IMPROVEMENTS AMONG THE PROVIDERS WE TRAIN AND THE CLIENTS THEY SERVE. OVER THE COURSE OF THE YEAR, THE WIC TRAINING CENTER CONDUCTED 63 TRAININGS FOR 1,180 PARTICIPANTS; PROVIDED 15 SELF-PACED ONLINE TRAINING PROGRAMS CONTAINING 65 MODULES THAT REACHED 819 PEOPLE; AND FACILITATED A LEARNING COLLABORATIVE AMONG 11 WIC AGENCIES ACROSS FOUR REGIONAL STATE CENTERS DESIGNED TO REVITALIZE PARTICIPANT-CENTERED SERVICES.

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CAI SERVES AS THE COORDINATING CONTRACTOR FUNDED BY THE NYC DEPARTMENT OF HEALTH AND MENTAL HYGIENE FOR THE IMPROVING HEALTH EQUITY AND MATERNAL AND INFANT HEALTH OUTCOMES PROJECT PROVIDING CAPACITY BUILDING ASSISTANCE TO 22 COMMUNITY BASED ORGANIZATIONS SERVING CLIENTS IN THE ZIP CODES ACROSS NEW YORK CITY WITH THE HIGHEST MATERNAL AND INFANT MORTALITY RATES. FOR YEAR 3 OF THIS CONTRACT, CAI DELIVERED NEARLY 100 HOURS OF ONE-ON-ONE VIRTUAL TECHNICAL ASSISTANCE (TA), HELD 4 LEARNING COLLABORATIVE SESSIONS, PROVIDED 5 WEBINARS, AND CONDUCTED 43 ONSITE TA VISITS IN ADDITION TO REVIEWING CONTRACTING AGENCY WORK PLANS AND CURRICULA. EVALUATIONS INDICATE THAT PARTICIPANTS ARE HIGHLY SATISFIED WITH CAI'S SERVICES, AND THAT 89% OF WEBINAR PARTICIPANTS REPORT THEY WILL USE WHAT THEY LEARNED IN THEIR WORK. DURING THIS TIME PERIOD, ORGANIZATIONS ENGAGED IN THIS INITIATIVE REACHED 11,811 CLIENTS; AND, ON AVERAGE, CLIENTS WHO PARTICIPATED IN WORKSHOPS AND GROUP EDUCATION SESSIONS ANSWERED 82% OF POST-TEST QUESTIONS CORRECTLY, WHICH WAS A 3% INCREASE FROM 79% IN YEAR 2.

FORM 990, PART III LINE 1 CONTINUED

IN PARTNERSHIP WITH LEGAL ACTION CENTER, CAI ADMINISTERS THE SAMHSA FUNDED CENTER OF EXCELLENCE FOR PROTECTED HEALTH INFORMATION (COE-PHI). THIS PROJECT DEVELOPS AND DISSEMINATES RESOURCES, TRAINING, AND TECHNICAL ASSISTANCE FOR STATES, HEALTHCARE PROVIDERS, SCHOOL ADMINISTRATORS AND INDIVIDUALS AND FAMILIES TO IMPROVE UNDERSTANDING AND APPLICATION OF FEDERAL PRIVACY LAWS AND REGULATIONS, INCLUDING FERPA, HIPAA, AND 42 CFR PART 2, WHEN PROVIDING AND RECEIVING TREATMENT FOR SUD AND MENTAL ILLNESS. IN THE PAST YEAR, COE-PHI PROVIDED 33 INSTANCES OF INTENSIVE, INDIVIDUALIZED TECHNICAL ASSISTANCE TO 32

Name of the organization CICATELLI ASSOCIATES, INC.	Employer identification number 13-3020576
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UNIQUE ORGANIZATIONS/INDIVIDUALS REPRESENTING 19 STATES AND WASHINGTON D.C, ALONG WITH FIVE TRAININGS WHICH REACHED A TOTAL OF 133 PARTICIPANTS THROUGHOUT THE U.S. AND U.S. TERRITORIES. COE-PHI ALSO PRESENTED IN PARTNERSHIP WITH THE NATIONAL INSTITUTES ON DRUG ABUSE AT THE NATIONAL ASSOCIATION OF ADDICTION PROFESSIONAL'S (NAADAC) "TOWN HALL" AT NAADAC'S ANNUAL CONFERENCE TO AN ESTIMATED TOTAL OF 110 AUDIENCE MEMBERS.

FOR OVER 23 YEARS, CAI HAS ADMINISTERED THE PEOPLE LIVING WITH AIDS LEADERSHIP TRAINING INSTITUTE (LTI) FUNDED BY THE NYS DEPARTMENT OF HEALTH AIDS INSTITUTE. LTI PROVIDES SKILL-BUILDING COURSES AND WORKSHOPS TO NEW YORKERS LIVING WITH HIV IN A SAFE, FUN AND SUPPORTIVE COMMUNITY. MORE RECENTLY, LTI BEGAN TRAINING PARTICIPANTS WITH CURRENT/CLEARED HEPATITIS C, AND INDIVIDUALS WITH A SHARED LIVED EXPERIENCE OF INJECTION DRUG USE. OFFERING MULTI-DAY COURSES LED BY HIV+ TRAINERS, ALL LTI TRAININGS ARE PRACTICAL AND INTERACTIVE, PROVIDING PARTICIPANTS ONGOING OPPORTUNITIES TO ENGAGE IN PEER-LED DISCUSSION GROUPS, Q & A SESSIONS, AND JOB-READINESS SKILLS. DURING FY19, LTI REACHED 153 PARTICIPANTS FROM ACROSS THE STATE OF NY. THE PROGRAM SPECIALIZES IN FACE-TO-FACE, IN-PERSON TRAININGS, AND ALSO PROVIDES AN OPPORTUNITY FOR ALL PARTICIPANTS TO BE MATCHED WITH AN LTI PEER MENTOR TO ASSIST WITH A PARTICIPANT'S SELF-MANAGEMENT AND EMPLOYABILITY SKILLS.

Application for Automatic Extension of Time To File an Exempt Organization Return

Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return.**
▶ **Go to www.irs.gov/Form8868 for the latest information.**

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

	Enter filer's identifying number	
Type or print	Name of exempt organization or other filer, see instructions. CICATELLI ASSOCIATES, INC.	Employer identification number (EIN) or 13-3020576
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 505 EIGHTH AVENUE, NO. 16 FL	Social security number (SSN)
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. NEW YORK, NY 10018	

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 1

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 990-T (corporation)	07
Form 990-BL	02	Form 1041-A	08
Form 4720 (individual)	03	Form 4720 (other than individual)	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

HUMBERTO SADDLER

- The books are in the care of ▶ **505 8TH AVENUE 16TH FL - NEW YORK, NY 10018**
Telephone No. ▶ **212-594-7741** Fax No. ▶ _____
- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and EINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **MAY 15, 2020**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 ▶ calendar year _____ or
 ▶ tax year beginning **JUL 1, 2018**, and ending **JUN 30, 2019**.

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.