



























































































Name of the organization

TRUST FOR HIDDEN VILLA

Employer identification number

94-1539836

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

THE FORM 990 IS REVIEWED AND APPROVED BY THE FINANCE COMMITTEE, AND A COPY IS PROVIDED TO ALL BOARD MEMBERS, PRIOR TO FILING.

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

ANNUALLY, EACH BOARD MEMBER AND DIRECTOR ON STAFF SHALL BE PROVIDED WITH AND ASKED TO REVIEW A COPY OF CONFLICT OF INTEREST POLICY AND TO ACKNOWLEDGE IN WRITING THAT HE OR SHE HAS REVIEWED AND AGREES TO ABIDE BY THIS POLICY. EACH BOARD MEMBER AND DIRECTOR ON STAFF SHALL EXERCISE CARE NOT TO DISCLOSE ANY CONFIDENTIAL INFORMATION REQUIRED IN CONNECTION WITH DISCLOSURES OF CONFLICTS OF INTEREST OF HIDDEN VILLA. FURTHERMORE, BOARD MEMBERS AND DIRECTORS ON STAFF SHALL NOT DISCLOSE OR USE ANY CONFIDENTIAL INFORMATION OF HIDDEN VILLA FOR THEIR/FAMILY MEMBER(S) PERSONAL PROFIT OR ADVANTAGE.

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

THE EXECUTIVE COMMITTEE USES THE PERFORMANCE REVIEWS, SALARY SURVEY, AND THE ANTICIPATED SALARY INCREASE PERCENTAGE FOR STAFF AS A GUIDELINE.

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

DOCUMENTS ARE AVAILABLE UPON REQUEST

FORM 990, PART XII, LINE 2C

THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.