

CICATELLI ASSOCIATES, INC.
FORM 990
TAX YEAR 2019

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

- Do not enter Social Security numbers on this form as it may be made public.
- Information about Form 990 and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2019

Open to Public Inspection

A For the **2019** calendar year, or tax year beginning **07/01, 2019**, and ending **06/30, 2020**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> 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) 505 EIGHTH AVENUE		Room/suite 1900			
	City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 10018					
F Name and address of principal officer: BARBARA CICATELLI 505 EIGHTH AVENUE 19TH FLOOR, NEW YORK, NY 10018						G Gross receipts \$ 18,361,082.
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						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)
J Website: WWW.CAIGLOBAL.ORG						H(c) Group exemption number
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 HEALTHCARE 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)	3	5.
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	5.
	5 Total number of individuals employed in calendar year 2019 (Part V, line 2a)	5	109.
	6 Total number of volunteers (estimate if necessary)	6	5.
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, line 34	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	13,323,505.	18,260,978.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	7,070.	0.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	29.	223.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	592,044.	-278,829.
		13,922,648.	17,982,372.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	39,474.	0.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	7,007,094.	9,134,893.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	0.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	6,604,676.	7,924,576.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	13,651,244.	17,059,469.	
19 Revenue less expenses. Subtract line 18 from line 12	271,404.	922,903.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	4,092,651.	6,215,201.
	22 Net assets or fund balances. Subtract line 21 from line 20	3,986,022.	5,185,669.
	106,629.	1,029,532.	

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
	Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name AARON SHAPIRO	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN P01333816
	Firm's name <input checked="" type="checkbox"/> BKD, LLP	Firm's EIN <input checked="" type="checkbox"/> 44-0160260		Phone no. 212.867.4000	
	Firm's address <input checked="" type="checkbox"/> 1155 AVENUE OF THE AMERICAS #1200 NEW YORK, NY 10036				

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

For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2019)

Part III Statement of Program Service Accomplishments

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

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 PROVIDERS 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 [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as 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 \$ 14,494,354. including grants of \$) (Revenue \$) 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 EFFICIENCIES.

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

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

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

4e Total program service expenses 14,494,354.

Part IV Checklist of Required Schedules

Table with 3 columns: Question Number, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

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

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, Yes, No. Rows 1a-1c regarding Form 1096, W-2G forms, and backup withholding rules.

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

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return. 2a 109		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
3b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	X	
b	If "Yes," enter the name of the foreign country DOMINICAN REPUBLIC See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12 10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders 11a		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b		
c	Enter the amount of reserves on hand 13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (voting members), 1b (independent members), 2-7a (relationships and governance), 7b (reserved decisions), 8 (documentation), 8a (governing body), 8b (committees), 9 (reachability).

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

Table with 3 columns: Question, Yes, No. Rows include 10a (local chapters), 10b (policies), 11a (Form 990 distribution), 12a-c (conflict of interest), 13 (whistleblower), 14 (document retention), 15 (compensation review), 15a-b (CEO/officers), 16a (joint ventures), 16b (joint venture policy).

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.
19 Describe on 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

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

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

(A) Name and title	(B) Average hours per week per week (list any hours for related organizations below dotted 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) BARBARA CICATELLI PRESIDENT	40.00 0.			X			202,217.	0.	6,067.	
(2) JEANNE DECHIARO SENIOR VICE PRESIDENT	40.00 0.			X			163,078.	0.	4,892.	
(3) DAWN MIDDLETON VP, PERFORMANCE MANAGEMENT	40.00 0.					X	136,171.	0.	29,079.	
(4) MICHELLE GERKA VP, COMMUNITY & FAMILY EDUCATI	40.00 0.					X	143,859.	0.	18,930.	
(5) ARISMENDI JIMENEZ VP, GLOBAL CAPACITY BUILDING	40.00 0.					X	138,680.	0.	18,774.	
(6) RUSTY PERRY CHAMBLISS VP, DIRECTOR OF TRAINING	40.00 0.					X	147,814.	0.	4,434.	
(7) DEAN LABATE DIRECTOR OF HR & OPERATION	40.00 0.					X	130,266.	0.	18,567.	
(8) HUMBERTO SADDLER CHIEF FINANCIAL OFFICER	10.00 0.			X			36,050.	0.	1,081.	
(9) ANNE LOPES ACTING CHAIRPERSON	.20 0.	X		X			0.	0.	0.	
(10) MADDY DELONE TREASURER	.15 0.	X		X			0.	0.	0.	
(11) BETSY SANDERS SECRETARY	.15 0.	X		X			0.	0.	0.	
(12) BETH RUBINO DIRECTOR	.15 0.	X					0.	0.	0.	
(13) WARREN YIU KEE NG, MD DIRECTOR	.15 0.	X					0.	0.	0.	
(14)										

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 dotted 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							1,098,135.	0.	101,824.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							1,098,135.	0.	101,824.	

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 ▶ 20

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		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? If "Yes," complete Schedule J for such individual	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? If "Yes," complete Schedule J for such person		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
ATTACHMENT 1		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶ 13

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	1a Federated campaigns	1a						
	b Membership dues	1b						
	c Fundraising events	1c						
	d Related organizations	1d						
	e Government grants (contributions) . .	1e	16,846,580.					
	f All other contributions, gifts, grants, and similar amounts not included above .	1f	1,414,398.					
	g Noncash contributions included in lines 1a-1f.	1g	\$					
	h Total. Add lines 1a-1f			18,260,978.				
	Program Service Revenue				Business Code			
2a _____								
b _____								
c _____								
d _____								
e _____								
f All other program service revenue								
g Total. Add lines 2a-2f				0.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts).			223.			223.	
	4 Income from investment of tax-exempt bond proceeds .			0.				
	5 Royalties			0.				
	6a Gross rents	6a	(i) Real	87,450.				
			(ii) Personal					
	b Less: rental expenses	6b		378,710.				
	c Rental income or (loss)	6c		-291,260.				
	d Net rental income or (loss)				-291,260.		-291,260.	
	7a Gross amount from sales of assets other than inventory	7a	(i) Securities					
			(ii) Other					
	b Less: cost or other basis and sales expenses . .	7b						
	c Gain or (loss)	7c						
	d Net gain or (loss)				0.			
8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a			0.				
		b Less: direct expenses	8b		0.			
		c Net income or (loss) from fundraising events.			0.			
9a Gross income from gaming activities. See Part IV, line 19	9a			0.				
		b Less: direct expenses	9b		0.			
		c Net income or (loss) from gaming activities.			0.			
10a Gross sales of inventory, less returns and allowances	10a			0.				
		b Less: cost of goods sold	10b		0.			
		c Net income or (loss) from sales of inventory.			0.			
Miscellaneous Revenue				Business Code				
	11a MISCELLANEOUS		900099	12,431.			12,431.	
	b _____							
	c _____							
	d All other revenue							
e Total. Add lines 11a-11d				12,431.				
12 Total revenue. See instructions				17,982,372.			-278,606.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	0.			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0.			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	0.			
4 Benefits paid to or for members	0.			
5 Compensation of current officers, directors, trustees, and key employees	452,672.	407,376.	45,296.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.			
7 Other salaries and wages	7,106,466.	6,403,657.	702,809.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	118,356.	118,214.	142.	
9 Other employee benefits	851,624.	830,594.	21,030.	
10 Payroll taxes	605,775.	590,815.	14,960.	
11 Fees for services (nonemployees):				
a Management	0.			
b Legal	20,277.	6,735.	13,542.	
c Accounting	57,934.	19,244.	38,690.	
d Lobbying	0.			
e Professional fundraising services. See Part IV, line 17.	0.			
f Investment management fees	0.			
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.) ATCH 2	4,262,015.	3,865,767.	396,248.	
12 Advertising and promotion	86,859.	84,037.	2,822.	
13 Office expenses	1,076,160.	902,834.	173,326.	
14 Information technology	73,581.	46,491.	27,090.	
15 Royalties	0.			
16 Occupancy	924,172.	262,104.	662,068.	
17 Travel	719,253.	638,109.	81,144.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
19 Conferences, conventions, and meetings	242,405.	92,544.	149,861.	
20 Interest	23,815.		23,815.	
21 Payments to affiliates	0.			
22 Depreciation, depletion, and amortization	60,749.		60,749.	
23 Insurance	64,418.	3,998.	60,420.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a TRAINING SPACE	123,055.	115,626.	7,429.	
b COMMUNICATION	100,394.	21,575.	78,819.	
c TRAINING MATERIALS	30,067.	29,806.	261.	
d CONTINUED EDU EXPERIENCE	54,325.	54,325.		
e All other expenses	5,097.	503.	4,594.	
25 Total functional expenses. Add lines 1 through 24e	17,059,469.	14,494,354.	2,565,115.	
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)	0.			

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	691,728.	1	2,874,375.
	2 Savings and temporary cash investments	0.	2	0.
	3 Pledges and grants receivable, net	0.	3	0.
	4 Accounts receivable, net.	2,794,259.	4	2,695,443.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0.	5	0.
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0.	6	0.
	7 Notes and loans receivable, net	0.	7	0.
	8 Inventories for sale or use	0.	8	0.
	9 Prepaid expenses and deferred charges	85,998.	9	97,869.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,831,031.		
	b Less: accumulated depreciation	10b 1,619,944.		
	11 Investments - publicly traded securities	0.	11	0.
	12 Investments - other securities. See Part IV, line 11	0.	12	0.
	13 Investments - program-related. See Part IV, line 11.	0.	13	0.
	14 Intangible assets	0.	14	0.
	15 Other assets. See Part IV, line 11	333,204.	15	336,427.
16 Total assets. Add lines 1 through 15 (must equal line 33)	4,092,651.	16	6,215,201.	
Liabilities	17 Accounts payable and accrued expenses	1,859,405.	17	1,519,421.
	18 Grants payable	0.	18	0.
	19 Deferred revenue	0.	19	533,188.
	20 Tax-exempt bond liabilities	0.	20	0.
	21 Escrow or custodial account liability. Complete Part IV of Schedule D.	0.	21	0.
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	700,000.	22	655,000.
	23 Secured mortgages and notes payable to unrelated third parties	0.	23	434,776.
	24 Unsecured notes and loans payable to unrelated third parties	244,033.	24	1,601,900.
	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	1,182,584.	25	441,384.
	26 Total liabilities. Add lines 17 through 25.	3,986,022.	26	5,185,669.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	106,629.	27	1,029,532.
	28 Net assets with donor restrictions	0.	28	0.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	106,629.	32	1,029,532.
33 Total liabilities and net assets/fund balances	4,092,651.	33	6,215,201.	

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	17,982,372.
2	Total expenses (must equal Part IX, column (A), line 25)	2	17,059,469.
3	Revenue less expenses. Subtract line 2 from line 1	3	922,903.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	106,629.
5	Net unrealized gains (losses) on investments	5	0.
6	Donated services and use of facilities	6	0.
7	Investment expenses	7	0.
8	Prior period adjustments	8	0.
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,029,532.

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual 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:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** 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:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** 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 on Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits . . .

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

Form **990** (2019)

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

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		
(A)						
(B)						
(C)						
(D)						
(E)						
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

Table with 7 columns: (a) 2015, (b) 2016, (c) 2017, (d) 2018, (e) 2019, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person; 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2015, (b) 2016, (c) 2017, (d) 2018, (e) 2019, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income. Do not include gain or loss from the sale of capital assets; 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc.; 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.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f)); 15 Public support percentage from 2018 Schedule A, Part II, line 14; 16a 33 1/3% support test - 2019; 16b 33 1/3% support test - 2018; 17a 10%-facts-and-circumstances test - 2019; 17b 10%-facts-and-circumstances test - 2018; 18 Private foundation.

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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(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 2019 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2018 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f)),	17	%
18 Investment income percentage from 2018 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2019. 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 - 2018. 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?	11 a	
b	A family member of a person described in (a) above?	11 b	
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>	11 c	

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>	1	
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>	2	

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>	1	

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?	1	
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>	2	
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>	3	

Section E. Type III Functionally Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
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>	2a	
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>	2b	
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>	3a	
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>	3b	

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

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			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		
<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).			

Schedule A (Form 990 or 990-EZ) 2019

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 2019 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-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required - explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2019			
a From 2014			
b From 2015			
c From 2016			
d From 2017			
e From 2018			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2019 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, 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 2019. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 Excess distributions carryover to 2020. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2015			
b Excess from 2016			
c Excess from 2017			
d Excess from 2018			
e Excess from 2019			

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.)

Schedule of Contributors

2019

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

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

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

Name of organization **CICATELLI ASSOCIATES, INC.**

Employer identification number
13-3020576

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$ 1,061,282.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ 2,398,879.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ 1,965,241.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4		\$ 689,303.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5		\$ 1,034,401.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6		\$ 2,763,046.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization **CICATELLI ASSOCIATES, INC.**

Employer identification number
13-3020576

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ 6,415,752.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization **CICATELLI ASSOCIATES, INC.**

Employer identification number

13-3020576

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

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

Name of organization **CICATELLI ASSOCIATES, INC.**

Employer identification number
13-3020576

Part III **Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor.** Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this information once. See instructions.) ► \$ _____
Use duplicate copies of Part III if additional space is needed.

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

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

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

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

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

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

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

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

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 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?, 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?

Part II Conservation Easements.

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

Table with 2 columns: Description, Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 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., 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.

Table with 2 columns: Description, Amount. Rows include: 1a If the organization elected, as permitted under FASB 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., 1b If the organization elected, as permitted under FASB 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 FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1., b Assets included in Form 990, Part X.

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

Schedule D (Form 990) 2019

JSA 9E1268 1.000

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 make 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 program
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?

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?
b If "Yes," explain the arrangement in Part XIII and complete the following table:
Table with columns: Amount, 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance
2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?
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.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 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 Term 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:

Table with 2 columns: Yes, No. Rows: 3a(i) Unrelated organizations, 3a(ii) Related organizations, 3b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

- (i) Unrelated organizations
(ii) Related organizations
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.

Table with 5 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)

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. (Column (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. (Column (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	336,427.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	336,427.

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) DEFERRED RENT	164,406.
(3) DEFERRED LEASE REVENUE	276,978.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	441,384.

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 FASB 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	18,361,082.
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	378,710.	
e	Add lines 2a through 2d	2e		378,710.
3	Subtract line 2e from line 1	3		17,982,372.
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		
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		17,982,372.

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	17,438,179.
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	378,710.	
e	Add lines 2a through 2d	2e		378,710.
3	Subtract line 2e from line 1	3		17,059,469.
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		
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		17,059,469.

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.

SEE PAGE 5

Part XIII Supplemental Information *(continued)*

SCHEDULE D, PART XI, LINE 2D

RENTAL EXPENSES: \$378,710

SCHEDULE D, PART XII, LINE 2D

RENTAL EXPENSES: \$378,710

SCHEDULE D, PART X, LINE 2

MANAGEMENT HAS EVALUATED THEIR INCOME TAX POSITIONS UNDER THE GUIDANCE INCLUDED IN ASC 740. BASED ON THEIR REVIEW, MANAGEMENT HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS TO BE RECORDED OR DISCLOSED IN THE FINANCIAL STATEMENTS.

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ 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.

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
(1) CENTRAL AMERICA/CARIBBEAN	1.	2.	PROGRAM SERVICES	TRAINING/TECH ASST.	61,066.
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Subtotal	1.	2.			61,066.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	1.	2.			61,066.

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

Schedule F (Form 990) 2019

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)
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

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)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

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).

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

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

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

▶ Attach to Form 990.

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

2019

Open to Public Inspection

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

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?

3 Indicate which, if any, of the following the 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 checked="" 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.

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.

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

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2019

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)	202,217.	0.	0.	6,067.	0.	208,284.	
	(ii)	0.	0.	0.		0.	0.	
2 JEANNE DECHIARO SENIOR VICE PRESIDENT	(i)	163,078.	0.	0.	4,892.	0.	167,970.	
	(ii)	0.	0.	0.		0.	0.	
3 RUSTY PERRY CHAMBLISS VP, DIRECTOR OF TRAINING	(i)	147,814.	0.	0.	4,434.	0.	152,248.	
	(ii)	0.	0.	0.	0.	0.	0.	
4 DAWN MIDDLETON VP, PERFORMANCE MANAGEMENT	(i)	136,171.	0.	0.	4,198.	24,881.	165,250.	
	(ii)	0.	0.	0.	0.	0.	0.	
5 ARISMENDI JIMENEZ VP, GLOBAL CAPACITY BUILDING	(i)	138,680.	0.	0.	4,198.	14,576.	157,454.	
	(ii)	0.	0.	0.	0.	0.	0.	
6 MICHELLE GERKA VP, COMMUNITY & FAMILY EDUCATI	(i)	143,859.	0.	0.	4,354.	14,576.	162,789.	
	(ii)	0.	0.	0.	0.	0.	0.	
7	(i)							
	(ii)							
8	(i)							
	(ii)							
9	(i)							
	(ii)							
10	(i)							
	(ii)							
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

Part III Supplemental Information

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

SCHEDULE L
(Form 990 or 990-EZ)

Transactions With Interested Persons

OMB No. 1545-0047

2019

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
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

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
			ATTACHMENT 1									
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												
(8)												
(9)												
(10)												
Total						\$ 655,000.						

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
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				

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
(1) ROBERT COHEN	RELATED TO MADDY DELONE	7,600.	CONSULTANT		X
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					

Part V Supplemental Information

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

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
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					

Part V Supplemental Information

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

ATTACHMENT 1

SCHEDULE L, PART II

NAME	BARBARA CICATELLI
RELATIONSHIP WITH ORGANIZATION	PRESIDENT
PURPOSE OF LOAN	TO HELP ORGANIZATION
LOAN TO OR FROM THE ORG.?	X TO FROM
ORIGINAL PRINCIPAL AMOUNT	700,000.
BALANCE DUE	655,000.
IN DEFAULT?	YES X NO
APPROVED BY BOARD OR COMMITTEE	X YES NO
WRITTEN AGREEMENT?	Y YES NO

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

Department of the Treasury
Internal Revenue Service

Name of the organization

CICATELLI ASSOCIATES, INC.

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.

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

OMB No. 1545-0047

2019

**Open to Public
Inspection**

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 THE
IRS.

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. THROUGHOUT 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 III, LINE 4, PART 1

OVER THE COURSE OF FY2020, CICATELLI ASSOCIATES INC. (CAI) ADMINISTERED OVER 40 CONTRACTS, INCLUDING 17 SUPPORTED BY FEDERAL FUNDING, AND 17 SUPPORTED BY STATE OR LOCAL GOVERNMENT. DURING THIS TIME, WE CONDUCTED 672 CAPACITY BUILDING EVENTS, INCLUDING TRAININGS, LEARNING COLLABORATIVES, WEBINARS, AND TECHNICAL ASSISTANCE (TA) TO OVER 11,680 PARTICIPANTS.

SOME NOTABLE ACHIEVEMENTS FOR CAI THIS YEAR INCLUDE:

- 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 25 TRAININGS DAYS FOR 607 PARTICIPANTS; PROVIDED 20 SELF-PACED ONLINE TRAINING PROGRAMS CONTAINING 85 MODULES THAT REACHED 1,430 PEOPLE; DELIVERED 52 LIVE AND ON-DEMAND WEBINARS THAT REACHED 7,119 VIEWERS; AND FACILITATED A LEARNING COLLABORATIVE AMONG 11 WIC AGENCIES ACROSS FOUR REGIONAL STATE CENTERS DESIGNED TO REVITALIZE PARTICIPANT-CENTERED SERVICES.
- IN MARCH 2020, CAI WAS AWARDED FUNDING FROM THE HRSA HIV/AIDS BUREAU TO SERVE AS THE NATIONAL ENDING THE HIV EPIDEMIC (EHE) TA PROVIDER. CAI'S TA PROVIDER INNOVATION NETWORK (TAP-IN) SUPPORTS 47 RYAN WHITE HIV/AIDS PROGRAM (RWHAP) PARTS A AND B JURISDICTIONS ACROSS AMERICA IN THE

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STRENGTHENING OF THEIR EHE WORK PLANS, PROMOTION OF CROSS-JURISDICTIONAL LEARNING, AND ENSURING THESE JURISDICTIONS HAVE ACCESS TO THE RESOURCES THEY NEED. CAI, IN COLLABORATION WITH THE UCLA DEPARTMENT OF FAMILY MEDICINE AND AN ARRAY OF STRATEGIC PARTNERS, IS PROVIDING CAPACITY BUILDING AND TA SO THAT THE JURISDICTIONS HAVE EFFECTIVE SYSTEMS IN PLACE TO IDENTIFY PEOPLE NEWLY DIAGNOSED WITH HIV AND ENGAGE PEOPLE WITH HIV WHO ARE NOT IN CARE AND/OR NOT VIRALLY SUPPRESSED. IN THIS FIRST YEAR OF IMPLEMENTATION, TAP-IN HAS BEGUN JURISDICTIONAL PLAN REVIEW AS A FOUNDATION POINT IN UNDERSTANDING JURISDICTIONS' TA NEEDS AND CATEGORIZATION OF JURISDICTIONS FOR LOW-INTERMEDIATE-HIGH INTENSITY TA; FINALIZED PARTNER AND SUB-CONTRACTOR AGREEMENTS WITH OTHER SUPPORTING ENTITIES SUCH AS HOUSING WORKS AND BLACK AIDS INSTITUTE; BEGUN DEVELOPING JURISDICTION SPECIFIC DATA DASHBOARDS; AND DEVELOPED CRITERIA FOR IDENTIFYING JURISDICTIONS AS IN NEED OF HIGH, MEDIUM, AND LOW INTENSITY TA.

- CAI CONTINUED TO SERVE AS THE NEW YORK STATE DEPARTMENT OF HEALTH (NYSDOH) AIDS INSTITUTE (AI)'S REGIONAL TRAINING CENTER (RTC) FOR NYC AND THE MID-HUDSON, OFFERING A COMPREHENSIVE MENU OF 40 TO 70 TRAINING PROGRAMS TAILORED TO ADDRESS NEEDS IDENTIFIED BY AI, OTHER REGIONAL TRAINING ORGANIZATIONS, HIV SERVICE PROVIDERS, AND KEY POPULATIONS AFFECTED BY HIV AIDS, STIS AND VIRAL HEPATITIS. IN LINE WITH GOVERNOR CUOMO'S THREE-POINT PLAN TO END THE AIDS EPIDEMIC IN NYS AND THE NATIONAL EHE STRATEGIES, THE OVERARCHING GOAL OF THE RTC IS TO ACCELERATE PROGRESS IN REDUCING NEW INFECTIONS BY PROVIDING STATE-OF-THE-ART CAPACITY-BUILDING SUPPORT FOR NON-CLINICAL PROVIDERS. OBJECTIVES INCLUDE

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INCREASING NON-CLINICAL PROVIDER CAPACITY TO: (1) INCREASE KNOWLEDGE OF HIV STATUS AMONG PEOPLE WITH HIV (PWH); (2) INCREASE LINKAGE TO CARE AND UPTAKE OF ART; (3) INCREASE RETENTION IN CARE AND RE-ENGAGEMENT OF PWH WHO HAVE FALLEN OUT OF CARE; (4) REDUCE HIV DISPARITIES BY IMPROVING OUTCOMES FOR POPULATIONS WITH UNMET NEED, AND (5) INCREASING UPTAKE A PREP TO PREVENT NEW HIV INFECTIONS. THE RTC WAS ABLE TO ADJUST TO THE CHALLENGES PRESENTED BY COVID, ADOPTING COURSE OFFERINGS TO A REMOTE LEARNING FORMAT AND DELIVERING 46 TRAININGS TO 1,174 PARTICIPANTS IN FY20.

- IN YEAR TWO OF OUR CDC-FUNDED RACIAL AND ETHNIC APPROACHES TO COMMUNITY HEALTH (REACH) INITIATIVE, CAI HAS CONTINUED TO ASSIST COMMUNITY PARTNERS AS THEY PLAN AND CARRYOUT LOCAL AND CULTURALLY APPROPRIATE PROGRAMS TO ADDRESS A WIDE RANGE OF HEALTH ISSUES AMONG AFRICAN AMERICAN PEOPLE WHO RESIDE IN BUFFALO'S EAST FERRY CORRIDOR. AN ADDITIONAL KEY COMPONENT OF REACH IS BRINGING TOGETHER COMMUNITY MEMBERS TO ADDRESS THE HEALTH ISSUES THAT IMPACT THEIR COMMUNITY. BY ENGAGING THE COMMUNITY IN A STRATEGIC WAY CAI HAS CREATED A POWERFUL VEHICLE FOR BRINGING ABOUT ENVIRONMENTAL AND BEHAVIORAL CHANGES. CAI HAS BEEN SUCCESSFUL IN ASSEMBLING A HIGHLY ENGAGED GROUP OF 10 COMMUNITY RESIDENTS, COMMUNITY WELLNESS CHAMPIONS (CWCS), AND WAS INSTRUMENTAL IN BRINGING TOGETHER THE TOBACCO ACTION GROUP (TAG) A GROUP OF COMMUNITY RESIDENTS WHO HAVE A SPECIAL INTEREST IN ENDING TOBACCO USE IN THEIR COMMUNITY. CWC AND TAG MEMBERS MEET REGULARLY AND WORK COLLABORATIVELY WITH COMMUNITY PARTNERS. COMMUNITY MEMBERS AND COMMUNITY PARTNERS HAVE SHARED GOALS THAT INCLUDE: ACHIEVING LONG-TERM AND SUSTAINABLE OUTCOMES, INFLUENCING SYSTEMS, MOBILIZING EXISTING

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RESOURCES, AND SERVING AS CATALYSTS FOR CHANGING POLICIES, PROGRAMS, AND PRACTICES.

- IN RESPONSE TO THEIR "BUILDING CAPACITY TO REDUCE TOBACCO INEQUITIES IN THE SOUTH AND MIDWEST" INITIATIVE, CAI IN 2020 WAS AWARDED FUNDS BY THE ROBERT WOOD JOHNSON FOUNDATION TO IMPLEMENT PROJECT BAT (BLACKS AGAINST TOBACCO). THE PROJECT AIMS TO PROMOTE CHANGES IN SOCIAL NORMS ON TOBACCO USE IN HIGH-NEED, MAJORITY-BLACK COMMUNITIES IN ATLANTA, GA AND JACKSON, MS; BUILD THE CAPACITY OF THESE COMMUNITIES TO ADVOCATE FOR POLICIES THAT RESTRICT THE SALE OF MENTHOL AND OTHER FLAVORED TOBACCO PRODUCTS; AND TO GALVANIZE MOMENTUM FOR TOBACCO CONTROL POLICY REFORM. PROJECT BAT USES A COMMUNITY-DRIVEN APPROACH FOR MOBILIZATION AND ADVOCACY THAT SPECIFICALLY FOCUSES ON ENGAGING COMMUNITY SEGMENTS THAT HAVE HISTORICALLY BEEN MARGINALIZED IN POLICY-RELATED CONVERSATIONS IN A PROCESS OF CREATIVE PROBLEM SOLVING TO LEARN FROM THESE INDIVIDUALS FIRSTHAND HOW THEY PERCEIVE THE PROBLEM OF MENTHOL, STRATEGIZE WAYS TO ADDRESS IT WITHIN THEIR COMMUNITY, AND MORE. CAI HAS BEGUN WORKING WITH ANCHOR ORGANIZATIONS IN ATLANTA AND JACKSON THAT HAVE DEEP TIES WITHIN THOSE COMMUNITIES, AS WELL AS ENGAGING RESIDENTS IN SURVEYS AND DISCUSSIONS TO GAIN UNDERSTANDING OF THE COMPLEX DYNAMICS THAT SHAPE TOBACCO USE IN THESE COMMUNITIES.

- CAI CONCLUDED ITS 6TH YEAR OF SERVING AS THE NYS CENTER FOR EXCELLENCE FOR HEALTH SYSTEM IMPROVEMENT (COE HSI), WHICH PROMOTES LARGE-SCALE SYSTEMS AND POLICY CHANGES TO SUPPORT THE UNIVERSAL PROVISION OF EVIDENCE-BASED TOBACCO DEPENDENCE TREATMENT SERVICE. BY WORKING CLOSELY WITH OTHER HEALTH AGENCIES ACROSS NYS, THE COE HSI WAS ABLE TO DEVELOP

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AND DISSEMINATE A SET OF TOOLS MEANT TO PROACTIVELY PREVENT PRESCRIPTION DENIALS BY PAYERS. THE COE-HSI HAS ALSO PRODUCED AN ELECTRONIC VERSION OF OUR HSI FINANCIAL MODELING TOOL, WHICH IS INTENDED TO HELP HEALTHCARE ORGANIZATIONS EXAMINE THE FINANCIAL IMPACT OF TREATING PATIENTS FOR TOBACCO USE DISORDER WITH TOBACCO CESSATION COUNSELING. IN ADDITION, COE HSI ENGAGED KEY HIGH-LEVEL STATEWIDE STAKEHOLDER WORKGROUP MEMBERS TO GARNER THEIR INPUT AND EXPERTISE IN THE DEVELOPMENT OF A SOON TO BE RELEASED RESOURCE: TREATING TOBACCO USE DISORDER IN BEHAVIORAL HEALTH POPULATIONS: INNOVATIVE USES OF APPROVED MEDICATIONS. THIS REPORT PROVIDES AN OVERVIEW OF THE SEVEN FDA- APPROVED MEDICATIONS FOR TREATING TOBACCO USE, KEY MESSAGES FOR TREATING TOBACCO USE DISORDER IN BEHAVIORAL HEALTH POPULATIONS, AND RECOMMENDED USE OF THOSE MEDICATIONS. CAI HAS SINCE BEEN AWARDED AS THE CENTER FOR HSI, AND WILL HAVE THE OPPORTUNITY TO CONTINUE THIS IMPORTANT WORK.

FORM 990, PART III, LINE 4, PART 2

- CAI SERVES AS THE NATIONAL HIV CLASSROOM LEARNING CENTER (NHCLC), FUNDED BY THE CDC, CONDUCTING STATE OF THE ART TRAINING PROGRAMS IN JURISDICTIONS THAT HAVE BEEN HIT HARDEST BY HIV, ADDRESSING EACH OF THE KEY PREVENTION PILLARS IN THE END THE EPIDEMIC PLAN. IN FEBRUARY 2020, THE NHCLC WAS IN A HIGHLY PRODUCTIVE MODE AS IT NEARED THE END OF ITS FIRST PROJECT YEAR, ON TRACK TO EXCEED THE ANNUAL DELIVERABLE OF 150 TRAINING SESSIONS BY UP TO 15 ADDITIONAL SESSIONS. NEARLY 1,500 STAFF FROM OVER 500 DIFFERENT ORGANIZATIONS HAD PARTICIPATED IN TRAINING SESSIONS DELIVERED THROUGHOUT THE NATION (INCLUDING 4 IN PUERTO RICO, CONDUCTED IN SPANISH) WITH MOST OF THE EVENTS OCCURRING IN HOTSPOT

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COUNTIES AND STATES PRIORITIZED BY ENDING THE HIV EPIDEMIC: A PLAN FOR AMERICA. CURRICULUM DEVELOPMENT WAS ALSO PROCEEDING AS PLANNED, WITH 2 NEW COURSES READY TO BE ADDED TO THE LIST OF INTERVENTIONS AND PUBLIC HEALTH STRATEGIES IN THE ANNUAL TRAINING PLAN AND UPDATES TO 5 EXISTING COURSES COMPLETED. ADDITIONALLY, THE PROJECT HAD CONDUCTED 4 OF 5 PLANNED TRAINING OF TRAINER (TOT) EVENTS AS PART OF ITS PLAN TO INCREASE THE AVAILABILITY AND CAPACITY OF THE NATIONAL TRAINER ROSTER. AS COVID-19 BEGAN TO IMPACT PROJECT ACTIVITIES, THE CDC DIRECTED CAI TO SHIFT ITS CURRICULUM DEVELOPMENT EFFORTS TO CONVERT 9 EXISTING CLASSROOM COURSES TO A LIVE, INSTRUCTOR-LED, VIRTUAL CLASSROOM FORMAT, IN ADDITION TO DEVELOPING 3 NEW TRAINING PACKAGES IN THIS FORMAT. CAI ACTED SWIFTLY, ASSIGNING TEAMS OF THREE TO FOUR STAFF, COMPRISED OF TRAINING AND CONTENT EXPERTS, TO CONVERT EACH COURSE BY APPLYING ADULT LEARNING THEORY AND BEST PRACTICES OF COURSE DESIGN. THE TEAMS ANALYZED EACH COURSE'S AIM, GOALS, OBJECTIVES, STRUCTURAL DESIGN, CONTENT, AND ACTIVITIES AND RESTRUCTURED THE COURSE FOR THE INSTRUCTOR-LED, VIRTUAL CLASSROOM SETTING.

- IN THE THIRD YEAR OF AN 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 DELIVERED 26 CLUSTERED TA SESSIONS AND TRAININGS TO 326 PARTICIPANTS. CAI CONTINUED TO FACILITATE EFFECTIVE COLLABORATION AND COORDINATION, WITH MONTHLY CHECK-IN CALLS WITH NJ DOH DHSTS, REGULARLY PROVIDING UPDATES ON PROJECT IMPLEMENTATION AT THESE MEETINGS AND PROGRESS TOWARDS TA GOALS. IN

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RESPONSE TO COVID-19, CAI FOCUSED ON SHARING RESOURCES AND TOOLS THAT WOULD BE MOST HELPFUL DURING COVID-19. ADDITIONALLY, THE TRAINING AND TA TEAM CREATED A WEEKLY TAKE 5 WEBINAR SERIES TO REMIND ALL STAFF ABOUT THEIR TRAUMA INFORMED SKILLS AND STRATEGIES THAT ARE HELPFUL DURING THE PANDEMIC, WHICH WERE VIEWED BY 523 PARTICIPANTS. SIGNIFICANT FOCUS WAS ADDED TO SCALING UP ONLINE TRAINING CONVERSIONS, FINALIZING AND PRINTING FRENCH AND SPANISH MATERIALS, DEVELOPING TRAINING RELATED VIDEOS FOR DEVELOPMENT OF COMMUNICATION SKILLS, PURCHASE AND TRAINING UP ON REHEARSAL, AS NEW SOFTWARE TO SUPPORT TA DELIVERY AND PRACTICE, AND OTHER ONLINE TRAINING TOOLS.

- IN YEAR FIVE OF HOPE BUFFALO, AN INITIATIVE FUNDED BY THE OFFICE OF ADOLESCENT HEALTH TO REDUCE TEEN PREGNANCY AND IMPROVE ADOLESCENT WELLNESS, CAI HAS CONTINUED TO BE SUCCESSFUL IN ENGAGING A VARIETY OF STAKEHOLDERS TO IMPLEMENT EVIDENCE-BASED INTERVENTIONS THAT ENCOURAGE POSITIVE SEXUAL HEALTH CHOICES AMONG TEENS. CAI MAINTAINED OUR 3-TIERED COMMUNITY MOBILIZING STRUCTURE, WHICH CONSISTS OF A 12-MEMBER YOUTH LEADERSHIP TEAM (YLT), 47 FORMAL & INFORMAL PARTNERS, A COMMUNITY ACTION TEAM (CAT), 3 ACTION GROUPS (AG) AND 69 INDIVIDUAL CAT MEMBERS - TO FOSTER COMMUNITY ENGAGEMENT, OWNERSHIP, AND TAKE COLLECTIVE ACTION TO THE NEXT LEVEL. IN RESPONSE TO THE COVID-19 PANDEMIC, CAI AND PARTNERS ADAPTED HOPE INTERVENTIONS (RAISING HEALTHY CHILDREN, FAMILIES TALKING TOGETHER, 17 DAYS, AND BE PROUD! BE RESPONSIBLE!) TO BE FACILITATED IN VIRTUAL SETTING AND DEVELOPED ADDITIONAL MATERIALS TO SUPPORT IMPLEMENTATION, AND WERE ABLE TO MAINTAIN SATISFACTORY ENGAGEMENT NUMBERS, SOMETIMES EVEN EXCEEDING OUR PROJECTIONS. HOPE ALSO MAINTAINED

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ITS SUCCESSFUL LINKAGE & REFERRAL SYSTEM, MAKING OVER 465 REFERRALS TO YOUTH-FRIENDLY HEALTHCARE SERVICES.

- IN THE FINAL YEAR OF CAI'S COMMUNITY APPROACHES TO REDUCING STIS (CARS) CDC INITIATIVE IN BUFFALO, WHICH ADDRESSED THE SIGNIFICANT STI/HIV DISPARITIES AMONG AFRICAN AMERICAN AND LGBTQ IDENTIFIED ADOLESCENTS AND YOUNG ADULTS AGES 18-24. UTILIZING A COMMUNITY-BASED PARTICIPATORY RESEARCH (CBPR) FRAMEWORK, CAI WORKED WITH A COMMUNITY ADVISORY BOARD (CAB), COMPRISED OF 10 YOUNG ADULTS REFLECTIVE OF THE PRIORITY POPULATIONS, TO IMPLEMENT A COMMUNITY-LED COMMUNITY NEEDS ASSESSMENT AND SUBSEQUENTLY, DESIGN A PRIMARY STI PREVENTION INTERVENTION, POP N PLAY. POP N PLAY IS A 3-HOUR FUN, SAFE EVENT FEATURING ACTIVITIES THAT PROMOTE SEXUAL WELLNESS, OFFERING ONSITE STI TESTING, AND PROMOTING LANGUAGE AND CONTENT TO REDUCE STI-RELATED STIGMA. A SECONDARY INTERVENTION, AN STI SCREENING MARKETING CAMPAIGN IN PARTNERSHIP WITH BUFFALO PUBLIC SCHOOLS, WAS ALSO DESIGNED BY THE CAI.

- CAI IS SERVING AS A TA PROVIDER FOR THE COLORADO HEALTH FOUNDATION AND CARING FOR COLORADO FOUNDATION'S COLORADO CONTRACEPTIVE ACCESS CHANGE PROJECT (CCACP). 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. IN FY20, CAI PROVIDED TRAINING AND TA TO THE PARTICIPATING AGENCIES AS THEY FIRST WORKED TO PLAN AND PREPARE FOR THE IMPLEMENTATION OF THEIR IMPROVEMENT PLANS AND THEN BEGAN TO IMPLEMENT THE PRIMARY AND SECONDARY DRIVERS OF ACCESS TO CONTRACEPTIVE CARE. SPECIFICALLY, DURING THIS PERIOD, CAI FACILITATED A TWO-DAY IN-PERSON

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LEARNING SESSION, 2 CLUSTERED-IN PERSON CONTRACEPTIVE COUNSELING TRAININGS AND 6 WEBINARS AND HELD AT LEAST 6 REMOTE PRACTICE FACILITATION SESSIONS (TA) WITH EACH ORGANIZATION.

- 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 21 COMMUNITY-BASED ORGANIZATIONS SERVING CLIENTS IN THE ZIP CODES ACROSS NEW YORK CITY WITH THE HIGHEST MATERNAL AND INFANT MORTALITY RATES. FOR YEAR 4 OF THIS CONTRACT, CAI DELIVERED OVER 100 HOURS OF ONE-ON-ONE VIRTUAL TA HELD 4 LEARNING COLLABORATIVE SESSIONS, PROVIDED 2 WEBINARS AND 3 CLUSTER TA SESSIONS, AND CONDUCTED 24 ONSITE TA VISITS IN ADDITION TO REVIEWING CONTRACTING AGENCY WORK PLANS AND CURRICULA. EVALUATIONS INDICATE THAT PARTICIPANTS ARE HIGHLY SATISFIED WITH CAI'S SERVICES, WITH 95% OF WEBINAR PARTICIPANTS REPORT THEY WILL USE WHAT THEY LEARNED IN THEIR WORK. DURING THIS PERIOD, ORGANIZATIONS ENGAGED IN THIS INITIATIVE REACHED 15,017 CLIENTS; AND, ON AVERAGE, CLIENTS WHO PARTICIPATED IN WORKSHOPS AND GROUP EDUCATION SESSIONS ANSWERED 88% OF POST-TEST QUESTIONS CORRECTLY, WHICH WAS A 6% INCREASE FROM 82% IN YEAR 3.

- 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 TA 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

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PROVIDING AND RECEIVING TREATMENT FOR SUD AND MENTAL ILLNESS. IN THE PAST YEAR, COE-PHI PROVIDED 61 INSTANCES OF INTENSIVE, INDIVIDUALIZED TA TO 52 UNIQUE ORGANIZATIONS/INDIVIDUALS REPRESENTING 28 STATES, ALONG WITH 20 TRAININGS WHICH REACHED A TOTAL OF 3,289 PARTICIPANTS THROUGHOUT THE U.S. AND U.S. TERRITORIES. IN RESPONSE TO COVID-19, COE-PHI DEVELOPED A SUITE OF RESOURCES FOR PROVIDERS AND CLIENTS ABOUT MAINTAINING PRIVACY DURING TELEHEALTH VISITS AND FACILITATED TWO NATIONAL WEBINARS THAT WENT OVER BEST PRACTICES.

- SINCE 1999, 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 FY20, 196 PARTICIPANTS FROM ACROSS THE STATE OF NY PARTICIPATED IN THE INTENSIVE 10-DAY TRAINING PROGRAM. 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.

FORM 990, PART III, LINE 2

HRSA-HAP-TAB NATIONAL TRAINING AND TECHNICAL ASSISTANCE PROGRAM TO END HIV EPIDEMIC.

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ATTACHMENT 1

990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

<u>NAME AND ADDRESS</u>	<u>DESCRIPTION OF SERVICES</u>	<u>COMPENSATION</u>
LEGAL ACTION CENTER OF THE CITY OF NY 225 VARICK STREET, SUITE 402 NEW YORK, NY 10014	LEGAL ASSISTANCE	430,000.
HELUNA HEALTH 13300 CROSSROADS PARKWAY NORTH, STE 450 CITY OF INDUSTRY, CA 91746	TRAINING/ASSISTANCE	257,148.
DENVER HEALTH & HOSPITALITY AUTHORITY P.O. BOX 17093 DENVER, CO 80217	TRAINING/ASSISTANCE	221,436.
ERIE 1 BOCES 355 HARLEM ROAD WEST SENECA, NY 14224	INTERVENTION PROGRAM	211,000.
UNIVERSITY OF ROCHESTER 853 WEST MAIN STREET ROCHESTER, NY 14611	TRAINING/ASSISTANCE	200,022.

ATTACHMENT 2FORM 990, PART IX - OTHER FEES

<u>DESCRIPTION</u>	<u>(A) TOTAL FEES</u>	<u>(B) PROGRAM SERVICE EXP.</u>	<u>(C) MANAGEMENT AND GENERAL</u>	<u>(D) FUNDRAISING EXPENSES</u>
CONSULTANTS	814,527.	680,908.	133,619.	
SUBCONTRACTOR	3,427,979.	3,178,379.	249,600.	
PAYROLL SERVICE FEE	19,509.	6,480.	13,029.	
TOTALS	<u>4,262,015.</u>	<u>3,865,767.</u>	<u>396,248.</u>	