

## Nonprofit Explorer

Research Tax-Exempt Organizations

# DIRECTEMPLOYERS ASSOCIATION INC

INDIANAPOLIS, IN 46278-2715 | TAX-EXEMPT SINCE JUNE 2009

EIN: 30-0008235

### Classification (NTEE)

Professional Societies, Associations (Mutual/Membership Benefit Organizations, Other)

### Nonprofit Tax Code Designation: 501(c)(6)

Defined as: Business leagues, chambers of commerce, real estate boards, etc, created for the improvement of business conditions.

**Donations to this organization are not tax deductible.**

**More Resources:** [GuideStar](#)

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## Tax Filings by Year

The IRS [Form 990](#) is an annual information return that most organizations claiming federal tax-exempt status must file yearly. Read the [IRS instructions for 990 forms](#).

If this organization has filed an amended return, it may not be reflected in the data below. Duplicated download links may be due to resubmissions or amendments to an organization's original return.



The Internal Revenue Service is substantially delayed in processing and releasing nonprofit filings, so documents available here may not be the most recent an organization has filed. ProPublica posts new tax forms as they are released by the IRS.

FISCAL YEAR  
ENDING DEC.

**2020**

The IRS has provided extracted financial data for this filing, but has not yet released the source documents.

**Total Revenue** **\$15,599,759**

**Total Functional Expenses** **\$14,934,317**

**Net income** **\$665,442**

#### Notable sources of revenue

Contributions

\$0

Program services

\$15,010,223

#### Percent of total revenue

96.2%

# Total Revenue **\$15,599,759**

**Total Functional Expenses** **\$14,934,317**

**Net income** **\$665,442**

Investment income	\$86,786		0.6%
Bond proceeds	\$0		
Royalties	\$0		
Rental property income	\$130,914		0.8%
Net fundraising	\$0		
Sales of assets	\$688		0.0%
Net inventory sales	\$0		
Other revenue	\$371,148		2.4%

<b>Notable expenses</b>		<b>Percent of total expenses</b>
Executive compensation	\$920,348	6.2%
Professional fundraising fees	\$0	
Other salaries and wages	\$6,022,807	40.3%

**Other**

Total Assets	\$11,471,416
Total Liabilities	<b>\$9,316,297</b>
Net Assets	\$2,155,119

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FISCAL YEAR  
ENDING DEC.

# 2019

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Schedules ▾

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# Total Revenue **\$16,922,061**

**Total Functional Expenses** **\$17,054,462**

**Net income** **-\$132,401**

<b>Notable sources of revenue</b>		<b>Percent of total revenue</b>
Contributions	\$0	
Program services	\$14,436,479	85.3%
Investment income	\$33,802	0.2%
Bond proceeds	\$0	
Royalties	\$0	
Rental property income	\$0	
Net fundraising	\$0	
Sales of assets	\$0	
Net inventory sales	\$0	
Other revenue	\$2,451,780	14.5%

<b>Notable expenses</b>		<b>Percent of total expenses</b>
Executive compensation	\$778,311	4.6%
Professional fundraising fees	\$0	
Other salaries and wages	\$6,268,785	36.8%

**Other**

Total Assets	\$10,910,007
Total Liabilities	<b>\$9,751,794</b>
Net Assets	\$1,158,213

**Key Employees and Officers**

**Compensation**

CANDEE CHAMBERS (EXECUTIVE DIRECTOR)	\$553,004
HAROLD COOPER (VP PRODUCT DEVELOPMENT)	\$271,814
DAN JORDAN (SEC/TREAS/COUNSEL)	\$214,494

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FISCAL YEAR  
ENDING DEC.

**2018**

PDF

IRS Filing

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9900 (FILED ON  
NOV. 13, 2019)

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Schedules ▾

Raw XML

9900

**Total Revenue** **\$13,853,108**

**Total Functional Expenses** **\$12,627,074**

**Net income** **\$1,226,034**

**Notable sources of revenue**

		Percent of total revenue
Contributions	\$0	
Program services	\$13,601,683	98.2%
Investment income	\$13,359	0.1%
Bond proceeds	\$0	
Royalties	\$0	
Rental property income	\$0	
Net fundraising	\$0	
Sales of assets	\$0	
Net inventory sales	\$0	
Other revenue	\$238,066	1.7%

**Notable expenses**

		Percent of total expenses
Executive compensation	\$667,014	5.3%
Professional fundraising fees	\$0	
Other salaries and wages	\$5,121,581	40.6%

**Other**

Total Assets	\$10,346,509
Total Liabilities	\$10,618,817
Net Assets	-\$272,308

**Key Employees and Officers**

	Compensation
CANDEE CHAMBERS (EXECUTIVE DIRECTOR)	\$426,262
HEATHER HOFFMAN (COO/RECRUITER ROOSTER)	\$280,955
HAROLD COOPER (VP PRODUCT DEVELOPMENT)	\$250,015

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FISCAL YEAR  
ENDING DEC.

**2017**

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**Total Revenue** **\$15,099,643**

**Total Functional Expenses** **\$13,188,432**

**Net income** **\$1,911,211**

**Notable sources of revenue**

		Percent of total revenue
Contributions	\$0	
Program services	\$14,824,607	98.2%
Investment income	\$3,572	0.0%
Bond proceeds	\$0	
Royalties	\$0	
Rental property income	\$0	
Net fundraising	\$0	
Sales of assets	\$225,478	1.5%

Schedules ▾

Raw XML

990

## Total Revenue **\$15,099,643**

**Total Functional Expenses** **\$13,188,432**

**Net income** **\$1,911,211**

Net inventory sales \$0  
Other revenue \$45,986 | 0.3%

### Notable expenses

		Percent of total expenses
Executive compensation	\$456,899	3.5%
Professional fundraising fees	\$0	
Other salaries and wages	\$6,035,632	45.8%

### Other

Total Assets \$8,050,191  
Total Liabilities **\$9,445,367**  
Net Assets **-\$1,395,176**

### Key Employees and Officers

### Compensation

CANDEE CHAMBERS (EXECUTIVE DIRECTOR)	\$266,880
HEATHER HOFFMAN (VP DIGITAL STRATEGY)	\$220,211
HAROLD COOPER (VP PRODUCT DEVELOPMENT)	\$204,447

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FISCAL YEAR  
ENDING DEC.

**2016**

PDF

IRS Filing

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NOV. 8, 2017)

Full Filing

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## Total Revenue **\$14,788,087**

**Total Functional Expenses** **\$12,453,128**

**Net income** **\$2,334,959**

### Notable sources of revenue

		Percent of total revenue
Contributions	\$0	
Program services	\$14,786,542	100.0%
Investment income	\$1,545	0.0%
Bond proceeds	\$0	
Royalties	\$0	
Rental property income	\$0	
Net fundraising	\$0	
Sales of assets	\$0	
Net inventory sales	\$0	
Other revenue	\$0	

### Notable expenses

		Percent of total expenses
Executive compensation	\$1,179,593	9.5%
Professional fundraising fees	\$0	
Other salaries and wages	\$3,038,164	24.4%

### Other

Total Assets \$6,090,378  
Total Liabilities **\$9,533,684**  
Net Assets **-\$3,443,306**

### Key Employees and Officers

### Compensation

WILLIAM WARREN (EXECUTIVE DIRECTOR 1/01/16-12/15/16)	\$617,309
CANDEE CHAMBERS (DEPUTY EXECUTIVE DIRECTOR)	\$226,256

HEATHER HOFFMAN (VP DIGITAL STRATEGY)

\$221,940

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FISCAL YEAR  
ENDING DEC.

**2015**

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**Total Revenue** **\$13,021,345**

**Total Functional Expenses** **\$12,389,180**

**Net income** **\$632,165**

**Notable sources of revenue**

**Percent of total revenue**

Contributions	\$0	
Program services	\$13,012,338	99.9%
Investment income	\$100	0.0%
Bond proceeds	\$0	
Royalties	\$0	
Rental property income	\$0	
Net fundraising	\$0	
Sales of assets	\$0	
Net inventory sales	\$0	
Other revenue	\$8,907	0.1%

**Notable expenses**

**Percent of total expenses**

Executive compensation	\$432,308	3.5%
Professional fundraising fees	\$0	
Other salaries and wages	\$3,517,126	28.4%

**Other**

Total Assets	\$4,323,107
Total Liabilities	\$10,101,372
Net Assets	-\$5,778,265

**Key Employees and Officers**

**Compensation**

WILLIAM WARREN (EXECUTIVE DIREC)	\$317,500
CANDEE CHAMBERS (VP COMPLIANCE & PARTNERSHIPS)	\$199,154
HAROLD COOPER (VP PRODUCT DEVELOPMENT)	\$197,523

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FISCAL YEAR  
ENDING DEC.

**2014**

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IRS Filing

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990 (FILED ON  
SEPT. 18, 2015)

Full Filing

Schedules ▾

**Total Revenue** **\$12,729,819**

**Total Functional Expenses** **\$12,553,255**

**Net income** **\$176,564**

**Notable sources of revenue**

**Percent of total revenue**

Contributions	\$0	
Program services	\$12,667,147	99.5%
Investment income	\$59,630	0.5%
Bond proceeds	\$0	
Royalties	\$0	
Rental property income	\$0	
Net fundraising	\$0	
Sales of assets	\$0	
Net inventory sales	\$0	
Other revenue	\$3,042	0.0%

Raw XML

990

## Total Revenue **\$12,729,819**

**Total Functional Expenses** **\$12,553,255**

**Net income** **\$176,564**

### Notable expenses

		Percent of total expenses
Executive compensation	\$351,538	2.8%
Professional fundraising fees	\$0	
Other salaries and wages	\$3,391,557	27.0%

### Other

Total Assets	\$4,041,263
Total Liabilities	<b>\$10,451,693</b>
Net Assets	<b>-\$6,410,430</b>

### Key Employees and Officers

### Compensation

William Warren ( <i>Executive Direc</i> )	\$250,000
Candee Chambers ( <i>VP-Product Dev</i> )	\$184,038
Heather Hoffman ( <i>Regional VP</i> )	\$181,507

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FISCAL YEAR  
ENDING DEC.

**2013**

PDF

IRS Filing

Full Text

990 (FILED ON  
DEC. 10, 2014)

Full Filing

Schedules ▾

Raw XML

990

## Total Revenue **\$10,785,657**

**Total Functional Expenses** **\$11,293,604**

**Net income** **-\$507,947**

### Notable sources of revenue

		Percent of total revenue
Contributions	\$0	
Program services	\$10,484,029	97.2%
Investment income	\$20,302	0.2%
Bond proceeds	\$0	
Royalties	\$0	
Rental property income	\$0	
Net fundraising	\$0	
Sales of assets	\$0	
Net inventory sales	\$0	
Other revenue	\$281,326	2.6%

### Notable expenses

		Percent of total expenses
Executive compensation	\$468,847	4.2%
Professional fundraising fees	\$0	
Other salaries and wages	\$3,021,581	26.8%

### Other

Total Assets	\$3,003,821
Total Liabilities	<b>\$9,590,815</b>
Net Assets	<b>-\$6,586,994</b>

### Key Employees and Officers

### Compensation

William Warren ( <i>Executive Direc</i> )	\$225,962
Richard Wehrle ( <i>VP-Product Dev</i> )	\$218,077
Tom Eckhart ( <i>VP-Membership Dev</i> )	\$164,143

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FISCAL YEAR  
ENDING DEC.

**2012**

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**Total Revenue** **\$9,651,362**

**Total Functional Expenses** **\$9,564,804**

**Net income** **\$86,558**

**Notable sources of revenue**

**Percent of total revenue**

Contributions	\$0		
Program services	\$9,642,831		99.9%
Investment income	\$5,659		0.1%
Bond proceeds	\$0		
Royalties	\$0		
Rental property income	\$0		
Net fundraising	\$0		
Sales of assets	\$0		
Net inventory sales	\$0		
Other revenue	\$2,872		0.0%

**Notable expenses**

**Percent of total expenses**

Executive compensation	\$467,885		4.9%
Professional fundraising fees	\$0		
Other salaries and wages	\$2,434,346		25.5%

**Other**

Total Assets	\$3,018,087
Total Liabilities	\$9,097,134
Net Assets	-\$6,079,047

FISCAL YEAR  
ENDING DEC.

**2011**

PDF

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**Total Revenue** **\$8,789,136**

**Total Functional Expenses** **\$11,134,459**

**Net income** **-\$2,345,323**

**Notable sources of revenue**

**Percent of total revenue**

Contributions	\$0		
Program services	\$8,650,345		98.4%
Investment income	\$1,887		0.0%
Bond proceeds	\$0		
Royalties	\$0		
Rental property income	\$0		
Net fundraising	\$0		
Sales of assets	\$0		
Net inventory sales	\$0		
Other revenue	\$136,904		1.6%

**Notable expenses**

**Percent of total expenses**

Executive compensation	\$500,000		4.5%
Professional fundraising fees	\$0		
Other salaries and wages	\$2,860,884		25.7%

**Other**

Total Assets	\$2,445,924
Total Liabilities	\$8,085,454
Net Assets	-\$5,639,530

FISCAL YEAR  
ENDING DEC.

**2010**

PDF

IRS Filing

Raw XML

990

**Form 990 documents available**

Extracted financial data is not available for this tax period, but Form 990 documents are available for download.

FISCAL YEAR  
ENDING DEC.

**2009**

PDF

IRS Filing

**Form 990 documents available**

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**2008**

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IRS Filing

**Form 990 documents available**

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FISCAL YEAR  
ENDING DEC.

**2007**

PDF

IRS Filing

**Form 990 documents available**

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FISCAL YEAR  
ENDING DEC.

**2005**

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IRS Filing

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**2004**

PDF

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**2003**

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FISCAL YEAR  
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**2002**

PDF

IRS Filing

**Form 990 documents available**

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## About This Data

Nonprofit Explorer includes summary data for nonprofit tax returns and full Form 990 documents, in both PDF and digital formats.

The summary data contains information processed by the IRS during the 2012-2019 calendar years; this generally consists of filings for the 2011-2018 fiscal years, but may include older records. This data release includes only a subset of what can be found in the full Form 990s.

In addition to the raw summary data, we link to PDFs and digital copies of full Form 990 documents wherever possible. This consists of separate releases by the IRS of Form 990 documents processed by the agency, which we update regularly.

We also link to copies of audits nonprofit organizations that spent \$750,000 or more in Federal grant money in a single fiscal year since 2016. These audits are copied from the Federal Audit Clearinghouse.

## Which Organizations Are Here?

Every organization that has been recognized as tax exempt by the IRS has to file Form 990 every year, unless they make less than \$200,000 in revenue and have less than \$500,000 in assets, in which case they have to file form 990-EZ. Organizations making less than \$50,000 don't have to file either form but do have to let the IRS they're still in business via a [Form 990N "e-Postcard."](#)

Nonprofit Explorer has organizations claiming tax exemption in each of the 27 subsections of the 501(c) section of the tax code, and which have filed a Form 990, Form 990EZ or Form 990PF. Taxable trusts and private foundations that are required to file a form 990PF are also included. Small organizations filing a Form 990N "e-Postcard" are not included in this data.

## Types of Nonprofits

There are 27 nonprofit designations based on the numbered subsections of section 501(c) of the tax code. [See the list »](#)

## API

The data powering this website is available programmatically, via an API. [Read the API documentation »](#)

## Get the Data

For those interested in acquiring the original data from the source, here's where our data comes from:

- [Raw filing data](#). Includes EINs and summary financials as structured data.
- [Exempt Organization profiles](#). Includes organization names, addresses, etc. You can merge this with the raw filing data using EIN numbers.

- [Form 990 documents](#). Prior to 2017, these documents were obtained and processed by [Public.Resource.org](#) and ProPublica. Bulk PDF downloads since 2017 are available from [the IRS](#).
- [Form 990 documents as XML files](#). Includes complete filing data (financial details, names of officers, tax schedules, etc.) in machine-readable format. Only available for electronically filed documents. Electronic data released prior to October 2021 is also available [through Amazon Web Services](#).
- [Audits](#). PDFs of single or program-specific audits for nonprofit organizations that spent \$750,000 or more in Federal grant money in a single fiscal year. Available for fiscal year 2015 and later.

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