

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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

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

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

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning **NOV 1, 2024** and ending **OCT 31, 2025**

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending	C Name of organization KEIRO SERVICES		D Employer identification number 95-4022185
	Doing business as KEIRO SENIOR HEALTHCARE		
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	E Telephone number (213) 873-5700
	420 EAST THIRD STREET	1000	
City or town, state or province, country, and ZIP or foreign postal code LOS ANGELES, CA 90013		G Gross receipts \$ 28,248,128.	
F Name and address of principal officer: BEVERLY ITO SAME AS C ABOVE		H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527		H(b) Are all subordinates included? Yes No If "No," attach a list. See instructions	
J Website: WWW.KEIRO.ORG		H(c) Group exemption number	
K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other		L Year of formation: 1961 M State of legal domicile: CA	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: KEIRO'S MISSION IS TO ENHANCE THE QUALITY OF SENIOR LIFE IN OUR COMMUNITY. (SEE PART III LINE 1)		
	2 Check this box 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	12
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	11
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	23
	6 Total number of volunteers (estimate if necessary)	6	144
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 596,408.	Current Year 3,225,107.
	9 Program service revenue (Part VIII, line 2g)	0.	0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,992,884.	5,048,588.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0.	0.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,589,292.	8,273,695.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	296,267.
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)		1,978,161.	2,072,171.
16a Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
b Total fundraising expenses (Part IX, column (D), line 25)		352,370.	
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		2,836,291.	2,486,026.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		5,110,719.	9,859,510.
19 Revenue less expenses. Subtract line 18 from line 12	-1,521,427.	-1,585,815.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 101,019,245.	End of Year 110,544,043.
	21 Total liabilities (Part X, line 26)	895,607.	1,034,132.
	22 Net assets or fund balances. Subtract line 21 from line 20	100,123,638.	109,509,911.

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		
	BEVERLY ITO, PRESIDENT & CEO Type or print name and title				
Paid Preparer Use Only	Preparer's name	Preparer's signature	Date	Check if self-employed	PTIN
	LIZBETH G. NEVAREZ	LIZBETH G. NEVAREZ	05/05/26	<input type="checkbox"/>	P01399668
Preparer Use Only	Firm's name	Firm's EIN		Phone no.	
	GREEN HASSON & JANKS LLP 700 S FLOWER STREET, SUITE 3300 LOS ANGELES, CA 90017	95-1777440		310.873.1600	

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: KEIRO'S MISSION IS TO ENHANCE THE QUALITY OF SENIOR LIFE IN OUR COMMUNITY. FOUNDED IN 1961, KEIRO IMPROVES THE QUALITY OF LIFE FOR OLDER ADULTS AND THEIR CAREGIVERS IN THE JAPANESE AMERICAN COMMUNITIES OF LOS ANGELES, ORANGE, AND VENTURA COUNTIES. KEIRO PROVIDES A RANGE

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 \$ 8,257,174. including grants of \$ 5,301,313.) (Revenue \$) PROGRAMS FOR OLDER ADULTS KEIRO'S PROGRAMS FOR OLDER ADULTS ARE DESIGNED TO HELP PARTICIPANTS APPROACH AGING WITH CONFIDENCE, CONNECTION, AND PURPOSEFUL INTENTION. THROUGH QUALITY OF LIFE CLASSES (1,733 ATTENDEES) AND GENKI LIVING WORKSHOPS (101 ATTENDEES) PARTICIPANTS EXPLORED STRATEGIES TO HELP THEM STAY ACTIVE, ENGAGE THEIR MINDS, AND EXPLORE MEANINGFUL WAYS TO IMPROVE THEIR QUALITY OF LIFE. THE ANNUAL KEIRO NO HI FESTIVAL (691 ATTENDEES) HONORED OUR COMMUNITY'S OLDER ADULTS THROUGH A DAY OF CELEBRATION AND RECOGNITION FOR THEIR LIFELONG ACCOMPLISHMENTS. TOGETHER, THESE PROGRAMS EMPOWERED OLDER ADULTS TO LIVE WELL TODAY WHILE THOUGHTFULLY PREPARING FOR THE FUTURE.

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 8,257,174.

Part IV Checklist of Required Schedules

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

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, Forms W-2G, and backup withholding rules.

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

Table with 3 main columns: Question/Description, Yes, No. Rows include 2a-2b, 3a-3b, 4a-4b, 5a-5c, 6a-6b, 7 (Organizations that may receive deductible contributions under section 170(c)), 8, 9, 10, 11, 12a-12b, 13, 14a-14b, 15, 16, 17.

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a	12	
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b	11	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed CA
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 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
BEVERLY ITO - (213) 873-5700
420 EAST THIRD STREET, 1000, LOS ANGELES, CA 90013

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 the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) BEVERLY ITO PRESIDENT & CHIEF EXECUTIVE OFFICER	40.00 1.00	X		X				214,577.	0.	13,591.
(2) KEVIN ONISHI CHIEF OPERATING OFFICER	40.00 0.00			X				168,361.	0.	15,515.
(3) BRAD FUJIKUNI CHIEF FINANCIAL OFFICER	40.00 1.00			X				159,882.	0.	10,900.
(4) HEATHER HARADA DIRECTOR OF STRATEGY	40.00 0.00					X		106,368.	0.	11,390.
(5) JACK KURIHARA CHAIR	1.00 0.00	X		X				0.	0.	0.
(6) GERALD ISEDA VICE CHAIR	1.00 0.00	X		X				0.	0.	0.
(7) RON TAKASUGI TREASURER	1.00 1.00	X		X				0.	0.	0.
(8) CHRIS KOMAI SECRETARY	1.00 0.00	X		X				0.	0.	0.
(9) SARAH FUKUI DIRECTOR	1.00 0.00	X						0.	0.	0.
(10) DOUG AIHARA DIRECTOR	1.00 0.00	X						0.	0.	0.
(11) LISA CHAO DIRECTOR	1.00 0.00	X						0.	0.	0.
(12) KIMIKO FUJITA DIRECTOR	1.00 0.00	X						0.	0.	0.
(13) YUKARI ROBERTS DIRECTOR	1.00 1.00	X						0.	0.	0.
(14) SUSAN UCHIYAMA DIRECTOR	1.00 0.00	X						0.	0.	0.
(15) TEJI KAWANA DIRECTOR	1.00 0.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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 Subtotal							649,188.	0.	51,396.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							649,188.	0.	51,396.	

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 **4**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	3,225,107.			
	g	Noncash contributions included in lines 1a-1f	1g	\$ 17,531.			
	h	Total. Add lines 1a-1f		3,225,107.			
Program Service Revenue	2 a	_____	Business Code				
	b	_____					
	c	_____					
	d	_____					
	e	_____					
	f	All other program service revenue					
	g	Total. Add lines 2a-2f					
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		2,313,532.		2313532.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	6a	(i) Real			
				(ii) Personal			
	b	Less: rental expenses ...	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities			
				(ii) Other			
	b	Less: cost or other basis and sales expenses	7b	19,974,433.			
	c	Gain or (loss)	7c	2,735,056.			
	d	Net gain or (loss)		2,735,056.		2735056.	
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	_____	Business Code				
	b	_____					
	c	_____					
	d	All other revenue					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		8,273,695.	0.	0.	5048588.	

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	5,301,313.	5,301,313.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	571,876.	343,126.	154,406.	74,344.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,135,173.	679,024.	308,411.	147,738.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	70,457.	42,274.	19,023.	9,160.
9 Other employee benefits	173,690.	104,214.	46,896.	22,580.
10 Payroll taxes	120,975.	72,585.	32,663.	15,727.
11 Fees for services (nonemployees):				
a Management				
b Legal	25,232.		25,232.	
c Accounting	52,945.		52,945.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	249,005.		249,005.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	248,379.	130,197.	118,182.	
12 Advertising and promotion	13,639.	3,725.	6,745.	3,169.
13 Office expenses	24,647.	6,766.	16,937.	944.
14 Information technology	19,931.	5,443.	9,857.	4,631.
15 Royalties				
16 Occupancy	208,450.	113,710.	94,740.	
17 Travel	9,513.	3,453.	3,556.	2,504.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	11,814.	2,941.	6,740.	2,133.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	3,596.		3,596.	
23 Insurance	38,520.		38,520.	
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 STRATEGIC PARTNERSHIPS	1,126,317.	1,126,317.		
b COMMUNITY DEVELOPMENT	259,003.	259,003.		
c EQUIPMENT	24,291.	13,700.	10,591.	
d DUES & SUBSCRIPTIONS	11,384.	6,644.	4,740.	
e All other expenses	159,360.	42,739.	47,181.	69,440.
25 Total functional expenses. Add lines 1 through 24e	9,859,510.	8,257,174.	1,249,966.	352,370.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	613,099.	1	3,029,076.
	2 Savings and temporary cash investments	645,935.	2	386,751.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	
	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		5	
	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)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	97,131.	9	92,968.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 588,982.		
	b Less: accumulated depreciation	10b 537,507.	10c	51,475.
	11 Investments - publicly traded securities	95,214,398.	11	101,130,106.
	12 Investments - other securities. See Part IV, line 11		12	3,222,798.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets	586,815.	14	687,817.
	15 Other assets. See Part IV, line 11	1,805,483.	15	1,943,052.
16 Total assets. Add lines 1 through 15 (must equal line 33)	101,019,245.	16	110,544,043.	
Liabilities	17 Accounts payable and accrued expenses	284,932.	17	267,733.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to 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		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	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	610,675.	25	766,399.
	26 Total liabilities. Add lines 17 through 25	895,607.	26	1,034,132.
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	70,398,146.	27	74,820,148.
	28 Net assets with donor restrictions	29,725,492.	28	34,689,763.
	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	100,123,638.	32	109,509,911.
33 Total liabilities and net assets/fund balances	101,019,245.	33	110,544,043.	

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	8,273,695.
2	Total expenses (must equal Part IX, column (A), line 25)	2	9,859,510.
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,585,815.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	100,123,638.
5	Net unrealized gains (losses) on investments	5	10,861,580.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	110,508.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	109,509,911.

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
b Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> 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?	X	
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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		X
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		

Form 990 (2024)

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1267055.	924,244.	1550854.	596,408.	725,107.	5063668.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1267055.	924,244.	1550854.	596,408.	725,107.	5063668.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						1199715.
6 Public support. Subtract line 5 from line 4.						3863953.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	1267055.	924,244.	1550854.	596,408.	725,107.	5063668.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	169,296.	478,229.	1762577.	2398436.	2313532.	7122070.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)		70,598.	126.			70,724.
11 Total support. Add lines 7 through 10						12256462.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	31.53	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	36.56	%
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

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

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

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on; 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 13 Total support. (Add lines 9, 10c, 11, and 12.)

14 First 5 years. If the Form 990 is for the 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: Description, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2024. 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 - 2023. 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 on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	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 lines 3b and 3c 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 box 12a or 12b in Part I, answer lines 4b and 4c 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 lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</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).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</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 on 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 on 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 line 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)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024		
a	From 2019		
b	From 2020		
c	From 2021		
d	From 2022		
e	From 2023		
f	Total of lines 3a through 3e		
g	Applied to under distributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, 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 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2025. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020		
b	Excess from 2021		
c	Excess from 2022		
d	Excess from 2023		
e	Excess from 2024		

Schedule A (Form 990) 2024

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.)

Lined area for supplemental information.

Schedule B (Form 990)

(Rev. December 2024) Department of the Treasury Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

Name of the organization

KEIRO SERVICES

Employer identification number

95-4022185

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

[X] 501(c)(3) (enter number) organization

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

[] 527 political organization

Form 990-PF

[] 501(c)(3) exempt private foundation

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

[] 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

Name of organization KEIRO SERVICES	Employer identification number 95-4022185
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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	<hr/> <hr/> <hr/>	\$ <u>2,500,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>304,931.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization KEIRO SERVICES	Employer identification number 95-4022185
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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 KEIRO SERVICES	Employer identification number 95-4022185
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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 info. once.) \$ _____
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)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

KEIRO SERVICES

Employer identification number

95-4022185

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

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

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

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

Yes No

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 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

Yes No

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under 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.

b 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) (Rev. 12-2024)

LHA 432051 01-02-25

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? Yes No

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

- 1a** Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	24,070,515.	20,203,958.	18,714,859.	23,836,989.	18,652,811.
b Contributions					
c Net investment earnings, gains, and losses	4,187,542.	4,837,649.	1,489,099.	-5,122,130.	5,184,178.
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses		971,092.			
g End of year balance	28,258,057.	24,070,515.	20,203,958.	18,714,859.	23,836,989.

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment 0.0000 %
 - b** Permanent endowment 37.6173 %
 - c** Term endowment 62.3827 %
- 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:
- | | Yes | No |
|---|-----|-------------------------------------|
| (i) Unrelated organizations? | | <input checked="" type="checkbox"/> |
| (ii) Related organizations? | | <input checked="" type="checkbox"/> |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		19,475.		19,475.
b Buildings				
c Leasehold improvements		236,382.	236,382.	0.
d Equipment		301,125.	301,125.	0.
e Other		32,000.		32,000.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				51,475.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

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

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) OPERATING LEASE LIABILITY	766,399.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	766,399.

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	18,996,978.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	10,861,580.
b	Donated services and use of facilities	2b	200.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	110,508.
e	Add lines 2a through 2d	2e	10,972,288.
3	Subtract line 2e from line 1	3	8,024,690.
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	249,005.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	249,005.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	8,273,695.

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	9,610,705.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	200.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	200.
3	Subtract line 2e from line 1	3	9,610,505.
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	249,005.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	249,005.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	9,859,510.

Part XIII Supplemental Information

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

PART V, LINE 4:

KEIRO'S ENDOWMENT CONSISTS OF THE LIVING TREASURES ENDOWMENT FUND (THE "ENDOWMENT"), ESTABLISHED TO ENSURE THAT KEIRO IS FUNDED TO CONTINUE TO MEET ITS MISSION TO ENHANCE THE QUALITY OF SENIOR LIFE IN OUR COMMUNITY. KEIRO HAS ADOPTED INVESTMENT AND SPENDING POLICIES FOR ENDOWMENT ASSETS THAT ATTEMPT TO PROVIDE A RELATIVELY PREDICTABLE AND STABLE STREAM OF FUNDING TO PROGRAMS AND PROJECTS SUPPORTED BY ITS ENDOWMENT WHILE SEEKING TO MAINTAIN THE PURCHASING POWER OF THE ENDOWMENT ASSETS.

PART X, LINE 2:

KEIRO RECOGNIZES THE IMPACT OF TAX POSITIONS IN THE FINANCIAL STATEMENTS IF THAT POSITION IS MORE LIKELY THAN NOT TO BE SUSTAINED ON AUDIT, BASED ON THE TECHNICAL MERITS OF THE POSITION. DURING THE YEAR ENDED OCTOBER 31, 2025, KEIRO PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS AND DID NOT IDENTIFY ANY MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR WHICH MIGHT HAVE AN EFFECT ON ITS TAX-EXEMPT STATUS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

CHANGE IN VALUE OF CHARITABLE REMAINDER UNITRUST AGREEMENTS 110,508.

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **KEIRO SERVICES** Employer identification number **95-4022185**

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
KEIRO KIKYO HOME, INC. 420 EAST THIRD STREET, 1000 LOS ANGELES, CA 90013	33-2955763	501(C)(3)	5,001,313.	0.			GENERAL OPERATING SUPPORT
LITTLE TOKYO NUTRITION SERVICES 244 S SAN PEDRO ST, ROOM 408 LOS ANGELES, CA 90012	76-0794434	501(C)(3)	20,000.	0.			TO SUPPORT DAILY HOT MEALS FOR LOW-INCOME OLDER ADULTS
LITTLE TOKYO COMMUNITY COUNCIL 106 1/2 JUDGE JOHN AISO ST, STE 172 LOS ANGELES, CA 90012	20-0258503	501(C)(3)	15,000.	0.			TO SUPPORT OLDER ADULT PARTICIPATION IN THE DESIGN PROCESS OF A NEW, LOCAL PUBLIC SPACE
VENICE JAPANESE COMMUNITY CENTER, INC. - 12448 BRADDOCK DR - LOS ANGELES, CA 90066	95-6220754	501(C)(3)	14,688.	0.			TO SUPPORT A MONTHLY MEAL PROGRAM AND WEEKLY ACTIVITIES AND PROGRAMS FOR OLDER ADULTS
VENICE HONGWANJI BUDDHIST TEMPLE 12371 BRADDOCK DR CULVER CITY, CA 90230	37-1493889	RELIGIOUS ORGANIZATI	12,000.	0.			TO SUPPORT CARE PACKAGE DELIVERY, SENIOR OUTREACH, AND PROGRAMS FOR OLDER ADULTS AND
CERRITOS BAPTIST CHURCH PO BOX 3967 CERRITOS, CA 90703	33-0052827	RELIGIOUS ORGANIZATI	10,600.	0.			TO SUPPORT CBC'S OUTREACH, GATHERINGS, AND ACTIVITIES FOR OLDER ADULTS

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 30.

3 Enter total number of other organizations listed in the line 1 table 0.

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

Schedule I (Form 990) (Rev. 12-2024)

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ORANGE COUNTY FRIENDSHIP CHOIR 403 W AVENIDA DE LOS LOBOS MARINOS SAN CLEMENTE, CA 92672	36-4661291	501(C)(3)	10,500.	0.			TO SUPPORT PARTICIPATION OF OLDER ADULTS IN CHOIR ACTIVITIES
ORANGE COUNTY BUDDHIST CHURCH 909 S DALE AVE ANAHEIM, CA 92804	33-0220817	RELIGIOUS ORGANI	10,250.	0.			TO SUPPORT A BIMONTHLY MEAL DELIVERY PROGRAM FOR HOMEBOUND OLDER ADULTS
LONG BEACH BUDDHIST CHURCH 2360 SANTA FE AVE LONG BEACH, CA 90810	30-0644424	RELIGIOUS ORGANI	10,000.	0.			TO SUPPORT LBBC'S MONTHLY OUTREACH PROJECT TO HOMEBOUND OLDER ADULTS
PASADENA NIKKEI SENIORS 595 N LINCOLN AVE, STE 101-A PASADENA, CA 91103	95-4524711	501(C)(3)	10,000.	0.			TO SUPPORT LUNCH GATHERINGS AND OTHER ACTIVITIES FOR OLDER ADULTS
LONG BEACH JAPANESE CULTURAL CENTER - 1480 E MARSHALL PL - LONG BEACH, CA 90807	95-3416426	501(C)(3)	9,775.	0.			TO SUPPORT A TWICE-MONTHLY LUNCH AND ACTIVITY PROGRAM FOR OLDER ADULTS
KANSAI CLUB 114 ASTRONAUT E S ONIZUKA ST LOS ANGELES, CA 90012	95-4628169	501(C)(3)	9,600.	0.			TO SUPPORT A JAPANESE LANGUAGE MUSIC PERFORMANCE BY OLDER ADULTS
ZENSHUJI SOTO MISSION 123 S HEWITT ST LOS ANGELES, CA 90012	95-1782838	RELIGIOUS ORGANI	9,500.	0.			TO SUPPORT A WEEKLY AEROBICS CLASS FOR OLDER ADULTS
UNION CHURCH OF LOS ANGELES 401 E 3RD ST LOS ANGELES, CA 90013	95-1961782	RELIGIOUS ORGANI	9,000.	0.			TO SUPPORT A WEEKLY LUNCH PROGRAM FOR OLDER ADULTS
GARDENA VALLEY JAPANESE CULTURAL INSTITUTE - 1964 W 162ND ST - GARDENA, CA 90247	95-6197597	501(C)(3)	8,600.	0.			TO SUPPORT SELF-CARE PROGRAMS FOR OLDER ADULTS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ASIAN AMERICAN COMMUNITY MEDIA PROJECT - 2753 PACIFIC COAST HIGHWAY, SUITE A, PO BOX 176 - TORRANCE, CA 90505	93-1460854	501(C)(3)	8,250.	0.			TO SUPPORT AACOMP'S JAPANESE AMERICAN VIETNAM ERA ARCHIVES PROJECT
FAITH UNITED METHODIST CHURCH 2115 W 182ND ST TORRANCE, CA 90504	95-3370366	RELIGIOUS ORGANI	8,000.	0.			TO SUPPORT MULTIPLE CONGREGATE AND DELIVERED SENIOR MEAL PROGRAMS
CROSSROADS COMMUNITY CHURCH OF SOUTH ORANGE COUNTY - 25991 PALA DR - MISSION VIEJO, CA 92691	33-0782704	RELIGIOUS ORGANI	7,800.	0.			TO SUPPORT THE REESTABLISHMENT OF A SENIOR FELLOWSHIP GROUP AT CCCSOC
LEISURE CLUB AT ESGVJCC 1203 W PUENTE AVE WEST COVINA, CA 91790	95-6100417	COMMUNITY GROUP	7,800.	0.			TO SUPPORT A WEEKLY LUNCH PROGRAM FOR OLDER ADULTS
EAST SAN GABRIEL VALLEY JAPANESE COMMUNITY CENTER - 1203 W PUENTE AVE - WEST COVINA, CA 91790	95-6100417	501(C)(3)	7,500.	0.			TO SUPPORT THE PURCHASE OF PATIO FURNITURE FOR OLDER ADULTS
ORANGE COUNTY JAPANESE AMERICAN ASSOCIATION - 17332 IRVINE BLVD, STE 160 - TUSTIN, CA 92790	33-0271323	501(C)(3)	7,330.	0.			TO SUPPORT A MEAL PROGRAM, CAREGIVER SUPPORT GROUP, AND OTHER ACTIVITIES FOR OLDER
CHARANPORAN USA, INC. 4733 TORRANCE BLVD #768 TORRANCE, CA 90503	87-2811563	501(C)(3)	7,000.	0.			TO SUPPORT A JAPANESE LANGUAGE NEWSLETTER WRITTEN BY AND FOR OLDER ADULTS
SAKURA CHORUS 11270 HAYTER AVE CULVER CITY, CA 90230	32-0317401	501(C)(3)	7,000.	0.			TO SUPPORT CORE OPERATING COSTS OF THE ALL-OLDER ADULT CHOIR GROUP
WEST LOS ANGELES UNITED METHODIST CHURCH - 1913 PURDUE AVE - LOS ANGELES, CA 90025	95-2798693	RELIGIOUS ORGANI	6,960.	0.			TO SUPPORT MONTHLY DELIVERED AND CONGREGATE MEALS FOR OLDER ADULTS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
KANSHA HISTORY PROJECT 1875 MISSION ST, STE 103 #235 SAN FRANCISCO, CA 94103	46-2808252	COMMUNITY GROUP	6,850.	0.			TO SUPPORT VOLUNTEER TRAINING AND OUTREACH EVENTS ABOUT JAPANESE AMERICAN FARMING HISTORY
FIRST PRESBYTERIAN CHURCH ALTADENA 2775 LINCOLN AVE ALTADENA, CA 91001	95-2497520	RELIGIOUS ORGANI	6,560.	0.			TO SUPPORT WEEKLY ACTIVITIES AND GATHERINGS FOR OLDER ADULTS
MISSION VALLEY FREE METHODIST CHURCH - 1201 S SAN GABRIEL BLVD - SAN GABRIEL, CA 91776	95-1993026	RELIGIOUS ORGANI	6,000.	0.			TO SUPPORT GATHERINGS AND ACTIVITIES FOR THE JAPANESE-SPEAKING SENIOR FELLOWSHIP GROUP
OXNARD BUDDHIST TEMPLE 250 S H ST OXNARD, CA 93030	14-2947515	RELIGIOUS ORGANI	5,500.	0.			TO SUPPORT MONTHLY GATHERINGS AND ACTIVITIES FOR OLDER ADULTS
VENTURA COUNTY JAPANESE AMERICAN CITIZENS LEAGUE - 32103 BEACHVIEW LN - WESTLAKE VILLAGE, CA 91361	95-3259973	501(C)(3)	5,500.	0.			TO SUPPORT PROGRAMS AND ACTIVITIES FOR OLDER ADULTS AND CAREGIVERS
SAN FERNANDO VALLEY MEIJI SENIOR CITIZENS' CLUB - 12636 EMILITA ST - NORTH HOLLYWOOD, CA 91607	95-3823657	501(C)(3)	5,422.	0.			TO SUPPORT FIELD TRIPS FOR OLDER ADULTS

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

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

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

PART I, LINE 2:

KEIRO FUNDS QUALIFIED NON-PROFIT ORGANIZATIONS AND GROUPS THROUGH A COMPETITIVE, COMMUNITY-BASED REVIEW PROCESS WITH THE GOAL OF EXTENDING RESOURCES TO SERVE THE MOST VULNERABLE OLDER ADULTS IN THE JAPANESE AMERICAN AND JAPANESE COMMUNITY, WITH THE SPECIFIC FOCUS ON SUPPORTING PROGRAMS THAT ENHANCE QUALITY OF LIFE. THE GRANTS REVIEW COMMITTEE PRESENTS THE DOCKET TO THE KEIRO BOARD OF DIRECTORS FOR FINAL APPROVAL.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: VENICE HONGWANJI BUDDHIST TEMPLE
(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT CARE PACKAGE DELIVERY, SENIOR OUTREACH, AND PROGRAMS FOR OLDER ADULTS AND CAREGIVERS

NAME OF ORGANIZATION OR GOVERNMENT:

ORANGE COUNTY JAPANESE AMERICAN ASSOCIATION
(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT A MEAL PROGRAM, CAREGIVER SUPPORT GROUP, AND OTHER ACTIVITIES FOR OLDER ADULTS

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

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.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization KEIRO SERVICES	Employer identification number 95-4022185
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Part I Questions Regarding Compensation

	Yes	No
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"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (such as maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2	
3 Indicate which, if any, of the following the 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 checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations <input type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <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	X
b Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	X
c Participate in or receive payment from an equity-based compensation arrangement?	4c	X
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	X
b Any related organization?	5b	X
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	X
b Any related organization?	6b	X
If "Yes" on line 6a or 6b, describe in Part III.		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	7	X
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	X
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

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

Schedule J (Form 990) (Rev. 12-2024)

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 and/or 1099-NEC 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) BEVERLY ITO PRESIDENT & CHIEF EXECUTIVE OFFICER	(i)	204,231.	500.	9,846.	10,729.	2,862.	228,168.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) KEVIN ONISHI CHIEF OPERATING OFFICER	(i)	167,861.	500.	0.	8,485.	7,030.	183,876.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) BRAD FUJIKUNI CHIEF FINANCIAL OFFICER	(i)	159,382.	500.	0.	7,994.	2,906.	170,782.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
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	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(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.

PART I, LINE 7:

HOLIDAY BONUSES WERE AWARDED IN DECEMBER 2024 TO STAFF. THE CEO'S BONUS WAS APPROVED BY THE BOARD.

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

KEIRO SERVICES

Employer identification number

95-4022185

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
OF CULTURALLY-SENSITIVE PROGRAMS AND RESOURCES, IN BOTH ENGLISH AND
JAPANESE, TO MEET THE EVOLVING NEEDS OF OUR AGING COMMUNITY. IN
EVERYTHING WE DO, WE ADVANCE OUR MISSION THROUGH A PERSON-CENTERED,
INNOVATIVE, AND COLLABORATIVE APPROACH.

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

KEIRO'S PROGRAMS FOR CAREGIVERS RECOGNIZE AND UPLIFT THOSE WHO PROVIDE
CARE FOR OTHERS, ENSURING THEY FEEL SUPPORTED, PREPARED, AND CONNECTED.
OUR BIENNIAL CAREGIVER CONFERENCE (192 ATTENDEES) BROUGHT TOGETHER
EXPERTS (HEALTH EDUCATORS, ATTORNEYS AND LICENSED CLINICAL SOCIAL
WORKERS), RESOURCE VENDORS SPECIALIZING IN AGING SERVICES AND SUPPORT,
AND PEER TESTIMONY TO HELP CAREGIVERS NAVIGATE CHALLENGES OF CAREGIVING
WITH CONFIDENCE. THESE IN-PERSON AND ONLINE EVENTS CREATED A WELCOMING
SPACE TO LEARN PRACTICAL STRATEGIES, SHARE EXPERIENCES, AND OFFER
EMOTIONAL SUPPORT.

PROGRAMS FOR COMMUNITY

KEIRO'S PROGRAMS FOR COMMUNITY FOCUS ON CREATING NEW, AND INVESTING IN
EXISTING, SUPPORTIVE AGING PROGRAMS AND SERVICES THAT ARE ACCESSIBLE
FOR OLDER ADULTS WITHIN THEIR LOCAL COMMUNITIES. THESE PROGRAMS
INCLUDED THE GRANTS PROGRAM (39 RECIPIENT ORGANIZATIONS, SERVING 8,364
BENEFICIARIES) SUPPORTING OLDER ADULT PROGRAMS ACROSS MULTIPLE
ORGANIZATIONS AND COMMUNITIES, THE IYASHI CARE PROGRAM (222 PATIENTS)
PROVIDING PALLIATIVE CARE SERVICES FOR PATIENTS AND THEIR FAMILIES
WHERE THEY RESIDE, THE NEW KEIRO KIKYO HOME ENTITY THAT WILL PROVIDE
RESIDENTIAL ASSISTED LIVING, THE LITTLE TOKYO SERVICE CENTER
PARTNERSHIP (139 CLIENTS) THAT PROVIDES MENTAL HEALTH SERVICES FOR
LOW-INCOME OLDER ADULTS, AND NIKKEI SENIOR NETWORK (NSN) (42 COMMUNITY
LEADERS ACROSS 23 COMMUNITY ORGANIZATIONS). THROUGH THE NSN, KEIRO
BRINGS TOGETHER COMMUNITY LEADERS TO EXCHANGE RESOURCES, BUILD
PARTNERSHIPS, AND COLLABORATE TOWARD SHARED GOALS THAT SUPPORT AND
UPLIFT THE OLDER ADULTS AND CAREGIVERS WITHIN THEIR COMMUNITY
ORGANIZATIONS. ADDITIONALLY, FOLLOWING THE JANUARY 2025 SOUTHERN
CALIFORNIA WILDFIRES, KEIRO ESTABLISHED A DISASTER RECOVERY FUND TO
SUPPORT OLDER ADULTS AND THEIR FAMILIES WHO WERE IMPACTED BY THIS
DISASTER. FOUR LOCAL ORGANIZATIONS WITHIN THE PASADENA AND ALTADENA
COMMUNITIES WERE IDENTIFIED TO IMPLEMENT MEAL PROGRAMS, ACTIVITIES TO
PROMOTE CONNECTION, AND INCREASE ACCESS TO DISASTER RECOVERY ASSISTANCE
AND CASE MANAGEMENT SERVICES.

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

THE GOVERNING BODY DELEGATED BROAD AUTHORITY TO AN EXECUTIVE COMMITTEE,
WHICH CONSISTS OF THE FOLLOWING MEMBERS: 1) BEVERLY ITO, PRESIDENT/CEO 2)
RON TAKASUGI, TREASURER 3) CHRIS KOMAI, SECRETARY 4) JACK KURIHARA, CHAIR,
AND 5) GERALD ISEDA, VICE CHAIR.

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

ORGANIZATION'S PROCESS TO REVIEW FORM 990 - THE 990 IS REVIEWED BY THE
AUDIT COMMITTEE, CHAIRPERSONS AND OFFICERS. MEMBERS DISCUSS RELEVANT
MATTERS AND ASK QUESTIONS OF STAFF. ONCE APPROVED, STAFF ARE DIRECTED TO

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

Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

Name of the organization KEIRO SERVICES	Employer identification number 95-4022185
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PROVIDE COPIES TO ALL BOARD MEMBERS PRIOR TO FILING/SUBMISSION.

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

ENFORCEMENT OF CONFLICT OF INTEREST POLICY:

THE ORGANIZATION REQUIRES BOARD MEMBERS AND KEY EMPLOYEES TO COMPLETE THE CONFLICT OF INTEREST DISCLOSURE ON AN ANNUAL BASIS. ATTESTATION OF RECEIPT OF THE CONFLICT OF INTEREST DISCLOSURE IS PERFORMED BY THE DIRECTOR OF STRATEGY. IF CONFLICTS OF INTEREST ARE DISCLOSED, BOARD MEMBERS DISCUSS THE IMPACT OF SUCH DISCLOSURES UPON DECISION MAKING AND REQUIRES MEMBERS WITH THE CONFLICTS TO ABSTAIN THEMSELVES. THE COMPANY HAS ASSIGNED THE BOARD CHAIR TO MONITOR ALL COMPLIANCE ISSUES.

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

COMPENSATION PROCESS FOR CEO AND KEY EMPLOYEES:

THE PROCESS FOR DETERMINING COMPENSATION OF THE CEO AND KEY EMPLOYEES OCCURS IN A TWO STEP PROCESS. THE FIRST STEP INCLUDES A MEETING OF A COMMITTEE WHICH IS MADE UP OF INDEPENDENT BOARD MEMBERS AS VERIFIED BY THE COMPLETION OF CONFLICT OF INTEREST DISCLOSURES. IN THIS MINUTED MEETING, THE COMMITTEE REVIEWS COMPARABILITY WITH CURRENT COMPENSATION ARRANGEMENTS FOR KEY EMPLOYEES. ONCE A DECISION IS FINALIZED, A RECOMMENDATION IS MADE TO THE FULL BOARD ON WHETHER TO ACCEPT THE ARRANGEMENTS OR MODIFY THEM. THE FULL BOARD THEN VOTES TO ACCEPT THEIR RECOMMENDATION OR MODIFY THE RECOMMENDATION. THE SAME INDEPENDENT DATA SOURCES ARE UTILIZED FOR COMPARABILITY PURPOSES. THE CEO GOES THROUGH AN ADDITIONAL LEVEL OF REVIEW WITH THE FULL BOARD WHICH INCLUDES A PERFORMANCE REVIEW AND COMPENSATION REVIEW UTILIZING INDEPENDENT DATA SOURCES. AFTER THE DELIBERATIONS, THE FULL BOARD MAKES A DETERMINATION ON THE CEO'S COMPENSATION ARRANGEMENT. THIS DISCUSSION AND ANY DECISIONS MADE ARE CONTEMPORANEOUSLY MINUTED.

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

GOVERNING DOCUMENTS DISCLOSURE EXPLANATION -

FINANCIAL STATEMENTS ARE PREPARED ANNUALLY AND ARE AVAILABLE UPON REQUEST. GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN VALUE OF CHARITABLE REMAINDER UNITRUST AGREEMENTS	110,508.
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FORM 990, PART XII, LINE 2C:

NO PROCESSES HAVE CHANGED FROM THE PRIOR YEAR.

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **KEIRO SERVICES** Employer identification number **95-4022185**

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
KEIRO KIKYO HOME, INC. - 33-2955763 420 EAST THIRD STREET, SUITE 1000 LOS ANGELES, CA 90013	RESIDENTIAL CARE SERVICES	CALIFORNIA	501(C)(3)	LINE 7	KEIRO SERVICES	<input checked="" type="checkbox"/>	

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)	X	
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
o Sharing of paid employees with related organization(s)	X	
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses	X	
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) KEIRO KIKYO HOME, INC	B	5,001,313.	COST
(2)			
(3)			
(4)			
(5)			
(6)			

