

Return of Organization Exempt From Income Tax

Form 990

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

2024

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Form 990 header section A-M containing organization name, address, identification numbers, and status information.

Part I Summary

Table with 22 rows detailing financial and governance information, categorized into Activities & Governance, Revenue, Expenses, and Net Assets or Fund Balances.

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.

Signature block section containing officer and preparer information, including names, titles, dates, and PTIN.

May the IRS discuss this return with the preparer shown above? See instructions X 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: THE AQUARIUM OF THE PACIFIC'S MISSION IS TO INSTILL A SENSE OF WONDER, RESPECT, AND STEWARDSHIP FOR THE PACIFIC OCEAN, ITS INHABITANTS, AND ECOSYSTEMS.

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

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 39,897,160. including grants of \$) (Revenue \$ 51,903,018.) ANIMAL CARE - THE HUSBANDRY DEPARTMENT MANAGES THE CARE, FEEDING, AND LIFE SUPPORT SYSTEMS FOR MORE THAN 14,924 ANIMALS REPRESENTING OVER 787 SPECIES ACROSS 100+ EXHIBITS, INCLUDING INTERACTIVE TOUCH TANKS. ANIMALS CARED FOR INCLUDE SEA LIONS, SEA OTTERS, SHARKS, RAYS, DIVING BIRDS, SEA JELLIES, CORALS, TURTLES, AND DIVERSE FISH SPECIES FROM TEMPERATE TO TROPICAL HABITATS. CARE INCLUDES FEEDING SUSTAINABLE, HIGH-QUALITY SEAFOOD; MONITORING WATER QUALITY AND LIFE SUPPORT SYSTEMS, CONDUCTING MEDICAL EXAMS AND PROCEDURES, AND MAINTAINING APPROPRIATE EXHIBIT AND BEHIND-THE-SCENES ENVIRONMENTS.

SEE SCHEDULE O FOR CONTINUATION

4b (Code:) (Expenses \$ 6,183,718. including grants of \$) (Revenue \$ 634,036.) THE AQUARIUM'S CONSERVATION WORK EXTENDS ACROSS THE INSTITUTION INCLUDING THE HUSBANDRY TEAMS, VETERINARY SERVICES, EDUCATION DEPARTMENT AND VOLUNTEER SERVICES. IN 2024 THE AQUARIUM CONTINUED ITS MOUNTAIN YELLOW-LEGGED FROG, WHITE ABALONE, AND SEA OTTER SURROGACY PROGRAMS BY RELEASING INDIVIDUALS TO THEIR NATIVE HABITATS. THE SUNFLOWER SEA STAR PROGRAM EXPANDED WITH A FORMAL PARTNERSHIP ACROSS THE STATE. AQUARIUM STAFF RESPONDED TO EMERGENCY EVENTS INCLUDING REHABILITATING AND RELEASING THREE INJURED SEA TURTLES.

SEE SCHEDULE O FOR CONTINUATION

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 46,080,878.

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 ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding grants, compensation, tax-exempt bonds, excess benefit transactions, and controlled entities.

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 ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with columns for question number, question text, and Yes/No columns. Includes rows for employee counts (2a), tax returns (2b), unrelated business income (3a), foreign accounts (4a), prohibited transactions (5a-5c), annual gross receipts (6a-6b), deductible contributions (7a-7h), sponsoring organizations (8-9), and various other IRS filing requirements (10-17).

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 [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 28; 1b Enter the number of voting members included on line 1a... 27; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 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.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? X; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? X; 11b Describe 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; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 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; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed 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.
[X] Own website [] Another's website [X] Upon request [X] 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
LIA FRAZIER - 562-950-3100
100 AQUARIUM WAY, LONG BEACH, CA 90802

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) DR. PETER KAREIVA PRESIDENT & CEO	40.00	X		X				461,655.	0.	58,009.
(2) TROY GRANDE COO/CFO (UNTIL 5/2024)	40.00			X				358,165.	0.	26,946.
(3) JOHN ROUSE CHIEF OF AQUARIUM OPERATIONS	40.00				X			283,770.	0.	56,844.
(4) KATHRYN NIRSCHL VP HUMAN RESOURCE	40.00				X			245,095.	0.	43,044.
(5) CECILE FISHER VP OF MARKETING/CORPORATE	40.00			X				255,585.	0.	26,281.
(6) RYAN ASHTON VP DEVELOPMENT	40.00				X			227,931.	0.	33,738.
(7) NESTOR URITA DIRECTOR OF FINANCE	40.00				X			183,008.	0.	46,907.
(8) TINA SARTY INTERIM CFO (FROM 5/2024)	40.00			X				213,416.	0.	8,241.
(9) LANCE ADAMS DIR OF VETERINARY SERVICES	40.00					X		142,456.	0.	52,158.
(10) NATE JAROS VP OF ANIMAL CARE-FISH & INVERTEB	40.00					X		147,296.	0.	46,724.
(11) BRETT LONG VP OF ANIMAL CARE-BIRDS & MAMMALS	40.00					X		152,185.	0.	30,985.
(12) DEREK BALSILLIE DIRECTOR OF AV & IT	40.00					X		144,152.	0.	34,757.
(13) JENNIE DEAN VP OF EDUCATION & CONSERVATION	40.00					X		163,190.	0.	14,257.
(14) CHANWANTHA "SAM" LIMON BOARD MEMBER-SECRETARY (FROM 4/2024)	1.00	X		X				0.	0.	0.
(15) JENNIFER HAGLE BOARD MEMBER-VICE CHAIR (FROM 4/2024)	1.00	X		X				0.	0.	0.
(16) EDWIN FEO BOARD MEMBER-CHAIR OF BOARD	1.00	X		X				0.	0.	0.
(17) MARK BERTRAND BOARD MEMBER-CHAIR DEVELOPMENT	1.00	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			
(18) ART LEVITT BOARD MEMBER	1.00	X						0.	0.	0.
(19) SAMANTHA ATTWOOD BOARD MEMBER	1.00	X						0.	0.	0.
(20) DAN HOPPER BOARD MEMBER	1.00	X						0.	0.	0.
(21) DAVID CAMERON BOARD MEMBER	1.00	X						0.	0.	0.
(22) ESTHER S.M. CHUI CHAO BOARD MEMBER	1.00	X						0.	0.	0.
(23) CHARLOTTE GINSBURG BOARD MEMBER	1.00	X						0.	0.	0.
(24) JOSH JONES BOARD MEMBER	1.00	X						0.	0.	0.
(25) SAMUEL KING BOARD MEMBER	1.00	X						0.	0.	0.
(26) STEPHEN OLSON BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								2,977,904.	0.	478,891.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,977,904.	0.	478,891.

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 34

	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>	3	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>	4	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>	5	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
MEDIASPOT, INC., 1550 BAYSIDE DRIVE, CORONA DEL MAR, CA 92625	ADVERTISING	1,777,899.
SMG FOOD AND BEVERAGE, LLC 300 E. OCEAN, LONG BEACH, CA 90802	SPECIAL EVENT SERVICES	543,357.
T.G. CONSTRUCTION INC 139 NEVADA STREE, EL SEGUNDO, CA 90245	GENERAL CONTRACTOR	460,943.
MID-WEST WHOLESALE LIGHTING CORP 5250 HOLLYWOOD BLVD., LOS ANGELES, CA 90027	LIGHTING CONTRACTOR	435,000.
BLUE GATOR, LLC 405 LOBLOLLY DRIVE, GIBSOIA, PA 15044	CONSULTING	354,600.

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 65

SEE PART VII, SECTION A CONTINUATION SHEETS

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 (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) MARK PAULLIN BOARD MEMBER-CHAIR FINANCE	1.00	X						0.	0.	0.
(28) KURT SCHULZMAN BOARD MEMBER-CHAIR HR & CO	1.00	X						0.	0.	0.
(29) STEPHEN YOUNG BOARD MEMBER	1.00	X						0.	0.	0.
(30) KATHLEEN ECKERT BOARD MEMBER	1.00	X						0.	0.	0.
(31) RUSSELL T. HILL BOARD MEMBER-CHAIR INVEST.	1.00	X						0.	0.	0.
(32) DOUGLAS OTTO BOARD MEMBER-VICE CHAIR (TO 4/2024)	1.00	X						0.	0.	0.
(33) MICHAEL J. SONDERMANN BOARD MEMBER-CHAIR PLANNING & IMPLEM	1.00	X						0.	0.	0.
(34) THOMAS TURNEY BOARD MEMBER-CHAIR AUDIT COMMITTEE	1.00	X						0.	0.	0.
(35) STEPHANIE WEAR BOARD MEMBER	1.00	X						0.	0.	0.
(36) STEPHANIE LESHNEY BOARD MEMBER	1.00	X						0.	0.	0.
(37) KARL PETTIJOHN BOARD MEMBER	1.00	X						0.	0.	0.
(38) KEN MCBRIDE BOARD MEMBER	1.00	X						0.	0.	0.
(39) MARCUS COOKE BOARD MEMBER	1.00	X						0.	0.	0.
(40) LINDA TATUM BOARD MEMBER	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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	196,108.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	189,218.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	3,793,364.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f			4,178,690.			
Program Service Revenue	2 a <u>ADMISSIONS</u>	Business Code					
		712130	40,388,304.	40388304.			
	b <u>MEMBERSHIP FEES</u>	712130	5,788,178.	5,788,178.			
	c <u>EDUCATIONAL PROGRAMS</u>	712130	634,036.	634,036.			
	d <u>MISCELLANEOUS</u>	712130	17,984.	17,984.			
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f			46,828,502.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		2,208,468.			2208468.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		263,794.			263,794.	
	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					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
8 a Gross income from fundraising events (not including \$ 196,108. of contributions reported on line 1c). See Part IV, line 18	8a		79,102.				
			216,262.				
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events			-137,160.			-137,160.	
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		7,493,681.				
			3,242,603.				
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory			4,251,078.	4,251,078.			
Miscellaneous Revenue	11 a <u>FOOD SERVICE</u>	Business Code					
		722320	936,353.	720,954.	215,399.		
	b <u>LORIKEET NECTAR</u>	712130	670,632.	670,632.			
	c <u>FACILITY AND EQUIP RTL</u>	531120	109,403.	65,888.	43,515.		
	d All other revenue						
e Total. Add lines 11a-11d			1,716,388.				
12 Total revenue. See instructions			59,309,760.	52537054.	258,914.	2335102.	

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 ...				
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	3,129,422.	1,584,922.	1,129,508.	414,992.
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	19,498,331.	17,765,817.	812,758.	919,756.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	731,313.	563,212.	128,433.	39,668.
9 Other employee benefits	3,276,543.	2,753,240.	344,416.	178,887.
10 Payroll taxes	1,752,579.	1,415,710.	251,854.	85,015.
11 Fees for services (nonemployees):				
a Management				
b Legal	232,578.		232,578.	
c Accounting	115,594.		115,594.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	3,871,770.	2,545,501.	963,930.	362,339.
12 Advertising and promotion	2,210,731.	2,210,731.		
13 Office expenses	3,789,832.	3,218,519.	285,972.	285,341.
14 Information technology	1,269,736.	1,107,634.	94,940.	67,162.
15 Royalties	49,510.	42,510.	2,000.	5,000.
16 Occupancy	3,567,932.	3,219,710.	230,809.	117,413.
17 Travel	333,866.	268,146.	52,984.	12,736.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	55,726.	43,475.	10,412.	1,839.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	5,670,772.	5,567,285.	103,487.	
23 Insurance	557,114.	512,178.	40,523.	4,413.
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 MAINTENANCE	1,376,488.	1,369,227.	7,261.	
b SALTWATER	667,007.	667,007.		
c HUSB/ANIM/COL	601,565.	601,565.		
d PRINTING AND PUBLICATIO	514,445.	393,758.	1,904.	118,783.
e All other expenses	542,621.	230,731.	134,064.	177,826.
25 Total functional expenses. Add lines 1 through 24e	53,815,475.	46,080,878.	4,943,427.	2,791,170.
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)		(B)
		Beginning of year		End of year
Assets	1 Cash - non-interest-bearing	9,438,070.	1	5,085,138.
	2 Savings and temporary cash investments	27,125,648.	2	39,254,624.
	3 Pledges and grants receivable, net	515,785.	3	904,853.
	4 Accounts receivable, net	428,549.	4	499,970.
	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	689,014.	8	777,696.
	9 Prepaid expenses and deferred charges	762,505.	9	895,684.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 97,358,294.		
	b Less: accumulated depreciation	10b 48,200,107.	50,856,763.	10c 49,158,187.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	95,964.
	15 Other assets. See Part IV, line 11	482,684.	15	3,369,539.
16 Total assets. Add lines 1 through 15 (must equal line 33)	90,299,018.	16	100,041,655.	
Liabilities	17 Accounts payable and accrued expenses	4,538,012.	17	5,111,470.
	18 Grants payable		18	
	19 Deferred revenue	4,303,572.	19	4,819,424.
	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	482,684.	25	3,641,726.
	26 Total liabilities. Add lines 17 through 25	9,324,268.	26	13,572,620.
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	78,566,601.	27	83,606,465.
	28 Net assets with donor restrictions	2,408,149.	28	2,862,570.
	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	80,974,750.	32	86,469,035.
	33 Total liabilities and net assets/fund balances	90,299,018.	33	100,041,655.

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	59,309,760.
2	Total expenses (must equal Part IX, column (A), line 25)	2	53,815,475.
3	Revenue less expenses. Subtract line 2 from line 1	3	5,494,285.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	80,974,750.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	86,469,035.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

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

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.")						
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						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

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						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, 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.)						
11 Total support. Add lines 7 through 10						
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	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	%
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 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

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.")	10034058.	22130780.	5717348.	5477946.	4178690.	47538822.
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	13724747.	32946295.	45541002.	49794735.	52537054.	194543833
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	23758805.	55077075.	51258350.	55272681.	56715744.	242082655
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	509,490.	644,084.	528,987.	560,237.	968,632.	3211430.
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0.
c Add lines 7a and 7b	509,490.	644,084.	528,987.	560,237.	968,632.	3211430.
8 Public support. (Subtract line 7c from line 6.)						238871225

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6	23758805.	55077075.	51258350.	55272681.	56715744.	242082655
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	288,468.	176,162.	327,769.	1270106.	2472262.	4534767.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	288,468.	176,162.	327,769.	1270106.	2472262.	4534767.
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.)	24047273.	55253237.	51586119.	56542787.	59188006.	246617422

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

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f))	15	96.86 %
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	97.72 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f))	17	1.84 %
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	1.03 %

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 (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 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

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

AQUARIUM OF THE PACIFIC CORPORATION

Employer identification number

33-0532354

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 **d** Loan or exchange program
- b** Scholarly research **e** Other _____
- c** Preservation for future generations
- 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	603,071.	577,270.	576,863.	527,924.	526,710.
b Contributions				48,450.	
c Net investment earnings, gains, and losses	64,832.	25,801.	407.	489.	1,214.
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	667,903.	603,071.	577,270.	576,863.	527,924.

- 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 81.8800 %
- c** Term endowment 18.1200 %
- 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? | | X |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		55,086,404.	17,467,671.	37,618,733.
c Leasehold improvements		763,963.	54,569.	709,394.
d Equipment		20,313,742.	17,492,598.	2,821,144.
e Other		21,194,185.	13,185,269.	8,008,916.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				49,158,187.

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 LIABILITIES	3,534,837.
(3) FINANCE LEASE LIABILITIES	106,889.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	3,641,726.

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	62,768,625.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	3,458,865.	
e	Add lines 2a through 2d	2e		3,458,865.
3	Subtract line 2e from line 1	3		59,309,760.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		59,309,760.

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	57,274,340.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	3,458,865.	
e	Add lines 2a through 2d	2e		3,458,865.
3	Subtract line 2e from line 1	3		53,815,475.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		53,815,475.

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:

THE PRINCIPAL FROM ENDOWMENTS ARE SAVED IN PERPETUITY. A DESIGNATED PORTION OF THE INTEREST MAY BE SPENT EACH YEAR TO SUPPORT PROGRAMS THAT ALIGN WITH OUR MISSION OR TO FULFILL DONOR INTENT. THE ORGANIZATION'S POLICY FOR DISTRIBUTION IS TO APPROPRIATE 80% OF THE NET RETURNS GENERATED OVER THE PREVIOUS 12 MONTHS.

PART X, LINE 2:

THE AQUARIUM IS A NONPROFIT ORGANIZATION AS DESCRIBED IN SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (THE CODE) AND IS EXEMPT FROM FEDERAL AND STATE INCOME TAXES ON RELATED INCOME PURSUANT TO SECTION 501(A) OF THE CODE AND SECTION 23701D OF THE CALIFORNIA REVENUE AND TAXATION CODE AND IS GENERALLY NOT SUBJECT TO FEDERAL OR STATE INCOME TAXES. HOWEVER, THE ORGANIZATION IS SUBJECT TO INCOME TAXES ON ANY NET INCOME THAT IS DERIVED FROM A TRADE OR BUSINESS REGULARLY CARRIED ON, AND NOT IN FURTHERANCE OF THE PURPOSE FOR WHICH IT WAS GRANTED EXEMPTION. NO INCOME TAX PROVISION HAS BEEN RECORDED AS THE NET INCOME, IF ANY, FROM ANY UNRELATED TRADE OR BUSINESS AND, IN THE OPINION OF MANAGEMENT, IS NOT MATERIAL TO THE FINANCIAL STATEMENTS TAKEN AS A WHOLE.

THE ORGANIZATION HAS NOT RECORDED ANY UNCERTAIN TAX POSITIONS. THE ORGANIZATION RECOGNIZES POTENTIAL ACCRUED INTEREST AND PENALTIES RELATED TO UNCERTAIN TAX POSITIONS IN INCOME TAX EXPENSE. DURING THE YEARS ENDED DECEMBER 31, 2024 AND 2023, THE ORGANIZATION DID NOT RECOGNIZE ANY AMOUNT IN POTENTIAL INTEREST AND PENALTIES ASSOCIATED WITH UNCERTAIN TAX

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		GALA (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	275,210.		275,210.
	2	Less: Contributions	196,108.		196,108.
	3	Gross income (line 1 minus line 2)	79,102.		79,102.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	176,082.		176,082.
	7	Food and beverages			
	8	Entertainment			
	9	Other direct expenses	40,180.		40,180.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			216,262.
11	Net income summary. Subtract line 10 from line 3, column (d)			-137,160.	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1	Gross revenue			
	2	Cash prizes			
Direct Expenses	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7	Direct expense summary. Add lines 2 through 5 in column (d)				
8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____
 a Is the organization licensed to conduct gaming activities in each of these states? Yes No
 b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No
 b If "Yes," explain: _____

**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

AQUARIUM OF THE PACIFIC CORPORATION

Employer identification number

33-0532354

Part I Questions Regarding Compensation

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

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

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

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

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

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

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

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- 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?
- b** Any related organization?
- 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?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

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

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

Schedule J (Form 990) (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) DR. PETER KAREIVA PRESIDENT & CEO	(i)	431,038.	30,000.	617.	13,800.	44,209.	519,664.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) TROY GRANDE COO/CFO (UNTIL 5/2024)	(i)	298,007.	60,000.	158.	10,545.	16,401.	385,111.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) JOHN ROUSE CHIEF OF AQUARIUM OPERATIONS	(i)	278,152.	5,000.	618.	10,345.	46,499.	340,614.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) KATHRYN NIRSCHL VP HUMAN RESOURCE	(i)	239,494.	5,000.	601.	4,852.	38,192.	288,139.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) CECILE FISHER VP OF MARKETING/CORPORATE	(i)	249,988.	5,000.	597.	7,827.	18,454.	281,866.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) RYAN ASHTON VP DEVELOPMENT	(i)	222,322.	5,000.	609.	7,897.	25,841.	261,669.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) NESTOR URITA DIRECTOR OF FINANCE	(i)	181,508.	1,500.	0.	7,602.	39,305.	229,915.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) TINA SARTY INTERIM CFO (FROM 5/2024)	(i)	211,329.	1,500.	587.	7,157.	1,084.	221,657.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) LANCE ADAMS DIR OF VETERINARY SERVICES	(i)	140,956.	1,500.	0.	6,052.	46,106.	194,614.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) NATE JAROS VP OF ANIMAL CARE-FISH & INVERTEB	(i)	142,296.	5,000.	0.	6,174.	40,550.	194,020.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) BRETT LONG VP OF ANIMAL CARE-BIRDS & MAMMALS	(i)	147,185.	5,000.	0.	6,174.	24,811.	183,170.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) DEREK BALSILLIE DIRECTOR OF AV & IT	(i)	142,652.	1,500.	0.	6,052.	28,705.	178,909.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) JENNIE DEAN VP OF EDUCATION & CONSERVATION	(i)	158,040.	5,000.	150.	6,783.	7,474.	177,447.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(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 4A:

PER A CONFIDENTIALITY AGREEMENT SIGNED BY THE ORGANIZATION, THE SEVERANCE PACKAGE PAID TO EMPLOYEES ARE NOT OPEN FOR PUBLIC INSPECTION. INFORMATION WILL BE MADE AVAILABLE TO THE IRS UPON THEIR REQUEST.

**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

AQUARIUM OF THE PACIFIC CORPORATION

Employer identification number

33-0532354

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
FOR THE PACIFIC OCEAN, ITS INHABITANTS, AND ECOSYSTEMS.

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

GUEST SERVICES GUEST SERVICES IS RESPONSIBLE FOR ALL GUEST INTERACTIONS NOT RELATED TO EDUCATION OR INTERPRETATION. GUEST SERVICES MANAGES ONSITE REVENUE COLLECTION, GUEST SAFETY, AND OVERALL CLEANLINESS OF THE FACILITY.

RETAIL OPERATIONS THE RETAIL DEPARTMENT DESIGNS, DEVELOPS, AND SELECTS MERCHANDISE REFLECTING THE VISITOR EXPERIENCE. THIS INCLUDES ORIGINAL BOOKS AND OTHER PRODUCTS THAT EDUCATE AND REINFORCE CONSERVATION MESSAGES WHILE EXTENDING THE GUEST'S CONNECTION TO THE AQUARIUM BEYOND THEIR VISIT.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

THE EDUCATION DEPARTMENT OF THE AQUARIUM OF THE PACIFIC STRIVES TO IGNITE INTEREST IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) BY PROVIDING OPPORTUNITIES FOR PEOPLE OF ALL AGES, INTERESTS, AND BACKGROUNDS TO WONDER, EXPLORE, DISCOVER, AND LEARN. WE DO THIS THROUGH PROGRAMS ONSITE, ONLINE, AND IN THE COMMUNITY. IN 2024, THE DEPARTMENT REACHED APPROXIMATELY 159,000 PEOPLE.

- 76% WERE WITH ONSITE PROGRAMS INCLUDING SCHOOL PROGRAMS, WHALE WATCHES, AND PUBLIC PROGRAMS

- 21% WERE WITH ENGAGEMENTS OFFSITE IN THE COMMUNITY SUCH AQUARIUM ON WHEELS, TABLING AT FESTIVALS, AND COMMUNITY SCIENCE PROGRAMS

- 3% WERE THROUGH OUR VIRTUAL PROGRAMMING INCLUDING PAID VIRTUAL FIELD TRIPS AND FREE WEEKLY AQUARIUM ONLINE ACADEMY

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

THE FORM 990 IS PREPARED USING THE YEAR-END AUDITED FINANCIAL STATEMENTS. ALL DATA AND SCHEDULES ARE SUPPORTED BY THE GENERAL LEDGER AND RELATED SUBLEDGERS, INCLUDING PAYROLL RECORDS, W-2S, PAYROLL REGISTERS, THE DONOR SUBLEDGER, AND THE DONOR DATABASE. THIS INFORMATION IS COMPILED INTO 990 WORKSHEETS BY THE CONTROLLER AND PROVIDED TO THE ORGANIZATION'S TAX CONSULTANTS FOR PROCESSING THROUGH THEIR SOFTWARE.

ONCE A DRAFT RETURN IS PREPARED, IT IS FORWARDED TO THE CFO FOR REVIEW AND THEN CIRCULATED TO THE EXECUTIVE TEAM FOR FEEDBACK. QUESTIONS AND REVISIONS ARE RESOLVED BY THE CONTROLLER AND EXECUTIVE TEAM IN COORDINATION WITH THE TAX CONSULTANTS.

AS THE BOARD HAS DELEGATED REVIEW OF THE RETURN TO THE AUDIT COMMITTEE, THE CFO PROVIDES THE AUDIT COMMITTEE WITH THE DRAFT 990 FOR DETAILED REVIEW. AFTER INCORPORATING ANY CHANGES, THE PUBLIC INSPECTION COPY OF THE RETURN IS MADE AVAILABLE TO THE FULL BOARD IN ADVANCE OF FILING. ANY ISSUES OR QUESTIONS RAISED BY THE AUDIT COMMITTEE OR OTHER BOARD MEMBERS ARE ADDRESSED BY THE CFO AND CONTROLLER WITH ASSISTANCE FROM THE TAX CONSULTANTS AND STAFF, AS NEEDED, PRIOR TO SUBMISSION.

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

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 AQUARIUM OF THE PACIFIC CORPORATION	Employer identification number 33-0532354
---	--

ALL BOARD DIRECTORS AND EXECUTIVE STAFF ARE REQUIRED TO SIGN A CONFLICT-OF-INTEREST STATEMENT ANNUALLY, WHICH IS REVIEWED BY THE CFO AND THE CORPORATE SECRETARY.

THE ORGANIZATION MAINTAINS A FILE OF PROFESSIONAL AND VOLUNTEER ASSOCIATIONS FOR THE MAJORITY OF BOARD DIRECTORS. THESE ARE REGULARLY COMPARED AGAINST VENDOR AND CONTRACT ACTIVITY. THE CEO, CFO, AND CORPORATE SECRETARY MAINTAIN MAJOR CONTRACTS AND REVIEW THOSE EXCEEDING \$10,000 AGAINST THE CONFLICT LIST.

- BOARD MEMBERS RECUSE THEMSELVES FROM VOTING ON CONTRACTS WHERE A CONFLICT EXISTS.

- STAFF MAY NOT APPROVE INVOICES PAYABLE TO COMPANIES WHERE THEY HAVE A CONFLICT.

- ANY ACTUAL CONFLICTS IDENTIFIED ARE REVIEWED BY THE CEO, CFO, AND CORPORATE SECRETARY.

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

THE SAME PROCESS USED TO ESTABLISH CEO COMPENSATION IS ALSO APPLIED TO THE CFO. EVERY TWO YEARS, THE ORGANIZATION COMMISSIONS AN INDEPENDENT EXECUTIVE COMPENSATION STUDY. THE STUDY BENCHMARKS SALARIES FOR COMPARABLE POSITIONS AT PEER INSTITUTIONS, AND COMPENSATION RANGES ARE SET AND ADJUSTED BASED ON MARKET DATA.

THE MOST RECENT REVIEW, CONDUCTED IN FALL 2023, COVERED THE FOLLOWING POSITIONS: CEO; CFO; VICE PRESIDENT OF OPERATIONS; VICE PRESIDENT OF MARKETING; VICE PRESIDENT OF DEVELOPMENT; VICE PRESIDENT OF HUMAN RESOURCES; AND VICE PRESIDENT OF EDUCATION.

THE NEXT REVIEW WILL BE CONDUCTED IN FALL 2025. FINDINGS FROM THE STUDY ARE REVIEWED BY THE COMPENSATION COMMITTEE, COMPRISED SOLELY OF INDEPENDENT BOARD MEMBERS. THE COMMITTEE PRESENTS ITS RECOMMENDATIONS TO THE FULL BOARD, WHICH APPROVES BOTH THE ORGANIZATION'S OVERALL EXECUTIVE COMPENSATION PHILOSOPHY AND THE SALARIES OF THE CEO AND CFO SPECIFICALLY. ALL APPROVALS ARE DOCUMENTED CONTEMPORANEOUSLY IN BOARD MEETING MINUTES.

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

THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS AND FORM 990 ARE POSTED ON ITS WEBSITE. THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST. FORM 990 IS ALSO PUBLICLY AVAILABLE THROUGH GUIDESTAR.