

Form **990** **Return of Organization Exempt From Income Tax** OMB No. 1545-0047

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.

2021
Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the **2021** calendar year, or tax year beginning **01-01-2021**, and ending **12-31-2021**

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending

C Name of organization: OPTICAL SOCIETY OF AMERICA INC
Doing business as: Optica
Number and street (or P.O. box if mail is not delivered to street address): 2010 Massachusetts Ave NW Room/suite:
City or town, state or province, country, and ZIP or foreign postal code: Washington, DC 20036

D Employer identification number: 53-0259696

E Telephone number: (202) 223-8130

G Gross receipts \$ 54,448,105

F Name and address of principal officer: Elizabeth Rogan, 2010 Massachusetts Avenue NW, Washington, DC 20036

H(a) Is this a group return for subordinates? Yes No

H(b) Are all subordinates included? Yes No

If "No," attach a list. See instructions.

H(c) Group exemption number ▶

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: ▶ www.optica.org

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 1916 **M** State of legal domicile: NY

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
To promote the generation, application, and archiving of knowledge of optics and photonics and to disseminate the knowledge worldwide.

2 Check this box <input type="checkbox"/>	3	17
3 Number of voting members of the governing body (Part VI, line 1a)	4	17
4 Number of independent voting members of the governing body (Part VI, line 1b)	5	157
5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	6	8,350
6 Total number of volunteers (estimate if necessary)	7a	285,860
7a Total unrelated business revenue from Part VIII, column (C), line 12	7b	285,860
b Net unrelated business taxable income from Form 990-T, Part I, line 11		

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	707,775	5,840,442
9 Program service revenue (Part VIII, line 2g)	36,234,562	35,390,116
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	5,970,557	9,600,648
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	222,505	172,464
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	43,135,399	51,003,670
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,929,538	1,673,001
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)	20,384,544	20,571,669
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	18,058,219	15,059,823
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	40,372,301	37,304,493
19 Revenue less expenses. Subtract line 18 from line 12	2,763,098	13,699,177

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	140,384,010	157,741,246
21 Total liabilities (Part X, line 26)	26,814,207	25,487,893
22 Net assets or fund balances. Subtract line 21 from line 20	113,569,803	132,253,353

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: Sean Bagshaw coo
Date: 2022-11-04

Type or print name and title

Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
Firm's name ▶			Firm's EIN ▶	

Paid Preparer

Use Only

Firm's address Phone no.

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

For Paperwork Reduction Act Notice, see the separate instructions. Cat. No. 11282Y Form 990 (2021)

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

To promote the generation, application, and archiving of knowledge of optics and photonics and to disseminate the knowledge worldwide.

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 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 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 \$ 8,669,723 including grants of \$ 0) (Revenue \$ 7,005,023) Sponsorship of Conventions and Technical Meetings for members and others interested in the technological and marketing changes in the industry.

4b (Code:) (Expenses \$ 15,017,489 including grants of \$ 0) (Revenue \$ 26,547,205) Publication of Journals and scientific materials related to optics.

4c (Code:) (Expenses \$ 8,374,190 including grants of \$ 1,673,001) (Revenue \$ 2,152,433) Member and outreach services for those interested in the field of optics

(Code:) (Expenses \$ 1,912,885 including grants of \$ 0) (Revenue \$ 0) Contributions to Optica Foundation which is dedicated to supporting the philanthropic work of Optica in promoting the generation, application, archiving and worldwide dissemination of knowledge in optics and photonics.

4d Other program services (Describe in Schedule O.) (Expenses \$ 1,912,885 including grants of \$ 0) (Revenue \$ 0)

4e Total program service expenses 33,974,287

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Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Yes, No. Contains 11 rows of questions regarding organizational compliance and reporting requirements.

a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII.	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional.	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E.	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV.	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV.	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV.	16	Yes	
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II.	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III.	19		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H.	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II.	21	Yes	

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Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III.	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J.	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a.		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I.		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I.		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or 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? If "Yes," complete Schedule L, Part II.		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III.		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV.		No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV.		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L,		No

Table with 3 columns: Question ID, Question Text, and Answer. Rows 29-38 covering various organizational activities and compliance questions.

Part V Statements Regarding Other IRS Filings and Tax Compliance. Includes a checkbox for Schedule O and questions 1a, 1b, and 1c regarding Form 1096, W-2Gs, and backup withholding.

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Part V Statements Regarding Other IRS Filings and Tax Compliance (continued). Table with 5 columns: Question ID, Question Text, and Answer. Rows 2a-9 covering employee reporting, foreign accounts, and donor advised funds.

Table with 3 columns: Question/Section, Form 990 (2021) box number, and Yes/No response. Includes sections 501(c)(7), 501(c)(12), 4947(a)(1), 501(c)(29), and 501(c)(21).

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

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

Section A. Governing Body and Management

Table for Section A with 3 columns: Question, Form 990 (2021) box number, and Yes/No response. Includes questions 1a, 1b, 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, and 9.

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

Table for Section B with 3 columns: Question, Form 990 (2021) box number, and Yes/No response. Includes questions 10a, 10b, 11a, 11b, 12a, and 12b.

c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
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	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
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?	16a		No
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, NJ, PA, WA

18 Section 6104 requires an organization to make its Form 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 in Schedule O)

19 Describe in 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:
 Elizabeth A Rogan 2010 Massachusetts Ave NW Washington, DC 20036 (202) 223-8130

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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, 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, or 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 dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/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			
(1) Elizabeth Rogan CEO	37.5			X			631,121	0	180,413
(2) Sean Bagshaw COO/CIO	37.5				X		439,034	0	46,732
(3) Elizabeth Nolan Deputy Exec Dir/Chief Publishing Officer	37.5			X			411,635	0	37,615
(4) Chad Stark Executive Director	14 23.5					X	345,634	0	40,161
(5) Genaro Montanez Chief Employment & Membership Engag. Off.	37.5					X	269,388	0	35,254
(6) Ryan Strowger Chief Industry Relations Officer	37.5					X	254,515	0	33,832
(7) Suzanne Ffolkes	37.5								

Chief Communications Officer						X			154,435	0	21,117
(8) Bill Abbruzzo Secretary	37.5			X					156,159	0	15,842
(9) P Scott Carney Chief Science Officer	37.5					X			69,892	0	6,113
(10) Constance J Chang Hasnain President	10	X							0	0	0
(11) Satoshi Kawata President Elect	10	X							0	0	0
(12) Stephen Fantone Past President	10	X							0	0	0
(13) George Bayz Treasurer	10	X							0	0	0
(14) Michal Lipson Vice President	10	X							0	0	0
(15) Polina Bayvel Director	2	X							0	0	0
(16) Andrea Blanco-Redondo Director	2	X							0	0	0
(17) Svetlana Boriskina Director	2	X							0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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) Simin Cai Director	2	X						0	0	0
(19) Steven Cundiff Director	2	X						0	0	0
(20) Alex Gaeta Director	2	X						0	0	0
(21) Sophie LaRochelle Director	2	X						0	0	0
(22) Gerd Leuchs Director	2	X						0	0	0
(23) Joyce Poon Director	2	X						0	0	0
(24) Arlene Smith Director	2	X						0	0	0
(25) Sujatha Ramanujan Director	2	X						0	0	0
(26) Ulrike Woggon Director	2	X						0	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								2,731,813	0	417,079

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 **61**

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

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
Vertex Communications 241 East 4th Street Suite 103 Frederick, MD 21701	Marketing Services	599,697
Matter PR Ltd Clarendon House 52 Cornmarket Street Oxford OX1 3HJ UK	PR Services	559,893
CDW Direct PO Box 75723 Chicago, IL 606755723	Computer Hardware and Software	500,879
Lumina Datamatics Inc Dept CH 10852 Palatine, IL 60055	Publishing Services	455,981
Wilkinson Associates 9841 Washingtonian Blvd Suite 310 Gaithersburg, MD 20878	Conference Services	268,360

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 **38**

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Part VIII **Statement of Revenue**

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
1a Federated campaigns				
1b Contributions, Gifts, Grants, and Membership dues	0			
1c Other Amt Similar	0			
1d Related organizations	0			
1e Government grants (contributions)	5,304,617			
1f All other contributions, gifts, grants, and similar amounts not included above	535,825			
1g Noncash contributions included in lines 1a - 1f: \$	0			
h Total. Add lines 1a-1f	5,840,442			

i Service Revenue	Business Code			
		(A)	(B)	(C)
2a Publications	511120	26,625,356	26,339,496	285,860
Meetings	541990	7,005,022	6,591,379	0
Membership Dues	541990	1,759,738	1,759,738	0

Program						
f All other program service revenue.			0	0	0	0
g Total. Add lines 2a–2f. ▶			35,390,116			
3 Investment income (including dividends, interest, and other similar amounts) ▶			4,189,264	0	0	4,189,264
4 Income from investment of tax-exempt bond proceeds ▶			0	0	0	0
5 Royalties ▶			106,311	0	0	106,311
		(i) Real	(ii) Personal			
6a	Gross rents	6a	236,571	0		
b	Less: rental expenses	6b	170,418	0		
c	Rental income or (loss)	6c	66,153	0		
d Net rental income or (loss) ▶			66,153	0	0	66,153
		(i) Securities	(ii) Other			
7a	Gross amount from sales of assets other than inventory	7a	8,685,401	0		
b	Less: cost or other basis and sales expenses	7b	3,274,017	0		
c	Gain or (loss)	7c	5,411,384	0		
d Net gain or (loss) ▶			5,411,384	0	0	5,411,384
8a Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18		8a		0		
b Less: direct expenses		8b		0		
c Net income or (loss) from fundraising events ▶				0	0	0
9a Gross income from gaming activities. See Part IV, line 19		9a		0		
b Less: direct expenses		9b		0		
c Net income or (loss) from gaming activities ▶				0	0	0
10a Gross sales of inventory, less returns and allowances		10a		0		
b Less: cost of goods sold		10b		0		
c Net income or (loss) from sales of inventory ▶				0	0	0

Other Revenue

