

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No 1545-0047
2018
Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 07-01-2018, and ending 06-30-2019

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

C Name of organization
OBERLIN COLLEGE

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
173 W LORAIN ST CONTROLLERS OFFICE

City or town, state or province, country, and ZIP or foreign postal code
OBERLIN, OH 44074

D Employer identification number
34-0714363

E Telephone number
(440) 775-8460

F Name and address of principal officer
REBECCA VAZQUEZ-SKILLINGS
70 N PROFESSOR ST
OBERLIN, OH 44074

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 OBERLIN EDU

K Form of organization Corporation Trust Association Other ▶

L Year of formation 1834

M State of legal domicile
OH

Part I Summary

1 Briefly describe the organization's mission or most significant activities
OBERLIN COLLEGE AND CONSERVATORY EDUCATE STUDENTS FOR LIVES OF INTELLECTUAL, MUSICAL AND ARTISTIC RIGOR AND BREADTH, SUSTAINED INQUIRY, CREATIVITY AND INNOVATION, AND LEADERSHIP OBERLIN AIMS TO PREPARE GRADUATES WITH THE KNOWLEDGE, SKILLS, AND PERSPECTIVES ESSENTIAL TO CONFRONT COMPLEX ISSUES AND TO CREATE CHANGE AND VALUE IN THE WORLD

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	31
4 Number of independent voting members of the governing body (Part VI, line 1b)	30
5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)	3,780
6 Total number of volunteers (estimate if necessary)	1,950
7a Total unrelated business revenue from Part VIII, column (C), line 12	-1,368,079
7b Net unrelated business taxable income from Form 990-T, line 34	-2,426,008

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	23,752,343	23,083,097
9 Program service revenue (Part VIII, line 2g)	192,834,785	198,797,619
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	54,800,299	65,905,599
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	48,546	42,503
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	271,435,973	287,828,818
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	66,098,088	71,424,440
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)	101,843,102	97,973,211
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶6,531,336		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	82,665,155	90,617,094
18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	250,606,345	260,014,745
19 Revenue less expenses Subtract line 18 from line 12	20,829,628	27,814,073

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	1,384,458,402	1,412,767,578
21 Total liabilities (Part X, line 26)	284,820,971	313,613,270
22 Net assets or fund balances Subtract line 21 from line 20	1,099,637,431	1,099,154,308

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

Signature of officer
Date 2020-06-08

REBECCA VAZQUEZ-SKILLINGS VP FOR FINANCE & ADMIN
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN P01247672
Firm's name ▶ RSM US LLP			Firm's EIN ▶ 42-0714325	
Firm's address ▶ 1 S WACKER DRIVE STE 800 CHICAGO, IL 60606			Phone no (312) 634-3400	

Additional Data

Software ID:
Software Version:
EIN: 34-0714363
Name: OBERLIN COLLEGE

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
CARMEN TWILLIE AMBER PRESIDENT	(i)	467,516	0	5,382	133,150	35,591	641,639	0
	(ii)	0	0	0	0	0	0	0
HEIDI PYCRAFT CONTROLLER	(i)	113,420	0	372	16,775	23,252	153,819	0
	(ii)	0	0	0	0	0	0	0
JAINEN THAYER CHIEF INVESTMENT OFFICER	(i)	246,751	270,436	158	29,327	25,555	572,227	0
	(ii)	0	0	0	0	0	0	0
WILLIAM E BARLOW VP OF DEVELOPMENT & ALUMNI AFFAIRS	(i)	256,577	0	1,188	35,939	11,537	305,241	0
	(ii)	0	0	0	0	0	0	0
ANDREA E KALYN DEAN OF CONSERVATORY	(i)	241,335	0	414	28,640	23,055	293,444	0
	(ii)	0	0	0	0	0	0	0
TIMOTHY E ELGREN DEAN OF ARTS & SCIENCES	(i)	220,705	0	774	31,935	32,316	285,730	0
	(ii)	0	0	0	0	0	0	0
MARY JO DIEKMAN ASSOCIATE VP FOR FINANCE	(i)	160,748	0	331	19,479	9,786	190,344	0
	(ii)	0	0	0	0	0	0	0
DONICA VARNER VP, GENERAL COUNSEL & SECRETARY	(i)	207,296	0	264	11,654	31,766	250,980	0
	(ii)	0	0	0	0	0	0	0
DAVID KAMITSUKA INTERIM DEAN OF ARTS & SCIENCES	(i)	209,749	0	774	30,363	34,453	275,339	0
	(ii)	0	0	0	0	0	0	0
MEREDITH L RAIMONDO VP AND DEAN OF STUDENTS	(i)	170,943	0	230	20,396	21,256	212,825	0
	(ii)	0	0	0	0	0	0	0
MANUEL CARBALLO VP/DEAN OF ADMISSIONS & FIN AID	(i)	175,064	0	168	5,067	36,713	217,012	0
	(ii)	0	0	0	0	0	0	0
HARRY N HIRSCH PROFESSOR	(i)	203,113	0	2,286	28,784	13,599	247,782	0
	(ii)	0	0	0	0	0	0	0
JOHN V DUCA PROFESSOR	(i)	182,500	0	710	0	767	183,977	0
	(ii)	0	0	0	0	0	0	0
BENJAMIN R HOCKENHULL CHIEF INFORMATION TECHNOLOGY OFFICER	(i)	178,955	0	243	15,417	12,531	207,146	0
	(ii)	0	0	0	0	0	0	0
JEFFREY A WITMER PROFESSOR	(i)	171,691	0	671	24,687	22,526	219,575	0
	(ii)	0	0	0	0	0	0	0
MARILYN K MCDONALD PROFESSOR	(i)	168,036	0	1,063	23,588	16,277	208,964	0
	(ii)	0	0	0	0	0	0	0
CLAYTON R KOPPES INTERIM PRESIDENT (FORMER)	(i)	110,806	0	1,978	15,760	12,922	141,466	0
	(ii)	0	0	0	0	0	0	0
JOYCE BABYAK ACTING DEAN OF ARTS & SCI (FORMER)	(i)	138,720	0	753	19,888	21,886	181,247	0
	(ii)	0	0	0	0	0	0	0