(c) Social Security - As discussed earlier, your foundation employees may elect or refuse Social Security coverage. If your employees refuse Social Security coverage, you do not have to deduct this amount or contribute the employer's share for these employees. If your employees choose to be covered by Social Security you will file Form SS-15 with your local Social Security office and then you must deduct the employees' contribution and make the employer contribution for each of these employees. If any employee chooses to be covered by Social Security, then all employees subsequently hired must be covered by Social Security.

(d) Form 990-A - This form is not a tax return. The Internal Revenue Code calls it an Annual Information Return for an Organization Tax Exempt under Section 501 (c) (3). It is a two-page simple information return which must be filed in triplicate before the fifteenth day of the fifth month after the end of the foundation's annual accounting period. It consists of a financial report coupled with about 20 questions which are similar to those asked on Form 1023. Under the Internal Revenue Code every 501 (c) (3) organization, with a few exceptions, must file this return. The statutory penalty for failure to