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 black lung benefit trust or private foundation)

► The organization may have to use a copy of this return to satisfy state reporting requirements

2008

Open to Public Inspection

A Fo	or the 2	2008 calenda	ar yea	r, or tax year beginning 07-01-2008	and ending 06-30-200	9	D Employer ide	ntification number
_		oplicable Plea		C Name of organization Harvard Business School Publishing				
_	dress cha	labe	l or	Corporation Doing Business As			04-317799 E Telephone nu	
Na	me char		tor e. See	Joing Business / 18			•	
Init	tıal retur	n Spe c		Number and street (or P O box if mail is n	ot delivered to street addre	ss) Room/suite	(617) 783-7 G Gross receipt	
Tei	mınatıoı			300 North Beacon Street			d dross recept	5 \$ 141,232,703
– Am	ended r	return		City or town, state or country, and ZIP + 4	1			
– Apı	plication	pending		Watertown, MA 02472				
		F	Nai	ne and address of Principal Officer		H(a) Ic thu	s a group return	for
		D	avid	Wan		affilia		TYes ▼ No
		l l		orth Beacon Street own, MA 02472				
Та	x-exem	•) (3) ◀ (Insert no)	527		affiliates include	
14/	ab site					1	o," attach a list p Exemption Nui	See instructions) mber ►
VV	eb site	e: 🕨 www hbr	org			11(0)	p	
(Тур	e of org	anization 🔽 C	orpora	tion trust association other		L Year of Fo	rmation 1993 M:	State of legal domicile MA
						<u>'</u>	<u>'</u>	
Pa	rt I	Summar	v					
			•	e organization's mission or most sign	ıfıcant actıvıtıes			
υ	1	SEE SCHED						
aovemance								
Ĭ								
2	2	Check this b	ox [ıf the organization discontinued its op	erations or disposed o	of more than 2	5% of its assets	1
	3	Number of vo	otıng	members of the governing body (Part \	VI, line 1a)		з _	11
ő A	4	Number of in	depei	ndent voting members of the governing	g body (Part VI, line 1	o)	. 4 _	2
MOUNTED &	5	Total numbe	rofei	nployees (Part V , line 2a)			5 _	354
Ę	6	Total numbe	rofvo	olunteers (estimate if necessary) .			6 _	0
ŧ	7a	Total gross ι	unrela	ted business revenue from Part VIII,	line 12, column (C)		7a _	12,765,228
	ь	Net unrelate	d bus	iness taxable income from Form 990-	T, line 34		7b	718,110
						Prio	or Year	Current Year
_	8	Contributio	ns an	d grants (Part VIII, line 1h)				0
ī.	9	Program se	rvice	revenue (Part VIII, line 2g)			126,535,604	
Rayenue	10	Investment	t ınco	me (Part VIII, column (A), lines 3, 4,		503,717	30,368	
Ξ.	11			art VIII, column (A), lines 5, 6d, 8c,			121,901,760	14,666,731
	12	Total reven 12)	iue — a	dd lines 8 through 11 (must equal Par	t VIII, column (A), lın		122,405,477	141,232,703
	13		sımıl	ar amounts paid (Part IX, column (A),	lines 1 – 3)		,,	0
	14			or for members (Part IX, column (A), li	•			0
	15	•		ompensation, employee benefits (Part	•	5 –		
\$		10)		· · · · · · · · · · · · · · · · · · ·			43,264,586	44,368,575
Expenses	16a	Professiona	al fund	Iraısıng fees (Part IX, column (A), line	11e)			0
ੜ	ь	(Total fundras	sıng ex	penses, Part IX, column (D), line 25 $\frac{0}{}$)			
	17	Other expe	nses	(Part IX, column (A), lines 11a-11d,	11f-24f)		61,154,089	95,813,283
	18	Total exper	nses –	-add lines 13–17 (must equal Part IX	, line 25, column (A))		104,418,675	140,181,858
	19	Revenue les	ss ex	penses Subtract line 18 from line 12			17,986,802	1,050,845
2 % 2 %						Beginni	ng of Year	End of Year
24	20	Total asset	s (Pa	rt X, line 16)			50,690,499	47,913,745
<u> </u>	21	Total liabili	ties (Part X, line 26)			59,231,825	55,404,226
net Assets or Fund Bałances	22		•	nd balances Subtract line 21 from line	20		-8,541,326	-7,490,481
_	11111	Signatur					, -,	.,
		Under penaltie	es of pe	erjury, I declare that I have examined this retu				
		and belief, it is	s true,	correct, and complete Declaration of preparer	(other than officer) is base	d on all informat	on of which prepare	er has any knowledge
Plea Sigr		Signature of	of offic	ar.		2010- Date	05-17	
ler		"				Date		
				ESIDENT AND CEO ne and title				
	1	1 y	nan)	Charle of	Dunner of Date (Con Con Trota
		Preparer's signature		1		Check If self-	Preparer's PTIN (see Gen Inst)
Paid		,				empolyed 🕨 🦵		
•	arer's	Firm's name (or if self-employe	,	PricewaterhouseCoopers LLP			EIN Þ	
se (Only	address, and Z		125 High Street				
				Boston, MA 02110			Phone no 🕨 (6:	17) 530-5000
/ av	tha ID	S discuss thi	c roti	urn with the preparer shown above? (Se	as instructions)			Tyes TNo

Part III Statement of Program Service Accomplishments (See the instructions.)

1	Briefly describe the organiza	ation's mission				
2	Did the organization u the prior Form 990 or If "Yes," describe the	990-EZ?		rvices during the year	r which were not listed on	ΓYes Γ No
3	Did the organization of services?	ease conducting or r	nake significant	changes in how it coi	nducts any program	┌ Yes ┌ No
4	If "Yes," describe the	_				
4		d (4) organizations a	nd 4947(a)(1) t	rusts are required to i	largest program services be report the amount of grants a ed	
4a	(Code See Schedule O) (Expenses \$	58,597,353	including grants of \$) (Revenue \$	53,369,630)
4b	(Code See Schedule O) (Expenses \$	23,900,488	including grants of \$) (Revenue \$	32,964,884)
4c	(Code See Schedule O) (Expenses \$	21,005,699	ıncludıng grants of \$) (Revenue \$	25,591,070)
4d		ces (Describe in Sci		£.¢.) (Days==== #	1.105.001.\
4e	(Expenses \$ Total program service		luding grants o 126,666,55) (Revenue \$, Line 25, column (B).	1,195,991)
-	. otal program service	ac capenaga #	120,000,33	- music equal rail 17	, _,,,, _,, ,,,,,,,,,,,,,,,,,,,,,,,,,,,	

Checklist of Required Schedule	anaw	Chec	klist of	Required	l Schedules
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			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		Νο
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		Νo
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		No
5	Section $501(c)(4)$, $501(c)(5)$, and $501(c)(6)$ organizations. Is the organization subject to the section $6033(e)$ notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"	8		No
9	Complete Schedule D, Part III 2			
	complete Schedule D, Part IV	9		N o
10	Did the organization hold assets in term, permanent,or quasi-endowments? If "Yes," complete Schedule D, Part V	10		N o
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII .	12		Νο
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Νο
14a	Did the organization maintain an office, employees, or agents outside of the U.S.?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? If "Yes," complete Schedule F, Part I	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		Νο
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III	16		No
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		Νo
18	Did the organization report more than \$15,000 total 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 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		Νο
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		No
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		No
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23	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 questions 24b-24d and complete Schedule K. If "No," go to question 25	24a		Νο
Ь	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
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?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section $501(c)(3)$ and $501(c)(4)$ organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		N o
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		Νο
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No

Part IV Checklist of Required Schedules (Continued)

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
а	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part			
		28a		Νο
b	Have a family member who had a direct or indirect business relationship with the organization? <i>If</i> " <i>Yes,"</i> complete Schedule L, Part <i>IV</i>	28b		Νo
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i> .	28c		Νo
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		Νο
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νo
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		Νο
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35	Yes	
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	Yes	
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,	37		No

Pai	rt V Statements Regarding Other IRS Filings and Tax Compliance			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal			
	of U.S. Information Returns . Enter -0- if not applicable			
	1a	843		
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and			
_	gaming (gambling) winnings to prize winners?	10	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements filed for the calendar year ending with or within the year covered by this return	354		
b	If at least one is reported in 2a, did the organization file all required federal employment tax return	ıs?	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
3a	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. Did the organization have unrelated business gross income of \$1,000 or more during the year cov			
_	return?	3a		
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or oth over, a financial account in a foreign country (such as a bank account, securities account, or othe account)?		Yes	
b	If "Yes," enter the name of the foreign country			
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Financial Accounts.	Bank and		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax yea	r? 5a		Νο
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter tra	nsaction? 5b		Νo
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regard	ling Prohibited 50		
6a	Did the organization solicit any contributions that were not tax deductible?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contri were not tax deductible?			
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$7 more?	5 or 7a		No
ь	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it	was required to		
	file Form 8282?	70		No
d	If "Yes," indicate the number of Forms 8282 filed during the year			
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on benefit contract?			No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit co			No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as requii	red? 7 g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 109			
_	required?			-
8	Section $501(c)(3)$ and other sponsoring organizations maintaining donor advised funds and section 509 supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization business holdings at any time during the			No
9	year?			_ <u></u>
	Did the organization make any taxable distributions under section 4966?	9a		No.
ь			_	No
10	Section 501(c)(7) organizations. Enter			"
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			
11	Section 501(c)(12) organizations Enter			
	Gross income from members or shareholders			
	11a			
Ь	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1	.041? 12	<u> </u>	
ь	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section A. Governing Body and Management	

			Yes	No			
	For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.						
1a	Enter the number of voting members of the governing body 11						
b	Enter the number of voting members that are independent 1b 2						
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		Νo			
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?						
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		Νο			
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		Νο			
6	Does the organization have members or stockholders?	6	Yes				
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	Yes				
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	Yes				
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following						
а	the governing body?	8a	Yes				
b	each committee with authority to act on behalf of the governing body?	8b	Yes				
9a	Does the organization have local chapters, branches, or affiliates?	9a		Νο			
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b					
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	Yes				
11	Is there any officer, director or 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 in Schedule O	11		Νo			

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? If "No", go to line 13 \cdot .	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does 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			
а	The organization's CEO, Executive Director, or top management official?	15a	Yes	
b	Other officers or key employees of the organization?	15b	Yes	
	Describe the process in Schedule O			
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," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken 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 MA
- Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply
 - ☐ own website ☐ another's website ☑ upon request
- 19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table
- State the name, physical address, and telephone number of the person who possesses the books and records of the organization STEPHEN M BOUCHER CONTROLLER 300 NORTH BEACON STREET WATERTOWN, MA 02472

(617) 783-7426

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed

- * List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid
- * 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 and/or Box 7 of Form 1099-MISC) 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

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

Check this box if the organization did r	not compens	ate any	offic	er, d	lirec	tor, tru	uste	e or key employee		
		Posit tl	(C non (hat a	chec		I				(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee		Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
				-						

Part VII Continued

		(C) Position (check all that apply)							(E)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
				\vdash						
							_			
			1	\vdash						
1b Total							•	6,254,652	2,244,943	809,317

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ►145

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

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

(A) Name and business address	(B) Description of services	(C) Compensation
Collaborative Consulting LLC PO Box 2863 WOBURN, MA 018881563	IT Consultant	4,514,224
FADEL PARTNERS 38 EAST 32ND STREET 11TH FLOOR NEW YORK, NY 100165507	IT CONSULTANT	3,677,771
RIVET LOGIC CORPORATION PO BOX 7140 FALL CHURCH, VA 22040	SOFTWARE ENGINEERS	1,248,561
TMG Emedia Inc 317 Madison Avenue Suite 1704 NEW YORK, NY 10017	IT Consultant	629,998
PRICEWATERHOUSECOOPERS LLP PO BOX 7247-8001 PHILADELPHIA, PA 191708001	ACCOUNTING SERVICES	395,731
2 Total number of independent contractors (including those in 1) who re from the organization	. , ,	16

Statement of Revenue

					(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
	1a	Federated car	mpaigns 1a	0		Revenue		312, 313, 01 314
ants ints	b	Membership d	lues					
,gr mot	с	Fundraising e	1b vents					
HE HE	d	Related organ	1c nizations					
is, c	e		nts (contributions) 1e					
Contributions, gifts, grants and other similar amounts	f	All other contribu similar amounts	itions, gifts, grants, and not included above					
H of H	g	Noncash cont	1f ributions included in					
S E	h	lines 1a-1f \$ Total (Add lin	nes 1a-1f)		0			
				Business Code				
gg.	2a		ATIONAL MATERIALS TO	511,190	53,369,630	53,369,630		
veru	ь	IND MGR SALES OF MATER	RIALS FOR HIGHER	511,190	32,964,884	32,964,884		
Program Serwce Revenue	c	EDUCATION SALES OF E-LEAR	RNING MATERIALS TO	511,190				
rwc.		CORPS	WING MATERIALS TO					
32	d	ADVERTISING OTHER		511,120		648,801	12,765,228	
<u>.ee</u>	e f			900,099	1,195,991	1,195,991		
₽ ⊘	'	— The street prog	ram service revenue					
	g	▶ \$ 126,535,6						
	3		ncome (including divi	dends, interest	30,368			30,368
		othersimilar		>	30,300			30,300
	4	Income from inve	estment of tax-exempt b	ond proceeds	0			
	5	Royalties .			14,666,731			14,666,731
	6a	Gross Rents	(ı) Real	(II) Personal				
	ь	Less rental						
	c	expenses Rental income						
	d	or (loss)	ome or (loss)					
	<u> </u>	Net rentar me		<u> </u>				
	7a	Gross amount	(ı) Securities	(II) O ther				
		from sales of assets other						
	ь	than inventory Less cost or						
		other basis and sales expenses						
	С	Gain or (loss)						
	d	Net gain or (lo	oss) • • • • •	. •	0			
	8a		from fundraising					
<u> </u>		\$	 ns reported on line					
Other Revenue		1c) See Part	IV, line 18					
ş.			le G ıf total exceeds					
<u>-</u>	ь		expensesb					
듐	c	Net income or	r (loss) from fundraıs	ing events	0			
	9a	Gross income		_				
		Complete Sche						
		exceeds \$15,0	00 a					
	ь	less directe	expensesb					
	c		r (loss) from gaming a	activities	0			
	10a		of inventory, less	<u> </u>				
		returns and al	llowances . a					
	ь		goods sold b	<u>_</u>	0			
	С	Net income or Miscellaneou	r (loss) from sales of	Business Code	0			
	11a			245111633 6048				
	ь							
	С							
	d	All other reve	nue					
	e		es 11a-11d	\$				
	12			0	141,232,703	113,770,376	12,765,228	14,697,099
	12	8c,	e. Add lines 1h, 2g, 3		141,232,703	113,770,376	12,703,228	14,097,099
]	9c, 10c, and :	11e					

Part IX Statement of Functional Expenses

A	Section 501(c)(3) and 501(c)(4) orgall other organizations must complete column (A) but are not re).
Do ı	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 governments and organizations in the U.S. See Part IV, line 21	0			
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	0			
3	Grants and other assistance to governments, organizations and individuals outside the U.S. See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	1,922,028	1,342,889	579,139	
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$	0			
7	Other salaries and wages	34,600,668	28,048,504		
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,257,576	1,817,843	439,733	
9	Other employee benefits	3,503,357	2,820,970	682,387	
10	Payroll taxes	2,084,946	1,678,838	406,108	
11	Fees for services (non-employees)				
а	Management	12,466,529	6,620,611	5,845,918	
Ь	Legal	73,455	54,717	18,738	
С	Accounting	246,040	13,584	232,456	
d	Lobbying	0			
e	Professional fundraising See Part IV, line 17	0			
f	Investment management fees	0			
g	Other	0			
12	Advertising and promotion	7,089,452	7,011,162	78,290	
13	Office expenses	7,280,803	5,209,329	2,071,474	
14	Information technology	3,657,259	973,123	2,684,136	
15	Royalties	8,046	8,046		
16	Occupancy	4,141,425	420,041	3,721,384	
17	Travel	2,992,314	2,588,637	403,677	
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0			
19	Conferences, conventions and meetings	180,822	180,822		
20	Interest	0			
21	Payments to affiliates	16,692,443	16,692,443		
22	Depreciation, depletion, and amortization	3,401,672	424,086	2,977,586	
23	Insurance	0			
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
а	MISCELLANEOUS	4,908,054	4,637,972	270,082	
ь	COST OF GOOD SOLD	32,674,969	32,674,969		
c	ALLOCATIONS		13,447,965	-13,447,965	
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	140,181,858	126,666,551	13,515,307	0
26	Joint Costs. Check if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				rm 990 (2008)

Part X	Balance	Sheet	
Part X	Balance	Sheet	

					(A) Beginning of year		(B End of	
	1	Cash—non-interest-bearing			683,656	1	2	196,142
	2	Savings and temporary cash investments			8,230,685	2		2,485,132
	3	Pledges and grants receivable, net				3		
	4	Accounts receivable, net			24,644,002	4	2	24,347,938
	5	Receivables from current and former officers, directors, trustees other related parties Complete Part II of Schedule L				5		
	6	Receivables from other disqualified persons (as defined under s persons described in section 4958(c)(3)(B) Complete Part II of				6		
	7	Notes and loans receivable, net				7		
	8	Inventories for sale or use			1,822,213	8		1,224,898
92	9	Prepaid expenses and deferred charges			6,007,797	9		6,727,382
Assets	10a	Land, buildings, and equipment cost basis	10a	20,518,044				
◂	ь	Less accumulated depreciation Complete Part VI of Schedule D	10a	7,585,791		10c	1	2,932,253
	11	Investments—publicly traded securities			2,532,7.10	11	•	,
	12	Investments—other securities See Part IV, line 11 Complete Poschedule D	art VII	of		12		
	13	Investments—program-related See Part IV, line 11 Complete F of Schedule D .	Part VII	I		13		
	14	Intangible assets				14		
	15	Other assets See Part IV, line 11 Complete Part IX of Schedule D				15		
	16	Total assets. Add lines 1 through 15 (must equal line 34)			50,690,499	16	4	
	17	Accounts payable and accrued expenses			32,153,007	17	3	32,641,924
	18	Grants payable				18		
	19	Deferred revenue			27,078,818	19	2	2,762,302
	20	Tax-exempt bond liabilities				20		
68	21	Escrow account liability Complete Part IV of Schedule D				21		
Liabilities	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified						
ä		persons Complete Part II of Schedule L				22		
	23	Secured mortgages and notes payable to unrelated third parties		•		23		
	24	Unsecured notes and loans payable				24		
	25	Other liabilities Complete Part X of Schedule D				25		
	26	Total liabilities. Add lines 17 through 25			59,231,825	26	5	5,404,226
φ		Organizations that follow SFAS 117, check here ► $\sqrt{}$ and comp through 29, and lines 33 and 34.	olet e lii	nes 27				
3nc	27	Unrestricted net assets			-8,541,326	27	-	-7,490,481
Balance	28	Temporarily restricted net assets			. , ==	28		
Ā	29	Permanently restricted net assets				29		
Fund		Organizations that do not follow SFAS 117, check here ► are lines 30 through 34.	ıd com	plete				,
0	30	Capital stock or trust principal, or current funds				30		
Assets	31	Paid-in or capital surplus, or land, building or equipment fund				31		
455	32	Retained earnings, endowment, accumulated income, or other fu				32		
Net 1	33	Total net assets or fund balances	•		-8,541,326	33		-7,490,481
Ź <u>—</u>	34	Total liabilities and net assets/fund balances			50,690,499			17,913,745
Pa	rt XI	Financial Statements and Reporting					T	
							Yes	No

1	Accounting method used to prepare the Form 990		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	No
b	Were the organization's financial statements audited by an independent accountant?	2b	No
С	If "Yes" to lines 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?	2c	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	No
b	If "Yes," did the organization undergo the required audit or audits?	3b	

OMB No 1545-0047

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1)nonexempt charitable trusts. Attach to Form 990 or Form 990-EZ. See separate instructions.

Open to Public Inspection

		ne organizat i ness School Pub						Em	ployer ide	nt if icat io	n numbe	г
Corpo	oration							04	-3177990)		
Pa	rt I	Reason	for Public C	harity Status (to be co	mpleted	by all or	ganızatıo	ns) (See	Instruct	ions)		
he.	organiz	zation is not	a private found	ation because it is (Please	check onl	y one org	anızatıon)	1		-		
1	\sqcap	A church, c	onvention of ch	nurches, or association of ch	nurches de	scribed in	Section 1	.70(b)(1)	(A)(i).			
2	\sqcap	A school de	escribed in Sect	tion 170(b)(1)(A)(ii). (Attac	ch Schedu	ıle E)						
3	\sqcap	A hospital	or a cooperative	e hospital service organizati	on descril	bed in Sec	tion 170(b)(1)(A)(i	ii). (Attac	h Schedul	e H)	
4	\sqcap	A medical i	research organı	zation operated in conjuncti	on with a l	hospital de	escribed ii	Section	170(b)(1)	(A)(iii). E	nter the	
		hospital's r	name, city, and	state								
5	\vdash	An organiza	ation operated f	or the benefit of a college or	universit	y owned o	r operated	by a gove	rnmental	unıt desci	ıbed ın	
		_	•	(Complete Part II)			·					
6	Г			overnment or governmental	unıt descr	ıbed ın Se	ction 170	b)(1)(A)	(v).			
7	, T	· ·		ally receives a substantial p						n the aene	ral publi	с
	·			o)(1)(A)(vi) (Complete Par			J			J		
8	Г		_	ped in Section 170(b)(1)(A)	-	nplete Pari	tII)					
9	į.		-	ally receives (1) more than		-	-	ntribution	ıs. membe	rship fees	. and are	oss
	•	•		ated to its exempt functions		• • •			•	•		
		-		estment income and unrelate	-		•		•			;
			-	on after June 30, 1975 See			•			,		
10	\vdash			and operated exclusively to					•	e instruct	ions)	
11	, V	=	=	and operated exclusively fo	-		-				-	ses of
	·	one or more the box tha	e publicly suppo	orted organizations describe type of supporting organiza	d in section	on 509(a) omplete li	(1) or sec	tion 509(a hrough 11	a)(2) See	Section 5		.Check
e	굣	other than section 50	foundation man 9(a)(2)	rtify that the organization is agers and other than one or	more publ	ıcly suppo	orted orga	nızatıons (described	ın section	509(a)	(1) or
f g		check this Since Augu	box ıst 17, 2006, h	d a written determination fro as the organization accepted						supportin	g organı	zation,
		following pe		r indirectly controls, either a	alone or to	agether wit	th nare one	dascriba	d in (ii)		Yes	No
			•	ng body of the the supported		-	tii persons	describe	u III (II)	11g(_	No
				erson described in (i) above	_	CIOII				11g(No
				ty of a person described in (hove?				11g(No
h				nation about the organizatio			cupporte			119(,	1 110
		Trovide the	. lone wing interi	nation about the organization	ins the org	jumzacion	Supports					
	Supp	ame of oorted nization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (See Instructions))	col (i)	ation in Iisted in	(v) Did y the orga in col (i	nızatıon) of your	(vi) I organız col (i) o ın the	atıon ın rganızed		mount of port?
				(See Therractions)		verning ment?	Supp		in the	0 3 '		
					Yes	No	Yes	No	Yes	No		
FELL HAR	SIDENT / OWS OF VARD		042103580	02	163	N o	163	No	163	No	16	692443
COL	LEGE											

Total

16,692,443

Part II	Support Schedule for Organizations Described in IRC 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.)

Pι	ıblic Support							
Cale	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
1	Gifts, grants, contributions, and							
	membership fees received (Do not							
	ınclude 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 line 1-3							
	The portion of total contribution by each							
Э	person (other than a government unit or							
	publicly supported organization) included							
	on line 1 that exceed 2% of the amount							
	shown on line 11, column							
	(f)							
6	Public Support subtract line 5 from line							
	4							
	otal Support				ı	1		
Cale	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
7	A mounts from line 4							
8	Gross income from interest, dividends,							
	payments received on securities loans,							
	rents, royalties and income from similar							
•	sources Net income from unrelated business							
9	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 IV)							
11	Total Support (Add lines 7 through 10)							
12	Gross receipts from related activities, etc	(See instruction	ns)			12		
13	First Five Years. If the Form 990 is for the	organization's fi	ırst, second, thır	d, fourth, or fifth	ntax year as a 5	01(c)(3)	
	organization, check this box and stop here	-	, ,	, ,	,	. , ,	,	▶ □
	mputation of Public Support Perc							
14	Public Support Percentage for 2008 (line 6	column (f) dıvı	ded by line 11 co	olumn (f))		14		
15	Public Support Percentage for 2007 Sched	lule A , Part IV - A	A, line 26f			15		
16a	33 1/3% Test - 2008. If the organization di	d not check the	box on line 13,	and line 14 is 3	3 1/3% or more,	check	this box	
	and stop here. The organization qualifies as							► □
b	33 1/3% Test - 2007. If the organization di			•	15 is 33 1/3% c	r more,	check th	
	box and stop here. The organization qualifi							▶□
17a	10% Facts and Circumstances Test - 2008.	•			, ,			
	more, and if the organization meets the "factoring months the "fac							. —
L	organization meets the "facts and circumst 10% Facts and Circumstances Test - 2007.							►
D	more, and if the organization meets the "fa-							
	the organization meets the "facts and circu							
18	Private Foundation. If the organization did							
	instructions		,	•	,			▶ □

Pa	Support Schedule for On (Complete only if you ched				(2)		
	ction A. Public Support	keu tile box o	ii iiile 9,01,Pai	(1.)			
	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1	Gifts, grants, contributions, and	(a) 2004	(6) 2003	(0) 2000	(4) 2007	(e) 2000	(I) I Otal
-	membership fees received (Do not						
	include any "unusual grants ")						
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						
3	Gross receipts from activities that are						
	not an unrelated trade or business under						
_	section 513 Tax revenues levied for the						
4	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 1-5						
7a	A mounts included on lines 1, 2, and 3						
	received from disqualified persons						
b	A mounts included on lines 2 and 3						
	received from other than disqualified						
	persons that exceed the greater of 1% of						
	the total of lines 9, 10c, 11, and 12 for						
	the year or \$5,000						
	Total of lines 7a and 7b						
8	Public Support (Substract line 7c from line 6)						
То	tal Support		<u> </u>				
	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9	A mounts from line 6	(4) 2004	(6) 2003	(6) 2000	(4) 2007	(6) 2000	(i) i otai
10a	Gross income from interest, dividends,						
IUa	payments received on securities loans,						
	rents, royalties and income from similar						
	sources						
ь	Unrelated business taxable income (less						
	section 511 taxes) from businesses						
	acquired after 30 June, 1975						
C	Add lines 10a and 10b						
11	Net income from unrelated business						
	activities not included in 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 IV)						
13	Total Support (Add lines 9, 10c, 11 and						
13	12)						
14	First Five Years If the Form 990 is for the	organization's fi	rst, second, thir	d, fourth, or fifth	tax year as a 5	01(c)(3) organı	zation,
	check this box and stop here						► □
	munication of Dublic Comment Des						
15	Public Support Percentage for 2008 (line		dad by line 12 a	olumn (fi)		145	
		• •	•	Orallili (1))		15	
16	Public Support Percentage for 2007 Sche	aule A, Part IV -	A, line 2/g			16	
		D					
	mputation of Investment Income			40 1 20		 	
17	Investment Income Percentage for 2008 ())	17	
18	Investment Income Percentage from 2007	'Schedule A, Pa	rt IV-A, line 27	h		18	

19a 33 1/3% Tests - 2008. 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 **33 1/3% Tests - 2007.** 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

Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions

▶□

Part II Supplemental Information. Complete this part to provide the information required by Pa	art II, line 10;
Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (s	see instructions)
Facts and Circumstances Test	

Schedule A (Form 990 or 990-EZ) 2008

OMB No 1545-0047

Open to Public Inspection

SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

► Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

Supplemental Financial Statements

Employer identification number Name of the organization Harvard Business School Publishing Corporation 04-3177990 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the Part I organization answered "Yes" to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year Aggregate Contributions to (during year) 3 Aggregate Grants from (during year) Aggregate value at end of year Did the organization inform all donors and donor advisors in writing that the assets held in donor advised □ No funds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7 Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically importantly land area Preservation of certified historic structure Protection of natural habitat Preservation of open space Complete lines 2a-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 Year 2a Total number of conservation easements h 2b Total acreage restricted by conservation easements 2c c Number of conservation easements on a certified historic structure included in (a) 2d d Number of conservation easements included in (c) acquired after 8/17/06 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during 3 the taxable year 🕨 Number of states where property subject to conservation easement is located

- Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds?
- Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year 🕨
- 7 A mount of expenses incurred in monitoring, inspecting, and enforcing easements during the year 🕨 \$
- Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(ı) and 170(h)(4)(B)(ıı)?

In Part XIV, 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" to Form 990, Part IV, line 8.

- If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items
- If the organization elected, as permitted under SFAS 116, 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) Revenues included in Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

- 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 SFAS 116 relating to these items
- Revenues included in Form 990, Part VIII, line 1

► \$

Assets included in Form 990, Part X

For Paperwork Reduction Act Notice, see the Intructions for Form 990 Cat No 52283D

Schedule D (Form 990) 2008

3	Organizations Maintaining Collections							
	Using the organization's accession and other records, chitems (check all that apply)	neck any of th	ne fol	owing that ar	re a significant u	se of its collecti	on	
а	Public exhibition	d	Γ	Loan or exc	hange programs			
b	Scholarly research	e	Γ	Other				
c	Preservation for future generations							
4	Provide a description of the organization's collections ar Part XIV	nd explain ho	w the	y further the	organization's e>	empt purpose ır	1	
5	During the year, did the organization solicit or receive do assets to be sold to raise funds rather than to be mainta						Yes	┌ No
Par	Trust, Escrow and Custodial Arrangem Part Ip line 9 or reg orted an amount on F				anızatıon answ	ered "Yes" to	Form 9	90,
1a	Is the organization an agent, trustee, custodian or other included on Form 990, Part X?	ıntermedıary	forc	ontributions	or other assets		Yes	┌ No
b	If "Yes," explain why in Part XIV and complete the follow	ving table				Λm	ount	
_	December halones				10	AIII	Juni	
c d	Beginning balance Additions during the year				1c 1d			
e	Additions during the year Distributions during the year				1e			
f	Ending balance				1f			
	Did the organization include an amount on Form 990, Pa	rt V lina 212				Г	- Yes	
2a L	•	rt X, line 21'				1	res) NO
	If "Yes," explain the arrangement in Part XIV rt V Endowment Funds. Complete if the organ	outation and		ad "Voc" to	Form 000 Day	+ TV line 10		
Fu	(a)Current)Prior			Three Years Back	(e)Four Y	ears Back
1a	Beginning of year balance		,		(,		(-)	
ъ	Contributions							
c	Investment earnings or losses							
d	Grants or scholarships							
e	Other expenditures for facilities and programs							
f	Administrative expenses							
	End of year balance							
g	Lift of year balance							
_	Provide the estimated percentage of the year end balance	e held as						
_		e held as						
2	Provide the estimated percentage of the year end balance	e held as						
2 a b	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment	e held as						
2 a	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment		that a	are held and a	admınıstered for	the		
2 a b	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment		that a	are held and a	admınıstered for	the	Yes	No
2 a b	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the		that a	are held and a	admınıstered for	3a(i)	No
2 a b c 3a	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	organızatıon 			admınıstered for 	3a(i) i)	No No
2 a b c 3a	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as	organization	 Sched	ule R?	administered for	3a(i) i)	No No
2 a b c 3a b	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as Describe in Part XIV the intended uses of the organizations	organization	Sched ent fu	ule R?		3a(i) i)	No No
2 a b c 3a b	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as	organization	Schedent fu	ule R? nds orm 990, P	art X, line 10.	3a(i) i)	No No
2 a b c 3a b	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as Describe in Part XIV the intended uses of the organizations	organization	Schedent fu	ule R?		3a(i)	No
2 a b c 3a b 4	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as Describe in Part XIV the intended uses of the organizations TINVESTMENTS—Land, Buildings, and Equations	organization	Schedent fu	ule R?	art X, line 10.	3a(i 3a(i 3b)	L
2 a b c 3a b 4 Par	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	organization	Schedent fu	ule R?	art X, line 10.	3a(i 3a(i 3b	(d) Bo	ook value
2 a b c 3a b 4 Par	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as Describe in Part XIV the intended uses of the organization To vestments—Land, Buildings, and Equation of the organization of investment Land Land	organization	Schedent fu	ule R?	art X, line 10. (b)Cost or other basis (other)	(c) Depreciation	(d) Bo	ook value
2 a b c 3a b 4 Par	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations (ii) related organizations If "Yes" to 3a(II), are the related organizations listed as Describe in Part XIV the intended uses of the organization To Investments—Land, Buildings, and Equations Description of investment	organization	Schedent fu	ule R?	art X, line 10. (b)Cost or other basis (other)	(c) Depreciation	(d) Bo	0 440,518
2	Provide the estimated percentage of the year end balance Board designated or quasi-endowment Permanent endowment Term endowment Are there endowment funds not in the possession of the organization by (i) unrelated organizations	organization	Schedent fu Bee F (a) bass	ule R?	art X, line 10. (b)Cost or other basis (other) 0 3,980,903	(c) Depreciation 0 3,540,385	(d) Bo	

Part VII Investments—Other Securities. See	Form 990, Part X, line 1	2.	
(a) Description of security or cateory (including name of security)	(b) Book value		d of valuation year market value
Financial derivatives and other financial products			
Closely-held equity interests			
Other			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)			
Part VIII Investments—Program Related. Se	e Form 990, Part X, line		
(a) Description of investment type	(b) Book value		d of valuation year market value
			•
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)			
Part IX Other Assets. See Form 990, Part X, II	ne 15.		
(a) Descri			(b) Book value
Total. (Column (b) should equal Form 990, Part X, col.(B) line.	15.)		
Part X Other Liabilities. See Form 990, Part X			
(a) Description of Liability	(b) A mount		
Federal Income Taxes			
		-	
		-	
		-	
		-	
		1	
		1	
		1	
		1	
]	
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)			

Part	XI Reconciliation of Cl	hange in Net Assets from Forn	n 990 to Financial Stat	ements	
1	Total revenue (Form 990, Part	VIII, column (A), line 12)		1	
2	Total expenses (Form 990, Par	t IX, column (A), line 25)		2	
3	Excess or (deficit) for the year	Subtract line 2 from line 1		3	
4	Net unrealized gains (losses) or	n ınvestments		4	
5	Donated services and use of fac	cilities		5	
6	Investment expenses			6	
7	Prior period adjustments			7	
8	Other (Describe in Part XIV)			8	
9	Total adjustments (net) Add Iir	nes 4 - 8		9	
10		per financial statements Combine lines	s 3 and 9	10	
Part		evenue per Audited Financial		nue per Return	
1		r support per audited financial stateme		1	
2	A mounts included on line 1 bu	it not on Form 990, Part VIII, line 12			
а		ments	. 2a		
ь	Donated services and use of fa	acılıtıes	. 2b		
с	Recoveries of prior year grants	5	. 2c		
d	Other (Describe in Part XIV)		. 2d		
e					
3	Subtract line 2e from line 1 .			. 3	
4		0, Part VIII, line 12, but not on line 1			
а		uded on Form 990, Part VIII, line 7b	. 4a		
ь	Other (Describe in Part XIV)		4b		
С				. 4c	
5		d 4c. (This should equal Form 990, Part	: I, line 12)	. 5	
Part		xpenses per Audited Financial			
1		r audited financial statements		1	
2	A mounts included on line 1 bu	t not on Form 990, Part IX, line 25			
а	Donated services and use of fa	acılıtıes	2a		
b	Prior year adjustments		. 2b		
c	Losses reported on Form 990,	Part IX, line 25	2c		
d	Other (Describe in Part XIV)		. 2d		
e	Add lines 2a through 2d			. 2e	
3	Subtract line ${f 2e}$ from line ${f 1}$.			. 3	
4	A mounts included on Form 99	0, Part IX, line 25, but not on line 1:			
а	Investment expenses not incl	uded on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIV)		. 4b		
c	Add lines 4a and 4b			. 4c	
5	Total expenses Add lines 3 ar	nd 4c. (This should equal Form 990, Pa	rt I, line 18)	5	
Part	XIV Supplemental Inf	ormation			
		scriptions required for Part II, lines 3, 5 , Part XII, lines 2d and 4b, and Part XI		d 4, Part XIV, lines 1b and 2b,	
	Ident if ier	Return Reference	Ex	olanat ion	
FIN 48	8 is not applicable				
	upp	<u> </u>			
	o not approach				

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DLN: 93493137013240

2008

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

E

SCHEDULE F (Form 990)

> ▶ Attach to Form 990. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

Statement of Activities Outside the United States

Open to Public **Inspection**

	ne of the organization					Employer ide	entification number
	vard Business School Publ	ıs hıng				04 247700	•
_	poration			de the United Ctates	- Camalat	04-317799	
	General Infor "Yes" to Form 9			de the United States	s. Complete	e ir the orgai	nization answered
1	For grantmakers. Doe	es the organiza	ition maintain r	ecords to substantiate	the amount	of the grant	s or
	assistance, the grante	es' eligibility fo	or the grants or	assistance, and the se	lection crite	rıa used to a	ward
	the grants or assistan	ce					│ Yes │ No
2	For grant makers. Descri United States	be in Part IV the	organization's pr	ocedures for monitoring th	ne use of grai	nt funds outsic	le the
3	Activites per Region (U	se Schedule F-1	(Form 990) ıf add	ditional space is needed)			
	(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	ıs a progr describe sı	ty listed in (d) am service, pecific type of s) in region	(f) Total expenditures in region
Eas	t Asıa and the Pacıfic		0	Program Services	SALES SUP	PORT	98,938
	ope (Including Iceland and enland)		0	Program Services	SALES SUP	PORT	224,084
Tota	als ▶		0				323,022

(a) Nam organiza	(if (c) Region	(d) Purpose of grant	(e) A mount of cash grant	(f) Manner of cash disbursement	(g) A mount of of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other

a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) A mount of cash grant	(e) Manner of cash disbursement	(f) A mount of non- cash assistance	(g) Description of non-cash assistance	(h) Method o valuation (book, FMV, appraisal, othe

Schedule F (Form 990) 2008

ReturnReference	red in Part I, line 2, and any other additional information. Explanation
	THE ORGANIZATION TRACKS FOREIGN EXPENDITURES BY LOCATION OF PAYMENTS
	ReturnReference

Software ID:

Software Version:

EIN: 04-3177990

Name: Harvard Business School Publishing

Corporation

Form 990 Schedule F Part II - Grants and Other Assistance to Organizations or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) A mount of cash grant	(f) Manner of cash disbursement	(g) A mount of non- cash assistance	(h) Description of non-cash assistance	(ı) Method of valuatıon (book, FMV, appraısal, other)
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As Filed Data -

DLN: 93493137013240

Employer identification number

OMB No 1545-0047

Schedule J (Form 990)

Department of the Treasury

Name of the organization

Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest **Compensated Employees**

► Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

2008

Open to Public **Inspection**

	ard Business School Publishing		• •			
Cor	poration		04-3177990			
Pa	rt I Questions Regarding Compensation					
					Yes	Νo
1a	Check the appropriate box(es) if the organization pro- 990, Part VII, Section A, line 1a Complete Part III	•	•			
	First class or charter travel	Housing allowance	or residence for personal use			
	Travel for companions	Payments for busine	ess use of personal residence			
	Tax idemnification and gross-up payments	☐ Health or social clu	b dues or initiation fees			
	Discretionary spending account	Personal services (e g , maıd, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a wr provision of all the expenses described above? If "N			1b		
2	Did the organization require substantiation prior to reofficers, directors, trustees, and the CEO/Executive		•	2		
3	Indicate which, if any, of the following the organization organization's CEO/Executive Director Check all the	it apply	•			
	Compensation committee	Written employment				
	Independent compensation consultant	✓ Compensation surv	·			
	Form 990 of other organizations	A pproval by the boa	ard or compensation committee			
4	During the year, did any person listed in Form 990, F	art VII, Section A, line 1a				
а	Receive a severance payment or change of control p	yment?		4a	Yes	
b	Participate in, or receive payment from, a supplemen	tal nonqualified retirement p	olan?	4b	Yes	
c	Participate in, or receive payment from, an equity-ba	sed compensation arrangen	nent?	4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and pro	vide the applicable amounts	s for each item in Part III			
	501(c)(3) and 501(c)(4) organizations only must co	nplete lines 5-8.				
5	For persons listed in form 990, Part VII, Section A, compensation contingent on the revenues of		pay or accrue any			
а	The organization?			5a		Νo
b	Any related organization?			5b		Νo
	If "Yes," to line 5a or 5b, describe in Part III					
6	For persons listed in form 990, Part VII, Section A, compensation contingent on the net earnings of	ne 1a, did the organization	pay or accrue any			
а	The organization?			6a		Νo
b	Any related organization?			6b		Νo
	If "Yes," to line 6a or 6b, describe in Part III					
7	For persons listed in form 990, Part VII, Section A, payments not described in lines 5 and 6? If "Yes," d	,	provide any non-fixed	7	Yes	
8	Were any amounts reported in Form 990, Part VII, p subject to the initial contract exception described in in Part III					N

Cat No 50053T

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in 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 are not listed on Form 990, Part VII

Note. The sum of columns (B)(I)-(III) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name	(B) Breakdown of	f W-2 and/or 1099-MI	SC compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation reported in prior Form
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation	compensation	benefits	(B)(ı)-(D)	990 or Form 990-EZ
See Addıtıonal Data Table (i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							
(i)							
(ii)							

Schedule J (Form 990) 2008

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Ret urn Ref erence	Explanation
COMPENSATION INFORMATION	For the 2008 calendar year and tax year beginning July 1, 2008 and ending	June 30, 2009, the organization utilizes compensation surveys and independent compensation consultants to inform compensation policies and practices. The compensation package for the CEO, Executive Vice President as well AS other officers and key employees are reviewed annually and approved by the Compensation Committee. The Chair of the Compensation Committee is an independent member of Harvard Business Publishing's Board of Directors. SEVERANCE PAYMENT SCHEDULE J, PART 1, LINE 4A HALLET JOHNSON RECEIVED A SEVERANCE PAYMENT OF \$135,000. Supplemental Non-qualified Retirement Plan Schedule J, Part I, Line 4B HBSP has a long term incentive plan (LTIP) under which amounts are awarded based on qualitative and quantitative measures, and a portion of such payments are deferred. Any deferred payment is contingent on future performance and employment on the date payment is due. The following people received payments under the LTIP plan. David A. Wan - \$70,875 Raymond Carvey - \$48,600 S. Antoinette Smit - \$18,375 Peter McAteer - \$26,775 Joshua Macht - \$24,150 Ian Fanton - \$7,688 David Goehring - \$26,250 Maureen Betses - \$26,250 SCHEDULE J, PART 1, LINE 7. See response to Schedule J, Part I, Line 4B. SCHEDULE J, PART II For each individual listed, compensation from the organization is entered on row (i), and compensation from all related organizations is entered on row (ii).

Software ID: **Software Version:**

EIN: 04-3177990

Name: Harvard Business School Publishing

Corporation

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees								
(A) Name			f W-2 and/or 1099-MI		(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation
		(i) Base Compensation	(ii) Bonus & ıncentıve compensatıon	(iii) Other compensation	compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ
David A Wan	(I) (II)	520,143 0	326,025 0	837 0	29,400 0	16,473 0	892,878 0	
Raymond Carvey	(1) (11)) 354,219) 0	223,560 0	921 0	29,400 0	16,960 0	625,060 0	
S Antoinette Smit	(I) (II)) 168,820) 0	84,525 0	177 0	18,962 0	15,379 0	287,863 0	
Howard H Stevenson	(I) (II)) 0 313,240	0	10,238 16,002	0 29,400	0 18,034	10,238 376,676	
Srıkant M Datar	(I) (II)) 0 410,648	0	459 27,187	0 29,400	0 22,626	459 489,861	
Angela Q Crispi	(I) (II)) 0 298,419	0 45,000	0 5,826	0 29,400	0 17,609	0 396,254	
Rajıv Lal	(I) (II)) 0 297,526	0	6,548 3,101	0 29,400	0 22,998	6,548 353,025	
Cynthia Montgomery	(I) (II)		0	0 630	0 29,400	0 17,626	0 384,804	
Jorge I Dominguez	(I) (II)) 0 236,263	0 10,000	0 4,826	0 29,400	0 16,186	0 296,675	
Thomas Eisenmann	(1) (11)) 0) 208,648	0 29,998	9,806 481	0 29,400	0 22,626	9,806 291,153	
Peter McAteer	(I) (II)) 250,289) 0	117,167 0	464 0	29,400 0	15,693 0	413,013 0	
Joshua Macht	(I) (II)) 223,874) 0	132,894 0	320 0	15,650 0	16,473 0	389,211 0	
Ian Fanton	(I) (II)		117,294 0	71 0	27,968 0	20,746 0	368,079 0	
David Goehring	(I) (II)) 252,008) 0	97,475 0	676 0	29,400 0	16,473 0	396,032 0	
Thomas Stewart	(1) (11)		0	4,551 0	12,712 0	8,791 0	176,947 0	
Carol Pearl	(1) (11)	95,923) 0	591,418 0	0	10,000 0	15,693 0	713,034 0	
Ann Kelly	(1) (11)		591,418 0	0	4,770 0	6,909 0	696,551 0	
Mandy Farricker	(I) (II)) 88,254) 0	566,472 0	0	9,540 0	20,054 0	684,320 0	
Matthew Kenslea	(I) (II)) 145,143) 0	279,584 0	45 0	17,400 0	16,473 0	458,645 0	
Maureen Betses	(I) (II)) 252,788) 0	125,650 0	676 0	29,400 0	15,693 0	424,207 0	
Hallet Johnson	(I) (II)	0	7,092 0		0	0	142,092 0	

OMB No 1545-0047

2008

Inspection

SCHEDULE 0

(Form 990)

Department of the Treasury Internal Revenue Service

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

Supplemental Information to Form 990

Employer identification number

Name of the organization Corporation 04-3177990

ldentifier	Return Reference	Explanation
TOTAL EXPENSES	FORM 990, PART I, LINE 18	THE PRIOR YEAR AMOUNT DOES NOT INCLUDE PAYMENTS TO AFFILIATES ORGANIZATIONAL MISSION FORM 990, PART 1, LINE 1 & PART III, LINE 1 HARVARD BUSINESS SCHOOL PUBLISHING CORPORATION'S PRIMARY EXEMPT PURPOSE IS TO SUPPORT THE EDUCATIONAL MISSION AND FACULTY RESEARCH OF HARVARD BUSINESS SCHOOL, THEREBY EXTENDING ITS REACH THROUGH PUBLISHING ACTIVITIES PROGRAM SERVICES FORM 990, PART III, LINES 4A-C 4A - Management Education to Individual Managers We present rigorous research, informed commentary, intelligent debate, and practical guides- all offered across multiple platforms to business leaders, academics, and students around the world. The HBR group strives to be the world's most trusted source of relevant and powerful ideas about leadership, management, and strategy. The content developed by the HBR group, Harvard Business Review magazine, books, and online discussions are used in organizations and classrooms to disseminate leading edge management ideas. 4B - Management Education in Support of Higher Education The Higher Education group extends the reach of the Harvard Business School-its research, teaching materials, and pedagogical approach-to educational institutions around the world. We provide these institutions with the same materials used in the HBS classroom and offer numerous seminars to train faculty worldwide in the pedagogical method, participant-centered learning, that is practiced at HBS in this way, we amplify the impact that HBS has on the world and assist HBS in accomplishing its larger mission. A relatively small number of students-fewer than 2000-attend the HBS MBA program each year, while the Higher Education group at HBP is able to assist hundreds of thousands more to become effective managers and leaders. 4C - MANAGEMENT EDUCATION to Corporations We help build better leaders and managers in the Corporate Learning market by partnering with its corporate clients to develop and implement a customized portfolio of content and services uniquely suited to their talent development strategies. Through c

ldentifier	Return Reference	Explanation
FORM 99O, PART IV, LINE 12	THE ORGANIZATION'S AUDITED FINANCIAL STATEMENT ARE CONSIDERED CONSOLIDATED	AS THEY INCLUDE THE ACTIVITIES OF ITS FOREIGN SUBSIDIARY FORM 990, PART V, LINE 4A DURING THE YEAR, HARVARD BUSINESS SCHOOL PUBLISHING HAD AN INTEREST IN OR A SIGNATURE AUTHORITY OVER FINANCIAL ACCOUNTS IN THE UNITED KINGDOM AND INDIA FORM 990, PART VI, SECTION A, LINE 6 7A, & 7B THE DEAN OF THE BUSINESS SCHOOL of the President and Fellows of Harvard Coilege is the sole member of Harvard Business School Publishing. The sole member HAS THE RIGHT TO APPOINT BOARD MEMBERS and APPROVE DECISIONS OF THE GOVERNING BODY FORM 990 REVIEW PROCESS FORM 990, PART VI, SECTION A, LINE 10 FINANCE DEVELOPS THE FORM 990 DRAFT IT IS THEN REVIEWED BY THE INDEPENDENT TAX PREPARER, WHO SIGNS AS PAID PREPARER, AS WELL AS THE CFO AND THE CONTROLLER. THE FORM 990 DRAFT IS SUBSEQUENTLY REVIEWED BY THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS AND THE CEO. A FINAL FORM 990 IS DISTRIBUTED TO THE GOVERNING BODY MONITORING CONFLICT OF INTEREST POLICY FORM 990, PART VI, SECTION B, LINE 12C ONCE A YEAR, HBSP SENDS A CONFLICT OF INTEREST QUESTIONNAIRE TO ALL OFFICERS, DIRECTORS, TOP HIGHEST COMPENSATED EMPLOYEES, AND KEY EMPLOYEES. THE QUESTIONNAIRE AD ALL FOR AND THE VP OF HUMAN RESOURCES AND ADMINISTRATION IF A CONFLICT IS DISCOVERED, THE VP OF HUMAN RESOURCES AND ADMINISTRATION IF A CONFLICT IS DISCOVERED, THE VP OF HUMAN RESOURCES REVIEWS THE CONFLICT AND MEETS WITH THE EXECUTIVE VP AND CEO TO RESOLVE THE CONFLICT. The Corporation recognizes that there can be routine transactions between Harvard Business School Publishing and firms where HBSP board members serve as directors or consultants. These routine transactions, including but not limited to placement of advertising, and purchase and sales of products, are not influenced by these relationships and are conducted independently in the ordinary course of business FORM 990, PART VI, SECTION B, LINES 15A & 15B For the 2008 calendar year and tax year beginning July 1, 2008 and ending June 30, 2009, the organization policies and practices. The compensation products, are not influenced by thes

DLN: 93493137013240

2008

OMB No 1545-0047

Open to Public Inspection

Related Organizations and Unrelated Partnerships

Department of the Treasury

(Form 990)

SCHEDULE R

Attach to Form 990. To be completed by organizations that answerd "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37. See separate instructions.

Internal Revenue Service Name of the organization **Employer identification number** Harvard Business School Publishing Corporation 04-3177990 Part I **Identification of Disregarded Entities** Name, address, and EIN of disregarded entity Direct controlling Primary activity Legal domicile (state Total income End-of-year assets or foreign country) entity **Identification of Related Tax-Exempt Organizations** Name, address, and EIN of related organization Legal domicile (state Exempt Code section Public charity status Direct controlling Primary activity or foreign country) (if section 501(c)(3)) PRESIDENT AND FELLOWS OF HARVARD COLLEGE lnα 1033 MASSACHUSETTS AVENUE **EDUCATION** MΑ 501(C)(3) CAMBRIDGE, MA02138 04-2103580

(A) Name, address, and EIN of related organization	(B) Primary activity		(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Predominant income(related, investment, unrelated)	(F) Share of total income	(G) Share of end-of- year assets	(H Disprop allocat	l) ortionate cions?	Code V—UBI an on Box 20 of K		(J) General of managing partner?	
								Yes	No			Yes	No
Part IV Identification of Re	elated Org	ganizations	Taxable as							<u>, </u>			
(A) Name, address, and EIN of related orga	anızatıon	(B) Primary activity Le		(C) jal domicile	(D) Direct controlling	(E) Type of entity	(F) Share of total income		Sha	G) (H) re of Perce		H) entage	
-			′	(state or foreign	entity	(C corp, S corp, or trust)			end-d as:	of-year sets	owne	rship	
				country)		,							
HBSP India Pvt Ltd Level 9 Platina C-59 G Block IN		SALES SUPPORT		IN	NA	C CORP	193,9	19 102,		102,948	99 99 %		
						+		+					

Part V	Transactions with Related Organizations
--------	---

art V Transactions with Related Organizations			
Note. Complete line 1 if any entity is listed in Parts II, III or IV		Yes	No
During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity	1a		No
Gift, grant, or capital contribution to other organization(s)	1b	Yes	
Gift, grant, or capital contribution from other organization(s)	1c		No
Loans or loan guarantees to or for other organization(s)	1d		No
Loans or loan guarantees by other organization(s)	1e		No
Sale of assets to other organization(s)	1f		No
Purchase of assets from other organization(s)	1g		No
n Exchange of assets	1h		No
Lease of facilities, equipment, or other assets to other organization(s)	1i		No
Lease of facilities, equipment, or other assets from other organization(s)	1 <u>j</u>		No
Performance of services or membership or fundraising solicitations for other organization(s)	1k		No
Performance of services or membership or fundraising solicitations by other organization(s)	11	Yes	
m Sharing of facilities, equipment, mailing lists, or other assets	1m		No
n Sharing of paid employees	1n		No
Reimbursement paid to other organization for expenses	10		No
Reimbursement paid by other organization for expenses	1p		No
Other transfer of cash or property to other organization(s)	1q	Yes	
Other transfer of cash or property from other organization(s)	1r		No

2 I	2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds									
	(A) Name of other organization(s)	(B) Transaction type(a-r)	(C) Amount Involved							
(1)	HBSP INDIA PVT LTD	L	240,000							
(2)	HBSP INDIA PVT LTD	В	2,132							
(3)	PRESIDENT AND FELLOWS OF HARVARD COLLEGE	Q	16,692,443							
(4)										
(5)										
(6)										

Part VI Unrelated Organizations Taxable as a Partnership

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

					_			1				
(A) Name, address, and EIN of entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Are all partners section 501(c)(3) organizations?		partners section 501(c)(3) organizations?		(E) Share of end-of-year assets	(F) Disproprtionate allocations?		(G) Code V—UBI amount on Box 20 of K-1		r }
			Yes	No		Yes	No		Yes	No		
			•	-	•	-	-	Schodule	R (Form	000) 2009		

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Corporation

Form 990, Part VII - Section Aaa											
		Posit	(C tion (hat a	chec		I			(5)	(F) Estimated amount of other compensation from the organization and related organizations	
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)		
Howard H Stevenson , Chairman	5 0	Х						10,238	329,242	47,434	
Srıkant M Datar , Audıt Committee	2 0	Х						459	437,835	52,026	
Angela Q Crispi , Compensation Committee	2 0	Х						0	349,245	47,009	
Rajıv Lal , Audıt Committee	2 0	Х						6,548	300,627	52,398	
Steven Kerr , Director	2 0	Х						12,500	0	0	
William T Kerr , Audit Committee	2 0	Х						0	0	0	
Larry Kramer , Compensation Committee Chair	2 0	X						0	0	0	
Cynthia Montgomery , Director	2 0	Х						0	337,778	47,026	
Jorge I Dominguez , Director	2 0	Х						0	251,089	45,586	
John A Quelch , Comp Com until 9/2008	2 0	Х						0	0	0	
William F Reilly , Comp Com until 10/2008	2 0	X						0	0	0	
Thomas Eisenmann , Director since 1/28/09	2 0	×						9,806	239,127	52,026	
David A Wan , President/CEO	45 0			Х				847,005	0	45,873	
Raymond Carvey , COO/CFO/EXECUTIVE VP	45 0			х				578,700	0	46,360	
S Antoinette Smit , VP/Clerk until 11/30/08	45 0			х				253,522	0	34,341	
Robin L Camara , VP/Clerk since 11/24/08	45 0			х				12,981	0	0	
Peter McAteer , VP, MNG DIR CORP LEARNING	45 0				x			367,920	0	45,093	
Joshua Macht , HBR Group Publisher	45 0				Х			357,088	0	32,123	
Ian Fanton , VP Global Sales & Marketing	45 0				Х			319,365	0	48,714	
David Goehring , VP, Director of HBS Press	45 0				x			350,159	0	45,873	
Carol Pearl , Assoc Dır, Global Accounts	45 0					Х		687,341	0	25,693	
Ann Kelly , Sr Strategic Relationship Mgr	45 0					Х		684,872	0	11,679	
Mandy Farricker , Sr Strategic Relationship Mgr	45 0					Х		654,726	0	29,594	
Matthew Kenslea , Director of Corporate Sales	45 0					Х		424,772	0	33,873	
Maureen Betses , VP, Higher Education	45 0					Х		379,114	0	45,093	
Thomas Stewart , Editor/Mng Dir until 6/3/08	45 0						х	155,444	0	21,503	
Hallet Johnson , Director IT	450						Х	142,092	0	0	

Form 990, Part VIII - Statement of Revenue - 2a - 2g Program Service Revenue -

		Business Code	(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
а	SALES OF EDUCATIONAL MATERIALS TO IND MGR	511,190	53,369,630	53,369,630		
Ь	SALES OF MATERIALS FOR HIGHER EDUCATION	511,190	32,964,884	32,964,884		
С	SALES OF E-LEARNING MATERIALS TO CORPS	511,190	25,591,070	25,591,070		
d	ADVERTISING	511,120	13,414,029	648,801	12,765,228	
е	OTHER	900,099	1,195,991	1,195,991		