

Return of Organization Exempt From Income Tax

2025

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.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the **2025** calendar year, or tax year beginning , **2025**, and ending , **20**

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

C Name of organization **TEN AT THE TOP**
 Doing business as
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
150 EXECUTIVE DR 103
 City or town, state or province, country, and ZIP or foreign postal code
GREENVILLE, SC 29615

D Employer identification number
27-0503928

E Telephone number
(864) 283-0345

G Gross receipts
\$ **244,994**

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) (**4**) (insert no.) 4947(a)(1) or 527

J Website: **WWW.TENATTHETOP.ORG**

K Form of organization: Corporation Trust Association Other

L Year of formation: **2009** **M** State of legal domicile: **SC**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: THE MISSION OF TEN AT THE TOP IS TO FOSTER TRUST AND COLLABORATION THROUGH PARTNERSHIPS AND COOPERATION THAT IMPACTS ECONOMIC VITALITY AND QUALITY OF LIFE ACROSS UPSTATE SOUTH CAROLINA.		
	2 Check this box <input type="checkbox"/> 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)	3	76
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	76
	5 Total number of individuals employed in calendar year 2025 (Part V, line 2a)	5	0
	6 Total number of volunteers (estimate if necessary)	6	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	89
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 389,286	Current Year 244,905
	9 Program service revenue (Part VIII, line 2g)		0
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	503	89
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	389,789	244,994
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	144,104	124,898
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (D), line 25)	0	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	290,319	153,782
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	434,423	278,680
19 Revenue less expenses. Subtract line 18 from line 12	(44,634)	(33,686)	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 14,811	End of Year 5,743
	21 Total liabilities (Part X, line 26)	24,750	49,368
	22 Net assets or fund balances. Subtract line 21 from line 20	(9,939)	(43,625)

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

DEAN HYBL, OFFICER
Signature of officer _____ Date _____

DEAN HYBL, OFFICER, EXECUTIVE DIRECTOR
Type or print name and title _____

Paid Preparer Use Only

Preparer's name Debbie Ducharme EA	Preparer's signature Debbie Ducharme EA	Date 05-15-2026	Check <input type="checkbox"/> if self-employed PTIN P00792859
Firm's name Core Financial Resources Greenville	Firm's EIN		Phone no. 864-626-5353
Firm's address 3449 Pelham Rd Ste A Greenville SC 29615			

May the IRS discuss this return with the preparer shown above? See instructions Yes No

For Paperwork Reduction Act Notice, see the separate instructions.

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: THE MISSION OF TEN AT THE TOP IS TO FOSTER TRUST AND COLLABORATION THROUGH PARTNERSHIPS AND COOPERATION THAT IMPACTS ECONOMIC VITALITY AND QUALITY OF LIFE ACROSS UPSTATE SOUTH CAROLINA.

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

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

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 \$ 204,315 including grants of \$) (Revenue \$) INITIATIVE 2 - REGIONAL FORUMS, INITIATIVES & TASK FORCES: IN 2010 AND 2011, TEN AT THE TOP LED THE DEVELOPMENT OF THE OUR UPSTATE VISION, WHICH ENGAGED MORE THAN 10,000 UPSTATE RESIDENTS AROUND THE QUESTION "WHAT MATTERS MOST?" AS WE LOOK TOWARD THE FUTURE OF THE UPSTATE. SINCE 2011, TEN AT THE TOP HAS SUPPORTED THE EFFORTS OF OUR UPSTATE-SC, WHICH WAS CREATED TO DIRECTLY OVERSEE THE IMPLEMENTATION PHASE OF THE REGIONAL VISION WHILE TEN AT THE TOP FOCUSES ON COMMUNITY OUTREACH AND BUILDING REGIONAL CAPACITY AROUND KEY ECONOMIC DEVELOPMENT AND QUALITY OF LIFE ISSUES. A PORTION OF TEN AT THE TOP REVENUE GOES DIRECTLY TO OUR UPSTATE-SC TO SUPPORT REGIONAL TASK FORCES, FORUMS, WORKSHOPS AND INITIATIVES.

4b (Code:) (Expenses \$ 36,981 including grants of \$) (Revenue \$) INITIATIVE 1 - COMMUNITY OUTREACH - A KEY FOCUS OF TEN AT THE TOP (TATT) IS TO BUILD TRUST AND PARTNERSHIPS ACROSS THE UPSTATE REGION. ONE MECHANISM FOR ACHIEVING THAT MISSION IS TO CONVENE AND PARTICIPATE IN A WIDE VARIETY OF COMMUNITY OUTREACH PROGRAMS, MEETINGS AND ACTIVITIES. WHILE HISTORICALLY THESE HAVE BEEN DONE IN-PERSON, DUE TO THE PANDEMIC, IN 2025 TATT'S ENGAGEMENTS WERE SPLIT BETWEEN IN-PERSON AND VIRTUAL. OVERALL, TATT CONDUCTED 74 REGIONAL ENGAGEMENTS IN 2025 WITH 2,348 ATTENDEES.

4c (Code:) (Expenses \$ 17,612 including grants of \$) (Revenue \$) INITIATIVE 3 - REGIONAL INFORMATION: THROUGH SOCIAL MEDIA AS WELL AS THE DEVELOPMENT OF A NUMBER OF REGIONAL ASSET MAPS, TEN AT THE TOP IS FOCUSED ON CONNECTING INDIVIDUALS ACROSS THE UPSTATE WITH AVAILABLE RESOURCES. THIS INCLUDES A MONTHLY E-NEWSLETTER AS WELL AS A STRONG SOCIAL MEDIA PRESENCE. IN 2025, OUR SOCIAL MEDIA OUTREACH CONNECTED TO ALMOST 250,000 USERS AND OUR WEBSITE RECEIVED OVER 100,000 PAGEVIEWS.

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 258,908

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and schedules.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question, Yes, No. Rows 1a-1c regarding Form 1096, W-2G forms, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No		
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	2a	0		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O.	3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a			X
b	If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a			X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a			X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
7	Organizations that may receive deductible contributions under section 170(c).				
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a			
b	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?	7c			
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8			
9	Sponsoring organizations maintaining donor advised funds.				
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b			
10	Section 501(c)(7) organizations. Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	Section 501(c)(12) organizations. Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.				
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b			
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15			X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16			X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person, engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.	17			

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 5 columns: Question ID, Question Text, Answer (1a/1b), Yes, No. Rows include questions 1a-9 regarding governing body members, family relationships, control delegation, and documentation.

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

Table with 5 columns: Question ID, Question Text, Yes, No. Rows include questions 10a-16b regarding local chapters, conflict of interest policies, whistleblower policies, and joint ventures.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed South Carolina
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records.

DEAN E HYBL (864)283-0345, 150 EXECUTIVE CENTER DRIVE STE 202 Ste. 103, GREENVILLE, SC 29615

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

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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			
(1) DEAN HYBL, OFFICER EXECUTIVE DIRECTOR	20.00					X	70,300	0	0	
(2) TODD HORNE CHAIRMAN OF THE BOARD	1.00	X					0	0	0	
(3) JAMES BENNETT FIRST VISE CHARIMAN	1.00	X					0	0	0	
(4) AMANDA BENFIELD TREASURER	1.00	X					0	0	0	
(5) MARY LEWIS HUFFMAN VICE CHAIR-MARKETING	1.00	X					0	0	0	
(6) RACQUEL COLLIER VICE CHAIR-OUTREACH	1.00	X					0	0	0	
(7) LARA HUDSON VICE CHAIR-INITIATIVES	1.00	X					0	0	0	
(8) DAVID FIELD IMMEDIATE PAST CHAIR	1.00	X					0	0	0	
(9) JOE BRYANT Jr. FUNDRAISING CHAIR	1.00	X					0	0	0	
(10) TERENCE ROBERTS BOARD OF DIRECTORS	1.00	X					0	0	0	
(11) DAVID HAMMOND BOARD OF DIRECTORS	1.00	X					0	0	0	
(12) JOEL JONES BOARD OF DIRECTORS	1.00	X					0	0	0	
(13) MUSTAN KAPASI BOARD OF DIRECTORS	1.00	X					0	0	0	
(14) KATHY JO LANCASTER BOARD OF DIRECTORS	1.00	X					0	0	0	

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

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- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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			
(1) JOHN LUMMUS BOARD OF DIRECTORS	1.00	X					0	0	0	
(2) ERWIN MADDREY BOARD OF DIRECTORS	1.00	X					0	0	0	
(3) ADELE MENDOZA BOARD OF DIRECTORS	1.00	X					0	0	0	
(4) MICHAEL NAIL BOARD OF DIRECTORS	1.00	X					0	0	0	
(5) BARRY NOCKS BOARD OF DIRECTORS	1.00	X					0	0	0	
(6) CARLOS PHILLIPS BOARD OF DIRECTORS	1.00	X					0	0	0	
(7) TIM SELF BOARD OF DIRECTORS	1.00	X					0	0	0	
(8) ALLEN SMITH BOARD OF DIRECTORS	1.00	X					0	0	0	
(9) WENDY WALDEN BOARD OF DIRECTORS	1.00	X					0	0	0	
(10) IRV WELLING III BOARD OF DIRECTORS	1.00	X					0	0	0	
(11) BROWN PATTERSON BOARD OF DIRECTORS	1.00	X					0	0	0	
(12) FRANNIE STOCKWELL BOARD OF DIRECTORS	1.00	X					0	0	0	
(13) TRENTSIE WILLIAMS BOARD OF DIRECTORS	1.00	X					0	0	0	
(14) GUY BOYLE BOARD OF DIRECTORS	1.00	X					0	0	0	

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

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- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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			
(1) BRIAN EARNEST BOARD OF DIRECTORS	1.00	X					0	0	0	
(2) BERT EPTING BOARD OF DIRECTORS	1.00	X					0	0	0	
(3) KANDI FREDERE BOARD OF DIRECTORS	1.00	X					0	0	0	
(4) JULIO HERNANDEZ BOARD OF DIRECTORS	1.00	X					0	0	0	
(5) BOONE HOPKINS BOARD OF DIRECTORS	1.00	X					0	0	0	
(6) BOGGS HOWARD BOARD OF DIRECTORS	1.00	X					0	0	0	
(7) KEVIN HOWELL BOARD OF DIRECTORS	1.00	X					0	0	0	
(8) JOE LANAHAN BOARD OF DIRECTORS	1.00	X					0	0	0	
(9) ERIN LAYLAND BOARD OF DIRECTORS	1.00	X					0	0	0	
(10) HANK MCCOLLOUGH BOARD OF DIRECTORS	1.00	X					0	0	0	
(11) KELLY MCWHORTER BOARD OF DIRECTORS	1.00	X					0	0	0	
(12) HOPE RIVERS BOARD OF DIRECTORS	1.00	X					0	0	0	
(13) SACHIN SHANBHAG BOARD OF DIRECTORS	1.00	X					0	0	0	
(14) STEPHEN TAYLOR BOARD OF DIRECTORS	1.00	X					0	0	0	

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

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

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(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			
(1) DAVID WALSH BOARD OF DIRECTORS	1.00	X					0	0	0	
(2) JUSTIN BENFIELD BOARD OF DIRECTORS	1.00	X					0	0	0	
(3) JEFF BROWN BOARD OF DIRECTORS	1.00	X					0	0	0	
(4) DR GALEN DEHAY BOARD OF DIRECTORS	1.00	X					0	0	0	
(5) DAVE ELDRIDGE BOARD OF DIRECTORS	1.00	X					0	0	0	
(6) DR GAIL AWAN BOARD OF DIRECTORS	1.00	X					0	0	0	
(7) NOAH BEASON BOARD OF DIRECTORS	1.00	X					0	0	0	
(8) JEFF FIELD BOARD OF DIRECTORS	1.00	X					0	0	0	
(9) KEVIN GREENE BOARD OF DIRECTORS	1.00	X					0	0	0	
(10) KELLY GREGORY BOARD OF DIRECTORS	1.00	X					0	0	0	
(11) ROBERT HALFACRE BOARD OF DIRECTORS	1.00	X					0	0	0	
(12) RIVERS HUGHES BOARD OF DIRECTORS	1.00	X					0	0	0	
(13) CEEJ JEFFERSON BOARD OF DIRECTORS	1.00	X					0	0	0	
(14) GRAYSON KELLY BOARD OF DIRECTORS	1.00	X					0	0	0	

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

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week 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			
(1)WES LEHRER BOARD OF DIRECTORS	1.00	X					0	0	0	
(2)JULIA LEVI BOARD OF DIRECTORS	1.00	X					0	0	0	
(3)DARI MCBRIDE BOARD OF DIRECTORS	1.00	X					0	0	0	
(4)MARK MCKINNEY BOARD OF DIRECTORS	1.00	X					0	0	0	
(5)CAMILLE REAMS BOARD OF DIRECTORS	1.00	X					0	0	0	
(6)LORENZO BATES BOARD OF DIRECTORS	1.00	X					0	0	0	
(7)CELIA BOYD MEYERS BOARD OF DIRECTORS	1.00	X					0	0	0	
(8)HEATH FLOOD BOARD OF DIRECTORS	1.00	X					0	0	0	
(9)JOSH FOWLER BOARD OF DIRECTORS	1.00	X					0	0	0	
(10)RJ GIMBL BOARD OF DIRECTORS	1.00	X					0	0	0	
(11)JOHN MCARTHUR BOARD OF DIRECTORS	1.00	X					0	0	0	
(12)CHUNSTA MILLER BOARD OF DIRECTORS	1.00	X					0	0	0	
(13)HOLLY NIX BOARD OF DIRECTORS	1.00	X					0	0	0	
(14)ALEX PARKS BOARD OF DIRECTORS	1.00	X					0	0	0	

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

(A) Name and title	(B) Average hours per week 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			
(15) TYLER PRESCOTT BOARD OF DIRECTORS	1.00	X						0	0	0
(16) KEN ROPER BOARD OF DIRECTORS	1.00	X						0	0	0
(17) VERONICA STODDARD BOARD OF DIRECTORS	1.00	X						0	0	0
(18) MARISSA TRZEMZALSKI BOARD OF DIRECTORS	1.00	X						0	0	0
(19) AUSTIN WALKER BOARD OF DIRECTORS	1.00	X						0	0	0
(20) MELISSA SCHMIDT BOARD OF DIRECTORS	1.00	X						0	0	0
(21) REBECCA WEST BOARD OF DIRECTORS	1.00	X						0	0	0
(22) LYNN FRETWELL BOARD OF DIRECTORS	1.00	X						0	0	0
(23)								0	0	0
(24)								0	0	0
(25)								0	0	0
1b Subtotal								70,300		
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								70,300	0	0

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 0

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

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

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	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d	124,899			
	e	Government grants (contributions) . .	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	120,006			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f		244,905			
Program Service Revenue	2a	_____	Business Code				
	b	_____					
	c	_____					
	d	_____					
	e	_____					
	f	All other program service revenue					
	g	Total. Add lines 2a-2f					
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		89		89	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	6a	(i) Real			
				(ii) Personal			
	b	Less: rental expenses	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities			
				(ii) Other			
	b	Less: cost or other basis and sales expenses	7b				
	c	Gain or (loss)	7c				
d	Net gain or (loss)						
8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11a	_____	Business Code				
	b	_____					
	c	_____					
	d	All other revenue					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		244,994	0	89	0	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Table with 5 columns: (A) Total expenses, (B) Program service expenses, (C) Management and general expenses, (D) Fundraising expenses. Rows include categories like Grants, Compensation, Payroll taxes, Advertising, and Total functional expenses.

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	14,811	1	5,743
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b		10c
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)		14,811	16	5,743
Liabilities	17 Accounts payable and accrued expenses	24,750	17	49,368
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25		24,750	26
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	(11,139)	27	(44,825)
	28 Net assets with donor restrictions	1,200	28	1,200
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	(9,939)	32	(43,625)
	33 Total liabilities and net assets/fund balances	14,811	33	5,743

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	244,994
2	Total expenses (must equal Part IX, column (A), line 25)	2	278,680
3	Revenue less expenses. Subtract line 2 from line 1	3	(33,686)
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	(9,939)
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	(43,625)

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits		

**Schedule B
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

**Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.**

OMB No. 1545-0047

Name of the organization

Employer identification number

TEN AT THE TOP

27-0503928

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(4) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization

TEN AT THE TOP

Employer identification number

27-0503928

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	BMW 1400 SC-101 GREER, SC 29651	\$ 8,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	BON SECOURS ST FRANCIS 1 ST FRANCIS DRIVE GREENVILLE, SC 29607	\$ 5,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	SPARTANBURG REGIONAL 101 E WOOD ST SPARTANBURG, SC 29303	\$ 5,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	HUGHES INVESTMENTS 101 FALLS PARK DRIVE UNIT 700 GREENVILLE, SC 29601	\$ 12,500	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	CLEMSON UNIVERSITY 105 SIKES HALL CLEMSON, SC 29634	\$ 15,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	FRIENDS OF THE UPSTATE PELZER PELZER, SC 29669	\$ 12,500	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization TEN AT THE TOP	Employer identification number 27-0503928
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Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	MADDREY & ASSOCIATES 233 N MAIN ST STE 200 GREENVILLE, SC 29601	\$ _____ 10,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization TEN AT THE TOP	Employer identification number 27-0503928
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Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____

Name of organization

Employer identification number

TEN AT THE TOP

27-0503928

Part III **Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor.** Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this information once. See instructions.) \$ _____
 Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

TEN AT THE TOP

Employer identification number

27-0503928

01. Form 990 governing body review (Part VI, line 11)

THE EXECUTIVE DIRECTOR REVIEWS THE 990 THEN PROVIDES A COPY TO THE BOARD FOR REVIEW BEFORE
FILING THE 990.

02. Conflict of interest policy compliance (Part VI, line 12c)

SUBJECT TO ITS BYLAWS, THE ORGANIZATION ADDRESSES CONFLICT OF INTEREST ISSUES, IF ANY,
DURING SCHEDULED BOARD MEETINGS THROUGHOUT THE YEAR.

03. Governing documents, etc., available to public (Part VI, line 19)

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY AND FINANCIAL
STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.