

**Form 990**  
(Rev. January 2020)  
Department of the Treasury  
Internal Revenue Service

**Return of Organization Exempt From Income Tax**  
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)  
▶ Do not enter social security numbers on this form as it may be made public.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2019**  
Open to Public Inspection

<b>A</b> For the <b>2019</b> calendar year, or tax year beginning and ending																							
<b>B</b> Check if applicable:  <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td colspan="2"><b>C</b> Name of organization <b>GOODWILL INDUSTRIES INTERNATIONAL, INC.</b></td> <td><b>D</b> Employer identification number <b>53-0196517</b></td> </tr> <tr> <td colspan="2">Doing business as</td> <td rowspan="3"><b>E</b> Telephone number <b>301-530-6500</b></td> </tr> <tr> <td>Number and street (or P.O. box if mail is not delivered to street address)</td> <td>Room/suite</td> </tr> <tr> <td colspan="2"><b>15810 INDIANOLA DRIVE</b></td> </tr> <tr> <td colspan="2">City or town, state or province, country, and ZIP or foreign postal code <b>ROCKVILLE, MD 20855-2639</b></td> <td><b>G</b> Gross receipts \$ <b>69,215,293.</b></td> </tr> <tr> <td colspan="2"><b>F</b> Name and address of principal officer: <b>STEVEN C. PRESTON</b> <b>SAME AS C ABOVE</b></td> <td> <b>H(a)</b> Is this a group return for subordinates? ..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No            If "No," attach a list. (see instructions)  <b>H(c)</b> Group exemption number ▶         </td> </tr> <tr> <td colspan="3"> <b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527  <b>J</b> Website: ▶ <b>WWW.GOODWILL.ORG</b> </td> </tr> <tr> <td colspan="2"> <b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶         </td> <td> <b>L</b> Year of formation: <b>1910</b> <b>M</b> State of legal domicile: <b>MA</b> </td> </tr> </table>	<b>C</b> Name of organization <b>GOODWILL INDUSTRIES INTERNATIONAL, INC.</b>		<b>D</b> Employer identification number <b>53-0196517</b>	Doing business as		<b>E</b> Telephone number <b>301-530-6500</b>	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	<b>15810 INDIANOLA DRIVE</b>		City or town, state or province, country, and ZIP or foreign postal code <b>ROCKVILLE, MD 20855-2639</b>		<b>G</b> Gross receipts \$ <b>69,215,293.</b>	<b>F</b> Name and address of principal officer: <b>STEVEN C. PRESTON</b> <b>SAME AS C ABOVE</b>		<b>H(a)</b> Is this a group return for subordinates? ..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions) <b>H(c)</b> Group exemption number ▶	<b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 <b>J</b> Website: ▶ <b>WWW.GOODWILL.ORG</b>			<b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		<b>L</b> Year of formation: <b>1910</b> <b>M</b> State of legal domicile: <b>MA</b>
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**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities: <b>SEE SCHEDULE O</b>		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	<b>32</b>
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	<b>32</b>
	<b>5</b> Total number of individuals employed in calendar year 2019 (Part V, line 2a)	<b>5</b>	<b>153</b>
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	<b>32</b>
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	<b>7,817.</b>
<b>b</b> Net unrelated business taxable income from Form 990-T, line 39	<b>7b</b>	<b>-13,550.</b>	
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>Prior Year</b> <b>34,391,455.</b>	<b>Current Year</b> <b>36,385,512.</b>
	<b>9</b> Program service revenue (Part VIII, line 2g)	<b>23,248,959.</b>	<b>24,092,732.</b>
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	<b>346,057.</b>	<b>351,485.</b>
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<b>123,755.</b>	<b>79,157.</b>
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	<b>58,110,226.</b>	<b>60,908,886.</b>
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	<b>30,125,187.</b>	<b>30,496,775.</b>
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	<b>0.</b>	<b>0.</b>
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	<b>17,882,796.</b>	<b>17,377,019.</b>
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	<b>0.</b>	<b>0.</b>
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ <b>407,273.</b>		
	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	<b>11,723,834.</b>	<b>12,798,086.</b>
	<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	<b>59,731,817.</b>	<b>60,671,880.</b>
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	<b>-1,621,591.</b>	<b>237,006.</b>	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16)	<b>Beginning of Current Year</b> <b>31,781,931.</b>	<b>End of Year</b> <b>32,176,942.</b>
	<b>21</b> Total liabilities (Part X, line 26)	<b>9,168,322.</b>	<b>8,722,993.</b>
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	<b>22,613,609.</b>	<b>23,453,949.</b>

**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.

<b>Sign Here</b>	Signature of officer		Date		
	<b>STEVEN C. PRESTON, PRESIDENT AND CEO</b> Type or print name and title				
<b>Paid Preparer Use Only</b>	Print/Type preparer's name <b>R MICHAEL SORRELLS</b>	Preparer's signature <i>[Signature]</i>	Date <b>5/22/2020</b>	Check if self-employed <input type="checkbox"/>	PTIN <b>P00001737</b>
	Firm's name ▶ <b>RSM US LLP</b>	Firm's EIN ▶ <b>42-0714325</b>		Phone no. (202) <b>293-2200</b>	
	Firm's address ▶ <b>2021 L STREET, NW SUITE 400</b> <b>WASHINGTON, DC 20036</b>				

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

**Part III** Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒ **X****1** Briefly describe the organization's mission:

GOODWILL WORKS TO ENHANCE THE DIGNITY AND QUALITY OF LIFE OF INDIVIDUALS AND FAMILIES BY STRENGTHENING COMMUNITIES, ELIMINATING BARRIERS TO OPPORTUNITY, AND HELPING PEOPLE IN NEED REACH THEIR FULL POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

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

If "Yes," describe these changes on Schedule O.

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

**4a** (Code: ) (Expenses \$ 33,257,957. including grants of \$ 29,881,285. ) (Revenue \$ )  
 GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), RECEIVES SPONSORED PROGRAMS AND GRANTS FROM THE UNITED STATES DEPARTMENT OF LABOR AND NUMEROUS PRIVATE AND/OR CORPORATE FOUNDATIONS. GII SUBGRANTS MOST OF THESE FUNDS TO AUTONOMOUS LOCAL GOODWILL ORGANIZATIONS TO USE IN THEIR COMMUNITIES.

## FEDERAL:

## U.S. DEPARTMENT OF LABOR:

FOR JULY 2018 THROUGH JUNE 2019, GII WAS AWARDED \$21 MILLION FOR THE SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) TO PROVIDE LOW-INCOME SENIORS WITH JOB TRAINING VIA PLACEMENT IN PAID COMMUNITY

**4b** (Code: ) (Expenses \$ 22,322,967. including grants of \$ 599,950. ) (Revenue \$ 23,777,987. )  
 GOODWILL INDUSTRIES INTERNATIONAL, INC., IS AN ORGANIZATION COMPRISED OF AUTONOMOUS LOCAL COMMUNITY-BASED GOODWILL ORGANIZATIONS AND PROVIDES SERVICES, EXPERTISE, AND PRODUCTS THAT SUPPORT THE LOCAL GOODWILL ORGANIZATIONS. EACH LOCAL GOODWILL ORGANIZATION IS AN AUTONOMOUS MEMBER OF GOODWILL INDUSTRIES INTERNATIONAL, INC. THIS INDEPENDENCE AFFORDS LOCAL GOODWILL ORGANIZATIONS THE FLEXIBILITY TO RESPOND TO LOCAL COMMUNITY NEEDS AND OPPORTUNITIES.

## DIRECT SERVICES TO LOCAL GOODWILL MEMBERS INCLUDE:

- MISSION ADVANCEMENT, STRATEGIC PLANNING, ACCREDITATION, SUSTAINABILITY AND DONATED GOODS RETAIL AND CONTRACTS BUSINESS CONSULTATIONS

**4c** (Code: ) (Expenses \$ 875,012. including grants of \$ 15,540. ) (Revenue \$ 306,928. )  
 GOODWILL INDUSTRIES INTERNATIONAL, INC., FUNCTIONS AS A MEMBER ASSOCIATION COMPRISED OF A NETWORK OF AUTONOMOUS, COMMUNITY-BASED GOODWILL ORGANIZATIONS, AND PROVIDES SERVICES, EXPERTISE, AND PRODUCTS THAT SUPPORT LOCAL GOODWILL ORGANIZATIONS. EACH LOCAL GOODWILL ORGANIZATION IS AN AUTONOMOUS MEMBER OF GOODWILL INDUSTRIES INTERNATIONAL, INC. THIS INDEPENDENCE AFFORDS THE LOCAL GOODWILL ORGANIZATIONS THE FLEXIBILITY TO RESPOND TO LOCAL COMMUNITY NEEDS AND OPPORTUNITIES.

## SUPPORT SERVICES TO LOCAL GOODWILL ORGANIZATIONS INCLUDE:

- STRATEGIC SOURCING PROGRAMS

**4d** Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses **56,455,936.**

Form **990** (2019)

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	<b>1</b> X	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	<b>2</b> X	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	<b>3</b>	X
<b>4</b> <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	<b>4</b> X	
<b>5</b> Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	<b>5</b>	X
<b>6</b> Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	<b>6</b>	X
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	<b>7</b>	X
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	<b>8</b>	X
<b>9</b> Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	<b>9</b>	X
<b>10</b> Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	<b>10</b> X	
<b>11</b> If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	<b>11a</b> X	
<b>b</b> Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	<b>11b</b>	X
<b>c</b> Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	<b>11c</b>	X
<b>d</b> Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	<b>11d</b>	X
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<b>11e</b> X	
<b>f</b> Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	<b>11f</b>	X
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	<b>12a</b>	X
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	<b>12b</b> X	
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<b>13</b>	X
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?	<b>14a</b>	X
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	<b>14b</b> X	
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	<b>15</b> X	
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	<b>16</b>	X
<b>17</b> Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	<b>17</b>	X
<b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	<b>18</b>	X
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	<b>19</b>	X
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	<b>20a</b>	X
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	<b>20b</b>	
<b>21</b> Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	<b>21</b> X	

**Part IV Checklist of Required Schedules** (continued)

	Yes	No
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> .....	<b>22</b> X	
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .....	<b>23</b> X	
<b>24a</b> 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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> .....	<b>24a</b>	X
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....	<b>24b</b>	
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....	<b>24c</b>	
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....	<b>24d</b>	
<b>25a</b> <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....	<b>25a</b>	X
<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> .....	<b>25b</b>	X
<b>26</b> Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i> .....	<b>26</b>	X
<b>27</b> Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> .....	<b>27</b>	X
<b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):		
<b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28a</b>	X
<b>b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28b</b>	X
<b>c</b> A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28c</b>	X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....	<b>29</b>	X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....	<b>30</b>	X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....	<b>31</b>	X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> .....	<b>32</b>	X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....	<b>33</b> X	
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....	<b>34</b> X	
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....	<b>35a</b> X	
<b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	<b>35b</b>	X
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	<b>36</b>	X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> .....	<b>37</b>	X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? .....	<b>38</b> X	

Note: All Form 990 filers are required to complete Schedule O

**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 ☐

	Yes	No
<b>1a</b> Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable .....	<b>1a</b> 98	
<b>b</b> Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable .....	<b>1b</b> 0	
<b>c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? .....	<b>1c</b> X	

**Part V** Statements Regarding Other IRS Filings and Tax Compliance (continued)

	Yes	No
<b>2a</b> 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		
<b>2a</b> 153		
<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<b>2b</b> X	
<b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year?	<b>3a</b> X	
<b>b</b> If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	<b>3b</b> X	
<b>4a</b> 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)?	<b>4a</b>	X
<b>b</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).		
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<b>5a</b>	X
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>	X
<b>c</b> If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<b>5c</b>	
<b>6a</b> 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?	<b>6a</b>	X
<b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>6b</b>	
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b> 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?	<b>7a</b>	X
<b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided?	<b>7b</b>	
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	<b>7c</b>	X
<b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>	
<b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>	X
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>	X
<b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>	
<b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>	
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b>	
<b>9 Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b> Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b>	
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b>	
<b>10 Section 501(c)(7) organizations.</b> Enter:		
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>	
<b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>	
<b>11 Section 501(c)(12) organizations.</b> Enter:		
<b>a</b> Gross income from members or shareholders	<b>11a</b>	
<b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>	
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>	
<b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b>	
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b> Is the organization licensed to issue qualified health plans in more than one state?	<b>13a</b>	
<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.		
<b>b</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	<b>13b</b>	
<b>c</b> Enter the amount of reserves on hand	<b>13c</b>	
<b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>	X
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	<b>14b</b>	
<b>15</b> 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?	<b>15</b>	X
If "Yes," see instructions and file Form 4720, Schedule N.		
<b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	<b>16</b>	X
If "Yes," complete Form 4720, Schedule O.		

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**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to 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

☒
**Section A. Governing Body and Management**

	1a	32	Yes	No
<b>1a</b> Enter the number of voting members of the governing body at the end of the tax year		32		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
<b>b</b> Enter the number of voting members included on line 1a, above, who are independent	1b	32		
<b>2</b> 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		X	
<b>3</b> Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
<b>6</b> Did the organization have members or stockholders?	6		X	
<b>7a</b> Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		X	
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		X	
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
<b>a</b> The governing body?	8a		X	
<b>b</b> Each committee with authority to act on behalf of the governing body?	8b		X	
<b>9</b> Is there any officer, director, 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 on Schedule O	9			X

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

	Yes	No
<b>10a</b> Did the organization have local chapters, branches, or affiliates?	10a	X
<b>b</b> If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	X
<b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X
<b>b</b> Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
<b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X
<b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X
<b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	X
<b>13</b> Did the organization have a written whistleblower policy?	13	X
<b>14</b> Did the organization have a written document retention and destruction policy?	14	X
<b>15</b> 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?		
<b>a</b> The organization's CEO, Executive Director, or top management official	15a	X
<b>b</b> Other officers or key employees of the organization	15b	X
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
<b>16a</b> 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	
<b>b</b> If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	X

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed **AL, AK, AR, CA, CT, CO, FL, GA, HI, IL, KS, KY**

**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.  
☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

**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 **MARLA JACKSON - 301-530-6500**  
**15810 INDIANOLA DRIVE, ROCKVILLE, MD 20855-2639**

**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 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 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, 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 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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) AMY LUTTRELL CHAIR (VICE CHAIR THRU 6/19)	2.00 0.00	X		X				0.	0.	0.
(2) EDGAR "NED" HELMS, JR. VICE CHAIR	2.00 0.00	X		X				0.	0.	0.
(3) VICKIE VOLPANO SECRETARY	2.00 0.00	X		X				0.	0.	0.
(4) ANNE MYONG TREASURER	2.00 0.00	X		X				0.	0.	0.
(5) DALE JENKINS IMMED PAST CHAIR (CHAIR THRU 6/19)	2.00 0.00	X		X				0.	0.	0.
(6) CLARK BREKKE BOARD MEMBER (SECRETARY THRU 6/19)	2.00 0.00	X						0.	0.	0.
(7) DEBIE COBLE BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(8) ED DURKEE BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(9) KRISTIN GORAN BOARD MEMBER (FROM 6/19)	2.00 0.00	X						0.	0.	0.
(10) JOE GUITH BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(11) BRENDA GUMBS BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(12) JACKIE HALLBERG BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(13) VICKI HOLSCHUH BOARD MEMBER (FROM 6/19)	2.00 0.00	X						0.	0.	0.
(14) JACKSON JEYANAYAGAM BOARD MEMBER (FROM 6/19)	2.00 0.00	X						0.	0.	0.
(15) SHAE JOHNS BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(16) KENT KRAMER BOARD MEMBER (FROM 6/19)	2.00 0.00	X						0.	0.	0.
(17) STEVE LUFBURROW BOARD MEMBER	2.00 0.00	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 (list any hours for related organizations below 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) JOAN Y. MCCABE BOARD MEMBER (TREASURER THRU 6/19)	2.00 0.00	X						0.	0.	0.
(19) AKHIL NIGAM BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(20) ED OXFORD BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(21) DEBORAH PASSERINI BOARD MEMBER (FROM 6/19)	2.00 0.00	X						0.	0.	0.
(22) ETIENNE PATOUT BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(23) BRUCE PHIPPS BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(24) BOB RAVENER BOARD MEMBER (FROM 6/19)	2.00 0.00	X						0.	0.	0.
(25) STEVE RODEN BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(26) BOB ROSINSKY BOARD MEMBER	2.00 0.00	X						0.	0.	0.
<b>1b Subtotal</b> .....								0.	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b> .....								2,622,565.	0.	361,121.
<b>d Total (add lines 1b and 1c)</b> .....								2,622,565.	0.	361,121.

**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 **13**

**3** Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual* .....

	Yes	No
<b>3</b>		X
<b>4</b>	X	
<b>5</b>		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? *If "Yes," complete Schedule J for such individual* .....

**5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person* .....

**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
ACCENTURE, LLP 161 N. CLARK ST, CHICAGO, IL 60601	CONSULTING	785,500.
COASTAL CLOUD, LLC, 1 HAMMOCK BEACH PARKWAY, SUITE 200, PALM COAST, FL 32137	CONSULTING	153,058.

**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 **2**

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(27) MIKE SEKITS BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(28) LAURA SMITH BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(29) DEB TESTA BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(30) RICHMOND VINCENT BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(31) MATTHEW WADIAK BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(32) MICHAEL WINCKLER BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(33) TONY BELL BOARD MEMBER (THRU 6/19)	2.00 0.00	X						0.	0.	0.
(34) KARLA GRAZIER BOARD MEMBER (THRU 6/19)	2.00 0.00	X		X				0.	0.	0.
(35) RON JOHNSON BOARD MEMBER (THRU 6/19)	2.00 0.00	X						0.	0.	0.
(36) ROB MORTON BOARD MEMBER (THRU 6/19)	2.00 0.00	X						0.	0.	0.
(37) LISA RUSYNIAK BOARD MEMBER (THRU 6/19)	2.00 0.00	X						0.	0.	0.
(38) FRED SHELFER, JR. BOARD MEMBER (THRU 6/19)	2.00 0.00	X						0.	0.	0.
(39) STEVE PRESTON PRESIDENT / CEO	40.00 0.00			X				440,607.	0.	45,607.
(40) DAVID T EAGLES CHIEF OPERATING OFFICER	40.00 0.00			X				153,444.	0.	17,553.
(41) MARLA L JACKSON CHIEF FINANCIAL OFFICER	38.00 2.00			X				120,319.	0.	24,243.
(42) WENDI COPELAND CHIEF MISSION & PARTNERSHIP OFFICER	40.00 0.00			X				238,006.	0.	38,550.
(43) JEFFREY MCCAOW CHIEF FINANCIAL OFFICER	38.00 2.00			X				248,910.	0.	54,272.
(44) BRIAN ITZKOWITZ CHIEF MEMBER ADVANCEMENT OFFICER	40.00 0.00				X			280,215.	0.	40,469.
(45) ANDREA AFFELLTRANGER CHIEF LEARNING & ANALYTICS OFFICER	40.00 0.00				X			198,375.	0.	48,132.
(46) JUDITH BRANZELLE CHIEF LEGAL OFFICER & GENERAL COUNCI	40.00 0.00					X		231,531.	0.	23,193.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(47) PAUL D DOWNES VP INFORMATION TECHNOLOGIES	40.00 0.00					X		189,864.	0.	20,931.
(48) ARLENE MCCREHAN SR DIRECTOR MEMBER LEARNING & ENGAGE	40.00 0.00					X		176,868.	0.	8,843.
(49) DEBORAH BETSCH VP LEADERSHIP & LEARNING	40.00 0.00					X		175,962.	0.	22,319.
(50) BETH PERELL VP MEMBER RELATIONS	40.00 0.00					X		168,464.	0.	17,009.
Total to Part VII, Section A, line 1c .....								2,622,565.		361,121.

**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	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b> Federated campaigns .....	<b>1a</b>						
	<b>b</b> Membership dues .....	<b>1b</b>						
	<b>c</b> Fundraising events .....	<b>1c</b>						
	<b>d</b> Related organizations .....	<b>1d</b>						
	<b>e</b> Government grants (contributions) .....	<b>1e</b>	26,468,775.					
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above ...	<b>1f</b>	9,916,737.					
	<b>g</b> Noncash contributions included in lines 1a-1f .....	<b>1g</b>	\$					
	<b>h Total.</b> Add lines 1a-1f .....							36,385,512.
<b>Program Service Revenue</b>	<b>2 a</b> MEMBERSHIP DUES .....	<b>Business Code</b>	900099	21,565,262.	21,565,262.			
	<b>b</b> CONFERENCES, SEMINARS, AND LEARNI .....		900099	1,232,563.	1,224,746.	7,817.		
	<b>c</b> OTHER PROGRAM SERVICES .....		900099	607,252.	607,252.			
	<b>d</b> GOODTRAK .....		900099	375,387.	375,387.			
	<b>e</b> STRATEGIC SOURCING CENTER .....		541900	306,928.	306,928.			
	<b>f</b> All other program service revenue .....		900099	5,340.	5,340.			
	<b>g Total.</b> Add lines 2a-2f .....				24,092,732.			
	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....				284,872.			284,872.
<b>4</b> Income from investment of tax-exempt bond proceeds .....								
<b>5</b> Royalties .....								
<b>Other Revenue</b>	<b>6 a</b> Gross rents .....	<b>6a</b>	(i) Real 294,380.					
	<b>b</b> Less: rental expenses ...	<b>6b</b>	288,336.					
	<b>c</b> Rental income or (loss) .....	<b>6c</b>	6,044.					
	<b>d</b> Net rental income or (loss) .....				6,044.		6,044.	
	<b>7 a</b> Gross amount from sales of assets other than inventory .....	<b>7a</b>	(i) Securities 8,084,684.					
	<b>b</b> Less: cost or other basis and sales expenses .....	<b>7b</b>	8,018,071.					
	<b>c</b> Gain or (loss) .....	<b>7c</b>	66,613.					
	<b>d</b> Net gain or (loss) .....				66,613.		66,613.	
	<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....	<b>8a</b>						
	<b>b</b> Less: direct expenses .....	<b>8b</b>						
	<b>c</b> Net income or (loss) from fundraising events .....							
	<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....	<b>9a</b>						
	<b>b</b> Less: direct expenses .....	<b>9b</b>						
	<b>c</b> Net income or (loss) from gaming activities .....							
<b>10 a</b> Gross sales of inventory, less returns and allowances .....	<b>10a</b>							
<b>b</b> Less: cost of goods sold .....	<b>10b</b>							
<b>c</b> Net income or (loss) from sales of inventory .....								
<b>Miscellaneous Revenue</b>	<b>11 a</b> BAD DEBT RECOVERY .....	<b>Business Code</b>	900099	53,950.			53,950.	
	<b>b</b> MISCELLANEOUS REVENUE .....		900099	19,163.			19,163.	
	<b>c</b> .....							
	<b>d</b> All other revenue .....							
	<b>e Total.</b> Add lines 11a-11d .....				73,113.			
<b>12 Total revenue.</b> See instructions .....				60,908,886.	24,084,915.	7,817.	430,642.	

**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

☒ X

Do 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
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	30,455,591.	30,455,591.		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22	19,500.	19,500.		
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	21,684.	21,684.		
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	2,110,865.	1,853,772.	212,225.	44,868.
<b>6</b> Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	11,756,372.	10,274,919.	1,224,836.	256,617.
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	876,878.	799,995.	61,354.	15,529.
<b>9</b> Other employee benefits	1,654,349.	1,485,191.	139,860.	29,298.
<b>10</b> Payroll taxes	978,555.	858,483.	99,394.	20,678.
<b>11</b> Fees for services (nonemployees):				
<b>a</b> Management				
<b>b</b> Legal	61,854.	54,965.	6,748.	141.
<b>c</b> Accounting	83,998.	74,643.	9,164.	191.
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees	37,371.		37,371.	
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	4,083,460.	3,715,734.	358,220.	9,506.
<b>12</b> Advertising and promotion				
<b>13</b> Office expenses	269,933.	167,486.	102,103.	344.
<b>14</b> Information technology	276,019.	191,027.	84,992.	
<b>15</b> Royalties				
<b>16</b> Occupancy	1,761,818.	820,234.	940,748.	836.
<b>17</b> Travel	934,018.	832,016.	87,272.	14,730.
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	1,852,780.	1,601,912.	240,142.	10,726.
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	3,014,895.	2,590,679.	424,216.	
<b>23</b> Insurance				
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> PROFESSIONAL DUES	422,308.	414,858.	5,546.	1,904.
<b>b</b> SEMINAR & TRAINING	151,456.	134,974.	14,730.	1,752.
<b>c</b> EMPLOYEE RELATIONS	65,189.	32,542.	32,494.	153.
<b>d</b> PRINTING & PUBLICATIONS	55,973.	55,731.	242.	
<b>e</b> All other expenses	-272,986.		-272,986.	
<b>25</b> Total functional expenses. Add lines 1 through 24e	60,671,880.	56,455,936.	3,808,671.	407,273.
<b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here ☐ if following SOP 98-2 (ASC 958-720)

**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
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....		<b>1</b>	
	<b>2</b> Savings and temporary cash investments .....	2,501,367.	<b>2</b>	2,076,826.
	<b>3</b> Pledges and grants receivable, net .....	4,813,310.	<b>3</b>	6,629,454.
	<b>4</b> Accounts receivable, net .....	647,755.	<b>4</b>	759,166.
	<b>5</b> 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 .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>	
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	451,599.	<b>9</b>	607,922.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 20,985,648.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 13,737,423.		
	<b>11</b> Investments - publicly traded securities .....	8,383,116.	<b>10c</b>	7,248,225.
	<b>12</b> Investments - other securities. See Part IV, line 11 .....	14,868,284.	<b>11</b>	14,734,349.
	<b>13</b> Investments - program-related. See Part IV, line 11 .....	61,500.	<b>12</b>	66,000.
	<b>14</b> Intangible assets .....	55,000.	<b>13</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....		<b>14</b>	55,000.
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	31,781,931.	<b>15</b>		
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	31,781,931.	<b>16</b>	32,176,942.
	<b>18</b> Grants payable .....	8,742,432.	<b>17</b>	8,359,245.
	<b>19</b> Deferred revenue .....		<b>18</b>	
	<b>20</b> Tax-exempt bond liabilities .....	404,007.	<b>19</b>	341,865.
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>20</b>	
	<b>22</b> 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 .....		<b>21</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>22</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>23</b>	
	<b>25</b> 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 .....	21,883.	<b>24</b>	
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	9,168,322.	<b>25</b>	21,883.
<b>Net Assets or Fund Balances</b>	<b>27</b> <b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>		<b>26</b>	8,722,993.
	<b>28</b> Net assets without donor restrictions .....	13,549,144.	<b>27</b>	12,757,880.
	<b>29</b> Net assets with donor restrictions .....	9,064,465.	<b>28</b>	10,696,069.
	<b>30</b> <b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>31</b> Capital stock or trust principal, or current funds .....		<b>29</b>	
	<b>32</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>30</b>	
	<b>33</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>31</b>	
	<b>34</b> Total net assets or fund balances .....	22,613,609.	<b>32</b>	23,453,949.
	<b>35</b> Total liabilities and net assets/fund balances .....	31,781,931.	<b>33</b>	32,176,942.

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**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☐

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	60,908,886.
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	60,671,880.
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	237,006.
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	22,613,609.
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	603,334.
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	0.
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	23,453,949.

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII ☒

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
<b>2a</b> 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	<b>2a</b>	<b>X</b>
<b>b</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 checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<b>2b</b>	<b>X</b>
<b>c</b> 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.	<b>2c</b>	<b>X</b>
<b>3a</b> 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? _____	<b>3a</b>	<b>X</b>
<b>b</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 _____	<b>3b</b>	<b>X</b>

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**Part II Support Schedule for Organizations Described in Sections 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 or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	20658013.	18478914.	34573611.	34391455.	36385512.	144487505
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>4 Total.</b> Add lines 1 through 3 .....	20658013.	18478914.	34573611.	34391455.	36385512.	144487505
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) .....						15221067.
<b>6 Public support.</b> Subtract line 5 from line 4.						129266438

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>7</b> Amounts from line 4 .....	20658013.	18478914.	34573611.	34391455.	36385512.	144487505
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....	470,586.	469,910.	455,074.	485,302.	579,252.	2460124.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....	45,176.	12,736.	13,786.	110,511.	66,130.	248,339.
<b>11 Total support.</b> Add lines 7 through 10 .....						147195968
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12 118,467,511.	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> .....						► <input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f)) .....	<b>14</b>	87.82 %
<b>15</b> Public support percentage from 2018 Schedule A, Part II, line 14 .....	<b>15</b>	86.66 %
<b>16a 33 1/3% support test - 2019.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		► <input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2018.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		► <input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2019.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....		► <input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2018.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....		► <input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....		► <input type="checkbox"/>

Schedule A (Form 990 or 990-EZ) 2019



**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> 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 .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

**14 First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ..... ☐

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2019 (line 8, column (f), divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2018 Schedule A, Part III, line 15 .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2018 Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2019.** 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 ..... ☐

**b 33 1/3% support tests - 2018.** 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 ..... ☐

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ..... ☐

**Part IV Supporting Organizations**

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
<b>b</b> <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b> <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Part IV** Supporting Organizations *(continued)*

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>11a</b>		
<b>b</b> A family member of a person described in (a) above?		
<b>11b</b>		
<b>c</b> A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
<b>1</b>		
<b>2</b> Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
<b>2</b>		

**Section C. Type II Supporting Organizations**

	Yes	No
<b>1</b> Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
<b>1</b>		

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
<b>1</b>		
<b>2</b> Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
<b>2</b>		
<b>3</b> By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
<b>3</b>		

**Section E. Type III Functionally Integrated Supporting Organizations**

<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).			
<b>2</b> Activities Test. Answer (a) and (b) below.			
<b>a</b> Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
<b>2a</b>			
<b>b</b> Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
<b>2b</b>			
<b>3</b> Parent of Supported Organizations. Answer (a) and (b) below.			
<b>a</b> Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>			
<b>3a</b>			
<b>b</b> Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
<b>3b</b>			

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1** ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

<b>Section A - Adjusted Net Income</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b> Net short-term capital gain	<b>1</b>		
<b>2</b> Recoveries of prior-year distributions	<b>2</b>		
<b>3</b> Other gross income (see instructions)	<b>3</b>		
<b>4</b> Add lines 1 through 3.	<b>4</b>		
<b>5</b> Depreciation and depletion	<b>5</b>		
<b>6</b> Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	<b>6</b>		
<b>7</b> Other expenses (see instructions)	<b>7</b>		
<b>8 Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	<b>8</b>		

<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b> Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
<b>a</b> Average monthly value of securities	<b>1a</b>		
<b>b</b> Average monthly cash balances	<b>1b</b>		
<b>c</b> Fair market value of other non-exempt-use assets	<b>1c</b>		
<b>d Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>		
<b>e Discount</b> claimed for blockage or other factors (explain in detail in <b>Part VI</b> ):			
<b>2</b> Acquisition indebtedness applicable to non-exempt-use assets	<b>2</b>		
<b>3</b> Subtract line 2 from line 1d.	<b>3</b>		
<b>4</b> Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	<b>4</b>		
<b>5</b> Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>		
<b>6</b> Multiply line 5 by .035.	<b>6</b>		
<b>7</b> Recoveries of prior-year distributions	<b>7</b>		
<b>8 Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>		

<b>Section C - Distributable Amount</b>			Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>		
<b>2</b> Enter 85% of line 1.	<b>2</b>		
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>		
<b>4</b> Enter greater of line 2 or line 3.	<b>4</b>		
<b>5</b> Income tax imposed in prior year	<b>5</b>		
<b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	<b>6</b>		
<b>7</b> <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

Schedule A (Form 990 or 990-EZ) 2019

**Part V** Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in <b>Part VI</b> ). See instructions.	
<b>7</b> <b>Total annual distributions.</b> Add lines 1 through 6.	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions.	
<b>9</b> Distributable amount for 2019 from Section C, line 6	
<b>10</b> Line 8 amount divided by line 9 amount	

<b>Section E - Distribution Allocations</b> (see instructions)	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2019</b>	<b>(iii) Distributable Amount for 2019</b>
<b>1</b> Distributable amount for 2019 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2019 (reasonable cause required- explain in <b>Part VI</b> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2019			
<b>a</b> From 2014			
<b>b</b> From 2015			
<b>c</b> From 2016			
<b>d</b> From 2017			
<b>e</b> From 2018			
<b>f</b> <b>Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2019 distributable amount			
<b>i</b> Carryover from 2014 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
<b>4</b> Distributions for 2019 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2019 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from 4.			
<b>5</b> Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>6</b> Remaining underdistributions for 2019. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>7</b> <b>Excess distributions carryover to 2020.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2015			
<b>b</b> Excess from 2016			
<b>c</b> Excess from 2017			
<b>d</b> Excess from 2018			
<b>e</b> Excess from 2019			

Schedule A (Form 990 or 990-EZ) 2019

**Part VI** **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.  
(See instructions.)

**SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:****MISCELLANEOUS INCOME**

2015 AMOUNT: \$ 5,682.

2016 AMOUNT: \$ 12,736.

2017 AMOUNT: \$ 13,786.

2018 AMOUNT: \$ 13,801.

2019 AMOUNT: \$ 12,180.

**BAD DEBT EXPENSE RECOVERY**

2015 AMOUNT: \$ 39,494.

2018 AMOUNT: \$ 96,710.

2019 AMOUNT: \$ 53,950.

## Schedule B

(Form 990, 990-EZ,  
or 990-PF)

Department of the Treasury  
Internal Revenue Service

## Schedule of Contributors

- ▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

# 2019

Name of the organization

GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number

53-0196517

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

☒ 501(c)( 3 ) (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 or 990-EZ), 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, 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, 990-EZ, or 990-PF), 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, 990-EZ, or 990-PF).

Name of organization

Employer identification number

GOODWILL INDUSTRIES INTERNATIONAL, INC.

53-0196517

**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
<u>1</u>		\$ <u>26,468,775.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>2</u>		\$ <u>3,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>3</u>		\$ <u>2,077,600.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>4</u>		\$ <u>1,149,210.</u>	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.)



Name of organization

Employer identification number

GOODWILL INDUSTRIES INTERNATIONAL, INC.

53-0196517

**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) (See instructions.)	(d) Date received
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	

Name of organization

Employer identification number

**GOODWILL INDUSTRIES INTERNATIONAL, INC.****53-0196517****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 info. once.) ► \$ \_\_\_\_\_

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

**SCHEDULE C**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under section 501(c) and section 527  
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**  
▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**2019**

**Open to Public  
Inspection**

**If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then**

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

**If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then**

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

**If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then**

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization

**GOODWILL INDUSTRIES INTERNATIONAL, INC.**

Employer identification number

**53-0196517**

**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures ..... ▶ \$
- 3 Volunteer hours for political campaign activities .....

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ..... ▶ \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ..... ▶ \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a Was a correction made? ☐ Yes ☐ No
- b If "Yes," describe in Part IV.

**Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).**

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ..... ▶ \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ..... ▶ \$
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ..... ▶ \$
- 4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2019

LHA

932041 11-26-19

**Part II-A** Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

**A** Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

**B** Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying)		95,008.	
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)		213,860.	
<b>c</b> Total lobbying expenditures (add lines 1a and 1b)		308,868.	
<b>d</b> Other exempt purpose expenditures		60,622,998.	
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)		60,931,866.	
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.		1,000,000.	
<b>If the amount on line 1e, column (a) or (b) is:</b>	<b>The lobbying nontaxable amount is:</b>		
Not over \$500,000	20% of the amount on line 1e.		
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.		
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.		
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
Over \$17,000,000	\$1,000,000.		
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)		250,000.	
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0-		0.	
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0-		0.	
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No

**4-Year Averaging Period Under Section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.

See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) Total
<b>2a</b> Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
<b>c</b> Total lobbying expenditures	312,109.	390,773.	290,996.	308,868.	1,302,746.
<b>d</b> Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
<b>f</b> Grassroots lobbying expenditures	131,675.	120,195.	95,387.	95,008.	442,265.

Schedule C (Form 990 or 990-EZ) 2019

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
<b>1</b> During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
<b>a</b> Volunteers? .....			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..			
<b>c</b> Media advertisements? .....			
<b>d</b> Mailings to members, legislators, or the public? .....			
<b>e</b> Publications, or published or broadcast statements? .....			
<b>f</b> Grants to other organizations for lobbying purposes? .....			
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body? .....			
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....			
<b>i</b> Other activities? .....			
<b>j</b> Total. Add lines 1c through 1i .....			
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? .....			
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912 .....			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .....			
<b>d</b> If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? .....			

		Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members? .....	1	
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less? .....	2	
3	Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year? .....	3	

1	Dues, assessments and similar amounts from members .....	1	
2	Section 162(e) nondeductible lobbying and political expenditures <b>(do not include amounts of political expenses for which the section 527(f) tax was paid).</b>		
a	Current year .....	2a	
b	Carryover from last year .....	2b	
c	Total .....	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .....	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? .....	4	
5	Taxable amount of lobbying and political expenditures (see instructions) .....	5	

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**SCHEDULE D**  
**(Form 990)**Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**▶ **Complete if the organization answered "Yes" on Form 990,  
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**▶ **Attach to Form 990.**▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**2019****Open to Public  
Inspection****Name of the organization**

GOODWILL INDUSTRIES INTERNATIONAL, INC.

**Employer identification number**

53-0196517

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year .....		
2 Aggregate value of contributions to (during year) .....		
3 Aggregate value of grants from (during year) .....		
4 Aggregate value at end of year .....		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**Part II Conservation Easements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).  
☐ Preservation of land for public use (for example, recreation or education) ☐ Preservation of a historically important land area  
☐ Protection of natural habitat ☐ Preservation of a certified historic structure  
☐ Preservation of open space

2 Complete lines 2a through 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 Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included in (a) .....	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register .....	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ .....

4 Number of states where property subject to conservation easement is located ▶ .....

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ .....

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ .....

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....

☐ Yes ☐ No

9 In Part XIII, 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" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, 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 XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, 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) Revenue included on Form 990, Part VIII, line 1 .....

▶ \$ .....

(ii) Assets included in Form 990, Part X .....

▶ \$ .....

2 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 FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 .....

▶ \$ .....

b Assets included in Form 990, Part X .....

▶ \$ .....

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2019

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):

- a ☐ Public exhibition  
 b ☐ Scholarly research  
 c ☐ Preservation for future generations  
 d ☐ Loan or exchange program  
 e ☐ Other \_\_\_\_\_

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☐

**Part V Endowment Funds.** Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	1,714,612.	1,810,829.	1,672,970.	1,605,145.	1,620,857.
b Contributions					
c Net investment earnings, gains, and losses	223,593.	-68,627.	146,373.	77,488.	-6,154.
d Grants or scholarships					
e Other expenditures for facilities and programs	8,522.	27,590.	8,514.	9,663.	9,558.
f Administrative expenses					
g End of year balance	1,929,683.	1,714,612.	1,810,829.	1,672,970.	1,605,145.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment ☐ \_\_\_\_\_ %  
 b Permanent endowment ☒ 75.81 %  
 c Term endowment ☒ 24.19 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) Unrelated organizations  
 (ii) Related organizations

	Yes	No
3a(i)		X
3a(ii)		X
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? ☐

4 Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,500,000.		1,500,000.
b Buildings		7,764,527.	4,269,619.	3,494,908.
c Leasehold improvements		661,250.	431,046.	230,204.
d Equipment		7,053,997.	6,262,473.	791,524.
e Other		4,005,874.	2,774,285.	1,231,589.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				7,248,225.

Schedule D (Form 990) 2019

**Part VII Investments - Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives .....		
(2) Closely held equity interests .....		
(3) Other .....		
(A) .....		
(B) .....		
(C) .....		
(D) .....		
(E) .....		
(F) .....		
(G) .....		
(H) .....		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

**Part VIII Investments - Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) .....		
(2) .....		
(3) .....		
(4) .....		
(5) .....		
(6) .....		
(7) .....		
(8) .....		
(9) .....		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

**Part IX Other Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) .....	
(2) .....	
(3) .....	
(4) .....	
(5) .....	
(6) .....	
(7) .....	
(8) .....	
(9) .....	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

**Part X Other Liabilities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) <b>SECURITY DEPOSIT</b>	<b>21,883.</b>
(3) .....	
(4) .....	
(5) .....	
(6) .....	
(7) .....	
(8) .....	
(9) .....	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	<b>21,883.</b>

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... ☐

Schedule D (Form 990) 2019



**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements	<b>1</b>	77,490,745.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments	<b>2a</b>	603,334.
<b>b</b>	Donated services and use of facilities	<b>2b</b>	15,727,560.
<b>c</b>	Recoveries of prior year grants	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	288,336.
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	16,619,230.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	60,871,515.
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	37,371.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	37,371.
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.)	<b>5</b>	60,908,886.

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements	<b>1</b>	76,650,405.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
<b>a</b>	Donated services and use of facilities	<b>2a</b>	15,727,560.
<b>b</b>	Prior year adjustments	<b>2b</b>	
<b>c</b>	Other losses	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	288,336.
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	16,015,896.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	60,634,509.
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	37,371.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	37,371.
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.)	<b>5</b>	60,671,880.

**Part XIII Supplemental Information.**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

**PART V, LINE 4:**

GOODWILL INDUSTRIES INTERNATIONAL, INC.'S ENDOWMENT FUNDS CONSIST OF:

-- SUBJECT TO SPECIFIED PURPOSE: NET ASSETS FOR WHICH USE HAS BEEN DONOR  
RESTRICTED BY SPECIFIED TIME OR PURPOSE LIMITATIONS.

-- PERPETUAL IN NATURE: NET ASSETS THAT MUST BE MAINTAINED IN PERPETUITY.  
IN ACCORDANCE WITH DONOR INSTRUCTIONS, GOODWILL INDUSTRIES INTERNATIONAL,  
INC., MAY USE THE INTEREST AND DIVIDENDS, NET OF INVESTMENT FEES, EARNED  
ON THESE DONOR RESTRICTED NET ASSETS FOR SPECIFIED PURPOSES.

GOODWILL INDUSTRIES INTERNATIONAL, INC.'S NET ASSETS WITH DONOR

**Part XIII** Supplemental Information (continued)

RESTRICTIONS ARE USED TO FUND SPECIFIC PROGRAMS THAT ADVANCE OUR MISSION OF ENHANCING THE DIGNITY AND QUALITY OF LIFE OF INDIVIDUALS, FAMILIES, AND COMMUNITIES BY ELIMINATING BARRIERS TO OPPORTUNITY AND HELPING PEOPLE IN NEED REACH THEIR FULLEST POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

GOODWILL INDUSTRIES INTERNATIONAL, INC'S DONOR RESTRICTED FUNDS CONSIST OF THE FOLLOWING:

DOMESTIC ACTIVITIES --

FRANK F. FLEGAL EDUCATION AND TRAINING (ENDOWMENT)

KENNETH K. KING TRAINING TRUST (ENDOWMENT)

RICHARD AND LOIS ENGLAND (ENDOWMENT)

ACCENTURE - GOODPROSPECTS CREDENTIALS TO CAREERS

ACCENTURE IT CAREER INCUBATORS 1 AND 2

ACCENTURE SKILLS TO SUCCEED ACADEMY 3

ACCENTURE GROWTH MINDSET

ALUMNI CENTURY FUND

ANTHONY FAMILY FOUNDATION - FAMILY STRENGTHENING

ANTHONY FAMILY FOUNDATION - COMMUNITY COLLEGE

BANK OF AMERICA STAIRS TO SUCCESS

BANK OF AMERICA COMMUNITY COLLABORATIONS

BANK OF AMERICA LIFE LAUNCH LIFT

ANNIE E CASEY FOUNDATION

DULIN FOUNDATION - COMMERCE FUND

GENERAL MOTORS

GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION GOOGLE IT

PROFESSIONAL CERTIFICATE

GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION DATA IMPACT

**Part XIII** Supplemental Information (continued)

GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION RESILIENT  
COMMUNITIES

GOOGLE.ORG GOODWILL DIGITAL CAREER ACCELERATORSM

MATTHEWS ENTREPRENEURIAL AWARD

MCKINSEY SOCIAL INITIATIVE

NATIONAL PSA CAMPAIGN

PUBLIC POLICY FUND

ROBERT WATKINS AWARD FUND

TRACFONE WIRELESS, INC.

WALMART FOUNDATION OPERATION: GOODJOBS 3.0

WALMART FOUNDATION GOODPATHS

USAA OPERATION: GOODJOBS PLUS

GOOD PROSPECTS SAFELINK

IHG FOCUS GROUP

LUMINA

INTERNATIONAL ACTIVITIES --

BARKER EDUCATION (ENDOWMENT)

GERALD CLORE TRAINING (ENDOWMENT)

SIOUX CITY (ENDOWMENT)

OAKLAND/PHILIPPINE FUND

INTERNATIONAL - GENERAL

PART XI, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSE REPORTED ON PART VIII 288,336.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSE REPORTED ON PART VIII 288,336.

Schedule D (Form 990) 2019

**SCHEDULE F  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

► Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

► Attach to Form 990.

► Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2019**

Open to Public  
Inspection

Name of the organization

Employer identification number

**GOODWILL INDUSTRIES INTERNATIONAL, INC.**

**53-0196517**

**Part I General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

**1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ..... ☒ **Yes** ☐ **No**

**2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

**3 Activities per Region.** (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	PROGRAM SERVICE ACTIVITIES	CONSULTATION	6,614.
NORTH AMERICA	0	0	MANAGEMENT AND GENERAL	MEETINGS	772.
NORTH AMERICA	0	0	PROGRAM SERVICE ACTIVITIES	CONSULTATION	3,074.
NORTH AMERICA	0	0	PROGRAM SERVICE ACTIVITIES	CONSULTATION	855.
NORTH AMERICA	0	0	GRANTMAKING	ASSOC. GRANTS	21,684.
<b>3 a Subtotal</b> .....	0	0			32,999.
<b>b Total from continuation sheets to Part I</b> .....	0	0			0.
<b>c Totals</b> (add lines 3a and 3b) .....	0	0			32,999.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2019

**Part II** **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	ASSOCIATION GRANTS	21,684.	CHECK	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

1

3 Enter total number of other organizations or entities

0

**Part III** **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

[illegible]

**Part IV Foreign Forms**

- 1** Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ..... ☐ Yes ☒ No
- 2** Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* ..... ☐ Yes ☒ No
- 3** Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* ..... ☐ Yes ☒ No
- 4** Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ..... ☐ Yes ☒ No
- 5** Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ..... ☐ Yes ☒ No
- 6** Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* ..... ☐ Yes ☒ No

Schedule F (Form 990) 2019

**Part V** **Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

**PART I, LINE 2:**

ALL GRANT AWARDS ARE ASSIGNED A UNIQUE COST CENTER IN THE GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), GENERAL LEDGER SYSTEM. EACH GRANT IS ASSIGNED TO A PROGRAM MANAGER WHO IS RESPONSIBLE FOR FOLLOWING THE GRANT BUDGET AND WORKING WITH SUBGRANTEE LOCAL GOODWILL ORGANIZATIONS TO ACHIEVE THE GOALS SPECIFIED BY THE GRANT AWARD.

WHEN GII MAKES SUBAWARDS TO LOCAL GOODWILL ORGANIZATIONS TO CARRY OUT CERTAIN GRANT FUNDED PROGRAMS, AN AGREEMENT IS SIGNED BETWEEN GII AND THE SUBRECIPIENT. THE AGREEMENT SPECIFIES REQUIREMENTS OF THE ORIGINAL AWARD AND THE PERFORMANCE AND REPORTING REQUIREMENTS OF THE SUBRECIPIENT TO GII.



**SCHEDULE I**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**

OMB No. 1545-0047

**2019**

**Open to Public  
Inspection**

Name of the organization  
**GOODWILL INDUSTRIES INTERNATIONAL, INC.**

**Employer identification number**  
**53-0196517**

**Part I General Information on Grants and Assistance**

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ..... ☒ **Yes** ☐ **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

<b>1 (a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section (if applicable)	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of noncash assistance	<b>(h)</b> Purpose of grant or assistance
CALIFORNIA COUNCIL OF GOODWILL INDUSTRIES - 23 CALLE CANELA - SAN CLEMENTE ,	94-1212132		48,789.	0.			ASSOCIATION GRANT,
EASTER SEALS - GOODWILL NORTHERN ROCKY MOUNTAIN INC - 4400 CENTRAL AVE - GREAT FALLS ,	81-0232125	501(C)(3)	94,949.	0.			GOOD PATHS DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
EVANSVILLE GOODWILL IND, INC. 500 SOUTH GREEN RIVER ROAD EVANSVILLE , IN 47115	35-0868075	501(C)(3)	752,159.	0.			GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
FLORIDA GOODWILL ASSOCIATION 2705 51ST AVENUE EAST BRADENTON , FL 34203	31-1667466		28,189.	0.			ASSOCIATION GRANT,
GEORGIA GOODWILL ASSOCIATION 2607 CROSS COUNTRY DRIVE BLDG E COLUMBUS , GA 31906	01-0709306		9,939.	0.			ASSOCIATION GRANT,
GOODWILL ASSOCIATION OF MICHIGAN 271 EAST APPLE AVE MUSKEGON , MI 49442	38-1357148	501(C)(3)	36,140.	0.			ASSOCIATION GRANT,

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ..... ▶ **91.**
- 3** Enter total number of other organizations listed in the line 1 table ..... ▶ **0.**

LHA **For Paperwork Reduction Act Notice, see the Instructions for Form 990.**

**Schedule I (Form 990) (2019)**

**SEE PART IV FOR COLUMN (H) DESCRIPTIONS**

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL EASTER SEALS INC 553 FAIRVIEW AVE NORTH ST PAUL, MN 55104	41-0706171	501(C)(3)	321,773.	0.			ACCENTURE SKILLS TO SUCCEED 3, ADULT LIFELAUNCH 2, AECF CASEY 2018 DIRECT, GOOGLE-GW
GOODWILL EASTER SEALS MIAMI VALLEY 1511 KUNTZ ROAD DAYTON, OH 45404-1297	31-0537112	501(C)(3)	141,648.	0.			ACCENTURE SKILLS TO SUCCEED 19, ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER
GOODWILL IND EASTER SEALS OF THE GULF COAST INC - 2448 GORDON SMITH DRIVE - MOBILE,	63-0363472	501(C)(3)	10,500.	0.			ACCENTURE SKILLS TO SUCCEED 19, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF AKRON INC. 570 EAST WATERLOO ROAD AKRON, OH 44319	13-1641068	501(C)(3)	251,734.	0.			GOOGLE RESILIENT COMMUNITIES, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT,
GOODWILL IND OF ARKANSAS INC 7400 SCOTT HAMILTON DRIVE LITTLE ROCK, AR 72209	71-0236903	501(C)(3)	187,583.	0.			ADULT LIFE LAUNCH,
GOODWILL IND OF CENTRAL ILLINOIS INC - 2319 E WAR MEMORIAL DRIVE - PEORIA,	37-0673521	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF CENTRAL INDIANA 1635 W MICHIGAN ST INDIANAPOLIS, IN 46222	35-0893506	501(C)(3)	2,349,132.	0.			ACCENTURE GROWTH MINDSET, ADULT LIFE LAUNCH, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018
GOODWILL IND OF CENTRAL NORTH CAROLINA, INC. - 1235 S. EUGENE ST. - GREENSBORO,	56-0862842	501(C)(3)	10,500.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF CENTRAL OHIO 1331 EDGEHILL ROAD COLUMBUS, OH 43212	31-4379448	501(C)(3)	339,082.	0.			ACCENTURE CARTECH INCUBATE 2, CAREERS IN TECHNOLOGY, GOOGLE IT CAREERS,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF CENTRAL OKLAHOMA, INC. - PO BOX 2780 - OKLAHOMA CITY ,	73-0641590	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF CENTRAL TEXAS 1015 NORWOOD PARK BLVD AUSTIN , TX 78753	74-1322808	501(C)(3)	1,025,747.	0.			ADULT LIFE LAUNCH, CAREERS IN TECHNOLOGY, GM-GOODPROSPECTS FOR CAREERS, GOOGLE-DATA
GOODWILL IND OF DALLAS INC 3020 N WESTMORELAND ROAD DALLAS , TX 75212	75-0800649	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF EAST TEXAS, INC. 409 W. LOCUST TYLER , TX 75702	75-1478919	501(C)(3)	26,455.	0.			ACCENTURE CARTECH INCUBATE 2, ACCENTURE SKILLS TO SUCCEED 3, AECF CASEY 2018 DIRECT, GOOGLE
GOODWILL IND OF ERIE, HURON, OTTAWA AND SANDUSKY COUNTIES - 419 W MARKET STREET - SANDUSKY ,	34-1113714	501(C)(3)	236,893.	0.			ACCENTURE SKILLS TO SUCCEED 3, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
GOODWILL IND OF GREATER CLEVELAND AND EAST CENTRAL OH - 408 NINTH STREET, S. W. - CANTON ,	34-0909974	501(C)(3)	60,000.	0.			GOOGLE RESILIENT COMMUNITIES,
GOODWILL IND OF GREATER DETROIT 3111 GRAND RIVER AVE DETROIT , MI 48208-2962	38-1362823	501(C)(3)	578,063.	0.			ADULT LIFE LAUNCH, GM-GOODPROSPECTS FOR CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF GREATER GRAND RAPIDS, INC. - 3035 PRAIRIE STREET SW - GRANDVILLE ,	38-6113049	501(C)(3)	168,340.	0.			ACCENTURE CARTECH INCUBATE 2, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF GREATER NY AND NORTHERN NJ - 4-21 27TH AVENUE - ASTORIA ,	13-1641068	501(C)(3)	131,454.	0.			ACCENTURE SKILLS TO SUCCEED 19, GOOGLE-GW DIGITAL CAREER ACCEL,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF HOUSTON 1140 WEST LOOP NORTH HOUSTON, TX 77055	74-1285095	501(C)(3)	594,489.	0.			ACCENTURE GROWTH MINDSET, GOOD JOBS 3 DIRECT, GOOD PATHS DIRECT, GOOGLE IT CAREERS, LIFE LAUNCH,
GOODWILL IND OF KANSAS INC. 3351 N. WEBB ROAD WICHITA, KS 67226	48-0673284	501(C)(3)	83,530.	0.			ASSOCIATION GRANT, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF KENTUCKY, INC. 1325 SOUTH FOURTH ST LOUISVILLE, KY 40208	61-0475284	501(C)(3)	2,475,830.	0.			ADULT LIFE LAUNCH, GOOGLE-DATA INITIATIVE, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
GOODWILL IND OF KYOWVA AREA INC P.O. BOX 7365 HUNTINGTON, WV 25776	23-7374240	501(C)(3)	11,804.	0.			AECF CASEY 2018 DIRECT, GOOGLE IT CAREERS,
GOODWILL IND OF LORAIN COUNTY, INC. 145 KEEP COURT - ELYRIA, -	34-0714739	501(C)(3)	12,000.	0.			AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF MICHIANA INC 1805 W WESTERN AVE SOUTH BEND, IN 46619	35-1093073	501(C)(3)	884,502.	0.			GOOGLE-DATA INITIATIVE, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
GOODWILL IND OF MIDDLE GEORGIA AND THE CSRA - 5171 EISENHOWER PKWY - MACON, -	58-1249683	501(C)(3)	134,857.	0.			SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
GOODWILL IND OF MIDDLE TENNESSEE INC - 1015 HERMAN STREET - NASHVILLE, -	62-0599413	501(C)(3)	113,743.	0.			AECF CASEY 2018 DIRECT, GOOD PATHS DIRECT, GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF MISSISSIPPI, INC. 104 EAST STATE STREET RIDGELAND, MS 39157	64-0362410	501(C)(3)	10,500.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF NORTH LOUISIANA, INC. - 800 WEST 70TH STREET - SHREVEPORT ,	72-0460816	501(C)(3)	41,689.	0.			GOOGLE IT CAREERS, YOUTH LIFE LAUNCH 2,
GOODWILL IND OF NORTHERN ILLINOIS AND WISCONSIN STATELINE AR - 850 N. CHURCH STREET - ROCKFORD ,	36-2167846	501(C)(3)	65,333.	0.			YOUTH LIFE LAUNCH 2,
GOODWILL IND OF NORTHWEST OHIO, INC. - 626 N. HURON ST - TOLEDO ,	34-4434288	501(C)(3)	307,306.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT,
GOODWILL IND OF ORANGE COUNTY CALIFORNIA INC - 410 NORTH FAIRVIEW ST - SANTA ANA ,	95-1644018	501(C)(3)	65,792.	0.			YOUTH LIFE LAUNCH 2,
GOODWILL IND OF SAN ANTONIO 406 W COMMERCE SAN ANTONIO , TX 78207	74-1238444	501(C)(3)	190,794.	0.			GOOD JOBS 3 DIRECT,
GOODWILL IND OF SOUTHEASTERN LOUISIANA INC - 3400 TULANE AVENUE - NEW ORLEANS ,	72-0546906	501(C)(3)	131,388.	0.			LIFE LAUNCH,
GOODWILL IND OF SOUTHERN ARIZONA, INC. - 1940 E. SILVERLAKE ROAD, SUITE 405 - TUCSON ,	86-0223401	501(C)(3)	335,400.	0.			ADULT LIFELAUNCH 2, ASSOCIATION GRANT, GOOGLE-DATA INITIATIVE,
GOODWILL IND OF SOUTHERN CALIFORNIA - 342 SAN FERNANDO ROAD - LOS ANGELES ,	95-1641441	501(C)(3)	200,153.	0.			GOOD JOBS 3 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL, USAA-GOODJOBS PLUS,
GOODWILL IND OF SOUTHWEST FLORIDA INC - 4940 BAYLINE DRIVE - NORTH FORT MYERS ,	59-6196141	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SOUTHWESTERN MICHIGAN 420 EAST ALCOTT - KALAMAZOO	35-1558550	501(C)(3)	30,000.	0.			GOOGLE-DATA INITIATIVE,
GOODWILL IND OF TENNEVA AREA, INC. 2017 BROOKSIDE LANE KINGSPORT, TN 37660	23-7217515	501(C)(3)	472,712.	0.			SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
GOODWILL IND OF THE CHESAPEAKE, INC. - 222 EAST REDWOOD STREET - BALTIMORE	52-0591576	501(C)(3)	561,247.	0.			ACCENTURE CARTECH INCUBATE 2, ADULT LIFELAUNCH 2, GOOGLE IT CAREERS, GOOGLE RESILIENT
GOODWILL IND OF THE COLUMBIA, INC. 815 NORTH KELLOGG ST., SUITE A KENNEWICK, WA 99336	23-7071436	501(C)(3)	7,902.	0.			GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF THE HEARTLAND 1410 SOUTH FIRST AVENUE IOWA CITY, IA 52240	42-0923563	501(C)(3)	11,863.	0.			AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF THE INLAND NORTHWEST - 130 E. 3RD AVE - SPOKANE	91-0597006	501(C)(3)	16,500.	0.			GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND OF THE SOUTHERN PIEDMONT 2122 FREEDOM DRIVE - CHARLOTTE	56-0844639	501(C)(3)	211,558.	0.			AECF CASEY 2018 DIRECT, GOOD JOBS 3 DIRECT, GOOGLE-DATA INITIATIVE, GOOGLE-GW DIGITAL CAREER
GOODWILL IND OF THE VALLEYS INC 2502 MELROSE AVE NW ROANOKE, VA 24017	54-0884014		2,541,946.	0.			ACCENTURE CARTECH INCUBATE 2, ADULT LIFELAUNCH 2, CAREERS IN TECHNOLOGY, GOOGLE IT
GOODWILL IND OF WNY, INC. 1119 WILLIAM STREET BUFFALO, NY 14206	16-0761225	501(C)(3)	34,333.	0.			ASSOCIATION GRANT,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

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GOODWILL IND UPSTATE/MIDLANDS SC 115 HAYWOOD RD GREENVILLE, SC 29607	57-0564001	501(C)(3)	2,074,260.	0.			ACCENTURE GROWTH MINDSET, AECF CASEY 2018 DIRECT, GOOD JOBS 3 DIRECT, GOOGLE-DATA INITIATIVE,
GOODWILL IND. OF FORT WORTH, INC 4005 CAMPUS DR. FORT WORTH, TX 76119	75-0868393	501(C)(3)	14,420.	0.			ACCENTURE SKILLS TO SUCCEED 19, AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND. OF NORTHWEST NORTH CAROLINA, INC - 2701 UNIVERSITY PARKWAY - WINSTON-SALEM,	56-0588474	501(C)(3)	149,984.	0.			GOOD JOBS 3 DIRECT, USAA-GOODJOBS PLUS,
GOODWILL IND. OF SAN DIEGO COUNTY, INC - 3663 ROSECRANS STREET - SAN DIEGO,	95-1652910	501(C)(3)	161,751.	0.			GOOD JOBS 3 DIRECT, USAA-GOODJOBS PLUS,
GOODWILL IND. OF VENTURA & SANTA BARBARA COUNTIES, INC - 130 LOMBARD STREET - OXNARD,	77-0448301	501(C)(3)	126,873.	0.			GOOD JOBS 3 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL, USAA-GOODJOBS PLUS,
GOODWILL IND-BIG BEND, INC. 300 MABRY STREET TALLAHASSEE, FL 32304	59-1279499	501(C)(3)	29,608.	0.			GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL IND-MANASOTA, INC. 7501 15TH ST.E. SARASOTA, FL 34243	59-2074391	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL INDUSTRIES OF NEW MEXICO 5000 SAN MATEO BLVD NE ALBUEQUERQUE, NM 87109	85-0107916	501(C)(3)	1,390,671.	0.			SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
GOODWILL INDUSTRIES OF SAN FRANCISCO SAN MATEO AND MARIN CO - 750 POST STREET - SAN FRANCISCO,	94-1156540	501(C)(3)	27,500.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL INDUSTRIES OF SILICON VALLEY 1080 NORTH 7TH STREET - SAN JOSE ,	94-1212132	501(C)(3)	116,913.	0.			GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL INDUSTRIES OF TULSA, INC. 2800 SOUTHWEST BOULEVARD TULSA , OK 74107	73-0614297	501(C)(3)	59,012.	0.			ASSOCIATION GRANT, GOOGLE IT CAREERS, GOOGLE-DATA INITIATIVE, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL KEYSTONE AREA 1150 GOODWILL DRIVE HARRISBURG , PA 17101	23-1365338	501(C)(3)	23,491.	0.			ASSOCIATION GRANT,
GOODWILL NORTHERN NEW ENGLAND 34 HUTCHERSON DRIVE GORHAM , ME 04038	01-0284340	501(C)(3)	20,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL OF CENTRAL ARIZONA 2626 W BERYL AVE PHOENIX , AZ 85021	86-0104415	501(C)(3)	119,986.	0.			ACCENTURE CARTECH INCUBATE 2, ACCENTURE GROWTH MINDSET, GM-GOODPROSPECTS FOR
GOODWILL OF COLORADO 1460 GARDEN OF THE GODS ROAD COLORADO SPRINGS , CO 80907	84-6166225	501(C)(3)	81,936.	0.			ACCENTURE CARTECH INCUBATE 2, GOOGLE-GW DIGITAL CAREER ACCEL, KENNETH KING TRAINING
GOODWILL OF NORTH GEORGIA INC 2201 LAWRENCEVILLE HWY DECATUR , GA 30033	20-8351046	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL OF SOUTHWESTERN PENNSYLVANIA - 118 52ND STREET - PITTSBURGH ,	25-1773112	501(C)(3)	314,210.	0.			ADULT LIFELAUNCH 2, GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL OF THE OLYMPICS AND RAINIER REGION 714 S 27TH ST - TACOMA ,	91-0573106	501(C)(3)	1,685,269.	0.			GOOD JOBS 3 DIRECT, GOOGLE-DATA INITIATIVE, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,

Schedule I (Form 990)



**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL OF THE SOUTHERN ALLEGHENIES - 540-542 CENTRAL AVE - JOHNSTOWN ,	25-1115026	501(C)(3)	57,165.	0.			LIFE LAUNCH,
GOODWILL OF WESTERN AND NORTHERN CT INC - 165 OCEAN TERRACE - BRIDGEPORT ,	06-0662111	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL OF WESTERN MISSOURI AND EASTERN KANSAS - 1817 CAMPBELL STREET - KANSAS CITY ,	43-1125281	501(C)(3)	12,000.	0.			ACCENTURE CARTECH INCUBATE 2, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL SERVING THE PEOPLE OF SOUTHERN LOS ANGELES COUNTY - 800 PACIFIC COAST HIGHWAY - LONG BEACH ,	95-1644017	501(C)(3)	5,500.	0.			ACCENTURE SKILLS TO SUCCEED 3, AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
GOODWILL WEST TEXAS 2200 NORTH FIRST ST. ABILENE , TX 79603	75-1867441	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL,
HEART OF TEXAS GOODWILL IND INC 1700 S NEW RD WACO , TX 76711	74-1238443	501(C)(3)	20,170.	0.			ACCENTURE CARTECH INCUBATE 2, GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL,
HORIZON GOODWILL IND 14515 PENNSYLVANIA AVENUE HAGERSTOWN , MD 21742	52-0660403	501(C)(3)	12,000.	0.			AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
LAND OF LINCOLN GOODWILL IND 1220 OUTER PARK DRIVE SPRINGFIELD , IL 62704	37-0661254	501(C)(3)	12,975.	0.			ACCENTURE SKILLS TO SUCCEED 19, ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER
MAGIC PO BOX 905 FREDERICKSBURG , VA 22404	90-0147552		36,140.	0.			ASSOCIATION GRANT,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MARION GOODWILL IND, INC. 340 WEST FAIRGROUND STREET MARION, OH 43302	31-0908180	501(C)(3)	300,727.	0.			ACCENTURE SKILLS TO SUCCEED 3, AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
MERS/MISSOURI GOODWILL IND 1727 LOCUST STREET ST. LOUIS, MO 63106-3252	43-0652657	501(C)(3)	1,966,953.	0.			SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,
NORTH CENTRAL GOODWILL ASSOCIATION 1410 S FIRST AVENUE IOWA CITY, IA 52240	42-0764469		74,587.	0.			ASSOCIATION GRANT,
OHIO ASSOCIATION OF GOODWILL IND 570 E. WATERLOO RD. AKRON, OH 44319	23-7296009		57,824.	0.			ASSOCIATION GRANT,
PALMETTO GOODWILL 2150 EAGLE DRIVE N. CHARLESTON, SC 29406	57-0632511	501(C)(3)	1,963,717.	0.			GOOD JOBS 3 DIRECT, GOOD PATHS DIRECT, MEMBER RELATIONS, SCSEP PY 2018 DIRECT, SCSEP PY 2019
RAPPAHANNOCK GOODWILL IND INC 4701 MARKET STREET FREDERICKSBURG, VA 22408	54-0808744	501(C)(3)	13,999.	0.			AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
SEATTLE GOODWILL IND, INC. 700 DEARBORN PLACE SOUTH SEATTLE, WA 98144	91-0568708	501(C)(3)	12,000.	0.			AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,
SOUTHEAST ASSOCIATION 2407 31ST STREET GULFPORT, MS 39501	64-0547585		59,451.	0.			ASSOCIATION GRANT,
SOUTHERN OREGON GOODWILL 11 W JACKSON STREET MEDFORD, OR 97501	93-0564141	501(C)(3)	41,561.	0.			ASSOCIATION GRANT,

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
TEXAS ASSOCIATION OF GOODWILLS 10040 CIRCLEVIEW AUSTIN, TX 78733	74-2972090		48,789.	0.			ASSOCIATION GRANT,
VIRGINIA GOODWILL NETWORK 1140 3RD STREET NE, SUITE 350 WASHINGTON, DC 20002	14-1993959		21,684.	0.			ASSOCIATION GRANT,
YOUNGSTOWN AREA GOODWILL IND, INC. 2747 BELMONT AVENUE YOUNGSTOWN, OH 44505	34-0714576	501(C)(3)	100,500.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE RESILIENT COMMUNITIES,
ZANESVILLE WELFARE ORGANIZATION AND GOODWILL IND, INC - 3610 WEST PIKE - ZANESVILLE,	31-4379480	501(C)(3)	1,075,333.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT,

**Part III** **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.  
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
2019 ACHIEVER OF THE YEAR AWARD	1	5,000.	0.		
2019 VOLUNTEER LEADER AWARD	2	1,000.	0.		
2019 KENNESTH SHAW GRADUTATE AWARD	1	5,000.	0.		
2019 KING AWARD	1	5,000.	0.		
2019 ROBINS AWARD	2	1,000.	0.		

**Part IV** **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

**PART I, LINE 2:**

ALL GRANT AWARDS ARE ASSIGNED A UNIQUE COST CENTER IN THE GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), GENERAL LEDGER SYSTEM. EACH GRANT IS ASSIGNED TO A PROGRAM MANAGER WHO IS RESPONSIBLE FOR FOLLOWING THE GRANT BUDGET AND WORKING WITH SUBGRANTEE GOODWILL ORGANIZATIONS TO ACHIEVE THE GOALS SPECIFIED BY THE GRANT AWARD.

WHEN GII MAKES SUBAWARDS TO LOCAL GOODWILL ORGANIZATIONS TO CARRY OUT CERTAIN GRANT FUNDED PROGRAMS, AN AGREEMENT IS SIGNED BETWEEN GII AND THE

**Part III** Continuation of Grants and Other Assistance to Individuals in the United States (Schedule I (Form 990), Part III.)

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
2019 EDGAR J. HELMS AWARD	2.	1,000.	0.		
2019 TREVETHAN AWARD	1.	500.	0.		
2019 GOODWILL DIVERSITY & INCLUSION AWARD	1.	500.	0.		
2019 GOODWILL SUSTAINABILITY ASWRD	1.	500.	0.		

**Part IV** Supplemental Information

SUBRECIPIENT. THE AGREEMENT SPECIFIES REQUIREMENTS OF THE ORIGINAL AWARD AND THE PERFORMANCE AND REPORTING REQUIREMENTS OF THE SUBRECIPIENT TO GII. MONTHLY REPORTS ARE RECEIVED FROM THE SUBRECIPIENTS, REVIEWED BY GII PROGRAM AND FINANCIAL TEAM MEMBERS, AND ENTERED INTO THE GII GENERAL LEDGER SYSTEM WHEN APPROVED.

GII DRAWS AND DISBURSES GRANT FUNDS ACCORDING TO SPECIFICATIONS OF THE GRANT AGREEMENT. GII MAKES PERIODIC REPORTS TO THE FUNDING FOUNDATION OR GOVERNMENT AGENCY AS REQUIRED BY THE GRANT AGREEMENT.

GII PROGRAM AND ACCOUNTING TEAM MEMBERS CONDUCT REGULAR DESK REVIEWS AND MAKE MONITORING VISITS TO THE SUBRECIPIENTS, USUALLY ON AN ANNUAL BASIS, TO REVIEW THE PROGRAM OUTCOMES AND FINANCIAL RECORDING OF THE PROGRAM EXPENDITURES.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL EASTER SEALS INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, ADULT LIFELAUNCH 2, AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL EASTER SEALS MIAMI VALLEY

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 19, ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL, YOUTH LIFE LAUNCH 2,

NAME OF ORGANIZATION OR GOVERNMENT:

**Part IV** Supplemental Information

GOODWILL IND OF AKRON INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GOOGLE RESILIENT COMMUNITIES,  
GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP PY 2019  
DIRECT,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF CENTRAL INDIANA

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GROWTH MINDSET, ADULT LIFE  
LAUNCH, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP PY  
2019 DIRECT,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF CENTRAL TEXAS

(H) PURPOSE OF GRANT OR ASSISTANCE: ADULT LIFE LAUNCH, CAREERS IN  
TECHNOLOGY, GM-GOODPROSPECTS FOR CAREERS, GOOGLE-DATA INITIATIVE,  
GOOGLE-GW DIGITAL CAREER ACCEL, LIFE LAUNCH,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF EAST TEXAS, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CARTECH INCUBATE 2,  
ACCENTURE SKILLS TO SUCCEED 3, AECF CASEY 2018 DIRECT, GOOGLE IT CAREERS,  
GOOGLE-GW DIGITAL CAREER ACCEL,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF GREATER DETROIT

(H) PURPOSE OF GRANT OR ASSISTANCE: ADULT LIFE LAUNCH, GM-GOODPROSPECTS  
FOR CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL, LIFE LAUNCH,

**Part IV** Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF HOUSTON

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GROWTH MINDSET, GOOD JOBS

3 DIRECT, GOOD PATHS DIRECT, GOOGLE IT CAREERS, LIFE LAUNCH,

USAA-GOODJOBS PLUS, YOUTH LIFE LAUNCH 2,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF NORTHWEST OHIO, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3,

GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP PY 2019

DIRECT,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF THE CHESAPEAKE, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CARTECH INCUBATE 2, ADULT

LIFELAUNCH 2, GOOGLE IT CAREERS, GOOGLE RESILIENT COMMUNITIES, GOOGLE-GW

DIGITAL CAREER ACCEL,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF THE SOUTHERN PIEDMONT

(H) PURPOSE OF GRANT OR ASSISTANCE: AECF CASEY 2018 DIRECT, GOOD JOBS 3

DIRECT, GOOGLE-DATA INITIATIVE, GOOGLE-GW DIGITAL CAREER ACCEL,

USAA-GOODJOBS PLUS,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF THE VALLEYS INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CARTECH INCUBATE 2, ADULT

LIFELAUNCH 2, CAREERS IN TECHNOLOGY, GOOGLE IT CAREERS, GOOGLE-DATA



**Part IV** Supplemental Information

INITIATIVE, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP  
PY 2019 DIRECT,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND UPSTATE/MIDLANDS SC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GROWTH MINDSET, AECF CASEY  
2018 DIRECT, GOOD JOBS 3 DIRECT, GOOGLE-DATA INITIATIVE, GOOGLE-GW  
DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,  
USAA-GOODJOBS PLUS,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL INDUSTRIES OF SAN FRANCISCO SAN MATEO AND MARIN CO

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3,  
GOOGLE IT CAREERS, GOOGLE-GW DIGITAL CAREER ACCEL, MEMBER RELATIONS,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL OF CENTRAL ARIZONA

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CARTECH INCUBATE 2,  
ACCENTURE GROWTH MINDSET, GM-GOODPROSPECTS FOR CAREERS, GOOGLE-GW DIGITAL  
CAREER ACCEL,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL OF COLORADO

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CARTECH INCUBATE 2,  
GOOGLE-GW DIGITAL CAREER ACCEL, KENNETH KING TRAINING UNREST ,

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL OF THE OLYMPICS AND RAINIER REGION

**Part IV** Supplemental Information

(H) PURPOSE OF GRANT OR ASSISTANCE: GOOD JOBS 3 DIRECT, GOOGLE-DATA INITIATIVE, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT, USAA-GOODJOBS PLUS,

NAME OF ORGANIZATION OR GOVERNMENT:

LAND OF LINCOLN GOODWILL IND

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 19, ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL,

NAME OF ORGANIZATION OR GOVERNMENT:

MARION GOODWILL IND, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, AECF CASEY 2018 DIRECT, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,

NAME OF ORGANIZATION OR GOVERNMENT:

PALMETTO GOODWILL

(H) PURPOSE OF GRANT OR ASSISTANCE: GOOD JOBS 3 DIRECT, GOOD PATHS DIRECT, MEMBER RELATIONS, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT, USAA-GOODJOBS PLUS,

NAME OF ORGANIZATION OR GOVERNMENT:

ZANESVILLE WELFARE ORGANIZATION AND GOODWILL IND, INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2018 DIRECT, SCSEP PY 2019 DIRECT,

EXPLANATION OF GRANTS AND AWARDS:

**Part IV** Supplemental Information

ASSOCIATION GRANTS AND SUPPORT FOR PROGRAMMATIC OPERATIONS: THE ASSOCIATION GRANT PROGRAM IS INTENDED TO GENERATE ACTION THAT WILL STIMULATE THE STRENGTHENING OF INDIVIDUAL LOCAL GOODWILL ORGANIZATIONS AND GOODWILL ASSOCIATIONS' ABILITY TO COLLABORATE ON ISSUES OF IMPORTANCE TO THE BROAD GOODWILL COMMUNITY.

## COE AWARDS:

P.J. TREVETHAN AWARD: PRESENTED TO A GOODWILL INDUSTRIES CHIEF EXECUTIVE OFFICER FOR OUTSTANDING CONTRIBUTION TO THE TRAINING OF GOODWILL INDUSTRIES PERSONNEL.

J.D. ROBINS JR. DISTINGUISHED CAREER AWARD: RECOGNIZES A GOODWILL INDUSTRIES CHIEF EXECUTIVE OFFICER FOR HIS/HER OUTSTANDING CAREER CONTRIBUTIONS AND DEDICATION TO THE ADVANCEMENT OF THE GOODWILL INDUSTRIES MOVEMENT OVER A SPAN OF AT LEAST 25 YEARS.

GERALD L. CLORE INTERNATIONAL AWARD: RECOGNIZES THE EFFORTS OF A NORTH AMERICAN MEMBER GOODWILL INDUSTRIES EXECUTIVE TO FURTHER THE INTERNATIONAL MISSION OF GOODWILL.

HALL OF FAME (CEO): RECOGNIZES RETIRED OR DECEASED GOODWILL EXECUTIVES, STAFF, DONORS AND OTHERS WHO HAVE MADE EXEMPLARY CONTRIBUTIONS TO THE LARGER GOODWILL INDUSTRIES MOVEMENT OVER AN EXTENDED PERIOD OF TIME.

HALL OF FAME (NON-CEO): RECOGNIZES RETIRED OR DECEASED GOODWILL EXECUTIVES, STAFF, DONORS AND OTHERS WHO HAVE MADE EXEMPLARY CONTRIBUTIONS TO THE LARGER GOODWILL INDUSTRIES MOVEMENT OVER AN

**Part IV** Supplemental Information

EXTENDED PERIOD OF TIME.

DELEGATE ASSEMBLY AWARDS: THE GII AWARDS PROGRAM ACCEPTS NOMINATIONS FOR INDIVIDUALS OTHER THAN RETIRED/DECEASED GOODWILL EXECUTIVES INCLUDING RETIRED/DECEASED STAFF, VOLUNTEERS AND BOARD MEMBERS.

GII ACHIEVER OF THE YEAR: TO HONOR AN OUTSTANDING PERSON WITH A DISABILITY OR OTHER DISADVANTAGING CONDITION WHO HAS SHOWN GREAT PROGRESS AND ACCOMPLISHMENT IN OVERCOMING BARRIERS TO EMPLOYMENT, WHILE STILL BENEFITING FROM THE GOODWILL WORK ENVIRONMENT OR RECEIVING SERVICES TO SUPPORT EMPLOYMENT IN THE COMMUNITY.

GII KENNETH SHAW GRADUATE OF THE YEAR: TO HONOR AN OUTSTANDING PERSON WITH A DISABILITY OR DISADVANTAGING CONDITION WHO COMPLETED A GOODWILL INDUSTRIES CAREER SERVICES PROGRAM AND IS COMPETITIVELY EMPLOYED BY A NON-GOODWILL EMPLOYER. THE GOODWILL INDUSTRIES INTERNATIONAL (GII) GRADUATE OF THE YEAR IS SELECTED FOR OUTSTANDING ACHIEVEMENT IN OVERCOMING BARRIERS TO ATTAINING AND MAINTAINING EMPLOYMENT, AS WELL AS FOR THE ABILITY TO ARTICULATE, IN HIS OR HER OWN WAY, HOW GOODWILL HAS HELPED SHAPED HIS OR HER SUCCESS.

EDGAR J. HELMS AWARD FOR STAFF: THIS AWARD RECOGNIZES A GOODWILL EMPLOYEE WHO HAS EXEMPLIFIED THE MISSION OF GOODWILL INDUSTRIES AND REV. HELMS' VALUES OF UNSELFISH SERVICE TO PEOPLE WITH DISABILITIES OR OTHER DISADVANTAGING CONDITIONS. THE AWARD IS OPEN TO STAFF WHO HAVE NOT BEEN A PREVIOUS PROGRAM PARTICIPANT OR RECEIVED ANY SUPPORT SERVICES FROM GOODWILL.

**Part IV** Supplemental Information

EDGAR J. HELMS AWARD FOR GRADUATE STAFF: THIS AWARD RECOGNIZES A GOODWILL EMPLOYEE WHO HAS EXEMPLIFIED THE MISSION OF GOODWILL INDUSTRIES AND REV. HELMS' VALUES OF UNSELFISH SERVICE TO PEOPLE WITH DISABILITIES OR OTHER DISADVANTAGING CONDITIONS.

VOLUNTEER BOARD LEADER OF THE YEAR: TO RECOGNIZE AND SHOWCASE OUTSTANDING LEADERSHIP FROM VOLUNTEER BOARD MEMBERS WHO WORK TO SUPPORT AND FURTHER THE OPERATIONS AND MISSION OF A MEMBER GOODWILL ORGANIZATION.

VOLUNTEER MISSION LEADER OF THE YEAR TO RECOGNIZE AN OUTSTANDING VOLUNTEER LEADER WHO WORKS TO SUPPORT THE PROGRAMS OF A MEMBER GOODWILL ORGANIZATION AND HELPS FURTHER THE MISSION OF GOODWILL INDUSTRIES THROUGH HIS/HER VOLUNTEER ACTIVITIES.

ROBERT E. AND CHARLOTTE WATKINS AWARD FOR EXCELLENCE IN MISSION ADVANCEMENT: TO HONOR A GOODWILL LEADER (CEO, STAFF OR VOLUNTEER) WHO HAS MADE A SIGNIFICANT CONTRIBUTION (PROGRAM, SERVICE, PROCESS OR INNOVATION) TO THE ADVANCEMENT OF THE GOODWILL MISSION. THE CONTRIBUTION MAY INVOLVE CLIENT CAREER SERVICES OR A RELATED FIELD AND SHOULD HAVE A LASTING EFFECT ON THE ABILITY OF ONE OR MORE GOODWILL ORGANIZATIONS TO SERVE PERSONS WITH DISABILITIES OR OTHER BARRIERS TO EMPLOYMENT.

KENNETH K. KING OUTSTANDING MANAGEMENT AWARD FOR EXECUTIVE EXCELLENCE: THIS AWARD IS PRESENTED TO A GOODWILL INDUSTRIES EXECUTIVE IN RECOGNITION OF OUTSTANDING MANAGEMENT ABILITIES AND ACCOMPLISHMENTS. THE AWARD RECOGNIZES A CEO WHOSE PERFORMANCE CONSISTENTLY DEMONSTRATES STRONG ORGANIZATIONAL IMPACT RELATED TO MISSION, EXCELLENCE AND

**Part IV** Supplemental Information

SUSTAINABILITY. IT IS NAMED FOR THE LATE KENNETH K. KING, WHO ENDOWED THE KENNETH K. KING OUTSTANDING MANAGEMENT AWARD FOR EXECUTIVE EXCELLENCE TRUST. MR. KING INTENDED THE AWARD TO RECOGNIZE MANAGEMENT AND LEADERSHIP EXCELLENCE OF CEOS OF ANY SIZE GOODWILL. IT IS NOT INTENDED TO BE A LIFETIME ACHIEVEMENT AWARD, AS THERE IS ANOTHER AWARD FOR THAT PURPOSE.

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

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

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**

▶ **Attach to Form 990.**

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**2019**

Open to Public  
Inspection

Name of the organization

**GOODWILL INDUSTRIES INTERNATIONAL, INC.**

Employer identification number

**53-0196517**

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |  |  |
|--|--|
| <input type="checkbox"/> First-class or charter travel             | <input type="checkbox"/> Housing allowance or residence for personal use   |
| <input type="checkbox"/> Travel for companions                     | <input type="checkbox"/> Payments for business use of personal residence   |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees     |
| <input type="checkbox"/> Discretionary spending account            | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

**b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain .....

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? .....

**3** Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee              | <input checked="" type="checkbox"/> Written employment contract                     |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study                    |
| <input checked="" type="checkbox"/> Form 990 of other organizations     | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

**a** Receive a severance payment or change-of-control payment? .....

**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan? .....

**c** Participate in, or receive payment from, an equity-based compensation arrangement? .....

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

**a** The organization? .....

**b** Any related organization? .....

If "Yes" on line 5a or 5b, describe in Part III.

**6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

**a** The organization? .....

**b** Any related organization? .....

If "Yes" on line 6a or 6b, describe in Part III.

**7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III .....

**8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III .....

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? .....

Yes No

<b>1b</b>		
<b>2</b>	X	
<b>4a</b>		X
<b>4b</b>		X
<b>4c</b>		X
<b>5a</b>		X
<b>5b</b>		X
<b>6a</b>		X
<b>6b</b>		X
<b>7</b>		X
<b>8</b>		X
<b>9</b>		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2019

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on 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 aren't listed on Form 990, Part VII.

**Note:** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) STEVE PRESTON PRESIDENT / CEO	(i)	354,236.	0.	86,371.	15,308.	30,299.	486,214.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DAVID T EAGLES CHIEF OPERATING OFFICER	(i)	152,621.	0.	823.	1,442.	16,111.	170,997.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) WENDI COPELAND CHIEF MISSION & PARTNERSHIP OFFICER	(i)	210,144.	25,000.	2,862.	24,088.	14,462.	276,556.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JEFFREY MCCAW CHIEF FINANCIAL OFFICER	(i)	177,142.	25,000.	46,768.	26,034.	28,238.	303,182.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) BRIAN ITZKOWITZ CHIEF MEMBER ADVANCEMENT OFFICER	(i)	258,010.	20,000.	2,205.	29,377.	11,092.	320,684.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ANDREA AFFELLTRANGER CHIEF LEARNING & ANALYTICS OFFICER	(i)	172,255.	25,000.	1,120.	19,969.	28,163.	246,507.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) JUDITH BRANZELLE CHIEF LEGAL OFFICER & GENERAL COUNCIL	(i)	212,596.	15,000.	3,935.	23,193.	0.	254,724.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) PAUL D DOWNES VP INFORMATION TECHNOLOGIES	(i)	173,525.	15,000.	1,339.	18,831.	2,100.	210,795.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) ARLENE MCCREHAN SR DIRECTOR MEMBER LEARNING & ENGAGE	(i)	90,084.	0.	86,784.	7,761.	1,082.	185,711.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) DEBORAH BETSCH VP LEADERSHIP & LEARNING	(i)	159,713.	15,000.	1,249.	17,519.	4,800.	198,281.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) BETH PERELL VP MEMBER RELATIONS	(i)	157,267.	10,000.	1,197.	16,173.	836.	185,473.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							



<b>Part III</b>	<b>Supplemental Information</b>
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Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

**SCHEDULE O**  
**(Form 990 or 990-EZ)**

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 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2019**

Open to Public  
Inspection

Name of the organization

GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number

53-0196517

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

GOODWILL INDUSTRIES INTERNATIONAL, INC., WORKS TO ENHANCE THE DIGNITY  
AND QUALITY OF LIFE OF INDIVIDUALS AND FAMILIES BY STRENGTHENING  
COMMUNITIES, ELIMINATING BARRIERS TO OPPORTUNITY, AND HELPING PEOPLE IN  
NEED REACH THEIR FULL POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

SERVICE POSITIONS WITH THE GOAL OF ACHIEVING UNSUBSIDIZED EMPLOYMENT.  
FOR JULY 2019 THROUGH JUNE 2020, GII WAS AWARDED AN ADDITIONAL \$21  
MILLION FOR THE SAME PURPOSE. SEVENTEEN LOCAL GOODWILL ORGANIZATIONS  
IMPLEMENTED SCSEP PROGRAMS IN THEIR COMMUNITIES.

FOR JULY 2016 THROUGH JUNE 2019 (EXTENDED THROUGH SEPTEMBER 2019), GII  
WAS AWARDED \$4.5 MILLION FOR THE REENTRY DEMONSTRATION PROJECTS FOR  
YOUNG ADULTS PROGRAM TO PREPARE JUSTICE INVOLVED YOUNG ADULTS FOR  
EMPLOYMENT. FOR JULY 2019 THROUGH SEPTEMBER 2022, GII WAS AWARDED AN  
ADDITIONAL \$4.5 MILLION FOR THE SAME PURPOSE.

FOR JULY 2016 THROUGH JUNE 2020, GII WAS AWARDED \$4 MILLION FOR A H-1B  
TECHHIRE PARTNERSHIP GRANT FOR THE GOODWILL CAREERS IN TECHNOLOGY  
PROGRAM TO PROVIDE IT TRAINING RESOURCES AT THREE LOCAL GOODWILL  
ORGANIZATIONS.

FOR JULY 2017 THROUGH JUNE 2020, GII WAS AWARDED \$4.5 MILLION FOR ADULT  
REENTRY SERVICES FOR JUSTICE-INVOLVED ADULT SEEKING CAREER TRAINING AND  
EMPLOYMENT. A SECOND AWARD OF \$4.5 MILLION WAS RECEIVED COVERING THE

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) (2019)

Name of the organization	Employer identification number
GOODWILL INDUSTRIES INTERNATIONAL, INC.	53-0196517

PERIOD OF JULY 2018 THROUGH SEPTEMBER 2021.

WALMART FOUNDATION:

FOR MAY 2017 THROUGH DECEMBER 2020, THE WALMART FOUNDATION AWARDED GII A GRANT OF \$5 MILLION FOR OPERATION: GOODJOBS 3.0 TO SUPPORT 10 LOCAL GOODWILL ORGANIZATIONS IN EQUIPPING 5,000 VETERANS AND THEIR FAMILIES TO SECURE EDUCATION, TRAINING AND SUPPORTIVE SERVICES NECESSARY TO BECOME FINANCIALLY STRONG. THE PROGRAM FOCUSES ON GOODWILL COMMUNITIES WITH A HIGH CONCENTRATION OF VETERANS, ESPECIALLY NATIONAL GUARD, RESERVES, AND VETERANS OF OPERATION ENDURING FREEDOM (OEF).

FROM JANUARY 2017 THROUGH MAY 2020, THE WALMART FOUNDATION AWARDED GII A GRANT OF \$3 MILLION FOR GOODPATHS, A PROGRAM AT 3 GOODWILLS THAT SUPPORTS RETAIL CAREER PATHWAYS FOR INDIVIDUALS THROUGH AN EVIDENCE-BASED COACHING MODEL.

BANK OF AMERICA CHARITABLE FOUNDATION:

FOR SEPTEMBER 2019 TO DECEMBER 2020, BANK OF AMERICA CHARITABLE FOUNDATION AWARDED GII \$250,000 TO SUPPORT COMMUNITY COLLABORATION THAT SUPPORT EQUITABLE EDUCATION AND/OR EMPLOYMENT OUTCOMES. IN DECEMBER 2019 GII WAS AWARDED \$500,000 (FOR JANUARY 2020 TO DECEMBER 2021) IN SUPPORT OF A PROJECT TO DOCUMENT AND CURATE BEST PRACTICES LEARNED FROM THE OPERATION OF NATIONAL REENTRY PROGRAMS AND CREATE AN ONLINE SECOND CHANCE REENTRY GUIDE AS A TURN-KEY RESOURCE.

ANNIE E. CASEY FOUNDATION:

FOR JULY 2018 TO MARCH 2020, THE ANNIE E. CASEY FOUNDATION AWARDED GII A \$150,000 TO SUPPORT ENHANCED AND EXPANDED YOUTH DEVELOPMENT SYSTEMS FOR CAREER NAVIGATION, FINANCIAL WELLNESS AND INCLUSION AND DIVERSITY

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FOR EQUITY.

ACCENTURE:

FROM AUGUST 2018 THROUGH AUGUST 2019 (EXTENDED TO JUNE 2020), ACCENTURE AWARDED GII \$100,000 TO OFFER AN IT CAREER INCUBATOR LEARNING OPPORTUNITY FOR 10 LOCAL GOODWILL ORGANIZATIONS.

IN AUGUST 2019, , ACCENTURE AWARDED GII \$70,000 AND AUTHORIZED CARRYOVER OF ABOUT \$40 THOUSAND FROM PRIOR YEARS TO OFFER THE SKILLS TO SUCCEED ACADEMY ONLINE TOOL FOR SOFT SKILLS TRAINING TO 10 LOCAL GOODWILL ORGANIZATIONS THROUGH AUGUST 2020.

FOR AUGUST 2019 THROUGH DECEMBER 2020, ACCENTURE AWARDED GII \$220,000 TO TRAIN EMPLOYEES OF GII AND 4 MEMBERS, AND PERSONS SERVED, SKILLS THAT SUPPORT THE ABILITY TO DEVELOP OR EXPAND A GROWTH MINDSET, EMBRACE AMBIGUITY, LEARN CURIOSITY, EXPERIMENT TO FAIL AND VALUE FEEDBACK, TO BE BETTER EQUIPPED TO SUCCESSFULLY NAVIGATE AN INCLUSIVE AND CHANGING WORK ENVIRONMENT.

DULIN ENDOWMENT:

FOR JANUARY 2019 THROUGH DECEMBER 2019, THE DULIN FOUNDATION AWARDED GII A \$90,000 GRANT TO SUPPORT STRENGTHENING THE GOODWILL NETWORK'S FINANCIAL PERFORMANCE. IN DECEMBER OF 2020, AN ADDITIONAL \$95,000 WAS AWARDED FOR JANUARY 2020 THROUGH DECEMBER 2020.

GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION:

FOR JUNE 2017 THROUGH JUNE 2020, GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION AWARDED GII \$1.28 MILLION TO SUPPORT 800

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SCHOLARSHIPS OF THE GOOGLE IT PROFESSIONAL CERTIFICATE, SUPPORTING CAREERS IN TECHNOLOGY FOR UNDERSERVED INDIVIDUALS AT 18 LOCAL GOODWILL ORGANIZATIONS.

FOR OCTOBER 2018 TO OCTOBER 2019 (EXTENDED TO MARCH 2020), GOOGLE.ORG CHARITABLE GIVING FUND OF TIDES FOUNDATION AWARDED GII AN ADDITIONAL \$1.5 MILLION TO INNOVATE DATA INFRASTRUCTURE RELATED TO JOB TRAINING PROGRAMS

FOR JANUARY 2019 THROUGH DECEMBER 2020, GOOGLE.ORG CHARITABLE GIVING FUND OF TIDES FOUNDATION AWARDED GII \$1 MILLION TO SUPPORT FIVE COMMUNITIES IMPACTED BY MANUFACTURING LAYOFFS IN PROVIDING ADDITIONAL TRAINING AND JOB SKILLS.

GOOGLE.ORG:

FOR SEPTEMBER 2017 THROUGH SEPTEMBER 2020 (EXTENDED TO DECEMBER 2020), GOOGLE.ORG AWARDED GII \$10.3 MILLION FOR THE GOODWILL DIGITAL CAREER ACCELERATOR(SM) TO INFUSE DIGITAL SKILLS AWARENESS AND TRAINING INTO 125 GOODWILLS SERVING 1.2 MILLION PEOPLE.

USAA:

FOR DECEMBER 2017 THROUGH NOVEMBER 2019, USAA GRANTED GII \$500,000 TO PROVIDE WRAPAROUND SUPPORT SERVICES TO VETERANS AND MILITARY FAMILIES IN 10 COMMUNITIES.

GENERAL MOTORS:

FOR JULY 2018 THROUGH JUNE 2019 (EXTENDED TO DECEMBER 2019), GENERAL MOTORS AWARDED GII \$431,000 TO ADD OR EXPAND AUTO TECHNICIAN AND

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COMPUTER USER SUPPORT SPECIALIST TRAINING PROGRAMS FOR THREE LOCAL  
GOODWILL ORGANIZATIONS.

GENERAL MOTORS AWARDED ANOTHER \$300,000 FOR TWO LOCAL GOODWILL  
ORGANIZATIONS TO PROVIDE DIGITAL SKILLS TRAINING FOR AUGUST 2019 TO  
JULY 2020.

LUMINA FOUNDATION:

GII RECEIVED AN AWARD FROM THE LUMINA FOUNDATION GII TO SUPPORT THE  
DEVELOPMENT OF A GRANT PROPOSAL AS PART OF THE FOUNDATION'S ALL  
LEARNING COUNTS INITIATIVE

INTERCONTINENTAL HOTEL GROUP (IHG):

DURING 2019 IHG PROVIDED GII \$26,940 IN ADDITIONAL FUNDING TO SUPPORT  
THE COLLABORATION OF GII MEMBERS IN DEVELOPING BEST PRACTICES AND  
TRAINING PROGRAMS FOR THE HOSPITALITY INDUSTRY.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

- LEARNING AND KNOWLEDGE TRANSFER OPPORTUNITIES FOR LOCAL GOODWILL TEAM  
MEMBERS

- RESEARCH AND DATA ANALYSIS

- GOODWILL BRAND TRADEMARK PROTECTION

- PUBLIC WEBSITE AND MOBILE APP

- EXTRANET FOR LOCAL GOODWILL ORGANIZATIONS AND KNOWLEDGE RESOURCES

- FINANCIAL AND MANAGEMENT ANALYSES AND OTHER CONSULTATION AND

TECHNICAL ASSISTANCE

- NATIONAL AND LOCAL MARKETING AND PUBLIC RELATIONS MATERIALS

- GOODTRAK(R) CLIENT TRACKING SOFTWARE SYSTEM

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- MEDIA RELATIONS

- BENCHMARKING RESEARCH

- CONFERENCES AND LEARNING EVENTS

- PHILANTHROPY AND RESOURCE DEVELOPMENT

- ADVISORY SUPPORT TO LOCAL GOODWILL BOARDS OF DIRECTORS IN EXECUTIVE  
SEARCHES- PROFESSIONAL DEVELOPMENT FOR EXECUTIVES, SENIOR LEADERS AND DIRECT  
SERVICE TEAM MEMBERS

- ACCESS TO CORPORATE LEVEL MEMBERSHIPS AND SUBSCRIPTIONS

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

- GOVERNMENT RELATIONS

- INTERNATIONAL DEVELOPMENT

FORM 990, PART VI, SECTION A, LINE 1:

THE ORGANIZATION HAS AN EXECUTIVE COMMITTEE CONSISTING OF THE CORPORATION'S OFFICERS, THE CHAIR OF THE CONFERENCE OF EXECUTIVES, AND THREE ADDITIONAL DIRECTORS SELECTED BY THE CHAIR OF THE BOARD. FOUR MEMBERS OF THE EXECUTIVE COMMITTEE SHALL BE EMPLOYED CHIEF EXECUTIVES OF ORGANIZATIONAL MEMBERS. THE IMMEDIATE PAST CHAIRMAN OF THE CONFERENCE OF EXECUTIVES SHALL BE AN EX-OFFICIO MEMBER WITH VOICE, BUT NO VOTE. THE IMMEDIATE PAST CHAIR OF THE BOARD SHALL BE EXTENDED ONE YEAR WITH VOTING RIGHTS IF THE CHAIR'S TERM OTHERWISE WOULD TERMINATE. THE EXECUTIVE COMMITTEE HAS THE AUTHORITY TO ACT ON BEHALF OF THE ORGANIZATION AND THE BOARD, EXCEPT THAT THE EXECUTIVE COMMITTEE SHALL NOT HAVE THE AUTHORITY (A) TO BUY, SELL, LEASE, RENT, MANAGE REAL PROPERTY, (B) APPROVE A PLAN OF MERGER OR DISSOLUTION OF THE CORPORATION, (C) FILL VACANCIES ON THE BOARD, OR (D) APPOINT OR DISMISS THE CORPORATION'S CEO. ACTIONS TAKEN BY THE EXECUTIVE COMMITTEE SHALL BE

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REPORTED AND DISCUSSED AS SOON AS POSSIBLE WITH THE FULL BOARD.

FORM 990, PART VI, SECTION A, LINE 2:

STEVE RODEN IS A MEMBER OF FRED SHELFER, JR.'S LOCAL BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION A, LINE 6:

THE CORPORATION SHALL HAVE MEMBERS WHICH SHALL BE LOCAL ORGANIZATIONS USING THE WORDS "GOODWILL" OR "GOODWILL INDUSTRIES" CONSPICUOUSLY IN THEIR CORPORATE NAME, IN ALL THEIR ACTIVITIES AND PUBLICITY, AND WHICH HAVE PETITIONED FOR, AND HAVE BEEN ELECTED TO, MEMBERSHIP IN THE CORPORATION BY THE CORPORATION'S BOARD OF DIRECTORS. ORGANIZATIONAL MEMBERS INCLUDE ALL MEMBERS IN THE UNITED STATES AND CANADA AND ANY OTHER MEMBERS WHICH APPLY FOR AND ARE FOUND ELIGIBLE UNDER THE REQUIREMENTS ESTABLISHED BY THE DELEGATE ASSEMBLY. OTHER FORMS OF AFFILIATION WITH INTERNATIONAL ENTITIES, SUCH AS LICENSING AGREEMENTS, AFFILIATE AGREEMENTS, OR OTHER BINDING AGREEMENTS, MAY BE ENTERED INTO BY GII WITH THIRD PARTIES PROVIDED SUCH AFFILIATIONS ARE ALIGNED WITH GII BOARD-APPROVED GLOBAL DEVELOPMENT POLICY AS IT MAY CHANGE FROM TIME TO TIME.

FORM 990, PART VI, SECTION A, LINE 7A:

THE DELEGATE ASSEMBLY (COMPRISED OF A MEMBER OF THE GOVERNING BOARD AND THE EMPLOYED CEO OR THEIR STAFF ALTERNATE OF EACH ORGANIZATIONAL MEMBER ) ELECTS BOARD MEMBERS; THE CONFERENCE OF EXECUTIVES (COMPRISED OF MEMBER CEOS) ELECTS THE MEMBERS OF THE EXECUTIVE COUNCIL, WHICH ARE EX-OFFICIO MEMBERS OF THE BOARD. THE IMMEDIATE PAST BOARD CHAIR WILL REMAIN AS A VOTING MEMBER OF THE BOARD FOR THE YEAR SUBSEQUENT TO HIS OR HER SERVICES AS CHAIR OR THE END OF HIS OR HER TERM ON THE BOARD, WHICHEVER IS LONGER. OFFICERS OF THE BOARD ARE ELECTED BY THE BOARD OF DIRECTORS.



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FORM 990, PART VI, SECTION A, LINE 7B:

THE DELEGATE ASSEMBLY, ACCORDING TO THE BYLAWS, "SHALL ELECT THE BOARD OF DIRECTORS, FIX THE DUES OF THE CORPORATION'S ORGANIZATIONAL MEMBERS, VOTE UPON PROPOSED AMENDMENTS TO THE BYLAWS, VOTE UPON PROPOSED CHANGES TO THE TERRITORY POLICY, AND VOTE UPON REQUIREMENTS FOR ORGANIZATIONAL MEMBERSHIP." ADDITIONALLY, THE DELEGATE ASSEMBLY HAS THE RIGHT TO VOTE ON MATERIAL MODIFICATIONS OR ADDITIONS TO GOODWILL INDUSTRIES INTERNATIONAL, INC.'S REQUIREMENTS FOR MEMBERSHIP OF ITS ORGANIZATIONAL MEMBERS. ANY SUCH MODIFICATION OR ADDITION MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE DELEGATE ASSEMBLY.

FORM 990, PART VI, SECTION B, LINE 11B:

ONCE THE FORM 990 HAS BEEN FINALIZED, GOODWILL INDUSTRIES INTERNATIONAL INC.'S AUDIT COMMITTEE REVIEWS, DISCUSSES, AND VOTES TO ACCEPT. AFTER THE COMMITTEE ACCEPTS, THE FORM 990 IS THEN: (A) DISTRIBUTED TO THE FULL BOARD AS PART OF BOARD MEETING MATERIALS AND (B) OFFERED FOR ACCEPTANCE.

IT IS EACH BOARD MEMBER'S RESPONSIBILITY TO REVIEW THE FORM 990 IN SUFFICIENT DETAIL SO AS TO BRING ANY QUESTIONS OR CONCERNS TO THE TABLE BEFORE ACCEPTANCE.

FORM 990, PART VI, SECTION B, LINE 12C:

GOODWILL INDUSTRIES INTERNATIONAL, INC., REQUIRES EVERY BOARD MEMBER TO COMPLETE AND RETURN AN ANNUAL CONFLICT OF INTEREST DISCLOSURE. THE COMPLETED DISCLOSURES ARE THEN REVIEWED FOR ITEMS OF CONFLICT. ITEMS NOTED AS A POTENTIAL CONFLICT, IF ANY, ARE REVIEWED BY BOTH THE AUDIT COMMITTEE AND CHIEF LEGAL OFFICER, AND APPROPRIATE ACTION IS TAKEN TO ADDRESS THE

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## DISCLOSURES.

GII ALSO REQUIRES ITS EMPLOYEES TO SUBMIT AN ANNUAL CONFLICT OF INTEREST DISCLOSURE TO BE REVIEWED BY THE CHIEF LEGAL OFFICER.

FORM 990, PART VI, SECTION B, LINE 15:

EVERY YEAR, AN EXTERNAL COMPENSATION CONSULTANT IS HIRED TO SURVEY THE MARKETPLACE AND TO PROVIDE MARKET DATA ON THE CEO POSITION. THE CEO POSITION IS MATCHED WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES, STRUCTURES, AND SCOPE AS GOODWILL INDUSTRIES INTERNATIONAL, INC. FOR THE CEO POSITION, BOTH BASE PAY AND TOTAL COMPENSATION PAY ARE COMPARED. TOTAL COMPENSATION INCLUDES BASE PAY, BONUS PAY, AND DEFERRED COMPENSATION. EVERY YEAR, THE COMPENSATION COMMITTEE, A SUB-COMMITTEE OF THE BOARD, CONDUCTS A FORMAL PERFORMANCE EVALUATION ON THE CEO. THIS REVIEW CONSIDERS OUTCOMES ON GOALS RELATED TO THE ORGANIZATIONAL STRATEGIC PLAN, FINANCIAL PERFORMANCE, AND RESULTS FROM A SURVEY OF ALL BOARD MEMBERS ON PERFORMANCE. SURVEY RESULTS ARE COMPILED BY AN EXTERNAL CONSULTANT AND FORWARDED TO THE CHAIR OF THE COMPENSATION COMMITTEE. THIS MARKET DATA WAS USED TO SET THE COMPENSATION OF THE INCOMING CEO IN JANUARY 2019.

THE COMPENSATION COMMITTEE USES THE RESULTS FROM THE STRATEGIC PLAN, FINANCIAL PERFORMANCE, AND COMPILED PERFORMANCE SURVEY TO RECOMMEND TO THE BOARD OF DIRECTORS ANY INCREASE OR DECREASE IN PAY AND/OR BONUS THAT IS WITHIN THE MARKET COMPENSATION RANGES THAT WERE PROVIDED BY THE EXTERNAL COMPENSATION CONSULTANT FOR COMPARABLE CEO POSITIONS. THE COMPENSATION COMMITTEE MONITORED FIRST-YEAR GOALS FOR THE NEW CEO IN 2019, AND THE FIRST FORMAL EVALUATION WAS CONDUCTED IN JANUARY 2020 FOLLOWING ONE YEAR OF

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SERVICE.

FOR OFFICERS AND KEY EMPLOYEES, POSITIONS ARE MATCHED BY AN EXTERNAL COMPENSATION CONSULTANT WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES, STRUCTURES, AND SCOPE AS GOODWILL INDUSTRIES INTERNATIONAL, INC. IN 2019, THE POSITIONS REVIEWED WERE: CHIEF MARKETING OFFICER & SENIOR VP GLOBAL DEVELOPMENT, CHIEF FINANCIAL OFFICER, SENIOR VICE PRESIDENT OF STRATEGY AND ADVANCEMENT, THE MARKET RANGES FOR BASE PAY AND BASE PLUS BONUS ARE PROVIDED TO THE COMPENSATION COMMITTEE FOR THESE POSITIONS BY THE EXTERNAL COMPENSATION CONSULTANT. THE COMPENSATION COMMITTEE REVIEWS THIS DATA AND APPROVES THE RANGES TO BE USED BY THE CEO IN DETERMINING THEIR BASE PAY PLUS BONUS. THE MERIT PAY AND BONUS AWARD FOR THE OFFICERS AND KEY EMPLOYEES, IF ANY, ARE EFFECTIVE IN JANUARY OF EACH YEAR AFTER A PERFORMANCE AND GOALS REVIEW IS CONDUCTED.

NOTES FROM THE ABOVE PROCESS ARE PRODUCED CONTEMPORANEOUSLY BY THE CHAIR OF THE COMPENSATION COMMITTEE.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, AK, AR, CA, CT, CO, FL, GA, HI, IL, KS, KY, MD, MA, ME, MI, MN, MO, MS, ND, NH, NJ, NM, NY, NC, NV, OH, OK, OR, PA, RI, SC, TN, UT, VA, WV, WI, WA

FORM 990, PART VI, SECTION C, LINE 19:

UPON REQUEST, GOODWILL INDUSTRIES INTERNATIONAL, INC., PROVIDES COPIES OF ITS ARTICLES OF INCORPORATION, BYLAWS, AND CONFLICT OF INTEREST POLICIES. THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS AND FORMS 990 ARE AVAILABLE ON ITS PUBLIC WEBSITE.

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FORM 990, PART VII, SECTION A, LINE 1A:

IN ADDITION TO ITS VOTING DIRECTORS, GOODWILL INDUSTRIES INTERNATIONAL,  
INC., HAS THREE NON-VOTING EMERITUS BOARD MEMBERS: LARRY DEJARNETT,  
BILL KACAL, AND LORNA G UTLEY. THEY MAY BE CONTACTED IN CARE OF GII.

FORM 990, PART IX, LINE 19:

PART IX LINE 19 INCLUDES THE COSTS ASSOCIATED WITH CONFERENCES AND  
LEARNING EVENTS HELD FOR LOCAL GOODWILL ORGANIZATIONS.

FORM 990, PART XII, LINE 2C:

THE AUDIT OVERSIGHT PROCESS HAS REMAINED UNCHANGED FROM THE PREVIOUS  
YEAR.

**SCHEDULE R**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Related Organizations and Unrelated Partnerships**

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

► Attach to Form 990.

► Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2019**

**Open to Public  
Inspection**

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**Part I Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
15810 INDIANOLA DRIVE LLC (SINGLE MEMBER LLC) - 53-0196517, 15810 INDIANOLA DRIVE, ROCKVILLE, MD 20855	HOLDING ENTITY FOR GII'S MEMBER SERVICES CENTER BUILDING	MARYLAND	294,380.	53,418.	GOODWILL INDUSTRIES INTERNATIONAL, INC.

**Part II Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
GOODWILL MISSION AND JOB CREATION SERVICES, INC. (GMJCS) - 45-5221005, 15810 INDIANOLA DRIVE, ROCKVILLE, MD 20855	LOANS TO GW MEMBERS AT A LOWER COST TO CREATE JOBS AND PROMOTE MISSION	DISTRICT OF COLUMBIA	501(C)(3)	509(A)(2)	GII	X	

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule R (Form 990) 2019



**Part V Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
<b>1</b> During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
<b>a</b> Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity .....	<b>1a</b>	X
<b>b</b> Gift, grant, or capital contribution to related organization(s) .....	<b>1b</b>	X
<b>c</b> Gift, grant, or capital contribution from related organization(s) .....	<b>1c</b>	X
<b>d</b> Loans or loan guarantees to or for related organization(s) .....	<b>1d</b>	X
<b>e</b> Loans or loan guarantees by related organization(s) .....	<b>1e</b>	X
<b>f</b> Dividends from related organization(s) .....	<b>1f</b>	X
<b>g</b> Sale of assets to related organization(s) .....	<b>1g</b>	X
<b>h</b> Purchase of assets from related organization(s) .....	<b>1h</b>	X
<b>i</b> Exchange of assets with related organization(s) .....	<b>1i</b>	X
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) .....	<b>1j</b>	X
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) .....	<b>1k</b>	X
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) .....	<b>1l</b>	X
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) .....	<b>1m</b>	X
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) .....	<b>1n</b>	X
<b>o</b> Sharing of paid employees with related organization(s) .....	<b>1o</b>	X
<b>p</b> Reimbursement paid to related organization(s) for expenses .....	<b>1p</b>	X
<b>q</b> Reimbursement paid by related organization(s) for expenses .....	<b>1q</b>	X
<b>r</b> Other transfer of cash or property to related organization(s) .....	<b>1r</b>	X
<b>s</b> Other transfer of cash or property from related organization(s) .....	<b>1s</b>	X
<b>2</b> 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 related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) GMJCS	Q	5,340.	LOAN SERVICING AGREEMENT
(2)			
(3)			
(4)			
(5)			
(6)			

**Part VI Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

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.

[illegible]



Provide additional information for responses to questions on Schedule R. See instructions.