** PUBLIC DISCLOSURE COPY **

Form **990**

Return of Organization Exempt From Income Tax

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

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

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

Department of the Treasury
Internal Revenue Service

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning and ending

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

C Name of organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address): 15810 INDIANOLA DRIVE — Room/suite

City or town, state or province, country, and ZIP or foreign postal code: ROCKVILLE, MD 20855

D Employer identification number: 53-0196517

E Telephone number: 301-530-6500

G Gross receipts $ 70,234,533.

F Name and address of principal officer: STEVEN C. PRESTON
SAME AS C ABOVE

H(a) Is this a group return for subordinates? Yes [X] No

H(b) Are all subordinates included? Yes No
If "No," attach a list. See instructions

H(c) Group exemption number ▶

I Tax-exempt status: [X] 501(c)(3) 501(c) ( ) ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ WWW.GOODWILL.ORG

K Form of organization: [X] Corporation Trust Association Other ▶

L Year of formation: 1910 **M** State of legal domicile: MA

Part I Summary

Activities & Governance

1	Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O		
2	Check this box ▶ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3	Number of voting members of the governing body (Part VI, line 1a)	3	32
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	32
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	137
6	Total number of volunteers (estimate if necessary)	6	34
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	12,600.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

		Prior Year	Current Year
Revenue			
8	Contributions and grants (Part VIII, line 1h)	54,802,941.	43,462,789.
9	Program service revenue (Part VIII, line 2g)	21,616,998.	22,465,633.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	637,826.	387,561.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	87,761.	120,732.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	77,145,526.	66,436,715.
Expenses			
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	28,974,852.	28,506,333.
14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	14,492,156.	15,329,288.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	75,000.
b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 952,916.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	8,839,754.	11,435,656.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	52,306,762.	55,346,277.
19	Revenue less expenses. Subtract line 18 from line 12	24,838,764.	11,090,438.
Net Assets or Fund Balances		**Beginning of Current Year**	**End of Year**
20	Total assets (Part X, line 16)	56,845,919.	67,550,943.
21	Total liabilities (Part X, line 26)	10,460,589.	9,915,849.
22	Net assets or fund balances. Subtract line 21 from line 20	46,385,330.	57,635,094.

Part II Signature Block

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

Sign Here

▶ Signature of officer — Date: May 13, 2022

▶ STEVEN C PRESTON, PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check if self-employed	PTIN
SARA SMITH	Sara Smith	05/05/22		P01332734

Firm's name ▶ RSM US LLP — Firm's EIN ▶ 42-0714325

Firm's address ▶ 2021 L STREET NW, SUITE 400
WASHINGTON, DC 20036 — Phone no. 202-293-2200

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

Part III Statement of Program Service Accomplishments

Check 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 [X] 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 [X] 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 $ 32,629,187. including grants of $ 28,208,849.) (Revenue $ 32,804,033.)

SPONSORED PROGRAMS: GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), RECEIVES SPONSORED PROGRAMS AND GRANTS FROM THE UNITED STATES DEPARTMENT OF LABOR, UNITED STATES DEPARTMENT OF AGRICULTURE 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:

FROM JULY 2020 TO JUNE 2021, GII WAS AWARDED $22.0 MILLION FOR SCSEP PROGRAM TO PROMOTE INDIVIDUAL ECONOMIC SELF-SUFFICIENCY BY PROVIDING

4b (Code:) (Expenses $ 16,128,298. including grants of $ 238,710.) (Revenue $ 22,465,633.)

DIRECT SERVICES TO MEMBERSHIP: DIRECT SERVICES TO MEMBERSHIP INCLUDES CONSULTATIONS, EXECUTIVE PROFESSIONAL DEVELOPMENT, TRAINING SEMINARS, EVENTS SUCH AS THE ANNUAL MEETING OF THE CONFERENCE OF EXECUTIVES AND THE DELEGATE ASSEMBLY, DATA PROCESSING AND ANALYSIS, ASSISTANCE IN THE DEVELOPMENT OF NATIONAL AND LOCAL COMMUNICATIONS MATERIALS, AND THE LOAN PROGRAM PROVIDED BY GMJCS.

4c (Code:) (Expenses $ 1,282,826. including grants of $ 58,774.) (Revenue $)

SUPPORT SERVICES TO MEMBERSHIP: SUPPORT SERVICES TO MEMBERSHIP INCLUDE INTERNATIONAL ACTIVITIES, GOVERNMENT RELATIONS AND STRATEGIC SOURCING.

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

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

4e Total program service expenses ▶ 50,040,311.

SEE SCHEDULE O FOR CONTINUATION(S)

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4	X	
5	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 Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		X
6	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? *If "Yes," complete Schedule D, Part I*	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	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? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? *If "Yes," complete Schedule D, Part V*	10	X	
11	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.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	X	
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? *If "Yes," complete Schedule D, Part VII*	11b		X
c	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? *If "Yes," complete Schedule D, Part VIII*	11c		X
d	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? *If "Yes," complete Schedule D, Part IX*	11d		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		X
f	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)? *If "Yes," complete Schedule D, Part X*	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		X
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b	X	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
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? *If "Yes," complete Schedule F, Parts I and IV*	14b	X	
15	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? *If "Yes," complete Schedule F, Parts II and IV*	15	X	
16	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? *If "Yes," complete Schedule F, Parts III and IV*	16		X
17	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? *If "Yes," complete Schedule G, Part I.* See instructions	17	X	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	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? *If "Yes," complete Schedule I, Parts I and II*	21	X	

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	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? *If "Yes," complete Schedule I, Parts I and III*	22		X
23	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? *If "Yes," complete Schedule J*	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
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? *If "Yes," complete Schedule L, Part I*	25b		X
26	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? *If "Yes," complete Schedule L, Part II*	26		X
27	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? *If "Yes," complete Schedule L, Part III*	27		X
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33	X	
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34	X	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X	
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)? *If "Yes," complete Schedule R, Part V, line 2*	35b		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	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? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O	38	X	

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
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	70			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	X	

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

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	137		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file.* See instructions.				
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a	X	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*		3b	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		X
b	If "Yes," enter the name of the foreign country ▶				
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state?		13a		
	Note: See the instructions for additional information the organization must report on Schedule O.				
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year?		15		X
	If "Yes," see the instructions and file Form 4720, Schedule N.				
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?		16		X
	If "Yes," complete Form 4720, Schedule O.				
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		17		
	If "Yes," complete Form 6069.				

Part VI Governance, Management, and Disclosure. *For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.*

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	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	Enter the number of voting members included on line 1a, above, who are independent	1b	32		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			X
3	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
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6	Did the organization have members or stockholders?	6		X	
7a	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	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	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		X	
b	Each committee with authority to act on behalf of the governing body?	8b		X	
9	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
10a	Did the organization have local chapters, branches, or affiliates?	10a		X
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		
11a	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	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
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		

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,DC,FL,GA,HI,IL,KS

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.

[X] Own website [X] Another's website [X] 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 ▶

DAVID EAGLES - 301-530-6500

15810 INDIANOLA DRIVE, ROCKVILLE, MD 20855

SEE SCHEDULE O FOR FULL LIST OF STATES

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 .... [X]

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) STEVEN C PRESTON CHIEF EXECUTIVE OFFICER	40.00			X				544,352.	0.	51,773.
(2) BRIAN ITZKOWITZ CHIEF MEMBERSHIP OFFICER (TO 10/21)	40.00				X			374,283.	0.	35,099.
(3) DAVID EAGLES CHIEF OPERATING OFFICER	39.00 1.00			X				308,002.	0.	49,326.
(4) WENDI COPELAND CHIEF STRAT. PSHIP ACTIVATION OFFICE	40.00				X			271,609.	0.	28,493.
(5) DEBORAH BETSCH CHIEF TALENT OFFICER	40.00				X			233,450.	0.	46,694.
(6) ONNEY CRAWLEY CHIEF MARKETING OFFICER	40.00				X			231,716.	0.	31,634.
(7) MARLA JACKSON VP, QUALITY FOUNDATIONS	40.00					X		225,627.	0.	35,207.
(8) JUDY BRANZELLE CHIEF LEGAL OFFICER (TO 9/21)	40.00					X		241,273.	0.	7,521.
(9) DHRUWA RAI CHIEF INFORMATION OFFICER (TO 9/21)	40.00				X			202,325.	0.	28,937.
(10) BERNARD KRAMER DIR, CONSULTANT TO CFO	40.00					X		180,662.	0.	34,465.
(11) KIM TRAN CHIEF FINANCIAL OFFICER	40.00			X				194,150.	0.	15,985.
(12) JOHN CUNNINGHAM SR CONSULTANT, DGR (TO 10/21)	40.00					X		178,828.	0.	24,395.
(13) WILLIAM PARRISH SR CONSULTING, DGR	40.00					X		164,415.	0.	32,902.
(14) EDGAR "NED" HELMS CHAIR	2.00	X		X				0.	0.	0.
(15) MICHAEL WINCKLER VICE CHAIR	2.00	X		X				0.	0.	0.
(16) JOE GUITH SECRETARY	2.00	X		X				0.	0.	0.
(17) ANNE MYONG TREASURER	2.00	X		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: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) AMY LUTTRELL IMMEDIATE PAST CHAIR	2.00	X		X				0.	0.	0.
(19) PAT AIRY DIRECTOR	2.00	X						0.	0.	0.
(20) MARK BOYD DIRECTOR	2.00	X						0.	0.	0.
(21) DAN BURON DIRECTOR	2.00	X						0.	0.	0.
(22) DARYL CAMPBELL DIRECTOR	2.00	X						0.	0.	0.
(23) DEBIE M COBLE DIRECTOR	2.00	X						0.	0.	0.
(24) KEN DIEKROEGER DIRECTOR	2.00	X						0.	0.	0.
(25) ED DURKEE DIRECTOR	2.00	X						0.	0.	0.
(26) VICKY FREE DIRECTOR	2.00	X						0.	0.	0.
1b Subtotal ▶								3,350,692.	0.	422,431.
c Total from continuation sheets to Part VII, Section A ▶								0.	0.	0.
d Total (add lines 1b and 1c) ▶								3,350,692.	0.	422,431.

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 ▶ 38

		Yes	No
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*	3		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*	4	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ACCENTURE, LLP 161 N. CLARK ST, CHICAGO, IL 60601	CONSULTING	861,333.
RTL SOLUTIONS, LLC 326 BOOT ROAD, MALVERN, PA 19355	CONSULTING	544,650.
CTM HOLDINGS, LLC 4060 PEACHTREE RD, ATLANTA, GA 30319	CONSULTING	492,339.
NOVUS GLOBAL TECHNOLOGIES, INC. 350 MAIN ST, 2ND FLOOR, MALDEN, MA 02148	CONSULTING	300,902.
ARTISAN E-LEARNING, 2771-29 MONUMENT ROAD #329, JACKSONVILLE, FL 32225	CONSULTING	244,499.

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 ▶ 15

SEE PART VII, SECTION A CONTINUATION SHEETS

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: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(27) TONI GIFFIN DIRECTOR	2.00	X						0.	0.	0.
(28) KRISTIN GORAN DIRECTOR	2.00	X						0.	0.	0.
(29) JACKIE HALLBERG DIRECTOR	2.00	X						0.	0.	0.
(30) VICKI HOLSCHUH DIRECTOR	2.00	X						0.	0.	0.
(31) BEVERLY JACKSON DIRECTOR	2.00	X						0.	0.	0.
(32) CHRIS JACKSON DIRECTOR	2.00	X						0.	0.	0.
(33) JACKSON JEYANAYAGAM DIRECTOR	2.00	X						0.	0.	0.
(34) SHAE JOHNS DIRECTOR	2.00	X						0.	0.	0.
(35) KENT KRAMER DIRECTOR	2.00	X						0.	0.	0.
(36) CRAIG NUNEZ DIRECTOR	2.00	X						0.	0.	0.
(37) DEBORAH PASSERINI DIRECTOR	2.00	X						0.	0.	0.
(38) ETIENNE PATOUT DIRECTOR	2.00	X						0.	0.	0.
(39) LEIGH RADFORD DIRECTOR	2.00	X						0.	0.	0.
(40) BOB RAVENER DIRECTOR	2.00	X						0.	0.	0.
(41) ANNE RICHARDS DIRECTOR	2.00	X						0.	0.	0.
(42) STEVE RODEN DIRECTOR	2.00	X						0.	0.	0.
(43) BEHZAD SOLTANI DIRECTOR	2.00	X						0.	0.	0.
(44) RICHMOND VINCENT DIRECTOR	2.00	X						0.	0.	0.
(45) MATHEW WADIAK DIRECTOR	2.00	X						0.	0.	0.
(46) DALE JENKINS DIRECTOR (TO 7/21)	2.00	X						0.	0.	0.
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: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(47) BRENDA GUMBS DIRECTOR (TO 7/21)	2.00	X						0.	0.	0.
(48) STEVE LUFBURROW DIRECTOR (TO 7/21)	2.00	X						0.	0.	0.
(49) JOAN MCCABE-EISLEBEN SECRETARY (TO 7/21)	2.00	X		X				0.	0.	0.
(50) AKHIL NIGAM DIRECTOR (TO 7/21)	2.00	X						0.	0.	0.
(51) ED OXFORD DIRECTOR (TO 8/21)	2.00	X						0.	0.	0.
(52) BRUCE PHIPPS DIRECTOR (TO 3/21)	2.00	X						0.	0.	0.
(53) BOB ROSINSKY DIRECTOR (TO 7/21)	2.00	X						0.	0.	0.
(54) MIKE SEKITS DIRECTOR (TO 7/21)	2.00	X						0.	0.	0.
(55) DEB TESTA DIRECTOR (TO 7/21)	2.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e 29,227,477.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 14,235,312.				
	g Noncash contributions included in lines 1a-1f	1g $ 30,044.				
	h **Total.** Add lines 1a-1f	▶	43,462,789.			
Program Service Revenue		Business Code				
	2 a MEMBERSHIP DUES	900099	21,269,926.	21269926.		
	b OTHER PROGRAM SERVICES	900099	713,364.	713,364.		
	c GOODTRAK	900099	421,593.	421,593.		
	d CONFERENCES, SEMINARS, AND LEARNI	900099	60,750.	48,150.	12,600.	
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a-2f	▶	22,465,633.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)	▶	216,636.			216,636.
	4 Income from investment of tax-exempt bond proceeds	▶				
	5 Royalties	▶				
	6 a Gross rents	6a (i) Real 291,133. (ii) Personal				
	b Less: rental expenses	6b (i) 184,158.				
	c Rental income or (loss)	6c (i) 106,975.				
	d Net rental income or (loss)	▶	106,975.			106,975.
	7 a Gross amount from sales of assets other than inventory	7a (i) Securities 3,784,585. (ii) Other				
	b Less: cost or other basis and sales expenses	7b (i) 3,613,660.				
	c Gain or (loss)	7c (i) 170,925.				
	d Net gain or (loss)	▶	170,925.			170,925.
	8 a Gross income from fundraising events (not including $ ________ of contributions reported on line 1c). See Part IV, line 18	8a				
	b Less: direct expenses	8b				
	c Net income or (loss) from fundraising events	▶				
	9 a Gross income from gaming activities. See Part IV, line 19	9a				
	b Less: direct expenses	9b				
	c Net income or (loss) from gaming activities	▶				
	10 a Gross sales of inventory, less returns and allowances	10a				
	b Less: cost of goods sold	10b				
	c Net income or (loss) from sales of inventory	▶				
Miscellaneous Revenue		Business Code				
	11 a MISCELLANEOUS REVENUE	900099	13,757.			13,757.
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a-11d	▶	13,757.			
	12 **Total revenue.** See instructions	▶	66,436,715.	22453033.	12,600.	508,293.

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
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	28,433,368.	28,433,368.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	72,965.	72,965.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,693,553.	2,157,399.	387,277.	148,877.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	9,817,758.	7,792,601.	1,469,243.	555,914.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	473,787.	403,686.	48,443.	21,658.
9 Other employee benefits	1,459,384.	1,243,457.	149,215.	66,712.
10 Payroll taxes	884,806.	716,842.	118,923.	49,041.
11 Fees for services (nonemployees):				
a Management				
b Legal	404,384.	362,434.	36,772.	5,178.
c Accounting	89,936.	80,606.	8,178.	1,152.
d Lobbying				
e Professional fundraising services. See Part IV, line 17	75,000.			75,000.
f Investment management fees	40,852.		40,852.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	6,310,675.	5,723,229.	580,672.	6,774.
12 Advertising and promotion				
13 Office expenses	378,359.	256,599.	119,762.	1,998.
14 Information technology	194,874.	150,095.	44,779.	
15 Royalties				
16 Occupancy	1,632,962.	936,466.	695,647.	849.
17 Travel	267,546.	238,037.	21,001.	8,508.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	538,291.	450,977.	83,273.	4,041.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	853,258.	525,005.	328,253.	
23 Insurance				
24 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.)				
a PROFESSIONAL DUES	576,703.	571,005.	4,984.	714.
b SEMINAR & TRAINING	116,142.	104,472.	11,463.	207.
c PRINTING & PUBLICATIONS	103,720.	103,496.	221.	3.
d BAD DEBT EXPENSE	74,824.		74,824.	
e All other expenses	-146,870.	-282,428.	129,268.	6,290.
25 **Total functional expenses.** Add lines 1 through 24e	55,346,277.	50,040,311.	4,353,050.	952,916.
26 **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
Assets	1	Cash - non-interest-bearing			1	
	2	Savings and temporary cash investments		29,225,093.	2	34,789,662.
	3	Pledges and grants receivable, net		4,097,864.	3	5,474,270.
	4	Accounts receivable, net		1,078,709.	4	1,798,866.
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		542,322.	9	895,096.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 18,161,716.			
	b	Less: accumulated depreciation	10b 12,922,185.	5,895,883.	10c	5,239,531.
	11	Investments - publicly traded securities		15,863,204.	11	19,224,518.
	12	Investments - other securities. See Part IV, line 11		69,000.	12	74,000.
	13	Investments - program-related. See Part IV, line 11			13	
	14	Intangible assets		55,000.	14	55,000.
	15	Other assets. See Part IV, line 11		18,844.	15	0.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		56,845,919.	16	67,550,943.
Liabilities	17	Accounts payable and accrued expenses		8,086,164.	17	9,225,680.
	18	Grants payable			18	
	19	Deferred revenue		444,242.	19	668,286.
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties		1,908,300.	24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		21,883.	25	21,883.
	26	**Total liabilities.** Add lines 17 through 25		10,460,589.	26	9,915,849.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ [X] and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		37,205,581.	27	42,710,350.
	28	Net assets with donor restrictions		9,179,749.	28	14,924,744.
		Organizations that do not follow FASB ASC 958, check here ▶ [ ] and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building, or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		46,385,330.	32	57,635,094.
	33	Total liabilities and net assets/fund balances		56,845,919.	33	67,550,943.

132011 12-09-21

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	66,436,715.
2	Total expenses (must equal Part IX, column (A), line 25)	2	55,346,277.
3	Revenue less expenses. Subtract line 2 from line 1	3	11,090,438.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	46,385,330.
5	Net unrealized gains (losses) on investments	5	159,326.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	57,635,094.

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
	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: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
	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: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b	X	

SCHEDULE A (Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number: 53-0196517

Part I **Reason for Public Charity Status.** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

1 [ ] A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 [ ] A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 [ ] A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 [ ] A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

5 [ ] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 [ ] A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 [X] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 [ ] A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 [ ] An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:

10 [ ] An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 [ ] An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 [ ] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a [ ] **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b [ ] **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c [ ] **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d [ ] **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e [ ] Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document? Yes	No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	34573611.	34391455.	36385512.	54802941.	43462789.	203616308
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	34573611.	34391455.	36385512.	54802941.	43462789.	203616308
5 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)						32553249.
6 **Public support.** Subtract line 5 from line 4.						171063059

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	34573611.	34391455.	36385512.	54802941.	43462789.	203616308
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	455,074.	485,302.	579,252.	524,022.	507,769.	2551419.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	13,786.	110,511.	66,130.	15,231.	13,757.	219,415.
11 **Total support.** Add lines 7 through 10						206387142

12 Gross receipts from related activities, etc. (see instructions) ..... 12 | 114,620,238.

13 **First 5 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

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f)) ..... 14 | 82.88 %

15 Public support percentage from 2020 Schedule A, Part II, line 14 ..... 15 | 82.32 %

16a **33 1/3% support test - 2021.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ..... ▶ ☒

b **33 1/3% support test - 2020.** 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 **stop here.** The organization qualifies as a publicly supported organization ..... ▶ ☐

17a **10% -facts-and-circumstances test - 2021.** 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 **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... ▶ ☐

b **10% -facts-and-circumstances test - 2020.** 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 **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... ▶ ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ..... ▶ ☐

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
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						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

14 **First 5 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

15	Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16	Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2021** (line 10c, column (f), divided by line 13, column (f))	17	%
18	Investment income percentage from **2020** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests - 2021.** 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 - 2020.** 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 box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *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.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* **Part VI** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
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)? *If "Yes," describe in* **Part VI** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* **Part VI** *what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *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.*	4b		
c	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)? *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.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c 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).*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	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? *If "Yes," provide detail in* **Part VI.**	6		
7	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? *If "Yes," complete Part I of Schedule L (Form 990).*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
9a	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))? *If "Yes," provide detail in* **Part VI.**	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* **Part VI.**	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* **Part VI.**	9c		
10a	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)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)*	10b		

Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? *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 officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*	**1**		
2	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? *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.*	**2**		

Section C. Type II Supporting Organizations

			Yes	No
1	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)? *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).*	**1**		

Section D. All Type III Supporting Organizations

			Yes	No
1	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?	**1**		
2	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? *If "No," explain in* **Part VI** *how the organization maintained a close and continuous working relationship with the supported organization(s).*	**2**		
3	By reason of the relationship described on line 2, above, 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? *If "Yes," describe in* **Part VI** *the role the organization's supported organizations played in this regard.*	**3**		

Section E. Type III Functionally Integrated Supporting Organizations

1 *Check the box next to the method that the organization used to satisfy the Integral Part Test during the year* **(see instructions).**

a ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*

b ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*

c ☐ The organization supported a governmental entity. *Describe in* **Part VI** *how you supported a governmental entity (see instructions).*

			Yes	No
2	Activities Test. **Answer lines 2a and 2b below.**			
a	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? *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.*	**2a**		
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *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.*	**2b**		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	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? *If "Yes" or "No" provide details in* **Part VI.**	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in* **Part VI** *the role played by the organization in this regard.*	**3b**		

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.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 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)	6		
7 Other expenses (see instructions)	7		
8 **Adjusted Net Income** (subtract lines 5, 6, and 7 from line 4)	8		

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d **Total** (add lines 1a, 1b, and 1c)	1d		
e **Discount** claimed for blockage or other factors (*explain in detail in* **Part VI**):			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035.	6		
7 Recoveries of prior-year distributions	7		
8 **Minimum Asset Amount** (add line 7 to line 6)	8		

Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)	1		
2 Enter 0.85 of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 **Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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

Section D - Distributions			Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1	
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4	Amounts paid to acquire exempt-use assets	4	
5	Qualified set-aside amounts (prior IRS approval required - *provide details in* **Part VI**)	5	
6	Other distributions (*describe in* **Part VI**). See instructions.	6	
7	**Total annual distributions.** Add lines 1 through 6.	7	
8	Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	8	
9	Distributable amount for 2021 from Section C, line 6	9	
10	Line 8 amount divided by line 9 amount	10	

	Section E - Distribution Allocations (see instructions)	**(i)** Excess Distributions	**(ii)** Underdistributions Pre-2021	**(iii)** Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3	Excess distributions carryover, if any, to 2021			
a	From 2016			
b	From 2017			
c	From 2018			
d	From 2019			
e	From 2020			
f	**Total** of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2021 distributable amount			
i	Carryover from 2016 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2021 from Section D, line 7: $			
a	Applied to underdistributions of prior years			
b	Applied to 2021 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, *explain in* **Part VI.** See instructions.			
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI.** See instructions.			
7	**Excess distributions carryover to 2022.** Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2017			
b	Excess from 2018			
c	Excess from 2019			
d	Excess from 2020			
e	Excess from 2021			

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

2017 AMOUNT: $ 13,786.

2018 AMOUNT: $ 13,801.

2019 AMOUNT: $ 12,180.

2020 AMOUNT: $ 15,231.

2021 AMOUNT: $ 13,757.

BAD DEBT EXPENSE RECOVERY

2018 AMOUNT: $ 96,710.

2019 AMOUNT: $ 53,950.

Schedule B (Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2021

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

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	[X] 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

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

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

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

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

Name of organization	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
1		$ 4,500,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
2		$ 25,999,632.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
3		$ 2,500,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
4		$ 1,196,515.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
5		$ 1,000,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (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
		$	

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

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

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

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

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

Name of organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number: 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

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

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

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

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE C (Form 990)

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 for instructions and the latest information.

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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	Employer identification number
GOODWILL INDUSTRIES INTERNATIONAL, INC.	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-.

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
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)	36,050.	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	218,578.	
c Total lobbying expenditures (add lines 1a and 1b)	254,628.	
d Other exempt purpose expenditures	55,234,956.	
e Total exempt purpose expenditures (add lines 1c and 1d)	55,489,584.	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.	

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
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.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000.	
h Subtract line 1g from line 1a. If zero or less, enter -0-	0.	
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.	

j 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? ☐ Yes ☐ 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)** 2018	**(b)** 2019	**(c)** 2020	**(d)** 2021	**(e)** Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	290,996.	308,868.	262,380.	254,628.	1,116,872.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	95,387.	95,008.	36,050.	36,050.	262,495.

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

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

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

		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		

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
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	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

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 for instructions and the latest information.

OMB No. 1545-0047
2021
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? ☐ Yes ☐ 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? ☐ Yes ☐ 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 ▶ $

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	2,089,820.	1,930,230.	1,714,614.	1,810,829.	1,672,970.
b Contributions					
c Net investment earnings, gains, and losses	141,043.	167,090.	244,138.	-68,625.	146,373.
d Grants or scholarships					
e Other expenditures for facilities and programs	1,128.	7,500.	8,522.	27,590.	8,514.
f Administrative expenses					
g End of year balance	2,229,735.	2,089,820.	1,930,230.	1,714,614.	1,810,829.

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

a Board designated or quasi-endowment ▶ .0000 %
b Permanent endowment ▶ 73.0600 %
c Term endowment ▶ 26.9400 %

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:

		Yes	No
(i) Unrelated organizations	3a(i)		X
(ii) Related organizations	3a(ii)		X
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?	3b		

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.	4,762,420.	3,002,107.
c Leasehold improvements		704,241.	537,212.	167,029.
d Equipment		3,009,621.	2,860,752.	148,869.
e Other		5,183,327.	4,761,801.	421,526.
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10c.)* ▶				5,239,531.

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)		
Total. (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)		
Total. (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)	
Total. *(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) SECURITY DEPOSIT	21,883.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 25.)* ▶	21,883.

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 ☐

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.

1	Total revenue, gains, and other support per audited financial statements			1	66,739,347.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	159,326.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	184,158.		
e	Add lines **2a** through **2d**			2e	343,484.
3	Subtract line **2e** from line **1**			3	66,395,863.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	40,852.		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	40,852.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	66,436,715.

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.

1	Total expenses and losses per audited financial statements			1	55,489,583.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	184,158.		
e	Add lines **2a** through **2d**			2e	184,158.
3	Subtract line **2e** from line **1**			3	55,305,425.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	40,852.		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	40,852.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	55,346,277.

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:

-- 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 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 - SKILLS TO SUCCEED ACADEMY 4

ACCENTURE - GROWTH MINDSET

ACCENTURE - YOUTH OPPOURTUNITY ACCELARATOR

ACCENTURE - XR/VR 1 & 2

ALUMNI CENTURY FUND

ANTHEM FOUNDATION - HEALTHCARE PATHWAY

ANTHONY FAMILY FOUNDATION - FAMILY STRENGTHENING

ANTHONY FAMILY FOUNDATION - COMMUNITY COLLEGE

BANK OF AMERICA - COVID RELIEF

BANK OF AMERICA - COMMUNITY COLLABORATIONS

BANK OF AMERICA - LIFE LAUNCH LIFT

BANK OF AMERICA - QUALITY FOUNDATIONS

CATERPILLAR - GOODWILL OPPORTUNITY ACCELERATOR

COMCAST - GOODWILL DIGITAL CAREER ACCELERATORSM

DULIN FOUNDATION - COMMERCE FUND

FACEBOOK - SOCIAL MEDIA MARKETING

Part XIII Supplemental Information *(continued)*

GENERAL MOTORS

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

CERTIFICATION

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

PYTHON PROFESSIONAL CERTIFICATE

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

GOOGLE.ORG - GOODWILL DIGITAL CAREER ACCELERATORSM

GOOGLE.ORG - GOODWILL DIGITAL CAREER ACCELERATORSM 2

GOOGLE.ORG - REINVEST

INDEED - FELLOWSHIP PROGRAM

LOWES - TRADE SKILLS PROGRAM

MATTHEWS ENTREPRENEURIAL AWARD

MCKINSEY SOCIAL INITIATIVE

MICROSOFT

PUBLIC POLICY FUND

REWORK AMERICA ALLIANCE

RISE TOGETHER PROGRAM CONTRIBUTIONS

ROBERT WATKINS AWARD FUND

TRACFONE WIRELESS, INC.

WALMART FOUNDATION - OPERATION: GOODJOBS 3.0

WALMART FOUNDATION - GOODPATHS

WALMART FOUNDATION - GOODWILL ACADEMY

US CHAMBER OF COMMERCE FOUNDATION

USAA - OPERATION: GOODJOBS

USAA - OPERATION: ACHIEVE

VALLEY FOUNDATION SUSTAINABILITY ACCELERATOR

GOOD PROSPECTS SAFELINK

IHG FOCUS GROUP

Part XIII Supplemental Information *(continued)*

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 184,158.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSE REPORTED ON PART VIII 184,158.

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 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number: 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? ...... [X] 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
NORTH AMERICA	0	0	GRANTMAKING		72,965.
3 a Subtotal	0	0			72,965.
b Total from continuation sheets to Part I	0	0			0.
c **Totals** (add lines 3a and 3b)	0	0			72,965.

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	PROGRAM GRANTS	54,125.	CHECK / WIRE	0.		
		NORTH AMERICA	ASSOCIATION GRANT	18,840.	CHECK / WIRE	0.		

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

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.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)

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

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 G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number: 53-0196517

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a [ ] Mail solicitations
- b [ ] Internet and email solicitations
- c [ ] Phone solicitations
- d [ ] In-person solicitations
- e [X] Solicitation of non-government grants
- f [X] Solicitation of government grants
- g [ ] Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? [X] Yes [ ] No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
COMMUNITY COUNSELLING SERVICES CO., LLC - 1155	PLANNING CONSULTATIONS		X	0.	15,000.	-15,000.
HARVEST FRC, INC - 3 KINGSWOOD DRIVE, NEW HOPE, PA	PLANNING CONSULTATIONS		X	0.	60,000.	-60,000.
Total ▶					75,000.	-75,000.

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

AL,AK,AZ,AR,CA,CO,CT,DE,FL,GA,HI,ID,IL,IN,IA,KS,KY,LA,ME,MD,MA,MI,MN,MS,MO
MT,NE,NV,NH,NJ,NM,NY,NC,ND,OH,OK,OR,PA,RI,SC,SD,TN,TX,UT,VT,VA,WA,WV,WI,WY
DC

SEE PART IV FOR CONTINUATIONS

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

		(a) Event #1 (event type)	(b) Event #2 (event type)	(c) Other events (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts				
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶				

9 Enter the state(s) in which the organization conducts gaming activities: ____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: ____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: ____

11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility 13a %

b An outside facility 13b %

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ and the amount of gaming revenue retained by the third party ▶ $

c If "Yes," enter name and address of the third party:

Name ▶

Address ▶

16 Gaming manager information:

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: COMMUNITY COUNSELLING SERVICES CO., LLC

(I) ADDRESS OF FUNDRAISER: 1155 NORTH WACKER SUITE 1790, CHICAGO, IL 60606

(I) NAME OF FUNDRAISER: HARVEST FRC, INC

(I) ADDRESS OF FUNDRAISER: 3 KINGSWOOD DRIVE, NEW HOPE, PA 18938

Part IV **Supplemental Information** *(continued)*

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 for the latest information.

OMB No. 1545-0047
2021
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? [X] 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.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
ALABAMA GOODWILL IND, INC. 2350 GREEN SPRINGS HIGHWAY BIRMINGHAM, AL 35205	63-0288794	501(C)(3)	16,667.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER
CALIFORNIA COUNCIL OF GOODWILL INDUSTRIES - 23 CALLE CANELA - SAN CLEMENTE, CA 92673	94-1212132	501(C)(3)	50,864.	0.			ASSOCIATION GRANT
CHATTANOOGA GOODWILL IND, INC. 3500 DODDS AVENUE CHATTANOOGA, TN 37407	62-0544853	501(C)(3)	15,000.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
EASTER SEALS - GOODWILL NORTHERN ROCKY MOUNTAIN INC - 4400 CENTRAL AVE - GREAT FALLS, MT 59405	81-0232125	501(C)(3)	1,511,085.	0.			SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT
EVANSVILLE GOODWILL IND, INC. 500 SOUTH GREEN RIVER ROAD EVANSVILLE, IN 47115	35-0868075	501(C)(3)	780,666.	0.			ACCENTURE SKILLS TO SUCCEED 3, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT
EVERGREEN GOODWILL OF NORTHWEST WASHINGTON - 700 DEARBORN PLACE SOUTH - SEATTLE, WA 98144	91-0568708	501(C)(3)	22,500.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, MICROSOFT COVID

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 97.

3 Enter total number of other organizations listed in the line 1 table ▶ 0.

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FLORIDA GOODWILL ASSOCIATION 2705 51ST AVENUE EAST BRADENTON, FL 34203	31-1667466	501(C)(3)	30,140.	0.			ASSOCIATION GRANT
GEORGIA GOODWILL ASSOCIATION 2607 CROSS COUNTRY DRIVE BLDG E COLUMBUS, GA 31906	01-0709306	501(C)(3)	11,304.	0.			ASSOCIATION GRANT
GOODWILL ASSOCIATION OF MICHIGAN 271 EAST APPLE AVE MUSKEGON, MI 49442	38-1357148	501(C)(3)	37,676.	0.			ASSOCIATION GRANT
GOODWILL CENTRAL COAST 1566 MOFFETT STREET SALINAS, CA 93905	94-1254638	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL COLUMBUS 1331 EDGEHILL ROAD COLUMBUS, OH 43212	31-4379448	501(C)(3)	317,602.	0.			ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE VIRTUAL REALITY, CAREERS IN TECHNOLOGY, FACEBOOK GW
GOODWILL EASTER SEALS INC 553 FAIRVIEW AVE NORTH ST PAUL, MN 55104	41-0706171	501(C)(3)	144,949.	0.			ADULT LIFELAUNCH 2 , COMCAST DIGITAL CAREERS ACCELE
GOODWILL EASTER SEALS MIAMI VALLEY 1511 KUNTZ ROAD DAYTON, OH 45404-1297	31-0537112	501(C)(3)	212,512.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL
GOODWILL IND - KNOXVILLE INC P.O. BOX 11066 KNOXVILLE, TN 37939-1066	62-0868796	501(C)(3)	70,001.	0.			ANTHEM FDN GW HEALTHCARE CAREE, COMCAST DIGITAL CAREERS ACCELE, FACEBOOK GW SCHOLARSHIP ELEVAT,
GOODWILL IND OF AKRON INC. 570 EAST WATERLOO ROAD AKRON, OH 44319	34-0252230	501(C)(3)	200,090.	0.			ACCENTURE SKILLS TO SUCCEED 3, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

132241
11-18-21

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF ARKANSAS INC 7400 SCOTT HAMILTON DRIVE LITTLE ROCK, AR 72209	71-0236903	501(C)(3)	85,850.	0.			ANTHEM FDN GW HEALTHCARE CAREE, GOOGLE IT PYTHON CERTIFICATE, GOOGLE REINVEST, GOOGLE-GW
GOODWILL IND OF CENTRAL ILLINOIS INC - 2319 E WAR MEMORIAL DRIVE - PEORIA, IL 61614	37-0673521	501(C)(3)	38,000.	0.			FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF CENTRAL INDIANA 1635 W MICHIGAN ST INDIANAPOLIS, IN 46222	35-0893506	501(C)(3)	2,253,867.	0.			ACCENTURE GROWTH MINDSET, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT
GOODWILL IND OF CENTRAL MICHIGAN'S HEARTLAND - 4820 WAYNE ROAD - JACKSON, MI 49037	38-1426892	501(C)(3)	50,000.	0.			US CHAMBER COMM FLEXIBLE EMPL
GOODWILL IND OF CENTRAL NORTH CAROLINA, INC. - 1235 S. EUGENE ST. - GREENSBORO, NC 27406	56-0862842	501(C)(3)	38,993.	0.			COMCAST DIGITAL CAREERS ACCELE, FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE-GW DIGITAL CAREER
GOODWILL IND OF CENTRAL TEXAS 1015 NORWOOD PARK BLVD AUSTIN, TX 78753	74-1322808	501(C)(3)	75,950.	0.			GM YOUTH & YOUNG ADULT OA2, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL
GOODWILL IND OF DALLAS INC 3020 N WESTMORELAND ROAD DALLAS, TX 75212	75-0800649	501(C)(3)	80,792.	0.			ACCENTURE SKILLS TO SUCCEED 3, GM YOUTH & YOUNG ADULT OA2, GOOGLE-GW DIGITAL CAREER
GOODWILL IND OF EAST TEXAS, INC. 409 W. LOCUST TYLER, TX 75702	75-1478919	501(C)(3)	78,942.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE IT 2.0, GOOGLE IT PYTHON CERTIFICATE, GOOGLE-GW
GOODWILL IND OF ERIE, HURON, OTTAWA AND SANDUSKY COUNTIES - 419 W MARKET STREET - SANDUSKY, OH 44870	34-1113714	501(C)(3)	223,364.	0.			SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF GREATER CLEVELAND AND EAST CENTRAL OH - 408 NINTH STREET, S. W. - CANTON, OH 44707	34-0909974	501(C)(3)	27,000.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER
GOODWILL IND OF GREATER GRAND RAPIDS, INC. - 3035 PRAIRIE STREET SW - GRANDVILLE, MI 49418	38-6113049	501(C)(3)	21,000.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF GREATER NEBRASKA, INC. - P.O. BOX 1863 - GRAND ISLAND, NE 68802	47-0522836	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF GREATER NY AND NORTHERN NJ - 4-21 27TH AVENUE - ASTORIA, NY 11102	13-1641068	501(C)(3)	25,250.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2
GOODWILL IND OF HOUSTON 1140 WEST LOOP NORTH HOUSTON, TX 77055	74-1285095	501(C)(3)	362,081.	0.			ACCENTURE GROWTH MINDSET, ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE SKILLS TO SUCCEED 3 , COMCAST
GOODWILL IND OF KANSAS, INC. 3352 N. WEBB ROAD WICHITA, KS 67226	48-0673284	501(C)(3)	7,536.	0.			ASSOCIATION GRANT
GOODWILL IND OF KENTUCKY, INC. 1325 SOUTH FOURTH ST LOUISVILLE, KY 40208	61-0475284	501(C)(3)	2,677,326.	0.			ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE SKILLS TO SUCCEED 3, ACCENTURE VIRTUAL REALITY,
GOODWILL IND OF MICHIANA INC 1806 W WESTERN AVE, PO BOX 3847 SOUTH BEND, IN 46619-0846	35-1093073	501(C)(3)	892,582.	0.			ANTHEM FDN GW HEALTHCARE CAREE, FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE IT 2.0, GOOGLE IT
GOODWILL IND OF MIDDLE GEORGIA AND THE CSRA - 5171 EISENHOWER PARKWAY - MACON, GA 31206	58-1249683	501(C)(3)	45,234.	0.			ANTHEM FDN GW HEALTHCARE CAREE, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
GOODWILL IND OF MIDDLE TENNESSEE INC - 1015 HERMAN STREET - NASHVILLE, TN 37208	62-0599413	501(C)(3)	105,831.	0.			ACCENTURE SKILLS TO SUCCEED 3, FACEBOOK GW SCHOLARSHIP ELEVAT, GM YOUTH & YOUNG ADULT OA2,
GOODWILL IND OF MISSISSIPPI, INC. 104 EAST STATE STREET RIDGELAND, MS 39157	64-0362410	501(C)(3)	5,400.	0.			ACCENTURE VIRTUAL REALITY, GOOGLE IT PYTHON CERTIFICATE
GOODWILL IND OF NORTH CENTRAL WISCONSIN/MENASHA - 1800 APPLETON ROAD - MENASHA, WI 54952	39-1144913	501(C)(3)	11,000.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF NORTH LOUISIANA, INC. - 800 WEST 70TH STREET - SHREVEPORT, LA 71106-2550	72-0460816	501(C)(3)	242,751.	0.			ACCENTURE SKILLS TO SUCCEED 3
GOODWILL IND OF NORTHERN ILLINOIS AND WISCONSIN STATELINE AR - 850 N. CHURCH STREET - ROCKFORD, IL 61103	36-2167846	501(C)(3)	299,444.	0.			ACCENTURE VIRTUAL REALITY, ADULT LIFELAUNCH 2 , COMCAST DIGITAL CAREERS ACCELE, LIFE
GOODWILL IND OF NORTHWEST OHIO, INC. - 626 N. HURON ST - TOLEDO, OH 43604	34-4434288	501(C)(3)	256,063.	0.			ACCENTURE SKILLS TO SUCCEED 3, ACCENTURE VIRTUAL REALITY, GM YOUTH & YOUTH ADULT OA, SCSEP
GOODWILL IND OF ORANGE COUNTY CALIFORNIA INC - 410 NORTH FAIRVIEW ST - SANTA ANA, CA 92703-3412	95-1644018	501(C)(3)	234,541.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF SAN FRANCISCO, SAN MATEO AND MARIN CO - 750 POST STREET - SAN FRANCISCO, CA 94109	94-1156540	501(C)(3)	39,063.	0.			INDEED 2021, MICROSOFT COVID
GOODWILL IND OF SOUTH TEXAS INC 2961 SOUTH PORT AVENUE CORPUS CHRISTI, TX 78405-2098	74-1223056	501(C)(3)	56,125.	0.			ACCENTURE SKILLS TO SUCCEED 3, CATERPILLAR FOUNDATION GW OA, GOOGLE-GW DIGITAL CAREER

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF SOUTHEASTERN LOUISIANA INC - 3400 TULANE AVENUE, SUITE 1000 - NEW ORLEANS, LA 70119	72-0546906	501(C)(3)	13,615.	0.			FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE-GW DIGITAL CAREER ACCEL, MARKETING
GOODWILL IND OF SOUTHERN ARIZONA, INC. - 1940 E. SILVERLAKE ROAD, SUITE 405 - TUCSON, AZ 85713	86-0223401	501(C)(3)	251,174.	0.			ACCENTURE GW OPPORTUNITY ACCEL, ADULT LIFELAUNCH 2 , GM YOUTH & YOUTH ADULT OA, LIFE LAUNCH IGNITE 2,
GOODWILL IND OF SOUTHERN CALIFORNIA - 342 SAN FERNANDO ROAD - LOS ANGELES, CA 90031	95-1641441	501(C)(3)	35,000.	0.			GOOGLE REINVEST
GOODWILL IND OF SOUTHERN NEVADA INC - 1280 W CHEYENNE AVENUE - NORTH LAS VEGAS, NV 89030	23-7437479	501(C)(3)	31,217.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER
GOODWILL IND OF SOUTHERN NEW JERSEY AND PHILADELPHIA - 2835 ROUTE 73 SOUTH - MAPLE SHADE, NJ 08052	21-0681239	501(C)(3)	40,000.	0.			COMCAST DIGITAL CAREERS ACCELE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF SOUTHWEST FLORIDA INC - 4940 BAYLINE DRIVE - NORTH FORT MYERS, FL 33936	59-6196141	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF SOUTHWESTERN MICHIGAN - 420 EAST ALCOTT - KALAMAZOO, MI 49001	35-1558550	501(C)(3)	10,000.	0.			GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF TENNEVA AREA, INC. 2017 BROOKSIDE LANE KINGSPORT, TN 37660	23-7217515	501(C)(3)	564,562.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2020 DIRECT, SCSEP PY
GOODWILL IND OF THE CHESAPEAKE, INC. - 222 EAST REDWOOD STREET - BALTIMORE, MD 21202	52-0591576	501(C)(3)	303,444.	0.			ADULT LIFELAUNCH 2, COMCAST DIGITAL CAREERS ACCELE, FACEBOOK GW SCHOLARSHIP ELEVAT,

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF THE COLUMBIA, INC. 815 NORTH KELLOGG ST., SUITE A KENNEWICK, WA 99336	23-7071436	501(C)(3)	38,700.	0.			GOOGLE IT 2.0, GOOGLE IT PYTHON CERTIFICATE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL
GOODWILL IND OF THE HEARTLAND 1410 SOUTH FIRST AVENUE IOWA CITY, IA 52240	42-0923563	501(C)(3)	41,225.	0.			FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL
GOODWILL IND OF THE INLAND NORTHWEST - 130 E. 3RD AVE - SPOKANE, WA 99202	91-0597006	501(C)(3)	32,050.	0.			CATERPILLAR FOUNDATION GW OA, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL
GOODWILL IND OF THE SOUTHERN PIEDMONT - 2122 FREEDOM DRIVE P.O. BOX 668768 - CHARLOTTE, NC 28266	56-0844639	501(C)(3)	25,500.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL IND OF THE VALLEYS INC 2502 MELROSE AVE NW SUITE A ROANOKE, VA 24017	54-0884014	501(C)(3)	2,262,245.	0.			ADULT LIFELAUNCH 2 , ANTHEM FDN GW HEALTHCARE CAREE, CAREERS IN TECHNOLOGY, GOOGLE IT
GOODWILL IND OF TULSA 2800 SOUTHWEST BLVD TULSA, OK 74107	73-0614297	501(C)(3)	56,729.	0.			GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, ASSOCIAITON GRANT
GOODWILL IND OF WEST MICHIGAN 271 E APPLE AVE MUSKEGON, MI 49442	38-1558550	501(C)(3)	250,058.	0.			ACCENTURE VIRTUAL REALITY, DOL LIFE LAUNCH: IGNITE
GOODWILL IND UPSTATE/MIDLANDS SC 115 HAYWOOD RD GREENVILLE, SC 29607	57-0564001	501(C)(3)	2,273,870.	0.			ACCENTURE GROWTH MINDSET, ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE SKILLS TO SUCCEED 3, GM YOUTH &
GOODWILL IND. OF CENTRAL AND NORTHERN ARIZONA - 2626 WEST BERYL AVENUE - PHOENIX, AZ 85021	86-0104415	501(C)(3)	57,500.	0.			ACCENTURE SKILLS TO SUCCEED 3, GM YOUTH & YOUNG ADULT OA2, INDEED 2021

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND. OF FORT WORTH, INC 4005 CAMPUS DR FORT WORTH, TX 76119	75-0868393	501(C)(3)	68,167.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER
GOODWILL IND. OF NORTHWEST NORTH CAROLINA, INC - 2701 UNIVERSITY PARKWAY - WINSTON-SALEM, NC 27105-4223	56-0588474	501(C)(3)	62,800.	0.			GOOGLE-GW DIGITAL CAREER ACCEL, INDEED 2021
GOODWILL IND. OF SAN DIEGO COUNTY, INC - 3663 ROSECRANS STREET - SAN DIEGO, CA 92110-3226	95-1652910	501(C)(3)	12,150.	0.			COVID19 CRITICAL RESP
GOODWILL IND. OF WESTERN NEW YORK NORTHEAST REGIONAL ASSOCIATION 1119 WILLIAM STREET - BUFFALO, NY 14206	16-0761225	501(C)(3)	46,174.	0.			ACCENTURE SKILLS TO SUCCEED 3, USAA-OGJ COVID19 CRITICAL RESP, ASSOCIATION GRANTS
GOODWILL IND-BIG BEND, INC. 300 MABRY STREET TALLAHASSEE, FL 32304	59-1279499	501(C)(3)	44,850.	0.			GOOGLE IT 2.0, GOOGLE IT PYTHON CERTIFICATE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL
GOODWILL IND-MANASOTA, INC. 7501 15TH ST.E. SARASOTA, FL 34243	59-2074391	501(C)(3)	65,000.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, US CHAMBER COMM FLEXIBLE EMPL
GOODWILL INDUSTRIES OF HAWAII INC 2610 KILIHAU ST HONOLULU, HI 96819	99-6001264	501(C)(3)	16,600.	0.			GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL INDUSTRIES OF NEW MEXICO 5000 SAN MATEO BLVD NE ALBUEQUERQUE, NM 87109	85-0107916	501(C)(3)	1,359,546.	0.			SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT
GOODWILL INDUSTRIES OF SOUTH FLORIDA INC. - 2121 NW 21ST STREET - MIAMI, FL 33142	59-0866126	501(C)(3)	25,000.	0.			COMCAST DIGITAL CAREERS ACCELE

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Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GOODWILL INDUSTRIES OF SOUTHERN RIVERS INC - 2601 CROSS COUNTRY DRIVE, BLDG A - COLUMBUS, GA 31906	58-6035822	501(C)(3)	37,000.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL INDUSTRIES OF THE GULF COAST INC - 2448 GORDON SMITH DRIVE - MOBILE, AL 36617	63-0363472	501(C)(3)	26,292.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER
GOODWILL KEYSTONE AREA 1150 GOODWILL DRIVE HARRISBURG, PA 17101	23-1365338	501(C)(3)	24,488.	0.			ASSOCIATION GRANT
GOODWILL OF COLORADO 1460 GARDEN OF THE GODS ROAD COLORADO SPRINGS, CO 80907	84-6166225	501(C)(3)	16,000.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL OF DELAWARE & DELAWARE COUNTY INC - 300 E LEA BLVD - WILMINGTON, DE 19802	51-0064311	501(C)(3)	25,792.	0.			ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER
GOODWILL OF NORTH GEORGIA INC 2201 LAWRENCEVILLE HWY SUITE 300 DECATUR, GA 30033	20-8351046	501(C)(3)	353,081.	0.			ANTHEM FDN GW HEALTHCARE CAREE, CATERPILLAR FOUNDATION GW OA, DOL LIFE LAUNCH: IGNITE,
GOODWILL OF SOUTHERN NEW ENGLAND 432 WASHINGTON AVENUE NORTH HAVEN, CT 06473	23-7431264	501(C)(3)	13,750.	0.			GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL
GOODWILL OF SOUTHWESTERN PENNSYLVANIA - 118 52ND STREET - PITTSBURGH, PA 15201	25-1773112	501(C)(3)	318,985.	0.			ACCENTURE VIRTUAL REALITY, ADULT LIFELAUNCH 2 , DOL LIFE LAUNCH: IGNITE, GM YOUTH & YOUTH
GOODWILL OF THE FINGER LAKES 422 SOUTH CLINTON AVE ROCHESTER, NY 14620-1109	16-9743906	501(C)(3)	50,000.	0.			US CHAMBER COMM FLEXIBLE EMPL

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
GOODWILL OF THE OLYMPICS AND RAINIER REGION - 714 S 27TH ST - TACOMA, WA 98409	91-0573106	501(C)(3)	1,506,193.	0.			INDEED 2021, MICROSOFT COVID, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT
GOODWILL OF WESTERN MISSOURI AND EASTERN KANSAS - 1817 CAMPBELL STREET - KANSAS CITY, MO 64108	43-1125281	501(C)(3)	70,250.	0.			ACCENTURE VIRTUAL REALITY, CATERPILLAR FOUNDATION GW OA, GOOGLE-GW DIGITAL CAREER
GOODWILL SERVING THE PEOPLE OF SOUTHERN LOS ANGELES COUNTY - 800 PACIFIC COAST HIGHWAY - LONG BEACH, CA 90806	95-1644017	501(C)(3)	10,467.	0.			ANTHEM FDN GW HEALTHCARE CAREE
GOODWLL IND OF CENTRAL EAST TEXAS 301 HILL ST LUFKIN, TX 75904	75-2204594	501(C)(3)	9,125.	0.			GOOGLE-GW DIGITAL CAREER ACCE2
HEART OF TEXAS GOODWILL IND INC 1700 S NEW RD WACO, TX 76711	74-1238443	501(C)(3)	21,370.	0.			OPERATION ACHIEVE, COVID19 CRITICAL RESP
MAGIC PO BOX 905 FREDERICKSBURG, VA 22404	90-0147552	501(C)(3)	56,512.	0.			ASSOCIATION GRANT
MARION GOODWILL IND, INC. 340 WEST FAIRGROUND STREET MARION, OH 43302	31-0908180	501(C)(3)	353,401.	0.			GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT
MEMPHIS GOODWILL IND, INC. 6895 STAGE ROAD (HWY64) MEMPHIS, TN 38133	26-3445007	501(C)(3)	22,000.	0.			CATERPILLAR FOUNDATION GW OA
MERS/MISSOURI GOODWILL IND 1727 LOCUST STREET ST. LOUIS, MO 63106-3252	43-0652657	501(C)(3)	2,275,716.	0.			ACCENTURE SKILLS TO SUCCEED 3, CATERPILLAR FOUNDATION GW OA, SCSEP PY 2020 DIRECT, SCSEP PY

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTH CENTRAL GOODWILL ASSOCIATION 1410 S FIRST AVENUE IOWA CITY, IA 52240	42-0764469	501(C)(3)	79,120.	0.			ASSOCIATION GRANT
OHIO ASSOCIATION OF GOODWILL IND 570 E. WATERLOO RD. AKRON, OH 44319	23-7296009	501(C)(3)	60,280.	0.			ASSOCIATION GRANT
OHIO VALLEY GOODWILL IND, INC. 10600 SPRINGFIELD PIKE CINCINATI, OH 45215	31-0554062	501(C)(3)	11,000.	0.			CATERPILLAR FOUNDATION GW OA
PALMETTO GOODWILL 2150 EAGLE DRIVE BUILDING 300 N. CHARLESTON, SC 29406	57-0632511	501(C)(3)	1,975,730.	0.			COMCAST DIGITAL CAREERS ACCELE, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL
RAPPAHANNOCK GOODWILL IND INC 4701 MARKET STREET SUITE A FREDERICKSBURG, VA 22408	54-0808744	501(C)(3)	20,467.	0.			ANTHEM FDN GW HEALTHCARE CAREE, GOOGLE-GW DIGITAL CAREER ACCEL
SOUTHEAST ASSOCIATION OF GOODWILLS 2407 31ST STREET GULFPORT, MS 39501	64-0547585	501(C)(3)	60,280.	0.			ASSOCIATION GRANT
SOUTHERN OREGON GOODWILL 11 W JACKSON ST MEDFORD, OR 97501	93-0564141	501(C)(3)	39,560.	0.			ASSOCIATION GRANT
TEXAS ASSOCIATION OF GOODWILLS 10040 CIRCLEVIEW AUSTIN, TX 78733	74-2972090	501(C)(3)	52,744.	0.			ASSOCIATION GRANT
YOUNGSTOWN AREA GOODWILL IND, INC. 2747 BELMONT AVENUE YOUNGSTOWN, OH 44505	34-0714576	501(C)(3)	16,350.	0.			GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

Part II **Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ZANESVILLE WELFARE ORGANIZATION AND GOODWILL IND, INC - 3610 WEST PIKE - ZANESVILLE, OH 43701	31-4379480		1,178,309.	0.			SCSEP PY 2020 DIRECT, SCSEP PY 2021 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

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 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: ALABAMA GOODWILL IND, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL COLUMBUS

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE VIRTUAL REALITY, CAREERS IN TECHNOLOGY, FACEBOOK GW SCHOLARSHIP ELEVAT, GM YOUTH & YOUTH ADULT OA, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, INDEED 2021

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL EASTER SEALS MIAMI VALLEY

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

Part IV Supplemental Information

GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND - KNOXVILLE INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ANTHEM FDN GW HEALTHCARE CAREE, COMCAST DIGITAL CAREERS ACCELE, FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF ARKANSAS INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ANTHEM FDN GW HEALTHCARE CAREE, GOOGLE IT PYTHON CERTIFICATE, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF CENTRAL NORTH CAROLINA, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: COMCAST DIGITAL CAREERS ACCELE, FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF CENTRAL TEXAS

(H) PURPOSE OF GRANT OR ASSISTANCE: GM YOUTH & YOUNG ADULT OA2, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, INDEED 2021

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF DALLAS INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GM YOUTH & YOUNG ADULT OA2, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, INDEED 2021

Part IV Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF EAST TEXAS, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GOOGLE IT 2.0, GOOGLE IT PYTHON CERTIFICATE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, US CHAMBER COMM FLEXIBLE EMPL

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL IND OF GREATER CLEVELAND AND EAST CENTRAL OH

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF HOUSTON

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GROWTH MINDSET, ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE SKILLS TO SUCCEED 3 , COMCAST DIGITAL CAREERS ACCELE, GM YOUTH & YOUTH ADULT OA, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF KENTUCKY, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE SKILLS TO SUCCEED 3, ACCENTURE VIRTUAL REALITY, CATERPILLAR FOUNDATION GW OA, DOL LIFE LAUNCH: IGNITE, GM YOUTH & YOUTH ADULT OA, GOOGLE IT 2.0, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, INDEED 2021, LIFE LAUNCH IGNITE 2, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF MICHIANA INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ANTHEM FDN GW HEALTHCARE CAREE, FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE IT 2.0, GOOGLE IT PYTHON

Part IV Supplemental Information

CERTIFICATE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, INDEED 2021, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT, GM YOUTH & YOUNG ADULT OA2

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL IND OF MIDDLE GEORGIA AND THE CSRA
(H) PURPOSE OF GRANT OR ASSISTANCE: ANTHEM FDN GW HEALTHCARE CAREE, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF MIDDLE TENNESSEE INC
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, FACEBOOK GW SCHOLARSHIP ELEVAT, GM YOUTH & YOUNG ADULT OA2, GOOGLE IT 2.0, GOOGLE IT PYTHON CERTIFICATE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, LOWES-GOODWILL TRADES TRAINING

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL IND OF NORTHERN ILLINOIS AND WISCONSIN STATELINE AR
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE VIRTUAL REALITY, ADULT LIFELAUNCH 2 , COMCAST DIGITAL CAREERS ACCELE, LIFE LAUNCH IGNITE 2

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF NORTHWEST OHIO, INC.
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, ACCENTURE VIRTUAL REALITY, GM YOUTH & YOUTH ADULT OA, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF SOUTH TEXAS INC
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3,

Part IV Supplemental Information

CATERPILLAR FOUNDATION GW OA, GOOGLE-GW DIGITAL CAREER ACCE2

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND OF SOUTHERN ARIZONA, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GW OPPORTUNITY ACCEL,

ADULT LIFELAUNCH 2 , GM YOUTH & YOUTH ADULT OA, LIFE LAUNCH IGNITE 2,

ASSOCIATION GRANT

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF SOUTHERN NEVADA INC

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

GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF TENNEVA AREA, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GOOGLE-GW DIGITAL CAREER ACCE2,

GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2020 DIRECT, SCSEP PY 2021

DIRECT

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF THE CHESAPEAKE, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ADULT LIFELAUNCH 2, COMCAST DIGITAL

CAREERS ACCELE, FACEBOOK GW SCHOLARSHIP ELEVAT, LOWES-GOODWILL TRADES

TRAINING, US CHAMBER COMM FLEXIBLE EMPL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF THE COLUMBIA, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GOOGLE IT 2.0, GOOGLE IT PYTHON

CERTIFICATE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER

ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF THE HEARTLAND

Part IV **Supplemental Information**

(H) PURPOSE OF GRANT OR ASSISTANCE: FACEBOOK GW SCHOLARSHIP ELEVAT, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF THE INLAND NORTHWEST

(H) PURPOSE OF GRANT OR ASSISTANCE: CATERPILLAR FOUNDATION GW OA, GOOGLE IT 2.0, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF THE VALLEYS INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ADULT LIFELAUNCH 2 , ANTHEM FDN GW HEALTHCARE CAREE, CAREERS IN TECHNOLOGY, GOOGLE IT 2.0, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND UPSTATE/MIDLANDS SC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE GROWTH MINDSET, ACCENTURE GW OPPORTUNITY ACCEL, ACCENTURE SKILLS TO SUCCEED 3, GM YOUTH & YOUTH ADULT OA, GOOGLE IT 2.0, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, LIFE LAUNCH IGNITE 2, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND. OF FORT WORTH, INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, INDEED 2021

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND-BIG BEND, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GOOGLE IT 2.0, GOOGLE IT PYTHON

Part IV Supplemental Information

CERTIFICATE, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL INDUSTRIES OF THE GULF COAST INC
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL OF DELAWARE & DELAWARE COUNTY INC
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL OF NORTH GEORGIA INC
(H) PURPOSE OF GRANT OR ASSISTANCE: ANTHEM FDN GW HEALTHCARE CAREE, CATERPILLAR FOUNDATION GW OA, DOL LIFE LAUNCH: IGNITE, GOOGLE REINVEST, LOWES-GOODWILL TRADES TRAINING, MICROSOFT COVID

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL OF SOUTHWESTERN PENNSYLVANIA
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE VIRTUAL REALITY, ADULT LIFELAUNCH 2 , DOL LIFE LAUNCH: IGNITE, GM YOUTH & YOUTH ADULT OA

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL OF WESTERN MISSOURI AND EASTERN KANSAS
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE VIRTUAL REALITY, CATERPILLAR FOUNDATION GW OA, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL

Part IV Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: MERS/MISSOURI GOODWILL IND

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 3, CATERPILLAR FOUNDATION GW OA, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

NAME OF ORGANIZATION OR GOVERNMENT: PALMETTO GOODWILL

(H) PURPOSE OF GRANT OR ASSISTANCE: COMCAST DIGITAL CAREERS ACCELE, GOOGLE REINVEST, GOOGLE-GW DIGITAL CAREER ACCE2, GOOGLE-GW DIGITAL CAREER ACCEL, SCSEP PY 2020 DIRECT, SCSEP PY 2021 DIRECT

EXPLANATION OF GRANTS AND AWARDS:

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.

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.

Part IV Supplemental Information

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 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.

Part IV Supplemental Information

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.

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

Part IV Supplemental Information

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 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 for instructions and the latest information.

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number 53-0196517

Part I Questions Regarding Compensation

			Yes	No
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. ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax indemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ 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	1b		
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?	2	X	
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. ☒ Compensation committee ☐ Written employment contract ☒ Independent compensation consultant ☒ Compensation survey or study ☒ Form 990 of other organizations ☒ 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?	4a		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	4b		X
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.	4c		X
	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?	5a		X
b	Any related organization? If "Yes" on line 5a or 5b, describe in Part III.	5b		X
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?	6a		X
b	Any related organization? If "Yes" on line 6a or 6b, describe in Part III.	6b		X
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	7		X
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	8		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9		

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 and/or 1099-NEC 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) STEVEN C PRESTON	(i)	496,586.	38,760.	9,006.	18,784.	42,226.	605,362.	0.
CHIEF EXECUTIVE OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) BRIAN ITZKOWITZ	(i)	302,111.	20,000.	52,172.	8,931.	31,941.	415,155.	0.
CHIEF MEMBERSHIP OFFICER (TO 10/21)	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) DAVID EAGLES	(i)	283,085.	22,950.	1,967.	19,264.	35,505.	362,771.	0.
CHIEF OPERATING OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) WENDI COPELAND	(i)	248,954.	19,294.	3,361.	16,617.	16,356.	304,582.	0.
CHIEF STRAT. PSHIP ACTIVATION OFFICE	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) DEBORAH BETSCH	(i)	216,651.	15,102.	1,697.	15,431.	37,244.	286,125.	0.
CHIEF TALENT OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ONNEY CRAWLEY	(i)	229,448.	0.	2,268.	6,558.	29,736.	268,010.	0.
CHIEF MARKETING OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) MARLA JACKSON	(i)	203,661.	18,360.	3,606.	13,473.	26,105.	265,205.	0.
VP, QUALITY FOUNDATIONS	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) JUDY BRANZELLE	(i)	218,413.	19,516.	3,344.	6,792.	3,475.	251,540.	0.
CHIEF LEGAL OFFICER (TO 9/21)	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) DHRUWA RAI	(i)	195,062.	5,400.	1,863.	4,143.	31,244.	237,712.	0.
CHIEF INFORMATION OFFICER (TO 9/21)	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) BERNARD KRAMER	(i)	153,890.	4,200.	22,572.	9,981.	30,964.	221,607.	0.
DIR, CONSULTANT TO CFO	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) KIM TRAN	(i)	188,092.	0.	6,058.	5,712.	13,976.	213,838.	0.
CHIEF FINANCIAL OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) JOHN CUNNINGHAM	(i)	171,950.	4,994.	1,884.	5,475.	23,050.	207,353.	0.
SR CONSULTANT, DGR (TO 10/21)	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) WILLIAM PARRISH	(i)	157,535.	4,700.	2,180.	11,168.	25,532.	201,115.	0.
SR CONSULTING, DGR	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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.

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

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2021

Open to Public Inspection

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

Part I Types of Property

		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1	Art - Works of art				
2	Art - Historical treasures				
3	Art - Fractional interests				
4	Books and publications				
5	Clothing and household goods				
6	Cars and other vehicles				
7	Boats and planes				
8	Intellectual property				
9	Securities - Publicly traded	X	3	30,044.	AVE MTK PRICE
10	Securities - Closely held stock				
11	Securities - Partnership, LLC, or trust interests				
12	Securities - Miscellaneous				
13	Qualified conservation contribution - Historic structures				
14	Qualified conservation contribution - Other				
15	Real estate - Residential				
16	Real estate - Commercial				
17	Real estate - Other				
18	Collectibles				
19	Food inventory				
20	Drugs and medical supplies				
21	Taxidermy				
22	Historical artifacts				
23	Scientific specimens				
24	Archeological artifacts				
25	Other ▶ ( )				
26	Other ▶ ( )				
27	Other ▶ ( )				
28	Other ▶ ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement .... 29 | 0

			Yes	No
30a	During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		X
b	If "Yes," describe the arrangement in Part II.			
31	Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31		X
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		X
b	If "Yes," describe in Part II.			
33	If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

REPORTING THE NUMBER OF CONTRIBUTIONS

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for the latest information.

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2021
Open to Public Inspection

Name of the organization	Employer identification number
GOODWILL INDUSTRIES INTERNATIONAL, INC.	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:

PROGRAM PARTICIPANTS WHO ARE 55 YEARS AND OLDER WITH TRAINING OPPORTUNITIES IN COMMUNITY SERVICE ASSIGNMENTS.

FROM JULY 2021 TO JUNE 2022, GII WAS AWARDED $22.9 MILLION FOR SCSEP PROGRAM TO PROMOTE INDIVIDUAL ECONOMIC SELF-SUFFICIENCY BY PROVIDING PROGRAM PARTICIPANTS WHO ARE 55 YEARS AND OLDER WITH TRAINING OPPORTUNITIES IN COMMUNITY SERVICE ASSIGNMENTS.

FOR JULY 2016 THROUGH JUNE 2021, GII WAS AWARDED $4 MILLION FOR THE CAREERS IN TECHNOLOGY (CIT) PROGRAM TO TRAIN 702 INDIVIDUALS, AT LEAST 75% OF WHOM WILL BE YOUTH AND YOUNG ADULTS AGES 17-29 FOR TECHNOLOGY RELATED CAREERS.

FROM JULY 2019 THROUGH SEPTEMBER 2022, GII WAS AWARDED $4.5 MILLION FOR THE LIFE LAUNCH PROGRAM TO SERVE 575 JUSTICE-INVOLVED YOUNG ADULTS AGES 18-24 BY PROVIDING REWARDING AND ENGAGING ALTERNATIVES LEADING TO EMPLOYMENT, CAREER ADVANCEMENT AND REDUCED RISK OF RECIDIVISM.

FROM JULY 2018 THROUGH SEPTEMBER 2021 (EXTENDED THROUGH DECEMBER 2021),

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number: 53-0196517

GII WAS AWARDED $4.5 MILLION FOR THE LIFE LAUNCH PROGRAM TO SERVE 575 RECENTLY INCARCERATED ADULTS AGES 25 AND OLDER BY PROVIDING REWARDING AND ENGAGING ALTERNATIVES LEADING TO EMPLOYMENT, CAREER ADVANCEMENT AND REDUCED RISK OF RECIDIVISM.

FROM JULY 2020 THROUGH DECEMBER 2023, GII WAS AWARDED $4.5 MILLION FOR THE YOUNG ADULT REENTRY PARTNERSHIP GRANT TO PROVIDE OCCUPATIONAL TRAINING IN LOCALLY IN-DEMAND INDUSTRIES TO 415 ELIGIBLE JUSTICE-INVOLVED YOUNG ADULTS

FROM JULY 2021 THROUGH DECEMBER 2024, GII WAS AWARDED $4.5 MILLION FOR THE YOUNG ADULT REENTRY PARTNERSHIP GRANT TO PROVIDE EMPLOYMENT AND TRAINING SERVICES IN LOCALLY IN-DEMAND INDUSTRIES TO 550 ELIGIBLE JUSTICE-INVOLVED YOUNG ADULTS

USDA:

FROM SEPTEMBER 2020 THROUGH DECEMBER 2023, GII WAS AWARDED $1.5M TO SUPPORT AND MAXIMIZE THE CAPACITY FOR EACH PARTICIPATING GOODWILL TO BECOME STATE CONTRACTORS FOR THE SNAP E&T PROGRAM.

WALMART FOUNDATION:

FROM MAY 2017 THROUGH DECEMBER 2020 (EXTENDED THROUGH MAY 2021), 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).

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number: 53-0196517

FROM JULY 2021 THROUGH JUNE 2023, THE WALMART FOUNDATION AWARDED GII A GRANT OF $1 MILLION FOR GOODWILL ACADEMY, TO SUPPORT THE PLANNING AND DEVELOPMENT OF A LEARNING EXPERIENCE PLATFORM SUPPORTING THE GOODWILL MEMBERSHIP.

BANK OF AMERICA CHARITABLE FOUNDATION:

IN NOVEMBER 2018, GII RECEIVED AN AWARD OF $250,000 FOR THE PERIOD OF JANUARY 2019 THROUGH DECEMBER 2019 (EXTENDED THROUGH -MARCH 2021) FOR COMMUNITY COLLABORATION FOR CAREERS INITIATIVE. THIS INVESTMENT WILL ENGAGE GOODWILL LEADERS TO STRENGTHEN AWARENESS, EMBOLDEN ACTION AND EQUIP TEAMS TO OPERATE IN INCLUSIVE, DIVERSE ORGANIZATIONS THAT ADVANCE EQUITY THROUGH THE CREATION OF DEI RESOURCES.

IN DECEMBER 2019, GII RECEIVED AN AWARD OF $500,000 FOR JANUARY 2020 THROUGH DECEMBER 2021 FOR THE BANK OF AMERICA RE-ENTRY SERVICES PROGRAM. GII WILL PROVIDE A COMPREHENSIVE ONLINE REENTRY GUIDE AND A SELF-PACED TRAINING CURRICULUM TO ENHANCE REENTRY CASE MANAGEMENT SERVICES. IN APRIL 2020 GII RECEIVED NOTIFICATION THAT $250,000 WAS APPROVED FOR DISCRETIONARY USE IN RESPONSE TO THE COVID19 PANDEMIC.

IN SEPTEMBER 2021, GII RECEIVED AN AWARD OF $500,000 FOR OCTOBER 2021 THROUGH SEPTEMBER 2023 FOR THE BANK OF AMERICA RISING TOGETHER OPPORTUNITY ACCELERATOR.

ACCENTURE:

IN AUGUST 2019, ACCENTURE AWARDED GII $70,000 AND AUTHORIZED CARRYOVER OF ABOUT $4,000 FROM PRIOR YEARS TO OFFER THE SKILLS TO SUCCEED ACADEMY

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number: 53-0196517

ONLINE TOOL FOR SOFT SKILLS TRAINING TO 10 LOCAL GOODWILL ORGANIZATIONS THROUGH AUGUST 2021. GII WAS AWARDED AN ADDITIONAL $50,000 IN JUNE 2020.

FROM AUGUST 2019 THROUGH DECEMBER 2020 (EXTENDED THROUGH MARCH 2021), 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.

FROM OCTOBER 2020 THROUGH SEPTEMBER 2022, GII WAS AWARDED $1.5M IN TO CONNECT 30,000 YOUTH AND YOUNG ADULTS IN THE U.S. AND CANADA TO FIRST JOBS AND CAREER OPPORTUNITIES.

FROM SEPTEMBER 2020 THROUGH MAY 2021, GII WAS AWARDED $80K TO DESIGN AND DEVELOP AN EXTENDED REALITY (XR) SOLUTION FOR SECOND CHANCE INDIVIDUALS TO PRACTICE JOB INTERVIEWS, TRANSLATING THEIR JUSTICE INVOLVEMENT, SKILLS, AND EXPERIENCES INTO THE CONTEXT OF MEANINGFUL EMPLOYMENT.

FROM JUNE 2021 THROUGH DECEMBER 2022, GII WAS AWARDED $500K TO EXPAND THE USE OF EXTENDED REALITY (XR) SOLUTION TO TWELVE GOODWILL MEMBERS

DULIN ENDOWMENT:

FROM JANUARY 2021 THROUGH DECEMBER 2021, THE DULIN FOUNDATION AWARDED GII A $102,000 GRANT TO SUPPORT STRENGTHENING THE GOODWILL NETWORK'S FINANCIAL PERFORMANCE. IN DECEMBER OF 2021, AN ADDITIONAL $120,000 WAS

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AWARDED FOR JANUARY 2022 THROUGH DECEMBER 2022.

GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION:
FROM JANUARY 2019 THROUGH JANUARY 2021, 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.

FROM MARCH 2020 THROUGH JULY 2021, GII WAS AWARDED $250,000 FOR THE SCHOLARSHIP, INSTRUCTIONAL SUPPORT AND WRAPAROUND SUPPORT FOR A MINIMUM OF 300 PARTICIPANTS FOR THE IT AUTOMATION WITH PYTHON PROFESSIONAL CERTIFICATE A COURSERA-HOSTED CURRICULUM ON PYTHON CODING SKILLS.

FROM MARCH 2021 THROUGH JULY 2023, GII WAS AWARDED $2.0M TO PROVIDE ADVANCED DIGITAL SKILLS TRAINING IN 20 LOCATIONS.
FROM OCTOBER 2021 THROUGH SEPTEMBER 2023, GII WAS AWARDED $5.0M TO PROVIDE ADVANCED DIGITAL SKILLS TRAINING IN 25 MEMBERS, SUPPORT THE GOODWILL OPPORTUNITY ACCELERATOR

GOOGLE.ORG:
FROM SEPTEMBER 2017 THROUGH SEPTEMBER 2020 (EXTENDED TO DECEMBER 2021), GOOGLE.ORG AWARDED GII $10.3 MILLION FOR THE GOODWILL DIGITAL CAREER ACCELERATOR TO INFUSE DIGITAL SKILLS AWARENESS AND TRAINING INTO 125 GOODWILLS SERVING 1.2 MILLION PEOPLE.

USAA:
FROM THE PERIOD OF SEPTEMBER 2020 THROUGH AUGUST 2021, USAA AWARDED GII A GRANT OF $250,000 TO PROVIDE COMPREHENSIVE WRAPAROUND AND CAREER

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SUPPORT SERVICES TO COVID-IMPACTED VETERANS.

FROM THE PERIOD OF OCTOBER 2021 THROUGH SEPTEMBER 2022, USAA AWARDED GII A GRANT OF $2.5M TO PROVIDE TRAINING AND OCCUPATIONAL SERVICES LEADING TO EMPLOYMENT OF 349 VETERANS AND THEIR SPOUSES AND 154 YOUTH AND YOUNG ADULTS.

GENERAL MOTORS:

FROM AUGUST 2019 TO JULY 2020 (EXTENDED O JULY 2021), GENERAL MOTORS AWARDED GII $300,000 FOR TWO LOCAL GOODWILL ORGANIZATIONS TO PROVIDE DIGITAL SKILLS TRAINING. THE FUNDS WERE USED TO SUPPORT COMPLETION OF CURRENT PARTICIPANTS AND TO TRAIN NEW PARTICIPANTS. TRAINING PROGRAMS INCLUDE AUTO TECHNICIAN AND COMPUTER USER SUPPORT SPECIALIST.

FROM SEPTEMBER 2020 THROUGH JULY 2021, GII WAS AWARDED $275,000 TO PROVIDE YOUTH AND YOUNG ADULTS WITH DIGITAL SKILLS TRAINING (IN COORDINATION WITH THE ACCENTURE YOUTH/YOUNG ADULT GRANT). IN OCTOBER 2021 AN ADDITIONAL $275,000 WAS PROVIDED TO EXTEND THE PROGRAM THROUGH AUGUST 2022.

LOWES:

FROM FEBRUARY 2020 THROUGH JANUARY 2021, GII WAS AWARDED $350,000 FOR FOUR LOCAL GOODWILL ORGANIZATIONS TO ENHANCE OR EXPAND EXISTING CONSTRUCTION TRADES SKILLS TRAINING PROVIDED BY THE GOODWILL OR A PARTNER. EACH PARTICIPATING GOODWILL WILL IDENTIFY THE ENHANCEMENT OR OPPORTUNITY FOR EXPANSION THAT WILL BE MOST USEFUL FOR THEIR PROGRAM.

FROM FEBRUARY 2021 THROUGH JANUARY 2022, GII WAS AWARDED $459,161 FOR

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THREE LOCAL GOODWILL ORGANIZATIONS TO ENHANCE OR EXPAND EXISTING CONSTRUCTION TRADES SKILLS TRAINING PROVIDED BY THE GOODWILL OR A PARTNER. EACH PARTICIPATING GOODWILL WILL IDENTIFY THE ENHANCEMENT OR OPPORTUNITY FOR EXPANSION THAT WILL BE MOST USEFUL FOR THEIR PROGRAM.

IN DECEMBER 2021, FOR THE PERIOD OF JANUARY 2022 THROUGH DECEMBER 2022, GII WAS AWARDED $700,000 FOR FIVE LOCAL GOODWILL ORGANIZATIONS TO ENHANCE OR EXPAND EXISTING CONSTRUCTION TRADES SKILLS TRAINING PROVIDED BY THE GOODWILL OR A PARTNER.

FORM 990, PART III, LINE 4A

FACEBOOK:

FROM JANUARY 2021 THROUGH DECEMBER 2021, GII WAS AWARDED $220,000 TO SUPPORT THE DISTRIBUTION OF SCHOLARSHIPS FOR SOCIAL MEDIA MARKETING AND DIGITAL SKILLS TRAINING.

CATERPILLAR:

FROM JANUARY 2021 THROUGH DECEMBER 2021, GII WAS AWARDED $252,077 TO PROVIDE DIGITAL SKILLS TRAINING TO INDIVIDUALS LIVING IN THE NEAREST EIGHT CATERPILLAR MARKETS.

IN DECEMBER 2021, FOR THE PERIOD OF FEBRUARY 2022 THROUGH JANUARY 2023, GII WAS AWARDED $250,000 TO PROVIDE DIGITAL SKILLS TRAINING TO INDIVIDUALS LIVING IN THE NEAREST SIX CATERPILLAR MARKETS.

COMCAST:

FROM JANUARY 2021 THROUGH DECEMBER 2021, GII WAS AWARDED $805,000 TO PROVIDE DIRECT FUNDING AND IN-KIND CONTRIBUTIONS TO SUPPORT BASIC AND

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ADVANCED DIGITAL SKILLS TRAINING AT LOCAL GOODWILL ORGANIZATIONS.

ANTHEM FOUNDATION:

FROM JANUARY 2021 THROUGH DECEMBER 2022, GII WAS AWARDED $750,000 TO PROVIDE HEALTHCARE CAREER TRAINING PROGRAMS.

MICROSOFT:

FROM JULY 2020 THROUGH MAY 2021, GII WAS AWARDED $110,000 TO ENHANCE GII'S VIRTUAL APPROACH TO OPERATIONS AS A RESULT OF COVID-19. IN ADDITION, GII RECEIVED 250 MICROSOFT CERTIFICATE VOUCHERS AS AN IN-KIND DONATION VALUED AT $25,000 TO CONTINUE DELIVERING ACCESSIBLE AND AFFORDABLE TECHNOLOGY SOLUTIONS TO ENABLE DIGITAL TRANSFORMATION AND ACCELERATE MISSION IMPACT.

FROM OCTOBER 2021 THROUGH SEPTEMBER 2022, GII WAS AWARDED $500,000 TO ENGAGE 500 YOUTH AND ADULTS IN DIGITAL SKILLS CAREER TRAINING LEADING TO EMPLOYMENT.

INDEED:

FROM DECEMBER 2020 THROUGH DECEMBER 2021, GII WAS AWARDED $580,000 TO LEAD THE COLLABORATION EFFORTS BETWEEN THE GOODWILL NETWORK AND INDEED TO SERVE AS ADVISORS IN GENERATING AND TESTING NEW IDEAS FOR PRODUCTS AND SUPPORTS AIMED TO COLLECTIVELY HELP 50,000 JOB SEEKERS GET HIRED IN 2021.

FROM JANUARY 2021 THROUGH DECEMBER 2021, GII WAS AWARDED $75,000 TO SUPPORT THE MILLION JOBS INITIATIVE FELLOWS.

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

THE COMMITTEE SHALL BE CHAIRED BY THE CHAIR OF THE GII BOARD OF DIRECTORS SHALL CONSIST OF BOARD'S OFFICERS, THE IMMEDIATE PAST CHAIR OF THE BOARD, THE CHAIR OF THE CONFERENCE OF EXECUTIVES, AND THE CHAIRS OF ALL BOARD COMMITTEES IN EXISTENCE WHEN THE MEETING IS HELD. THE EXECUTIVE COMMITTEE SHALL MEET AS NEEDED AND SHALL HAVE AUTHORITY TO ACT ON BEHALF OF CORPORATION AND THE BOARD OF DIRECTORS, 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 REPORTED AND DISCUSSED AS SOON AS POSSIBLE WITH THE FULL BOARD.

FORM 990, PART VI, SECTION A, LINE 4:

THE BYLAWS WERE AMENDED BY A MAJORITY VOTE OF THE DELEGATE ASSEMBLY OF GOODWILL REMOVING SPECIFIC REFERENCES TO COMMITTEE WORK; ALLOWING FOR UP TO ONE ADDITIONAL THREE-YEAR TERM FOR CERTAIN OFFICERS IN ORDER TO ALLOW THEM TO COMPLETE THEIR OFFICER TERMS; ADDITION OF LANGUAGE INDICATING FOCUS ON DIVERSITY FOR BOARD DIRECTORS; INCREASE OF BOARD MEETING TO FOUR (4) TIMES PER YEAR; SIMPLIFICATION OF COMMITTEE STRUCTURE; AND OTHER TECHNICAL CLEANUP.

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

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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 LOCAL MEMBER'S GOVERNING BOARD AND THE EMPLOYED CEO OR THEIR STAFF ALTERNATE OF EACH ORGANIZATIONAL MEMBER) ELECTS HALF OF THE BOARD MEMBERS; THE GOODWILL INDUSTRIES INTERNATIONAL, INC. BOARD OF DIRECTORS ARE VOTING MEMBERS OF THE DELEGATE ASSEMBLY. 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 SERVICE 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.

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, Name of the organization GOODWILL INDUSTRIES INTERNATIONAL, INC.

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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. EXCEPT MODIFICATIONS TO THE TERRITORY POLICY WHICH ARE AMENDED BY A MAJORITY 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 DISCLOSURES. BOARD MEMBERS ARE REQUIRED TO UPDATE THE DISCLOSURE THROUGH OUT THE YEAR AS APPROPRIATE

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:

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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.

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.

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 2021, THE POSITIONS REVIEWED WERE: CHIEF OPERATING OFFICE, CHIEF MEMBER ADVANCEMENT OFFICER, CHIEF FINANCIAL OFFICER, CHIEF STRATEGIC PARTNERSHIP ACTIVATION OFFICER, AND CHIEF TALENT OFFICER 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

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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. AS OF JULY 31, 2021 THE EXECUTIVE COMMITTEE HAS ASSUMED THE RESPONSIBILITIES OF THE COMPENSATION COMMITTEE.

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

AL,AK,AR,CA,CT,CO,DC,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.

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, DALE JENKINS, AND LORNA G UTLEY. THEY MAY BE CONTACTED IN CARE OF GII.

FORM 990, PART IX, LINE 11G, OTHER FEES:

OTHER PROFESSIONAL FEES:

PROGRAM SERVICE EXPENSES	5,723,229.
MANAGEMENT AND GENERAL EXPENSES	580,672.
FUNDRAISING EXPENSES	6,774.

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TOTAL EXPENSES	6,310,675.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	6,310,675.

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 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: GOODWILL INDUSTRIES INTERNATIONAL, INC.

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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	291,133.	20,133.	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	

Part III **Identification of Related Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity? Yes	(i) No

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
1 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?			
a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity	**1a**		X
b Gift, grant, or capital contribution to related organization(s)	**1b**		X
c Gift, grant, or capital contribution from related organization(s)	**1c**		X
d Loans or loan guarantees to or for related organization(s)	**1d**		X
e Loans or loan guarantees by related organization(s)	**1e**		X
f Dividends from related organization(s)	**1f**		X
g Sale of assets to related organization(s)	**1g**		X
h Purchase of assets from related organization(s)	**1h**		X
i Exchange of assets with related organization(s)	**1i**		X
j Lease of facilities, equipment, or other assets to related organization(s)	**1j**		X
k Lease of facilities, equipment, or other assets from related organization(s)	**1k**		X
l Performance of services or membership or fundraising solicitations for related organization(s)	**1l**		X
m Performance of services or membership or fundraising solicitations by related organization(s)	**1m**		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	**1n**	X	
o Sharing of paid employees with related organization(s)	**1o**	X	
p Reimbursement paid to related organization(s) for expenses	**1p**		X
q Reimbursement paid by related organization(s) for expenses	**1q**	X	
r Other transfer of cash or property to related organization(s)	**1r**	X	
s Other transfer of cash or property from related organization(s)	**1s**		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of related organization	**(b)** Transaction type (a-s)	**(c)** Amount involved	**(d)** Method of determining amount involved
(1)				
(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.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners sec. 501(c)(3) orgs.? Yes	(e) No	(f) Share of total income	(g) Share of end-of-year assets	(h) Dispropor-tionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership

Part VII Supplemental Information

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