(Rev. January 2020)

### 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.

Open to Public

OMB No. 1545-0047

Department of the Treasury ► Go to www.irs.gov/Form990 for instructions and the latest information. Inspection APR 1, 2019 A For the 2019 calendar year, or tax year beginning and ending MAR 31, Check if applicable: C Name of organization D Employer identification number Address change GIRLS INCORPORATED Name change 13-1915124 Doing business as Initial return E Telephone number Number and street (or P.O. box if mail is not delivered to street address) Room/suite Final return/ 120 WALL STREET 212-509-2000 termin-ated 28,604,559. City or town, state or province, country, and ZIP or foreign postal code **G** Gross receipts \$ Amended return NEW YORK, NY 10005 H(a) Is this a group return Applica-F Name and address of principal officer: STEPHANIE HULL Yes X No for subordinates? pending SAME AS C ABOVE H(b) Are all subordinates included? Yes No Tax-exempt status: X = 501(c)(3) 501(c) ( 4947(a)(1) or ) ◀ (insert no.) If "No," attach a list. (see instructions) J Website: ► WWW.GIRLSINC.ORG **H(c)** Group exemption number ▶ **K** Form of organization: **X** Corporation Association Other > L Year of formation: 1945 M State of legal domicile: MA Part I Summary Briefly describe the organization's mission or most significant activities: GIRLS INC. INSPIRES ALL GIRLS TO Governance BE STRONG, SMART, AND BOLD THROUGH DIRECT SERVICE AND ADVOCACY. OUR Check this box | if the organization discontinued its operations or disposed of more than 25% of its net assets. 25 Number of voting members of the governing body (Part VI, line 1a) 24 Number of independent voting members of the governing body (Part VI, line 1b) Activities & 5 Total number of individuals employed in calendar year 2019 (Part V, line 2a) Total number of volunteers (estimate if necessary) 6 7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a b Net unrelated business taxable income from Form 990-T, line 39 7b **Prior Year Current Year** 12,270,450. 14,303,575. Contributions and grants (Part VIII, line 1h) Revenue 747,437. 721,016. Program service revenue (Part VIII, line 2g) 970,250. 863,808. Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 -80,234. -40,170.Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 13,815,104. 15,941,028. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) ........ 8,853,069. 4,892,926. Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0. 0. Benefits paid to or for members (Part IX, column (A), line 4) 6,147,624. 6,543,546. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) Expenses 16a Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25)  $\qquad \blacktriangleright \qquad 1$  , 642 , 762 . 3,103,056. 3,256,521. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 18,103,749. 14,692,993. Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) -877,889. -2,162,721. Revenue less expenses. Subtract line 18 from line 12 Beginning of Current Year **End of Year** 35,804,170. 39,314,171. Total assets (Part X, line 16) 4,186,735. 3,681,479.21 Total liabilities (Part X, line 26) 32,122,691. 35,127,436. Net assets or fund balances. Subtract line 21 from line 20 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. Signature of officer Date Sign STEPHANIE HULL, PRESIDENT/CEO Here Type or print name and title PTIN Print/Type preparer's name Preparer's signature if self-employed CASSE TATE CASSE TATE 08/04/20 P01271193 Paid Firm's name KSM BUSINESS SERVICES, INC. Firm's EIN  $\triangleright$  35-2123203 Preparer Firm's address P.O. BOX 40857 Use Only Phone no. (317) 580-2000 INDIANAPOLIS, IN 46240-0857

May the IRS discuss this return with the preparer shown above? (see instructions)

X Yes No

Pai	Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission:
	GIRLS INC. INSPIRES ALL GIRLS TO BE STRONG, SMART, AND BOLD THROUGH
	DIRECT SERVICE AND ADVOCACY. OUR PROGRAMMING IS DELIVERED TO 134,000
	GIRLS IN PARTNERSHIP WITH SCHOOLS AND AT OUR CENTERS ACROSS 79
	AFFILIATES.
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	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 \$ 5,391,920. including grants of \$ 3,109,907.) (Revenue \$ 1,000,000)
	AFFILIATE SERVICES AND GROWTH: GIRLS INC. INSPIRES ALL GIRLS TO BE
	STRONG, SMART, AND BOLD. OUR COMPREHENSIVE APPROACH TO WHOLE GIRL
	DEVELOPMENT EQUIPS GIRLS TO NAVIGATE GENDER, ECONOMIC, AND SOCIAL
	BARRIERS. GIRLS, INC. IS A NATIONAL ORGANIZATION WITH A NETWORK OF 79
	AFFILIATES SERVING GIRLS AGES SIX THROUGH EIGHTEEN. SEVENTY-FOUR
	PERCENT OF THE GIRLS SERVED BY GIRLS, INC. IDENTIFY AS GIRLS OF COLOR,
	INCLUDING 41% WHO IDENTIFY AS AFRICAN AMERICAN/BLACK, 24% AS
	LATINA/HISPANIC (OF ANY RACE), AND 9% AS MULTIRACIAL. SIXTY-ONE PERCENT
	OF THE GIRLS LIVE IN FAMILIES EARNING \$30,000 OR LESS A YEAR. ONE IN
	TWELVE LIVES IN A HOUSEHOLD WITH AN ANNUAL INCOME OF \$10,000 OR LESS.
	F F2F 001 1 7C4 22C
4b	(Code: ) (Expenses \$ 5,535,891. including grants of \$ 1,764,236.) (Revenue \$
	PROGRAM, RESEARCH AND TRAINING: THROUGH PROGRAMMING, RESEARCH, AND
	TRAINING, GIRLS INC. ENSURES THAT AFFILIATES ACROSS THE NATION CAN
	DELIVER THE GIRLS INC. EXPERIENCE, WHICH CONSISTS OF PEOPLE, AN
	ENVIRONMENT, AND PROGRAMMING THAT, TOGETHER, EMPOWERS GIRLS TO SUCCEED.
	TRAINED STAFF AND VOLUNTEERS BUILD LASTING, MENTORING RELATIONSHIPS IN
	GIRLS ONLY SPACES THAT ARE PHYSICALLY AND EMOTIONALLY SAFE AND WHERE
	GIRLS FIND A SISTERHOOD OF SUPPORT WITH SHARED DRIVE, MUTUAL RESPECT,
	AND HIGH EXPECTATIONS. HANDS-ON, RESEARCH-BASED PROGRAMS PROVIDE GIRLS
	WITH THE SKILLS AND KNOWLEDGE TO SET GOALS, OVERCOME OBSTACLES, AND
	IMPROVE ACADEMIC PERFORMANCE. GIRLS INC. TEACHES HEALTHY LIVING SO
	GIRLS ARE ABLE TO MAKE INFORMED DECISIONS, RESIST PEER PRESSURE, AVOID RISKY BEHAVIORS, AND TAKE CHARGE OF THEIR HEALTH; PROVIDES ACADEMIC
	1 545 000 10 700
4C	(Code: ) (Expenses \$ 1,545,002. including grants of \$ 18,783.) (Revenue \$ PUBLIC EDUCATION AND ADVOCACY: INFORMED BY GIRLS AND THEIR FAMILIES,
	GIRLS INC. ALSO ADVOCATES FOR LEGISLATION AND POLICIES THAT INCREASE
	OPPORTUNITIES FOR ALL GIRLS AND TACKLES THE SYSTEMATIC BARRIERS THAT
	AFFECT THE CONDITIONS IN WHICH THEY ARE GROWING UP.
	ATTION THE CONDITIONS IN WHICH THEI AND GROWING OF.
	Other program services (Describe on Schedule O.)
<del>4</del> u	
	(Expenses \$ including grants of \$ ) (Revenue \$ )  Total program service expenses ▶ 12,472,813.

07590804 757887 55352.000

# Form 990 (2019) GIRLS INCORPORATED 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)?		х	
_	If "Yes," complete Schedule A	1	X	-
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Λ	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			x
4	public office? If "Yes," complete Schedule C, Part I	3		
4	<b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If</i> "Yes," <i>complete Schedule C, Part II</i>	4	Х	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or	_		
Ū	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		Х
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? <i>If</i> "Yes," <i>complete</i>	<u> </u>		<del></del>
	Schedule D, Part III	8		Х
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.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,		37	
	Part VI	11a	Х	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total		v	
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b	X	
С	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
А	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	110		<del></del>
u	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		х
е	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	Х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			l
	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			x
45	or more? If "Yes," complete Schedule F, Parts I and IV  Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	14b		
15	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	Х	
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	13		
	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	17		Х
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		Х
<b>20</b> a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
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	

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# Form 990 (2019) GIRLS INCORPORATED 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	Х	
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		Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	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		Х
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		Х
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		Х
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		Х
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV			
	instructions, for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			
	"Yes," complete Schedule L, Part IV	28a		X
	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
С	A 35% controlled entity of one or more individuals and/or organizations described in lines 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		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			7,7
	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		
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			х
00	Schedule N, Part II	32		
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	20		Х
04	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I  Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and	33		
34		34		Х
35.2		35a		X
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?  If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity	JJa		<del></del>
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
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		х
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		Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
	Note: All Form 990 filers are required to complete Schedule O  **T V   Statements Regarding Other IRS Filings and Tax Compliance	38	Х	
Pai				
	Check if Schedule O contains a response or note to any line in this Part V			Ш
			Yes	No
	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 49  Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
	Effect the number of Forms wize included in line 1a. Effect of in not applicable			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming		v	
	(gambling) winnings to prize winners?	1c	X	

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Form **990** (2019)

# Form 990 (2019) GIRLS INCORPORATED Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

2a 6.1  b If a least one is reported on line 2a, did the organization for lair output departs employment tax returns?  b If a least one is reported on line 2a, did the organization file all required federal employment tax returns?  Note: If the sum of lines 1 and 2a is greater than 250, you may be required to 4e file replication for the sum of lines 1 and 2a is greater than 250, you may be required to 4e file replication for the sum of lines 1 and 2a is greater than 250, you may be required to 4e file replication on Schedule 0  3b If Yes, I has it filed a form 1900 To this year? If Yes 1 on lead 3b, provide an explanation on Schedule 0  3c I all and the organization have unrelated business gross income of \$1,000 or more during the year?  4a At any time during the calendary ear, did the organization have an interest in, or a significant or of her authority over, a francial account in a foreign country ear. If the organization are the name of the region country is 11 Yes, and the property of the region country is 11 Yes, and a second organization are provided as a bank account, securities account, or other financial accountry (PAR).  5a Was the organization as party to a prohibited tax shelter transaction?  5b If Yes 1 on the 6a or 5b, did the organization that it was or is a party to a prohibited tax shelter transaction?  5c I Yes 2 on the 6a or 5b, did the organization that it was or is a party to a prohibited tax shelter transaction?  5c I Yes, 1 on the 6a or 5b, did the organization in the 1 Was or is a party to a prohibited tax shelter transaction?  5c I Yes, 1 on the 6a or 5b, did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductibles of exhibited to exhibit the organization shell any receive deductible?  7c Organizations that may receive deductible contributions under section 170(c).  8d If Yes, 1 did the organization include with every solicitation an express statement that such contributions or gifts were not tax of the propertizati					Yes	No
b If a least one is reported on line 2a, did the organization file all required footeral employment tax returns?  Note: If the sum of lines 1a and 2a is greater than 250, you may be required to 6-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 the 3b, provide an explanation on Schedule O  3b A At any time during the calendary 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); or the financial account in a foreign country (such as a bank account, securities account, or other financial account); or the financial account in the foreign country (such as a bank account, securities account, or other financial Accounts (FBAR).  See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).  So Was the organization and the organization that it was or is a party to a prohibited tax whether transaction?  5c If Yes* 10 line Sa or 5b, did the organization the Form 8896-T2.  6d 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?  6d Descriptions that may receive deductible acchirable contributions?  6d If Yes, a did the organization include with every solicitation an express statement that such contributions or grifts were not tax deductible?  6d If Yes, a did the organization include with every solicitation an express statement that such contributions or grifts were not tax deductible?  6d If Yes, a did the organization include with every solicitation an express statement that such contributions or grifts were not tax deductible?  6d If Yes, a did the organization than the property of the value of the goods or services provided?  7e Organizations that may receive d	2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,				
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)  3 bid the organization have unrelated business gross income of \$1,000 or more during the year;  4 a X 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; sourced on other financial account)?  4 a X x interest the name of the foreign country \$\frac{1}{2}\$ be a bank account; sourced on other financial accounts (FBAR).  5 a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  5 a Was the organization a party to a prohibited fax shelter transaction at any time during the tax year?  5 a Was the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductibles and charitable contributions?  5 b If "Yes," indict the organization include with every solicitation an express statement that such contributions or gifts were not tax deductibles and charitable contributions and party for goods and services provided to the payor?  7 organizations that many receive deductible contributions under section 170(c).  8 b If "Yes," indicate the number of Forms 8282? Sind party is a contribution any party for goods and services provided to the payor?  7 c If Yes, indicate the number of Forms 8282 filed during the year  1 of life Form 8282?  1 of life Form 8282?  2 of life Yes, indicate the number of Forms 8282 filed during the year  2 of life the organization receive a paymentum, directly or indirectly, to pay premiums on a personal benefit contract?  7 or years and years are also a contribution of cars, boats, sinplanes, or other vehicles, did the organization file Form 8282?  5 or life Form 8282?  6 life Yes, indicate the number of Forms 8282 filed during the year  9 life the organization receive a paymentum, silicetly or indirectly, to pay personal penefi			2a 61			
3a Dit the organization have unrelated business gross income of \$1,000 or more during the year?  4b If 1 Yes, * has it filed a Form 990 Tor the year of "Not * to its 3,0 your owice an explanation on Schedule O  5b If 1 Yes, * has it filed a Form 990 Tor the year "Not * to its 3,0 your owice an explanation on Schedule O  5c If Yes * to the the name of the foreign country (such as a bank account, securities account, or other francial account) or the financial account in a foreign country (such as a bank account, securities account, or other francial account) or the financial account in a foreign country (such as a bank account, securities account, or other francial account) or the securities of the financial account in the foreign country.  5c If Yes * to lie Sa of \$5, did for the organization that it was or is a party to a prohibited tax shelter transaction?  5c If Yes * to lie Sa of \$5, did the organization the Form 886F1.  5d If Yes * to lie Sa of \$5, did the organization the Form 886F1.  5d If Yes * to lie Sa of \$5, did the organization the form 886F2.  6d If Yes * to lie so are \$5, did the organization the organization solicit are yecontributions that twen not tax deductible as charitable contributions under section 170(c).  6d If Yes * to lie the organization include with every solicitation an exposes statement that such contributions or grifts were not tax deductible?  6d If Yes * to lie the organization include with every solicitation an exposes statement that such contributions or grifts were not tax deductible?  6d If Yes * to lie the organization include with every solicitation an exposes statement that such contributions or grifts were not tax deductible?  6d If Yes * to lie the organization include with every solicitation are spots as provided?  6d If Yes * to lie the organization include with every solicitation are spots as provided?  6d If Yes * to lie the organization or notify the donor of the value of the goods or services provided?  6d If Yes * to lie the organization organization organization	b	If at least one is reported on line 2a, did the organization file all required federal employment tax return	ns?	2b	Х	
b If "Yes," has it filled a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O 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 [such as a bank account; securities account, or other financial accounts (FBAP).  5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  5b ID did any texable party notify the organization file Form 8888-17?  5c ID Did any texable party notify the organization file Form 8888-17?  5c ID Did any texable party notify the organization file Form 8888-17?  5c ID Did she was a manual gross receiption that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?  6c ID See the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that may receive deductible contributions under section 170(c).  8c ID IT "Yes," did the organization notify the donor of the value of the goods or services provided?  7 Organizations that may receive deductible contributions under section 170(c).  8c ID		Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions	)			
4a A 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)?  5a Was the organization or party to a prohibited tax shelter transaction at any time during the tax year?  5a Was the organization have annual gross receipts that are normally greater than \$100,000, and did the organization file form \$886177.  5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5b X  5c Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5c Did Press (in 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?  6c Did If Yes, it did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7c Organizations that may receive deductible contributions under section 170(e).  8d Did the organization stall, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  8d Did the organization notify the donor of the value of the goods or services provided?  7b Did the organization received a contribution of organization freeling that year, any permism, directly or indirectly, no paymentiums on a personal benefit contract?  7c X  7d If Yes, 'indicate the number of Forms 8282 filed during the year  9 Sponsoring organization received a contribution of crusified intellectual property, did the organization file Form 8299 as required?  9 Did the segnalization, during the year, any permism, directly or indirectly, on a personal benefit contract?  7r Z  7 Z  7 Z  7 Did the organization received a contribution of conse, boats, an indirectly, on a personal benefit contract?  7r Did the organization receiv	За	Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		Х
b If "Yes," enter the name of the foreign country. ▶  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?  5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5c If "Yes" to line Sa or 5b, did the organization file Form 8886-17?  6a Does the organization shall were not tax deductible as charitable contributions?  7 Organizations that many receive deductible contributions under section 170(c).  8 Did If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that many receive deductible contributions under section 170(c).  8 Did the organization receive apprentin recess of 55° made party as a contribution and party for goods and services provided to the payor?  7 The St C Did the organization notify the donor of the value of the goods or services provided?  8 Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  9 Did the organization feeve any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 To X T Did the organization received a contribution of cars, boats, sirplanes, or other vehicles, did the organization file a Form 1098-C?  8 Sponsoring organization make any taxable distributions under section 4966?  9 Sponsoring organization make any taxable distributions under section 4968?  9 Sponsoring organization make any taxable distributions under section 4968?  9 Sponsoring organization make any taxable distribution or donor advised fund maintained by the sponsoring organization make any taxable distributi	b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	0	3b		
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 of party to a prohibited tax shefer transaction at any time during the tax year?  5b Id any taxable party notify the organization that it was or is a party to a prohibited tax shefler transaction?  5c If "Yes" to line 5a or 5b, did the organization file Form 8886-7?  6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that there 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?  7b Organizations that may receive deductible contributions under section 170(c).  a Id the organization state any receive deductible contributions under section 170(c).  b If "Yes," did the organization inclify the donor of the value of the goods or services provided?  c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to the Form 8828?  d If "Yes," indicate the number of Forms 8282 flied during the year  E Did the organization received a contribution of qualified intellectual property, did the organization flee form 8898 as required?  7c X  7d If the organization received a contribution of cars, boats, singlance, or other vehicles, did the organization flee form 8898 as required?  7h If the organization received a contribution of cars, boats, singlance, or other vehicles, did the organization flee form 889 as required?  7a If the organization received a contribution of cars, boats, singlance, or other vehicles, did the organization flee form 890 are seen of the sponsoring organization make a distribution in the organization flee year?  9 Sponsoring organization seeling a contribution of cars, boats, singlance, or other vehicles, did the organi	4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	authority over, a			
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).  5 Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  5 Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5 Sb X  5 C If 'Yes' to line Sa or 5b, did the organization that it was or is a party to a prohibited tax shelter transaction?  6 Does the organization has annual gross recepts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?  6 If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organization stat may receive deductible contributions under section 170(c).  8 Did the organization receive a payment in excess of \$76 made party as a contribution of and party for goods and services provided to the payor?  7 Teys,' did the organization nectly the donor of the value of the goods or services provided?  8 Did the organization received a payment in excess of \$76 made party as a contribution of origination for the value of the goods or services provided?  9 Did the organization received a payment in excess of tangible personal property for which it was required  10 Did the organization for every and contribution of cars, boats, airplanes, or other vehicles, did the organization file Form 8892 as required?, he if the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?  8 Sponsoring organizations make any taxable distributions under section 4966?  9 Sponsoring organization make any taxable distributions under section 4968?  9 Sponsoring organization make any taxable distributions under section 4968?  9 Sponsoring organization make any taxable distributions under section 4968?  10 Did the sponsoring organization make any taxable dis		financial account in a foreign country (such as a bank account, securities account, or other financial a	account)?	4a		Х
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  5c If "Yes" to line 5a or 5b, did the organization file Form 8886-1?  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 deductibles 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?  7 Organizations that may receive deductible contributions under section 170(c).  a Did the organization cereive a payment in excess of \$25 made party as a contribution and party for goods and services provided to the payor?  b If "Yes," did the organization notify the donor of the value of the goods or services provided?  c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  c Did the organization received any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 You if If the organization received a contribution of qualified intellectual property, did the organization file Form 8898 as required?  If the organization received a contribution of qualified intellectual property, did the organization file Form 1098-C?  Sponsoring organization make any taxable distributions under section 4966?  b Did the sponsoring organization make any taxable distributions under section 4966?  b Did the sponsoring organization make any taxable distributions under section 4966?  b Cection 501(c)(?) organization sell and a distribution to a donor, donor advised fund maintained by the sponsoring organization make any taxable distributions under section 4966?  b Cection 501(c)(?) organizations. Enter:  a Initiation fees and capital contributions included on Part VIII, line 12  b Gross receipt	b	If "Yes," enter the name of the foreign country ▶				
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  6 If "Yes" to line 5a or 5b, did the organization file Form 8886 T?  8 Does the organization that are not tax deductible as charitable contributions?  6 If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that many receive deductible contributions under section 170(c).  8 Did the organization receive apprent in excess of \$75 made party as a contribution and party for goods and services provided to the payor?  7 Did the organization receive apprent in excess of \$75 made party as a contribution and party for goods and services provided to the payor?  8 Did the organization receive apprent in excess of \$75 made party as a contribution and party for goods and services provided to the payor?  9 Did the organization receive apprent in excess of \$75 made party as a contribution of apprenty for which it was required to file Form 8282?  10 Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required  11 Did the organization for sell, and it is a file of the organization for sell on the form 8282?  12 Did the organization, during the year, pay premiums, directly or indirectly, to pay premiums on a personal benefit contract?  13 Did the organization for seewed a contribution of qualified intellectual property, did the organization flore form 1098-C?  14 Did the organization received a contribution of cars, boats, anjanes, or other vehicles, did the organization flore form 1098-C?  15 Sponsoring organization make a distribution to a donor advised fund maintained by the sponsoring organization make a distribution to a donor advised fund maintained by the sponsoring organization make a distribution to a donor advisor, or related person?  16 Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?  17 Did the spons		See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Ar	ccounts (FBAR).			
til "Yes" to line 5a or 5b, did the organization file Form 8886-T?  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?  6b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that may receive deductible contributions under section 170(c).  a Did the organization cereive a payment in excess of \$25 made partly as a contribution and partly for goods and services provided to the payor?  7 Organization shat may receive deductible contributions under section 170(c).  b If "Yes," idd the organization notify the donor of the value of the goods or services provided?  c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  d If "Yes," indicate the number of Forms 8282 filed during the year  e Did the organization received a contribution of qualified intellectual property, did the organization file Form 8898 as required?  f Did the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C?  7 Sponsoring organization make any taxable distributions under section 4966?  8 Sponsoring organization make any taxable distributions under section 4966?  9 Sponsoring organization make any taxable distributions under section 4966?  9 Section 501(c)(7) organizations. Enter:  a Initiation fees and capital contributions included on Part VIII, line 12  b Gross received from them.)  12 Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?  15 Gross received an orbitable trusts. Is the organization must report on Schedule O.  b Enter the amount of tax-exempt inferest received or accrued during the year  15 Section 501(c)(29) qualified nonprofit health insurance issuers.  15 Section 501(c)(29) qualified	5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		
6a Dees the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?  b if "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  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?  b if "Yes," did the organization notify the donor of the value of the goods or services provided?  b if "Yes," indicate the number of Forms 8282 filed during the year  c Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  7 Did the organization receive any funds, directly or indirectly, on a personal benefit contract?  7 Did the organization received a contribution of qualified intellectual property, did the organization file Form 8282 filed during the year?  b if the organization received a contribution of qualified intellectual property, did the organization file Form 8289 as required?  7 Did the organization received a contribution of qualified intellectual property, did the organization file Form 8282 filed the sponsoring organization have excess business holdings at any time during the year?  9 Sponsoring organization was a distribution to a donor advised fund maintained by the sponsoring organization was a distribution to a donor, donor advisor, or related person?  9 Did the sponsoring organization make any taxable distributions under section 4966?  9 Did the sponsoring organization make any taxable distribution under section 4966?  9 Did the sponsoring organization make any taxable distribution to a donor advised fund maintained to the sponsoring organization and the for	b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction	ction?	5b		X
any contributions that were not tax deductible as charitable contributions?  b   f  "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that may receive deductible contributions under section 170(c).  a   Did the organization are great to the contribution and partly for goods and services provided to the payor?  b   f  "Yes," did the organization notify the donor of the value of the goods or services provided?  c   Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  d   f  "Yes," indicate the number of Forms 8282 filed during the year  e   Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  f  Did the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  f  Did the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  f  Did the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file Form 8990 as required?  f  Did the organization sell, exchange of cars, boats, airplanes, or other vehicles, did the organization file Form 8990 as required?  f  Did the sponsoring organizations maintaining donor advised funds.  g  Did the sponsoring organization make any taxable distributions under section 4966?  9 Sponsoring organization make any taxable distributions under section 4966?  9 Section 501(c)(f) organizations. Enter:  a Initiation fees and capital contributions included on Part VIII, line 12  b Gross receipts, included on Form 990, Part VIII, line 12  f  Section 501(c)(f) organizations. Enter:  a Initiation fees and capital contributions included on Part VIII, line 12  b Gross income from members or shareholders  f  H'Yes, "nest the amount of tax-exempt interest received or accrued durin	С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5с		
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  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?  b If "Yes," did the organization notify the donor of the value of the goods or services provided?  c Did the organization self, exchange, or otherwise dispose of tangible personal property for which it was required to file Form \$282?  d If "Yes," indicate the number of Forms \$282 filed during the year  e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7 To X  f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  7 To Y  If the organization received a contribution of qualified intellectual property, did the organization file Form \$8998 as required?  7 To Y  If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file Form \$8998 as required?  7 To Y  8 Sponsoring organization have excess business holdings at any time during the year?  9 Sponsoring organization have excess business holdings at any time during the year?  9 Sponsoring organization make a distribution to a donor, donor advisor, or related person?  9 Sponsoring organization make a part value distributions under section 4966?  9 a Section 501(c)(7) organizations included on Part VIII, line 12  10 Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)  11 Section 501(c)(29) qualified nonprofit health plans in more than one state?  13 Section 501(c)(29) qualified nonprofit health plans in more than one state?  10 Section 501(c)(29) qualified nonprofit health insurance issuers.  a Is the organization incensed to issue qualified health plans in more	6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	e organization solicit			
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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? b If "Yes," did the organization notify the donor of the value of the goods or services provided? c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? d If "Yes," indicate the number of Forms 8282 filed during the year e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7 To X g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 8 Sponsoring organization maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization make any taxable distributions under section 4966? 9 Sponsoring organization make any taxable distributions under section 4966? 9 Did the sponsoring organization make any taxable distributions under section 4966? 9 Did the sponsoring organization make any taxable distributions under section 4966? 9 Did the sponsoring organization make a distribution to a donor, donor adviser, or related person? 9 Did the sponsoring organization make any taxable distributions under section 4966? 9 Did the sponsoring organization make a distribution to a donor, donor adviser, or related person? 9 Did the sponsoring organization make any taxable distributions under section 4966? 9 Did the sponsoring organization make a distribution to a donor, donor adviser, or related person? 9 Did the sponsoring organization make any taxable distributions under section 4966? 10 Section 501(c)(2) organizations. Enter: 11 Initiation fees and capital contributions included on Part VIII, line 12 12 Gross receipts, included on Form 9	b	If "Yes," did the organization include with every solicitation an express statement that such contribution	ons or gifts			
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?  b if "Yes," did the organization notify the donor of the value of the goods or services provided?  c Did the organization all, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  d if "Yes," indicate the number of Forms 8282 filed during the year  P Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7		were not tax deductible?		6b		
b   ff "Yes," did the organization notify the donor of the value of the goods or services provided?  c   Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  d   ff "Yes," indicate the number of Forms 8282 filed during the year   Td   e   Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7   Did the organization receive any funds, directly or indirectly, to pay personal benefit contract?  7   Did the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  1   If the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C?  8   Sponsoring organizations maintaining donor advised funds.  9   Sponsoring organizations maintaining donor advised funds.  1   Did the sponsoring organizations maintaining donor advised funds.  2   Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?  9   Sponsoring organization make a distribution to a donor, donor advisor, or related person?  9   Section 501(c)(7) organizations. Enter:  1   Initiation fees and capital contributions included on Part VIII, line 12  10   Gross income from members or shareholders  1   Did   Did   Did   Did   Did    11   Section 501(c)(7) organizations. Enter:  2   Gross income from enther sources (Do not net amounts due or paid to other sources against amounts due or received from them)  12   Section 501(c)(2) qualified nonprofit health insurance issuers.  1   If "Yes," enter the amount of tax-exempt interest received or accrued during the year  1   Did   D	7	Organizations that may receive deductible contributions under section 170(c).				
to file Form 8282?  If "Yes," indicate the number of Forms 8282 filed during the year  Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  To bit the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  To bit the organization received a contribution of qualified intellectual property, did the organization file Form 8282 filed during the year, a personal benefit contract?  To bit the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file Form 1098-C7  Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organizations maintaining donor advised funds.  Did the sponsoring organization make any taxable distributions under section 4966?  Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?  Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?  Did the sponsoring organizations. Enter:  Initiation fees and capital contributions included on Part VIII, line 12  Did Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities  Did Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).  Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?  If "Yes," enter the amount of tax-exempt interest received or accrued during the year  Did the organization illonesed to issue qualified health plans in more than one state?  Note: See the instructions for additional information the organization must report on Schedule O.  Enter the amount of reserves on hand  Did the organization received any payments for indoor tanning services during the tax ye	а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser	vices provided to the payor?	7a		
to file Form 8282?  d If 'Yes,' indicate the number of Forms 8282 filed during the year	b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	Х	
d if "Yes," indicate the number of Forms 8282 filed during the year  e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  7	С		•			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  77				7с		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  g If the organization received a contribution of qualified intellectual property, did the organization file Form 1889 as required?  h If the organization received a contribution of qualified intellectual property, did the organization file Form 1889 as required?  No Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organizations maintaining donor advised funds.  Sponsoring organizations maintaining donor advised funds.  Did the sponsoring organizations maintaining donor advised funds.  Did the sponsoring organization make any taxable distributions under section 4966?  Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?  Section 501(c)(7) organizations. Enter:  Initiation fees and capital contributions included on Part VIII, line 12  Section 501(c)(12) organizations. Enter:  Gross income from members or shareholders  B It I Tyes, "enter the amount of tax-exempt interest received or accrued during the year  Ital  Section 501(c)(29) qualified nonprofit health insurance issuers.  Is the organization licensed to issue qualified health plans in more than one state?  Note: See the instructions for additional information the organization must report on Schedule O.  Enter the amount of reserves the organization is more than one state?  Note: See the instructions for additional information the organization must report on Schedule O.  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 in more than one state?  Note: See the instructions for additional information the organization must report on Schedule O.  Enter the amount of reserves the organization is required to mainta	d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?  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 organization make any taxable distributions under section 4966?  9a bid the sponsoring organization make any taxable distributions under section 4966?  9b bid the sponsoring organization make any taxable distributions under section 4966?  9c bid the sponsoring organization make any taxable distributions under section 4966?  9c bid the sponsoring organization make any taxable distributions under section 4966?  9c bid the sponsoring organization make any taxable distributions under section 4966?  9c bid the sponsoring organization make any taxable distributions under section 4966?  9c bid the sponsoring organizations. Enter:  a Initiation fees and capital contributions included on Part VIII, line 12  bid Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities  10b limitation fees and capital contributions included on Part VIII, line 12  bid Gross income from members or shareholders  11a limitation fees and capital contributions included on Part VIII, line 12, for public use of club facilities  11b limitation fees and capital contributions under section 4960 tax on payments of under the organization on Schedule O.  12a limitation fees and capital feet members or shareholders  12b limitation feet with the organization and file health plans  13c limitation feet with the organization and file health plans  13c limitation feet with the organization feet with payments for indoor tanning services during the tax year?  14a X  15 If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Sched	е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit co	ontract?			
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16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? 16 X						
	16		t income?	16		Х

Form **990** (2019)

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
Sec	tion 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			
	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 24			
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		Х
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		х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6	Did the organization have members or stockholders?	6	Х	
	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or	Ť		
<i>,</i> a	more members of the governing body?	7a	Х	
h	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or			
b		7b	Х	
Q	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	7.5		
8		8a	Х	
a b	The governing body?  Each committee with authority to act on behalf of the governing body?	8b	X	<del>                                     </del>
		OD	- 21	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the	9		x
800	organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		
360	tion b. Folicies (mis Section B requests information about policies not required by the internal nevenue code.)		Yes	No
100	Did the exceptation have level shorters branches as offiliates?	10a	X	INO
	Did the organization have local chapters, branches, or affiliates?	IUa	21	
D	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	406	Х	
44-	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	X	
	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Λ	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	40-	Х	
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	Δ_	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe		v	
	in 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?		77	
	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 in 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		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ►AL, AK, AR, CA, CO, CT, FL, GA, II	,IN	,KS	,KY
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)	s)s only	) avail	able
	for public inspection. Indicate how you made these available. Check all that apply.			
	Own website 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, are	ıd finar	ncial	
	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			
	REBECCA CARROLL - 317-634-7546			
	441 WEST MICHIGAN STREET, INDIANAPOLIS, IN 46202			
	SEE SCHEDILE O FOR FILL LIST OF STATES	Form	000	(2010)

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

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A)	(B)	l		((	C)		ilout	(D)	(E)	(F)
Name and title	Average		not c		more	than		Reportable	Reportable	Estimated
	hours per week					is bot or/trus		compensation from	compensation from related	amount of other
	(list any	ctor						the	organizations	compensation
	hours for	or dire				ted		organization	(W-2/1099-MISC)	from the
	related	istee (	truste		a	beusa		(W-2/1099-MISC)		organization
	organizations below	ual tru	ional		ploye	t com				and related organizations
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			Organizations
(1) STEPHANIE HULL	35.00	_	_							
PRESIDENT & CEO - PARTIAL YEAR		Х		Х				234,002.	0.	7,578.
(2) JUDITH VREDENBURGH	35.00									
PRESIDENT & CEO - PARTIAL YEAR		Х		Х				217,576.	0.	15,028.
(3) PATRICIA DRISCOLL	35.00									
CHIEF OPERATING OFFICER				Х				215,755.	0.	12,312.
(4) LYNN HEPBURN	35.00									
CHIEF DEVELOPMENT OFFICER						Х		202,582.	0.	11,490.
(5) CHARLENE JACKSON	35.00									
DIRECTOR OF AFFILIATE SERV						Х		162,162.	0.	18,613.
(6) LARA KAUFMANN	35.00								_	
DIRECTOR OF PUBLIC POLICY						Х		149,130.	0.	20,689.
(7) VERONICA VELA	35.00									
DIRECTOR OF MARKETING & CO						Х		146,957.	0.	18,229.
(8) ROB REDDY	35.00					l		105 100	•	40 556
DIRECTOR OF STRATEGIC INVE	25 00					Х		126,493.	0.	18,776.
(9) REBECCA CARROLL	35.00							110 027	0	15 214
DIRECTOR OF FINANCE/CFO	1 00			Х				112,237.	0.	15,314.
(10) TONY BUCCI	1.00	,,		,,					0	•
BOARD CHAIR	1 00	Х		Х				0.	0.	0.
(11) JULIE OVERBECK	1.00	٠,,		,,					0	0
TREASURER	1 00	Х		Х		_		0.	0.	0.
(12) AMY ADAMS	1.00	X		x				0.	0.	0.
SECRETARY	1.00	^		^		-		0.	0.	0.
(13) MELANIE GRAY IMMEDIATE PAST BOARD CHAIR	1.00	X		x				0.	0.	0.
(14) SUSAN CHAPMAN-HUGHES	1.00	^		^				0.	0.	0.
DIRECTOR	1.00	X						0.	0.	0.
(15) PEIGE KATZ	1.00	Δ						0.	0.	<u> </u>
DIRECTOR	1.00	X						0.	0.	0.
(16) REGINA MONTOYA	1.00							0.	0.	<b>-</b>
DIRECTOR	1.00	x						0.	0.	0.
(17) SUZANNE PARKER	1.00	<del></del>								
DIRECTOR		x						0.	0.	0.
932007 01-20-20				_			_			Form <b>990</b> (2019)

932007 01-20-20 Form **990** (2019)

Part VII Section A. Officers, Directors, Trus	tees, Key Em	ploy	/ees	, an	d H	ighe	st (	Compensated Employe	es (continued)				
(A)	(B)				C)			(D)	(E)		ĺ	(F)	
Name and title	Average	(do		Pos		ገ e than	one	Reportable	Reportable		Es	stimate	∍d
	hours per	box	, unle	ss pe	erson	is bot	th an	· ·	compensation	1		nount	of
	week	$\vdash$	Cer ai	lu a u	I	or/ ir us	lee)	- Irom	from related			other	
	(list any hours for	director						the	organizations			pensa	
	related	or d	ee			sated		organization (W-2/1099-MISC)	(W-2/1099-MIS	ر)		rom th janizat	
	organizations	ruste	l trus		e e	mpen		(***2/1099*****100)			_ ~	d relat	
	below	dualt	itiona	L	nploy	st col						anizati	
	line)	Individual trustee or	Institutional trustee	Officer	Key employee	Highest compensated employee	Former						
(18) KRISTIN A. PACE	1.00				-								
DIRECTOR		Х						0.		0.			0.
(19) KIM SHARAN	1.00												
DIRECTOR		Х						0.		0.			0.
(20) TAJ CLAYTON	1.00	l											•
DIRECTOR	1 00	Х						0.		0.	<u> </u>		0.
(21) AMY DILLON	1.00	,,								_			^
DIRECTOR	1.00	Х			-		┢	0.		0.	<u> </u>		0.
(22) CATE LUZIO DIRECTOR	1.00	x						0.		0.			0.
(23) MICHAEL BROWN	1.00	^			-		┢	0.		٠.	<u> </u>		<u> </u>
DIRECTOR	1.00	X						0.		0.			0.
(24) SUE NAPPER	1.00	25			┢	$\vdash$	┢			•			
DIRECTOR		X						0.		0.			0.
(25) LISA MOORE	1.00						H						
DIRECTOR		х						0.		0.			0.
(26) ALISON KENNEY PAUL	1.00						T						
DIRECTOR		Х						0.		0.			0.
1b Subtotal							<b></b>	1,566,894.		0.	13	8,0	
c Total from continuation sheets to Part VI	I, Section A						ightharpoons	0.		0.			0.
d Total (add lines 1b and 1c)							<u> </u>	1,566,894.		0.	13	8,0	29.
2 Total number of individuals (including but n	ot limited to th	ose	liste	ed a	bov	e) w	ho r	received more than \$100	,000 of reportable	)			20
compensation from the organization												Yes	20
2 Did the averagination list and formal officer.		1					المان		Jamas an	I		res	No
3 Did the organization list any former officer, line 1a? If "Yes," complete Schedule J for s											3		х
4 For any individual listed on line 1a, is the su													
and related organizations greater than \$150											4	Х	
5 Did any person listed on line 1a receive or a													
rendered to the organization? If "Yes," com					-						5		Х
Section B. Independent Contractors													
1 Complete this table for your five highest co	mpensated in	depe	ende	ent c	cont	racto	ors	that received more than	\$100,000 of comp	pens	ation f	rom	
the organization. Report compensation for	the calendar y	ear	endi	ing v	with	or w	/ithi	n the organization's tax	year.				
(A) Name and business		3.7	~~	_				(B)		_		C) nsatio	_
Ivalle and business	auuress	1//	INC	<u> </u>				Description of s	ervices		ompe		
2 Total number of independent contractors (i	ncluding but n	ot li	mite	d to	tho	se li	ste	d above) who received n	nore than				
\$100,000 of compensation from the organi						0							
SEE PART VII, SECTION	N A CON	ΓII	NUZ	AT.	TO]	N S	SH	EETS			Form	<b>990</b> (2	2019)

932008 01-20-20

Form 990 GIRLS IN	CORPORA'.	LEI	י						13-191	5124
Part VII   Section A. Officers, Directors, Tru	ıstees, Key Eı	nplo	yee	s, a	nd l	ligh	est	Compensated Employ	ees (continued)	
(A)	(B)	<u> </u>			C)			(D)	(E)	(F)
Name and title	Average				ition	1		Reportable	Reportable	Estimated
Tidania dina tina	hours	l (cl			that		olv)	compensation	compensation	amount of
	per	(			T		1	from	from related	other
	week					/ee		the	organizations	compensation
	(list any	ctor				oldu		organization	(W-2/1099-MISC)	from the
	hours for	rdire				ted e		(W-2/1099-MISC)		organization
	related	stee o	nstee.		l	ensa				and related
	organizations	Individual trustee or director	Institutional trustee		Key employee	Highest compensated employee				organizations
	below	ividu	titutic	Officer	/ emp	hest	Former			
	line)	프	sul	₩	, Ke	흜	휸			
(27) DANA SULLIVAN	1.00								_	
DIRECTOR		Х						0.	0.	0.
(28) SONYA ULIBARRI	1.00							_	_	_
DIRECTOR		Х						0.	0.	0.
(29) SUSAN GAMBARDELLA	1.00									
DIRECTOR		Х						0.	0.	0.
(30) DEBORAH RUBIN	1.00									
DIRECTOR		Х						0.	0.	0.
(31) NANAR YOSELOFF	1.00									
DIRECTOR		Х						0.	0.	0.
(32) JULIE GREINER WEISER	1.00									
DIRECTOR		Х						0.	0.	0.
(33) MICHELE EVANS	1.00									
DIRECTOR		Х						0.	0.	0.
					<u> </u>					
					<u> </u>					
	1									
					$\vdash$					
		1								
		1								
Total to Part VII, Section A, line 1c										

Form 990 (2019	GIRLS	INCORPORATED			13-1915	124 Page	∍ 9
Part VIII	Statement of Reven	ue					
	Check if Schedule O conta	ins a response or note to any lir	ne in this Part VIII				
			(A)	(B)	(C)	(D)	

		Offeck if Ochedule O Contains a response t	or rioto to driy iii	7.5	/D\	(C)	(D)
				(A) Total revenue	(B) Related or exempt function revenue	( <b>C)</b> Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
ts ts	1 a	Federated campaigns 1a					
E a							
۵ٍ۶			1,041,929.				
r A		9	1,041,323.				
اة تي		Related organizations 1d	655 655				
Sir		Government grants (contributions)	657,655.				
e ë	f	All other contributions, gifts, grants, and					
혈취		similar amounts not included above 1f	10,570,866.				
E G	g	Noncash contributions included in lines 1a-1f 1g \$					
Contributions, Gifts, Grants and Other Similar Amounts	h	Total. Add lines 1a-1f		12,270,450.			
			<b>Business Code</b>				
g,	2 a	MEMBERSHIP DUES	900099	605,124.	605,124.		
اء ج ا	_ b		900099	115,892.	115,892.		
Program Service Revenue	C	·					
ΕŽ							
gra	C	' <del></del>					
S.	е	·					
-		All other program service revenue					
-	g	Total. Add lines 2a-2f		721,016.			
	3	Investment income (including dividends, intere					
		other similar amounts)		883,143.			883,143.
	4	Income from investment of tax-exempt bond p	roceeds				
	5	Royalties					
		(i) Real	(ii) Personal				
	6 a	Gross rents 6a 84,560.					
	b	Less: rental expenses 6b 0.					
		Rental income or (loss) 6c 84,560.					
		Net rental income or (loss)	•	84,560.			84,560.
		Gross amount from sales of (i) Securities	(ii) Other	,			,
		assets other than inventory <b>7a</b> 14,502,735.	( )				
		Less: cost or other basis					
ø	L						
Other Revenue		and sales expenses 7b 14,522,070. Gain or (loss) 7c -19,335.					
eve		. ,		10 225			10 225
ž.		Net gain or (loss)	<b></b>	-19,335.			-19,335.
the	8 a	Gross income from fundraising events (not					
0		including \$1,041,929. of					
		contributions reported on line 1c). See					
		Part IV, line 188a	142,655.				
	b	Less: direct expenses8b	267,385.				
	c	Net income or (loss) from fundraising events		-124,730.			-124,730.
	9 a	Gross income from gaming activities. See					
		Part IV, line 19 9a					
	b	Less: direct expenses 9b					
		A1 1 2 (1 ) 6 (1 ) 12 (12 )	<b>&gt;</b>				
		Gross sales of inventory, less returns					
	.0 0	and allowances10a					
	<b>L</b>	Less: cost of goods sold 10b					
		· · · · · · · · · · · · · · · · · · ·					
-	C	Net income or (loss) from sales of inventory	Business Code				
Sn.	44		Dusiness Code				
Miscellaneous Revenue	11 a						
Ver Ver	b						
Re	C						
Ξ		All other revenue					
		Total. Add lines 11a-11d		12 045 40:	F04 04 5	-	002 626
	12	Total revenue. See instructions	<b></b>	13,815,104.	721,016.	0.	823,638.

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Form **990** (2019)

#### 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).

Secti	ion 501(c)(3) and 501(c)(4) organizations must con			ompiete column (A).	X
Do	Check if Schedule O contains a response not include amounts reported on lines 6b,	nse or note to any line in	(B)	(C)	(D)
	8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations	1 170 776	4 470 776		
_	and domestic governments. See Part IV, line 21	4,478,776.	4,478,776.		
2	Grants and other assistance to domestic	355 000	355 000		
	individuals. See Part IV, line 22	355,000.	355,000.		
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign	E0 1E0	EO 1EO		
	individuals. See Part IV, lines 15 and 16	59,150.	59,150.		
4	Benefits paid to or for members				
5	Compensation of current officers, directors,	020 201	657 107	05 461	05 722
_	trustees, and key employees	838,391.	657,197.	95,461.	85,733.
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
_	persons described in section 4958(c)(3)(B)	/ 10E 027	2 112 620	100 220	072 070
7	Other salaries and wages	4,195,937.	3,113,629.	109,330.	972,978.
8	Pension plan accruals and contributions (include				
_	section 401(k) and 403(b) employer contributions)	1,156,157.	864,393.	41,312.	250,452.
9	Other employee benefits	353,061.	264,429.	14,025.	74,607.
10	Payroll taxes	333,001.	204,429.	14,025.	74,607.
11	Fees for services (nonemployees):				
a	J	4,177.		4,177.	
	9	46,045.		46,045.	
	Accounting	20,070.	20,070.	40,043.	
	Lobbying	20,070.	20,070.		
e	ŷ ,	100,832.		100,832.	
f	Investment management fees	100,032.		100,032.	
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch 0.)	1,794,633.	1,664,856.	75,888.	53,889.
12	Advertising and promotion				
13	Office expenses	31,533.	25,498.	1,891.	4,144.
14	Information technology	104,264.	102,223.		2,041.
15	Royalties				
16	Occupancy	298,818.	221,667.	41,460.	35,691.
17	Travel	486,768.	424,193.	15,559.	47,016.
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	93,149.	62,994.	16,205.	13,950.
23	Insurance	47,564.	32,166.	8,275.	7,123.
24	Other expenses, Itemize expenses not covered	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	= , =	-,-:•	.,==0
	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 0.) PRINTING AND PUBLICATIO	78,086.	39,023.	74.	38,989.
a	SUBSCRIPTIONS	53,312.	10,518.	574.	42,220.
b	MEMBERSHIP DUES	36,756.	24,959.	3,653.	8,144.
q	EQUIPMENT RENTAL AND MA	35,916.	30,242.	2,657.	3,017.
d		24,598.	21,830.	4,051.	2,768.
	All other expenses	14,692,993.	12,472,813.	577,418.	1,642,762.
25	Total functional expenses. Add lines 1 through 24e  Joint costs. Complete this line only if the organization	14,000,000	10,4,010	377, 410 •	1,042,102.
26	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				
	11 IOIIOWING SUP 98-2 (ASC 958-720)				

Form **990** (2019)

# Form 990 (2019) Part X | Balance Sheet

Pa	rt X	Balance Sheet				
		Check if Schedule O contains a response or note to ar	y line in this Part X			
				<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing			1	
	2	Savings and temporary cash investments		3,739,356.	2	3,353,864.
	3	Pledges and grants receivable, net		4,923,385.	3	1,778,295.
	4	Accounts receivable, net		253,133.	4	81,996.
	5	Loans and other receivables from any current or forme	r officer, director,			
		trustee, key employee, creator or founder, substantial	contributor, or 35%			
		controlled entity or family member of any of these pers	ons		5	
	6	Loans and other receivables from other disqualified pe	rsons (as defined			
		under section 4958(f)(1)), and persons described in sec	ction 4958(c)(3)(B)		6	
sts	7	Notes and loans receivable, net		59,843.	7	59,843.
Assets	8	Inventories for sale or use			8	
⋖	9			290,415.	9	307,924.
	10a	Land, buildings, and equipment: cost or other				
		basis. Complete Part VI of Schedule D 10a	3,463,001. 2,112,926.	1 222 244		4 050 055
	b			1,398,241.	10c	1,350,075.
	11	Investments - publicly traded securities		17,860,503.	11	19,157,908.
	12	Investments - other securities. See Part IV, line 11		10,632,694.	12	9,708,027.
	13	Investments - program-related. See Part IV, line 11			13	
	14	Intangible assets		156 601	14	6 020
	15	Other assets. See Part IV, line 11		156,601.	15	6,238.
	16	Total assets. Add lines 1 through 15 (must equal line 3		39,314,171.	16	35,804,170.
	17	Accounts payable and accrued expenses		1,735,883.	17	854,261.
	18	Grants payable	1,123,350.	18	1,156,809. 313,811.	
	19	Deferred revenue		258,041.	19	313,011.
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV			21	
Liabilities	22	Loans and other payables to any current or former office				
Þİİ		trustee, key employee, creator or founder, substantial			00	
Lia		controlled entity or family member of any of these pers			22	
	23	Secured mortgages and notes payable to unrelated th			23 24	
	24 25	Unsecured notes and loans payable to unrelated third Other liabilities (including federal income tax, payables			24	
	25	parties, and other liabilities not included on lines 17-24				
			·	1,069,461.	25	1,356,598.
	26	of Schedule D  Total liabilities. Add lines 17 through 25		4,186,735.	26	3,681,479.
	20	Organizations that follow FASB ASC 958, check her	e N			676627270
es		and complete lines 27, 28, 32, and 33.				
anc	27	Net assets without donor restrictions		8,541,267.	27	8,921,985.
Bal	28	Net assets with donor restrictions		26,586,169.	28	23,200,706.
pu		Organizations that do not follow FASB ASC 958, ch		. ,		, ,
Ē		and complete lines 29 through 33.				
ō	29	Capital stock or trust principal, or current funds			29	
set	30	Paid-in or capital surplus, or land, building, or equipme			30	
As	31	Retained earnings, endowment, accumulated income,			31	
Net Assets or Fund Balances	32	Total net assets or fund balances	F	35,127,436.	32	32,122,691.
_	33			39,314,171.	33	35,804,170.
	•			-		Form <b>990</b> (2019)

Pa	rt XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI					X
1	Total revenue (must equal Part VIII, column (A), line 12)	1		,81		
2	Total expenses (must equal Part IX, column (A), line 25)	2		,69		
3	Revenue less expenses. Subtract line 2 from line 1	3		-87		
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4		,12		
5	Net unrealized gains (losses) on investments	5	<u>-1</u>	,74	<u>0,3</u>	<u>47.</u>
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		-38	6,5	09.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,					
	column (B))	10	32	,12	2,6	91.
Pa	rt XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII					X
					Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other					
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	Ο.				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		Х
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	d 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 separat	e basis,				
	consolidated basis, or both:					
	X Separate basis Consolidated basis Both consolidated and separate basis					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	e audit,				
	review, or compilation of its financial statements and selection of an independent accountant?			2c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sch	nedule C	).			
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Si	ngle Aud	lit			
	Act and OMB Circular A-133?			3a		Х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ired auc	lit			
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits			3b		

#### **SCHEDULE A**

Internal Revenue Service

(Form 990 or 990-EZ)

Department of the Treasury

### **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

Open to Public Inspection

Employer identification number Name of the organization GIRLS INCORPORATED 13-1915124 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 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). 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: 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.) 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.) 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 in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. 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. ☐ 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. its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. 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. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other in your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes above (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.)

Sec	ction A. Public Support			•			
Cale	ndar year (or fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1	Gifts, grants, contributions, and	, ,	` ,	. ,	, ,	. ,	. ,
	membership fees received. (Do not						
	include any "unusual grants.")	8,348,408.	23,477,265.	10,619,349.	14,303,575.	12,270,450.	69,019,047.
2	Tax revenues levied for the organ-						
	ization'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	8,348,408.	23,477,265.	10,619,349.	14,303,575.	12,270,450.	69,019,047.
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)						19,846,149.
	Public support. Subtract line 5 from line 4.						49,172,898.
	ction B. Total Support	1					
	ndar year (or fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
	Amounts from line 4	8,348,408.	23,477,265.	10,619,349.	14,303,575.	12,270,450.	69,019,047.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,	622 577	600 060	CE2 700	000 000	067 702	
	and income from similar sources	633,577.	628,960.	653,708.	900,928.	967,703.	3,784,876.
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	62 011	70 422	70 220	02 012		204 576
	assets (Explain in Part VI.)	63,011.	70,423.	78,229.	82,913.		294,576.
	Total support. Add lines 7 through 10		,				73,098,499.
12	'	•	,				, 440 , 433 •
13	First five years. If the Form 990 is for				•	. , . ,	. □
Sec	organization, check this box and storection C. Computation of Publ		rcentage				
	Public support percentage for 2019 (			volumn (fl)		14	67.27 %
	Public support percentage from 2018					15	67.90 %
	33 1/3% support test - 2019. If the						
102	stop here. The organization qualifies	•		•		•	
h	33 1/3% support test - 2018. If the o						
~	and <b>stop here.</b> The organization qual	•		•		•	
17a	10% -facts-and-circumstances tes						
170	and if the organization meets the "fac	ū					·
	meets the "facts-and-circumstances"						
h	10% -facts-and-circumstances tes						
	more, and if the organization meets the	-					
	organization meets the "facts-and-circ						
18	Private foundation. If the organization						
<u></u>		313 1131 011001( 8		_, .o., .ru, or 17k		dula A (Form 000	

Schedule A (Form 990 or 990-EZ) 2019

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

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

	ublic Support	now, please com	piete i art ii.j				
	fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
•	s, contributions, and		, ,		, ,		,
, •	fees received. (Do not						
-	"unusual grants.")						
•	ots from admissions,						
merchandis	e sold or services per-						
	acilities furnished in						
	that is related to the						
-	n's tax-exempt purpose						
	ots from activities that						
	inrelated trade or bus-						
	section 513						
	es levied for the organ-						
	nefit and either paid to						
	d on its behalf						
	f services or facilities						
	y a governmental unit to						
the organiza	ation without charge						
6 Total. Add I	ines 1 through 5						
7a Amounts in	cluded on lines 1, 2, and						
3 received f	rom disqualified persons						
	ed on lines 2 and 3 received						
	disqualified persons that						
	ter of \$5,000 or 1% of the 13 for the year						
	a and 7b						
	port. (Subtract line 7c from line 6.)						
Section B. To	otal Support						
	fiscal year beginning in)	(a) 2015	<b>(b)</b> 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
	om line 6	(4) 2010	(6) 2010	(0) 2017	(4) 2010	(6) 2013	(i) rotai
10a Gross incon							
	payments received on						
securities lo	ans, rents, royalties,						
	from similar sources						
	siness taxable income						
•	511 taxes) from businesses						
•	June 30, 1975						
c Add lines 10	Da and 10b						
	from unrelated business						
	of included in line 10b, not the business is						
regularly ca							
	ne. Do not include gain						
	the sale of capital lain in Part VI.)						
	t. (Add lines 9, 10c, 11, and 12.)						
	ears. If the Form 990 is for	the organization'	s first, second, thi	rd. fourth, or fifth t	ax vear as a sect	ion 501(c)(3) organiz	zation.
-	and and about to and	· ·			•		<b>▶</b>
	omputation of Publi						
	ort percentage for 2019 (li			column (f))		15	9
	ort percentage from 2018					16	Ç
	omputation of Inves					10	
	income percentage for 20					17	
	income percentage from 2					18	C
	pport tests - 2019. If the	-					I / IS HUL
	3 1/3%, check this box an						▶∟
	pport tests - 2018. If the	•			•	•	
	t more than 33 1/3%, chec						
20 Private four	ndation. If the organizatior	1 did not check a	box on line 14, 19	a, or 19b, check t	his box and see i	nstructions	▶∟

### Part IV | Supporting Organizations

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

#### Section A. All Supporting Organizations

- 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.
- 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).
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.
- **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.
- 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.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.
- **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.
- 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.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- **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?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 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.
- 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 or 990-EZ).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 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.
- **b** Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
- c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 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 10b below.
  - **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.)

	Yes	No
1		
2		
3a		
OI-		
3b		
3с		
4a		
4b		
4c		
5a		
5b 5c		
3C		
6		
7		
8		
9a		
9b		
9с		
40-		
10a		
10b		

Pa	Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)			
	below, the governing body of a supported organization?	11a		
b	A family member of a person described in (a) above?	11b		
c	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		i
Sec	tion B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to			
	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			
	controlled the organization's activities. If the organization had more than one supported organization,			
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported			
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	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		
Sec	tion C. Type II Supporting Organizations			
	71 11 5 5		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		
Sec	tion 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		100	
•	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				
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 <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).			
_		2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
800	supported organizations played in this regard.	3		
	tion 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 yea(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.		,	
С	The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see ins	ructions		
2	Activities Test. Answer (a) and (b) below.		Yes	No
а	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 in (a) constitute activities that, but for the organization's involvement, one or more			
	of the organization's supported organization(s) would have been engaged in? 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 (a) and (b) below.			
а	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? 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		

Pa	rt V   Type III Non-Functionally Integrated 509(a)(3) Supportin	g Orga	nizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifyin	g trust on	Nov. 20, 1970 (explain in	Part VI). See instructions. Al
	other Type III non-functionally integrated supporting organizations must co	mplete S	ections A through E.	
Sect	ion 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		
Sect	ion 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):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	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 1-1/2% 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 .035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 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-functional	ly integrat	ted Type III supporting org	anization (see
	instructions).			

Schedule A (Form 990 or 990-EZ) 2019

Par	<sup>ব</sup> V │ Type III Non-Functionally Integrated 509	(a)(3) Supporting Orga	anizations <sub>(continued)</sub>	
Secti	ion D - Distributions		<u> </u>	Current Year
1	Amounts paid to supported organizations to accomplish exe	empt purposes		
2	Amounts paid to perform activity that directly furthers exem			
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purpos	es of supported organization	ns	
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in Part VI). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which t	he organization is responsive	Э	
	(provide details in Part VI). See instructions.			
9	Distributable amount for 2019 from Section C, line 6			
10	Line 8 amount divided by line 9 amount			
Secti	ion E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1	Distributable amount for 2019 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2019 (reason-			
	able cause required- explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2019			
а	From 2014			
b	From 2015			
С	From 2016			
d	From 2017			
е	From 2018			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h	Applied to 2019 distributable amount			
i	Carryover from 2014 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2019 from Section D,			
	line 7: \$			
а	Applied to underdistributions of prior years			
b	Applied to 2019 distributable amount			
С	Remainder. Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2019, 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 2019. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2020. Add lines 3j			
	and 4c.			
8	Breakdown of line 7:			
а	Excess from 2015			
b	Excess from 2016			
С	Excess from 2017			
d	Excess from 2018			
е	Excess from 2019			

Schedule A (Form 990 or 990-EZ) 2019

	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.)										
SCHE	SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:										
MISCI	ELL	ANEOU	JS RE	VENU	E						
2015	AM	TNUC	\$	63,	011.						
2016	AM	TNUC	\$	70,	423.						
2017	AM	TNUC	\$	78,	229.						
2018	AM	TNUC	\$	82,	913.						

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,

Schedule B

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

Department of the Treasury Internal Revenue Service **Schedule of Contributors** 

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

OMB No. 1545-0047

2019

Name of the organization

GIRLS INCORPORATED

13-1915124

Organization type (check one):						
Filers of:	Section:					
Form 990 or 990	D-EZ X 501(c)( 3 ) (enter number) organization					
	4947(a)(1) nonexempt charitable trust <b>not</b> 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					
•	ganization is covered by the <b>General Rule</b> or a <b>Special Rule</b> . ction 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.					
General Rule						
	organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or ty) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.					
Special Rules						
section any on	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 as 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from e 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; orm 990-EZ, line 1. Complete Parts I and II.					
year, to	organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the otal contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the tion of cruelty to children or animals. Complete Parts I, II, and III.					
year, c is chec purpos	organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the ontributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box eked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., see Don't complete any of the parts unless the <b>General Rule</b> applies to this organization because it received nonexclusively is, charitable, etc., contributions totaling \$5,000 or more during the year					
but it must answ	panization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), wer "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 esn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).					

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

Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

### GIRLS INCORPORATED

13-1915124

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	Il space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$ 704,110.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$ 2,000,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$ 963,668.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4		\$ 500,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$ <u>246,686</u> .	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6		\$325,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization Employer identification number

#### GIRLS INCORPORATED

13-1915124

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	I space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ 250,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8		\$ 250,000.	Person X Payroll  Noncash  (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9		\$ 352,101.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
10		\$ 579,440.	Person X Payroll  Noncash  (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
11		\$ 275,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization Employer identification number

#### GIRLS INCORPORATED

13-1915124

Part II	Noncash Property (see instructions). Use duplicate copies of Pa	art 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
		   \$	

Employer identification number

Name of organization

GIRLS	INCORPORATED			13-1915124
Part III	Exclusively religious, charitable, etc., contributi from any one contributor. Complete columns (a) completing Part III, enter the total of exclusively religious, of Use duplicate copies of Part III if additional	through <b>(e)</b> and the following line en haritable, etc., contributions of <b>\$1,000</b> or	try For organizations	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Desc	ription of how gift is held
	Transferee's name, address, an	(e) Transfer of gif		nsferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Desc	ription of how gift is held
-	Transferee's name, address, ar	(e) Transfer of gif		nsferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Desc	ription of how gift is held
-	Transferee's name, address, ar	(e) Transfer of gif		nsferor to transferee
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Desc	ription of how gift is held
		(e) Transfer of gif		
	Transferee's name, address, an	nd ZIP + 4	Relationship of trai	nsferor to transferee

#### **SCHEDULE C**

(Form 990 or 990-EZ)

## **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.

Open to Public Inspection

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

► Go to www.irs.gov/Form990 for instructions and the latest information. 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 sep	parate instructions), then		, , (		, ,
• Section 5	01(c)(4), (5), or (6) organiza	tions: Complete Part III.			
Name of orga	GIRLS I	NCORPORATED panization is exempt under	er section 501(c)		loyer identification number 13-1915124 organization.
2 Political	campaign activity expendit	cation's direct and indirect politica ures gn activities		<b>▶</b> \$	
Part I-B	Complete if the org	janization is exempt und	er section 501(c)(	(3).	
1 Enter the	e amount of any excise tax	incurred by the organization und	er section 4955	▶\$	
2 Enter the	e amount of any excise tax	incurred by organization manage	rs under section 4955	▶\$	
4a Was a c	orrection made?	n 4955 tax, did it file Form 4720 t			
Part I-C	describe in Part IV.  Complete if the ord	ganization is exempt unde	er section 501(c).	except section 5010	(c)(3).
<ul> <li>exempt</li> <li>Total exempt</li> <li>line 17b</li> <li>Did the f</li> <li>Enter the made paracontribut</li> </ul>	function activities empt function expenditures illing organization file <b>Form</b> e names, addresses and er syments. For each organiza tions received that were pr	ization's funds contributed to other.  Add lines 1 and 2. Enter here and a second seco	nd on Form 1120-POL,  N) of all section 527 po I from the filing organiz separate political orga	▶ \$  Ilitical organizations to whice tation's funds. Also enter the tanization, such as a separate	Yes No the filing organization a amount of political
	(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization.  If none, enter -0

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

Schedule C (Form 990 or 990-EZ) 2019

LHA

932041 11-26-19

P	art II	-A		on is exempt under section 501(c)(3) and fi	led Form 5768 (el	ection under	
			section 501(h)).				
Α	Check		if the filing organization belor	gs to an affiliated group (and list in Part IV each affiliated	d group member's name	e, address, EIN,	
			expenses, and share of exce	ss lobbying expenditures).			
В	Check		if the filing organization chec	ked box A and "limited control" provisions apply.			
				bying Expenditures neans amounts paid or incurred.)	(a) Filing organization's totals	<b>(b)</b> Affiliated group totals	
1	a Tot	al lo	bbying expenditures to influence pul	olic opinion (grassroots lobbying)	6,006.		
	<b>b</b> Tot	al lo	bbying expenditures to influence a le	gislative body (direct lobbying)	14,064.		
	<b>c</b> Tot	al lo	bbying expenditures (add lines 1a ar	d 1b)	20,070.		
					14,501,956.		
	e Tot	al ex	cempt purpose expenditures (add line	es 1c and 1d)	14,522,026.		
	f Lot	byir	ng nontaxable amount. Enter the amo	ount from the following table in both columns.	876,101.		
	If th	e an	nount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:			
	No <sup>-</sup>	ove	er \$500,000	20% of the amount on line 1e.			
	Ov	er \$5	500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.			
	Ov	er \$1	,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.			
	Ov	er \$1	,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.			
	Ov	er \$1	7,000,000	\$1,000,000.			
	<b>g</b> Gra	ıssrc	oots nontaxable amount (enter 25% o	of line 1f)	219,025.		
	<b>h</b> Sul	otrac	ct line 1g from line 1a. If zero or less,	enter -0-	0.		
	i Sul	otrac	ct line 1f from line 1c. If zero or less, e	enter -0-	0.		
	j Ift	nere	is an amount other than zero on eith	er line 1h or line 1i, did the organization file Form 4720	_		
	rep	ortin	ng 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)	<b>(a)</b> 2016	<b>(b)</b> 2017	<b>(c)</b> 2018	<b>(d)</b> 2019	(e) Total		
2a Lobbying nontaxable amount	651,952.	907,670.	1,000,000.	876,101.	3,435,723.		
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					5,153,585.		
<b>c</b> Total lobbying expenditures	1,022.	18,284.	13,218.	20,070.	52,594.		
<b>d</b> Grassroots nontaxable amount	162,988.	226,918.	250,000.	219,025.	858,931.		
e Grassroots ceiling amount (150% of line 2d, column (e))					1,288,397.		
f Grassroots lobbying expenditures		11,658.	4,495.	6,006.	22,159.		
f Grassroots lobbying expenditures		11,658.	4,495.	6,006.	-		

Schedule C (Form 990 or 990-EZ) 2019

# 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)).

the lobbying activity.	on lines 1a through 1i below, provide in Part IV a detailed description	, -	1)		(b)
, , ,		Yes	No	Ar	nount
During the year, did	the filing organization attempt to influence foreign, national, state, or				
local legislation, inc	luding any attempt to influence public opinion on a legislative matter				
or referendum, thro	ough the use of:				
a Volunteers?					
<b>b</b> Paid staff or manag	gement (include compensation in expenses reported on lines 1c through 1i)?				
	nts?				
	rs, legislators, or the public?				
	blished or broadcast statements?				
	anizations for lobbying purposes?				
	legislators, their staffs, government officials, or a legislative body?				
	ions, seminars, conventions, speeches, lectures, or any similar means?				
J Total. Add lines 1c	through 1i				
	line 1 cause the organization to be not described in section 501(c)(3)?				
	amount of any tax incurred under section 4912				
	amount of any tax incurred by organization managers under section 4912				
	tion incurred a section 4912 tax, did it file Form 4720 for this year?tte if the organization is exempt under section 501(c)(4), section	n 501(c)	(5) or	section	
		311 00 1(0)	(0), 0.	00011011	
art III-A Comple	).				
	).			Yes	N
art III-A Comple 501(c)(6				_	N
The standard of the standard o	all (90% or more) dues received nondeductible by members?				N
Were substantially Did the organization art III-B Completion 501(c)(6	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the if the organization is exempt under section 501(c)(4), section and if either (a) BOTH Part III-A, lines 1 and 2, are answered	ne prior year	2 ? 3 (5), or	section	
Twere substantially Did the organizatio Did the organizatio Till-B Complete Sol1(c)(6 answer	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the if the organization is exempt under section 501(c)(4), section and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."	ne prior year on 501(c) "No" OR	2 (5), or (b) Pa	section art III-A, I	
The substantially where substantially bid the organization of the	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the if the organization is exempt under section 501(c)(4), section and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  s and similar amounts from members	ne prior year on 501(c) "No" OR	2 (5), or (b) Pa	section art III-A, I	
Were substantially Did the organizatio Till-B  Dues, assessments Section 162(e) nones	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the if the organization is exempt under section 501(c)(4), section and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."	ne prior year on 501(c) "No" OR	2 (5), or (b) Pa	section art III-A, I	
Were substantially Did the organization The substantially Did the organization The substantially Complete Substantially Did the organization The substantially Complete Substantially	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the life if the organization is exempt under section 501(c)(4), section) and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  s and similar amounts from members deductible lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).	ne prior year on 501(c) "No" OR	2 (5), or 3 (b) Pa	section art III-A, I	
Were substantially Did the organization Tomple Did the organization Tomple Tomp	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the life if the organization is exempt under section 501(c)(4), section) and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  s and similar amounts from members deductible lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).	ne prior year on 501(c) "No" OR	2 (5), or 3 (b) Pa	section art III-A, I	
Were substantially Did the organizatio Tournel	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the life if the organization is exempt under section 501(c)(4), section) and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  s and similar amounts from members deductible lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).	ne prior year on 501(c) "No" OR	2 (5), or (b) Pa	section art III-A, I	
Were substantially Did the organizatio Till-B  Did the organizatio Till-B  Dues, assessments Section 162(e) non expenses for whice Current year Carryover from last Cart Total	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the life if the organization is exempt under section 501(c)(4), section and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  s and similar amounts from members deductible lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).	ne prior year on 501(c) "No" OR	2 3 (5), or 1 (b) Pa	section art III-A, I	ine 3,
Were substantially Did the organizatio Total Section 162(e) non expenses for whice Carryover from last Cart III-A Completion Solicition Completion Solicition Completion Solicition Completion Solicition Completion Solicition Completion Solicition Completion Solicition Solicition Completion Solicition Solicition Completion Solicition Solicitii Solicitii Solicitii Solicitii Solicitii Solicitii Solicitii Sol	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the life if the organization is exempt under section 501(c)(4), section and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  s and similar amounts from members deductible lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).	ne prior year on 501(c) "No" OR	2 3 (5), or 1 (b) Pa	section art III-A, I	
Were substantially Did the organizatio Did the organizatio Tologous Tologou	all (90% or more) dues received nondeductible by members?  n make only in-house lobbying expenditures of \$2,000 or less?  n agree to carry over lobbying and political campaign activity expenditures from the if the organization is exempt under section 501(c)(4), section and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  s and similar amounts from members deductible lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).  year  reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	ne prior year on 501(c) "No" OR	2 3 (5), or 1 (b) Pa	section art III-A, I	
art III-A Completed 501 (c) (6)  Were substantially 2. Did the organization of the org	all (90% or more) dues received nondeductible by members?  In make only in-house lobbying expenditures of \$2,000 or less?  In agree to carry over lobbying and political campaign activity expenditures from the life if the organization is exempt under section 501(c)(4), section) and if either (a) BOTH Part III-A, lines 1 and 2, are answered ed "Yes."  Is and similar amounts from members deductible lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).  In agree to carry over lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).  In agree to carry over lobbying and political expenditures (do not include amounts of political the section 527(f) tax was paid).	ne prior year on 501(c) "No" OR	2 3 (5), or 1 (b) Pa	section art III-A, I	

#### **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 Open to Public Inspection

Name of the organization

GIRLS INCORPORATED

**Employer identification number** 13-1915124

Pai	t I Organizations Maintaining Donor Advise	d Funds or Other Similar Funds	or Accounts	S.Complete if the
	organization answered "Yes" on Form 990, Part IV, lin			
	, ,	(a) Donor advised funds	(b) Funds a	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 v	writing that the assets held in donor advise	ed funds	
	are the organization's property, subject to the organization's	_		Yes No
6	Did the organization inform all grantees, donors, and donor a			
	for charitable purposes and not for the benefit of the donor of			
			_	Yes No
Pai				
1	Purpose(s) of conservation easements held by the organizati	on (check all that apply).		
	Preservation of land for public use (for example, recrea	ition or education) Preservation of a	historically imp	ortant land area
	Protection of natural habitat	Preservation of a	certified histori	c structure
	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a qualif	fied conservation contribution in the form o	f a conservation	n easement on the last
	day of the tax year.		Hel	d at the End of the Tax Year
а	Total number of conservation easements		2a	
b	Total acreage restricted by conservation easements		2b	
С	Number of conservation easements on a certified historic str	ucture included in (a)	2c	
d	Number of conservation easements included in (c) acquired a	after 7/25/06, and not on a historic structu	re	
	listed in the National Register		2d	
3	Number of conservation easements modified, transferred, rel			ring the tax
	year ▶			
4	Number of states where property subject to conservation eas	sement is located		
5	Does the organization have a written policy regarding the per	riodic monitoring, inspection, handling of		
	violations, and enforcement of the conservation easements it	t holds?		Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,	handling of violations, and enforcing cons-	ervation easeme	ents during the year
	<b>&gt;</b>			
7	Amount of expenses incurred in monitoring, inspecting, hand	dling of violations, and enforcing conservat	on easements of	during the year
	<b>▶</b> \$			
8	Does each conservation easement reported on line 2(d) above	e satisfy the requirements of section 170(l	n)(4)(B)(i)	
	and section 170(h)(4)(B)(ii)?			Yes No
9	In Part XIII, describe how the organization reports conservati	on easements in its revenue and expense	statement and	
	balance sheet, and include, if applicable, the text of the footr	note to the organization's financial stateme	nts that describ	es the
_	organization's accounting for conservation easements.			_
Pai		-	her Similar <i>i</i>	Assets.
	Complete if the organization answered "Yes" on Form			
1a	If the organization elected, as permitted under FASB ASC 95	· ·		
	of art, historical treasures, or other similar assets held for put	,	•	olic
	service, provide in Part XIII the text of the footnote to its finar			
b	If the organization elected, as permitted under FASB ASC 95			
	art, historical treasures, or other similar assets held for public	exhibition, education, or research in furth	erance 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 tre	·	gain, provide	
	the following amounts required to be reported under FASB A	_		
	Revenue included on Form 990, Part VIII, line 1			
b	Assets included in Form 990, Part X		> \$	

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

Pai	rt III Organizations Maintaining C	ollections of Ar	t, Historical Tr	easures, or Otl	ner Similar	Asset	<b>S</b> (continue	ed)
3	Using the organization's acquisition, accessi	on, and other records	s, check any of the	following that make	significant us	se of its		_
	collection items (check all that apply):							
а	Public exhibition	d	Loan or excl	hange program				
b	Scholarly research	е	Other					
С	Preservation for future generations							
4	Provide a description of the organization's co	ollections and explain	how they further th	ne organization's ex	empt purpos	e in Part	XIII.	
5	During the year, did the organization solicit o	r receive donations o	of art, historical trea	sures, or other simi	ar assets			
	to be sold to raise funds rather than to be ma	aintained as part of th	ne organization's co	ollection?		<u> </u>	Yes	No_
Pai	t IV Escrow and Custodial Arran	gements. Comple	te if the organizatio	n answered "Yes" o	n Form 990, l	Part IV, I	ine 9, or	
	reported an amount on Form 990, Par	t X, line 21.						
1a	Is the organization an agent, trustee, custod	an or other intermed	iary for contribution	s or other assets n	ot included			
	on Form 990, Part X?					L	Yes	X No
b	If "Yes," explain the arrangement in Part XIII	and complete the fol	lowing table:					
							Amount	
С	Beginning balance				1c			
	Additions during the year							
е	Distributions during the year				1e			
f	Ending balance							
2a	Did the organization include an amount on Fe	orm 990, Part X, line	21, for escrow or cu	ustodial account lial	oility?	L	Yes	No
<u>b</u>	If "Yes," explain the arrangement in Part XIII.					<u></u>		
Pai	rt V Endowment Funds. Complete i	f the organization ans	swered "Yes" on Fo	rm 990, Part IV, line				
		(a) Current year	(b) Prior year	(c) Two years back	(d) Three yea	rs back	(e) Four ye	
1a	Beginning of year balance	16,369,565.	15,464,730.	14,431,736	13,538	3,334.	14,30	02,521.
b	Contributions				:	1,000.		1,000.
С	Net investment earnings, gains, and losses	-935,888.	1,556,351.	1,691,220	1,49	5,154.	-3:	11,759.
d	Grants or scholarships							
е	Other expenditures for facilities							
	and programs	673,243.	651,516.	658,226	. 602	2,752.	4.5	53,428.
f	Administrative expenses							
g	End of year balance	14,760,434.	16,369,565.	15,464,730	14,43	1,736.	13,53	38,334.
2	Provide the estimated percentage of the curr		e (line 1g, column (a	ı)) held as:				
	Board designated or quasi-endowment	3.76	_%					
b	Permanent endowment ► 90.39	%						
С	Term endowment ► 5.85 o	%						
	The percentages on lines 2a, 2b, and 2c sho	uld equal 100%.						
3a	Are there endowment funds not in the posse	ssion of the organiza	tion that are held a	nd administered for	the organizat	tion		
	by:						Ye	
	(i) Unrelated organizations						3a(i) X	
	(ii) Related organizations						3a(ii)	X
b	If "Yes" on line 3a(ii), are the related organiza	tions listed as require	ed on Schedule R?				3b	
4	Describe in Part XIII the intended uses of the		wment funds.					
Pai	t VI Land, Buildings, and Equipm							
	Complete if the organization answere	d "Yes" on Form 990	, Part IV, line 11a. S	See Form 990, Part	X, line 10.			
	Description of property	(a) Cost or ot	1	or other (c)	Accumulated		(d) Book v	alue
		basis (investm	,	, ,	epreciation			
1a	Land			9,205.				,205.
b	Buildings				442,96		1,056,	
	Leasehold improvements			3,631.	214,30			,328.
d	Equipment		52	0,778.	455,65	7.	65,	,121.
	Other							
Tota	I. Add lines 1a through 1e. (Column (d) must e	gual Form 990, Part 2	X, column (B), line 1	0c.)		<b>▶</b>	1,350,	075.

Schedule D (Form 990) 2019 GIRLS INCOR	PORATED	13	-1915124 Page 3
Part VII Investments - Other Securities.			
Complete if the organization answered "Yes"			
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end	d-of-year market value
(1) Financial derivatives			
(2) Closely held equity interests			
(3) Other			
(A) FUND HELD BY TRUSTEES	9,708,027.	END-OF-YEAR MARKET	VALUE
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H)	0 700 007		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)	9,708,027.		
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line 1		d af.,,aa,, maa,,l,ak,,,al,,a
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	d-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9) Tatal (Cal (h) must aqual Form 000 Part V and (P) line 12 )			
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 000 Port IV line 1	11d Soc Form 000 Port V line 15	
	Description	Tru. See Form 990, Part A, line 15.	(b) Book value
	Decomption		(b) Book value
(1) (2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) lin	e 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			

1.	(a) Description of liability	(b) Book value
(1)	Federal income taxes	
(2)	ACCRUED PENSION COST	1,256,430.
(3)	DEFERRED RENT OBLIGATION	100,168.
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total.	(Column (b) must equal Form 990, Part X, col. (B) line 25.)	1,356,598.

<sup>2.</sup> 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... X

Schedule D (Form 990) 2019 GIRLS INCORPORATED	13-1915124	Page			
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	L				
4 Tabel and the control of the contr	11 820	$\overline{\Omega R}$			

	complete in the organization and voice and other ordinates, into 12a.				
1	Total revenue, gains, and other support per audited financial statements			1	11,820,086.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
а	Net unrealized gains (losses) on investments	2a	-1,740,347.		
b	Donated services and use of facilities	2b	107,940.		
С	Recoveries of prior year grants	2c			
	Other (Describe in Part XIII.)	2d	-261,779.		
	Add lines 2a through 2d			2e	-1,894,186.
	Subtract line 2e from line 1			3	13,714,272.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	100,832.		
b	Other (Describe in Part XIII.)	4b			
	Add lines 4a and 4b			4c	100,832.
5	Total revenue Add lines 3 and 4c (This must equal Form 990 Part I line 12)			5	13.815.104.

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	14,824,831.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
а	Donated services and use of facilities	2a	107,940.		
b	Prior year adjustments	2b			
С	Other losses	2c			
	Other (Describe in Part XIII.)	2d	124,730.		
	Add lines 2a through 2d			2e	232,670.
3	Subtract line 2e from line 1			3	14,592,161.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	100,832.		
b	Other (Describe in Part XIII.)	4b			
С	Add lines <b>4a</b> and <b>4b</b>			4c	100,832.
_5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)			5	14,692,993.

#### | 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:

TO SUPPORT THE ORGANIZATION'S PRIMARY EXEMPT PURPOSE. THE ENDOWMENT INCLUDES TEN INDIVIDUAL FUNDS ESTABLISHED FOR VARIOUS PURPOSES, SUCH AS BOARD DESIGNATED AND PERPETUAL TRUST.

#### PART X, LINE 2:

GIRLS INCORPORATED IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS EXEMPT PURPOSE, UNLESS THAT INCOME IS OTHERWISE EXCLUDED BY THE CODE. IN ADDITION, GIRLS INCORPORATED HAS BEEN DETERMINED BY THE INTERNAL REVENUE SERVICE NOT TO BE A PRIVATE FOUNDATION WITHIN THE MEANING OF SECTION 509(A) OF THE INTERNAL REVENUE CODE. THERE WAS NO

	915124 Page 5
Part XIII   Supplemental Information (continued)	
UNRELATED BUSINESS INCOME FOR THE YEARS ENDED MARCH 31, 2020 AND	2019.
GIRLS INCORPORATED FILES U.S. FEDERAL AND STATES OF NEW YORK AND	INDIANA
INFORMATION TAX RETURNS. GIRLS INCORPORATED IS NO LONGER SUBJECT	TO U.S.
FEDERAL AND STATE INCOME TAX EXAMINATIONS BY TAX AUTHORITIES FOR	
FISCAL YEARS BEFORE MARCH 31, 2017.	
PART XI, LINE 2D - OTHER ADJUSTMENTS:	
PENSION CHANGES	-386,509.
DIFFERENCE BETWEEN DIRECT FUNDRAISING REVENUE AND EXPENSES	124,730.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	-261,779.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	
DIFFERENCE BETWEEN DIRECT FUNDRAISING REVENUE AND EXPENSES	124,730.

#### 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 Inspection

Name of the organization

Employer identification number

	· ·						
GII	RLS INCORPORA	TED				13-19151	24
Pa			ctivities Ou	tside the United States. Comple	te if the organ		
	Form 990, Part IV	V, line 14b.					
1				ds to substantiate the amount of its gra			
	the grantees' eligibility for	or the grants or a	assistance, and	the selection criteria used to award the	grants or ass	istance?	Yes X No
2	For grantmakers. Desc	ribe in Part V the	e organization's	procedures for monitoring the use of its	s grants and o	ther assistance ou	tside the
	United States.						
_3_				an be duplicated if additional space is n			1
	(a) Region	(b) Number of offices in the region	employees,	(d) Activities conducted in the region (by type) (such as, fundraising, pro- gram services, investments, grants to recipients located in the region)	is a pro describe	vity listed in (d) gram service, e specific type (s) in the region	(f) Total expenditures for and investments in the region
			III the region				
							<u> </u>
	Subtotal  Total from continuation sheets to Part I	0	0				0.
С	Totals (add lines 3a and 3b)	0	0				0.
LHA	For Paperwork Reduct	tion Act Notice.	see the Instruc	tions for Form 990.		Schedule F	(Form 990) 2019

932071 10-12-19

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>(b)</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	GENERAL OPERATIONS	12,850.	VIA CHECK	0.		
		NORTH AMERICA	GENERAL OPERATIONS	5,900.	VIA CHECK	0.		
		NORTH AMERICA	GENERAL OPERATIONS	36,900.	VIA CHECK	0.		
2 Enter total number of	recipient organizatio	ns listed above that are	recognized as charities by the	foreign country.	recognized as tax-e	xempt		

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

<b></b>			

Part III Grants and Other Assistance			<b>ates.</b> Complete i	f the organization answered "Yes" of	on Form 990, Par	t IV, line 16.	
Part III can be duplicated if a	(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)

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	X 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	X 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	X 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	X 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	X 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	X No

Schedule F (Form 990) 2019

## Part V | Supplemental Information

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

#### PART I, LINE 2:

GIRLS INC. PROVIDES FUNDS IN THE FORM OF GRANTS OR ASSISTANCE TO GIRLS

INC. AFFILIATE ORGANIZATIONS DURING THE COURSE OF SPECIFIC PROJECT WORK.

FOR EACH PROJECT, THERE IS A CLEAR DELINEATION OF THE SELECTION CRITERIA,

USUALLY THROUGH A PUBLISHED REQUEST FOR PROPOSALS (RFP). IN EVERY CASE,

THE AFFILIATE ORGANIZATION MUST BE A MEMBER IN GOOD STANDING OF GIRLS

INC. FOR EACH PROJECT, THERE IS A MANAGER WHO IS RESPONSIBLE FOR

OVERSEEING THE WORK AND MONITORING THE PROJECT ACCOMPLISHMENTS. THERE ARE

THREE TYPES OF FINANCIAL ASSISTANCE:

- 1. MINIGRANTS FOR SPECIFIC WORK IN THIS CASE THERE IS A FORMAL CONTRACT

  DELINEATING THE TERMS FOR THE USE OF THE FUNDS BY THE AFFILIATE

  ORGANIZATION AND EXPECTATIONS FOR FINISHED PRODUCTS AND/OR REPORTING.

  THERE IS ALSO A PAYMENT SCHEDULE AND THE FINAL PAYMENT IS NOT MADE UNTIL

  THE CONTRACTED EXPECTATIONS HAVE BEEN MET.
- 2. STIPENDS TO REIMBURSE AFFILIATE STAFF FOR TRAVEL RELATED TO A GRANT

  ACTIVITY (AN EXAMPLE WOULD BE TRAVEL TO THE GIRLS INC. NATIONAL RESOURCE

  CENTER FOR A TRAINING PROGRAM). IN THIS CASE, AFFILIATE STAFF PROVIDE

  EXPENSE REPORTS.
- 3. SCHOLARSHIPS TO YOUNG WOMEN WHO HAVE BEEN MEMBERS OF THE AFFILIATE
  ORGANIZATION FOR A MINIMUM OF 2 YEARS. THE SCHOLARSHIP PROCESS IS
  COMPETITIVE.

MINIGRANTS ARE TYPICALLY MANAGED BY A PROJECT MANAGER WHO IS RESPONSIBLE

FOR MANAGING THE RELATIONSHIP AND DELIVERABLES FOR THE CONTRACT. THE

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#### **SCHEDULE G**

Department of the Treasury

Internal Revenue Service

(Form 990 or 990-EZ)

### **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

2019

Open to Public Inspection

Name of the organization

GIRLS INCORPORATED

Employer identification number

	NCORPORATED				13 1913	124	
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.							
<ul> <li>Indicate whether the organization rais</li> <li>Mail solicitations</li> <li>Internet and email solicitations</li> <li>Phone solicitations</li> <li>In-person solicitations</li> </ul>	e Solicitat f Solicitat g Special	ion of ion of fundra	non-g gover ising	overnment grants nment grants events			
<ul> <li>2 a Did the organization have a written of key employees listed in Form 990, P</li> <li>b If "Yes," list the 10 highest paid indirecompensated at least \$5,000 by the</li> </ul>	art VII) or entity in connection with p viduals or entities (fundraisers) pursu	rofess	onal f	undraising services?	Yes		
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) fundr have c or con contrib	Did aiser ustody trol of utions?	(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	
		Yes	No				
otal			<u> </u>				
<b>3</b> List all states in which the organization or licensing.	on is registered or licensed to solicit (	contrib	utions	s or has been notified	d it is exempt from re	egistration	

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

Schedule G (Form 990 or 990-EZ) 2019

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 **(b)** Event #2 (c) Other events (d) Total events NONE (add col. (a) through NYC LUNCHEONLA LUNCHEON col. (c)) (event type) (event type) (total number) 1,184,584. 1 Gross receipts 615,528 569,056. 569,733 472,196 1,041,929. 2 Less: Contributions 45,795 96,860. 142,655. **3** Gross income (line 1 minus line 2) 4 Cash prizes 5 Noncash prizes Direct Expenses 6 Rent/facility costs 45,795. 96,180. 141,975. 7 Food and beverages 8 Entertainment 9 Other direct expenses 67,011. 125,410. 267,385. **10** Direct expense summary. Add lines 4 through 9 in column (d) -124,730. 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. (b) Pull tabs/instant (d) Total gaming (add (a) Bingo (c) Other gaming Revenue bingo/progressive bingo col. (a) through col. (c)) Gross revenue ..... 2 Cash prizes Direct Expenses 3 Noncash prizes 4 Rent/facility costs 5 Other direct expenses Yes Yes Yes 6 Volunteer labor 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? **b** If "No," explain: 10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? **b** If "Yes," explain:

Schedule G (Form 990 or 990-EZ) 2019

Schedule G (Form 990 or 990-EZ) 2019 GIRES INCORPORATED	13-1913124 Page 3
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:	
	13a   %
a The organization's facility	
<b>b</b> An outside facility	
14 Enter the name and address of the person who prepares the organization's gaming/special events books and reco	rds:
Name ▶	
Address ▶ _	
<b>15a</b> Does the organization have a contract with a third party from whom the organization receives gaming revenue?	Yes No
<b>b</b> If "Yes," enter the amount of gaming revenue received by the organization ▶\$ and the amount of gaming revenue received by the organization ▶	ount
of gaming revenue retained by the third party >\$	
c If "Yes," enter name and address of the third party:	
on roos, onto mano and address of the time 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	
	Yes No
retain the state gaming license?	
<b>b</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	G (Form 990 or 990-EZ)	GIRLS INCORPORATED	13-1915124 Page 4
Part IV	G (Form 990 or 990-EZ)  Supplemental Info	rmation (continued)	-
-			
-			

#### SCHEDULE I (Form 990)

# **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 **2019** 

Open to Public Inspection

Department of the Treasury Internal Revenue Service

**Employer identification number** Name of the organization GIRLS INCORPORATED 13-1915124 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 X Yes criteria used to award the grants or assistance? No 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. 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. (f) Method of (c) IRC section 1 (a) Name and address of organization (b) EIN (d) Amount of (e) Amount of (a) Description of (h) Purpose of grant valuation (book, or government (if applicable) cash grant non-cash noncash assistance or assistance FMV, appraisal, assistance other) GIRLS INC. AT THE YWCA OF PASS THRU AFFILIATE; MINNEAPOLIS - 1130 NICOLLET MALL TRAVEL REIMBURSEMENT, MINNEAPOLIS, MN 55403 41-0693891 501(C)(3) 26,450 0.N/A N/A TRAINING GIRLS INC. AT THE YWCA OF NASHVILLE & MIDDLE TENNESSEE -PASS THRU AFFILIATE; 1608 WOODMONT BLVD - NASHVILLE, TN TRAVEL REIMBURSEMENT 37215 TRAINING 62-0475702 501(C)(3) 6,000 0.N/AN/A GIRLS INC. AT THE YWCA OF SYRACUSE PASS THRU AFFILIATE; & ONONDAGA COUNTY - 401 DOUGLAS ST TRAVEL REIMBURSEMENT, - SYRACUSE, NY 13203 15-0532277 501(C)(3) 53,277 0.N/A N/A TRAINING GIRLS INCORPORATED OF ALAMEDA PASS THRU AFFILIATE: COUNTY - 510 16TH ST. - OAKLAND TRAVEL REIMBURSEMENT TRAINING CA 94612 94-1558073 501(C)(3) 247 287 0.N/A N/A GIRLS INCORPORATED OF BRISTOL PASS THRU AFFILIATE: TRAVEL REIMBURSEMENT, 613 HIGHLAND AVE. 501(C)(3) TRAINING BRISTOL, VA 24201 62-0514164 7 500 0.N/A N/A GIRLS INCORPORATED OF CARPINTERIA PASS THRU AFFILIATE: 5315 FOOTHTLL RD TRAVEL REIMBURSEMENT CARPINTERIA, CA 93013 23-7430292 501(C)(3) 68 340 0.N/A N/A TRAINING 56. 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 0. Enter total number of other organizations listed in the line 1 table

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

Schedule I (Form 990) (2019)

Schedule I (Form 990) GIRLS INC							L3-1915124 Page 1
Part II Continuation of Grants and Other	Assistance to Go	vernments and Orga	nizations in the U	nited States (Sch	edule I (Form 990), Pa	art II.)	
(a) Name and address of organization or government	<b>(b)</b> EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GIRLS INCORPORATED OF CENTRAL ALABAMA - P.O. BOX 130729 - BIRMINGHAM, AL 35213	63-0328643	501(C)(3)	40,068.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF CHATTANOOGA 4505 BRAINERD RD. STE 110 CHATTANOOGA, TN 37411	62-0647145	501(C)(3)	15,900.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF CHICAGO 325 N. LASALLE ST, SUITE 750 CHICAGO, IL 60654	81-4491475	501(C)(3)	195,375.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF COLUMBUS & PHENIX-RUSSELL - P.O. BOX 3096 - COLUMBUS, GA 31903	58-6011441	501(C)(3)	18,950.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF DELAWARE 1501 N WALNUT #100 WILMINGTON, DE 19805	51-0073396	501(C)(3)	26,200.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF DOTHAN P.O. BOX 622 DOTHAN, AL 36302-0622	63-0717073	501(C)(3)	25,000.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF GREATER ATLANTA - 461 MANGET ST MARIETTA, GA 30060	58-1276804	501(C)(3)	84,458.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF GREATER HOUSTON - 1111 N. LOOP WEST, SUITE 180 - HOUSTON, TX 77008	76-0483812	501(C)(3)	116,822.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF GREATER INDIANAPOLIS - 3935 NORTH MERIDIAN ST - INDIANAPOLIS, IN 46208	35-1337205	501(C)(3)	16,720.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING

Schedule I (Form 990) GIRLS INC	ORPORATED	)				1	3-1915124 Page
Part II Continuation of Grants and Other	Assistance to Go	vernments and Orga	nizations in the U	nited States (Sch	edule I (Form 990), Pa	art II.)	1
(a) Name and address of organization or government	<b>(b)</b> EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GIRLS INCORPORATED OF GREATER LOS ANGELES - 9800 S LA CIENEGA BLVD. UNIT 410 - INGLEWOOD, CA 90301	81-1777303	501(C)(3)	202,641.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF GREATER LOWELL - 220 WORTHEN STREET - LOWELL, MA 01852	04-2104401	501(C)(3)	60,045.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF GREATER MADISON - 149 WAUBESA STREET - MADISON, WI 53704	39-1919172	501(C)(3)	9,475.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF GREATER PHILADELPHIA & SOUTHERN NEW JERSEY - 1501 CHERRY ST - PHILADELPHIA, PA 19102	23-1607172	501(C)(3)	158,753.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF HAMBLEN COUNTY - P.O. BOX 3058 - MORRISTOWN, TN 37815-3058	23-7306313	501(C)(3)	30,500.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF THE VALLEY (HOLYOKE) - 6 OPEN SQUARE WAY - HOLYOKE, MA 01040	04-2748244	501(C)(3)	56,568.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF HUNTSVILLE P.O. BOX 3066 HUNTSVILLE, AL 35810	63-0661410	501(C)(3)	23,277.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF JACKSON COUNTY - 956 N. O'BRIEN STREET - SEYMOUR, IN 47274	35-0998714	501(C)(3)	31,400.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF JACKSONVILLE 100 FESTIVAL PARK JACKSONVILLE, FL 32202	59-1317196	501(C)(3)	17,080.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GIRLS INCORPORATED OF JEFFERSON COUNTY - 109 WEST 3RD STREET - MADISON, IN 47250	35-1309946	501(C)(3)	26,000.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF JOHNSON COUNTY - 200 E MADISON STREET - FRANKLIN, IN 46131	31-0901598	501(C)(3)	11,501.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF KINGSPORT P.O. BOX 1435 JOHNSON CITY, TN 37605	62-6064042	501(C)(3)	33,847.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF LONG ISLAND 819 GRAND BOULEVARD DEER PARK, NY 11729	16-1736254	501(C)(3)	62,400.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF LYNN 50 HIGH STREET LYNN, MA 01902	04-2104250	501(C)(3)	177,438.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF MEMPHIS 910 VANCE AVE MEMPHIS, TN 38126	62-0512078	501(C)(3)	56,250.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF METRO DALLAS 2040 EMPIRE CENTRAL DRIVE DALLAS, TX 75235	75-1305705	501(C)(3)	85,695.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF METRO DENVER 1499 JULIAN STREET DENVER, CO 80204	74-2277668	501(C)(3)	90,581.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF MONROE COUNTY - 1108 W. EIGHTH STREET - BLOOMINGTON, IN 47404-3609	54-0962978	501(C)(3)	10,005.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING

Part II Continuation of Grants and Other	Assistance to Go	overnments and Orga	nizations in the U	<b>nited States</b> (Sch	edule I (Form 990), Pa	art II.)	
(a) Name and address of organization or government	<b>(b)</b> EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GIRLS INCORPORATED OF NEW HAMPSHIRE - 63 MARKET STREET - MANCHESTER, NH 03101	23-7416090	501(C)(3)	109,541.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF NEW YORK CITY - 120 WALL ST. 18TH FLOOR - NEW YORK, NY 10005	13-4028433	501(C)(3)	251,573.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF OMAHA 2811 N. 45TH STREET OMAHA, NE 68104	47-0562184	501(C)(3)	146,961.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF ORANGE COUNTY - 1815 ANAHEIM AVE COSTA MESA, CA 92627	95-1810150	501(C)(3)	41,550.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF OWENSBORO-DAVIESS COUNTY - 2130 E 19TH STREET, #G - OWENSBORO, KY 42303	61-0706477	501(C)(3)	27,500.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF THE PACIFIC NORTHWEST - 4800 SW MACADAM AVE, STE 309 - PORTLAND, OR 97239	54-2073930	501(C)(3)	226,520.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF PINELLAS PARK - 7700 61ST ST. N PINELLAS PARK, FL 33871	59-0970201	501(C)(3)	77,277.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF SAN ANTONIO 118 N. MEDINA SAN ANTONIO, TX 78207	20-5468038	501(C)(3)	276,016.	0.	N/A	n/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF SAN DIEGO CO P.O. BOX 300683 SAN DIEGO, CA 92030	23-7006183	501(C)(3)	95,000.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING

Schedule I (Form 990)

Part II Continuation of Grants and Other	Assistance to Go	vernments and Orga	nizations in the U	<b>nited States</b> (Sch	edule I (Form 990), Pa	rt II.)	
(a) Name and address of organization or government	<b>(b)</b> EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GIRLS INCORPORATED OF SANTA FE 301 HILLSIDE AVENUE SANTA FE, NM 87501	85-0129250	501(C)(3)	98,782.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF SARASOTA COUNTY - 201 S. TUTTLE AVE - SARASOTA, FL 34237	23-7363275	501(C)(3)	48,316.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF SHELBYVILLE & SHELBY COUNTY - 904 S. MILLER ST - SHELBYVILLE, IN 46176	35-1277849	501(C)(3)	48,330.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF TARRANT COUNTY - 1226 E. WEATHERFORD ST FORT WORTH, TX 76102	75-1514683	501(C)(3)	260,992.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF TENNESSEE VALLEY - P.O. BOX 7040 - OAK RIDGE, TN 37831	59-1743795	501(C)(3)	72,282.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF THE GREATER CAPITAL REGION - 962 ALBANY ST - SCHENECTADY, NY 12307	14-1434157	501(C)(3)	40,529.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF THE ISLAND CITY - 1724 SANTA CLARA AVE - ALAMEDA, CA 94501	94-1581103	501(C)(3)	79,852.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF THE WASHINGTON DC METROPOLITAN AREA - 5614 CONNECTICUT AVE, NW - WASHINGTON, DC 20015	84-1648959	501(C)(3)	62,145.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF ULSTER & DUTCHESS COUNTY - 209 CLINTON AVE - KINGSTON, NY 12401	14-1338443	501(C)(3)	26,000.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING

Page 1

GIRLS INCORPORATED

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GIRLS INCORPORATED OF WAYNE COUNTY 121 NORTH 10TH STREET RICHMOND, IN 47375	23-7188644	501(C)(3)	30,350.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF WEST CONTRA COSTA COUNTY - 260 BROADWAY - RICHMOND, CA 94804	51-0172193	501(C)(3)	5,000.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF WESTCHESTER COUNTY - 901 N. BROADWAY - WHITE PLAINS, NY 10603	04-3831108	501(C)(3)	9,000.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED OF WORCESTER 125 PROVIDENCE ST WORCESTER, MA 01604	04-2123666	501(C)(3)	151,385.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING
GIRLS INCORPORATED WASHINGTON COUNTY - 626 WASHINGTON AVE - HAGERSTOWN, MD 21740	23-7052207	501(C)(3)	69,977.	0.	N/A	N/A	PASS THRU AFFILIATE; TRAVEL REIMBURSEMENT, TRAINING

Part III Grants and Other Assistance to Domestic Individuals Part III can be duplicated if additional space is needed.	s. Complete if the	organization answe	ered "Yes" on Form 9	990, Part IV, line 22.	TO IJICILI Page A
(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
SCHOLARSHIP	43	355,000.	0.		
Part IV Supplemental Information. Provide the information red	quired in Part I, lin	e 2; Part III, column	(b); and any other a	dditional information.	
PART I, LINE 2:					
GIRLS INC. PROVIDES FUNDS IN THE E	FORM OF G	RANTS OR A	SSISTANCE	TO GIRLS INC.	
AFFILIATE ORGANIZATIONS DURING THE	E COURSE	OF SPECIFI	C PROJECT	WORK. FOR	
EACH PROJECT, THERE IS A CLEAR DEI	LINEATION	OF THE SE	LECTION CR	ITERIA,	
USUALLY THROUGH A PUBLISHED REQUES	ST FOR PR	OPOSALS (R	FP). IN EV	ERY CASE, THE	
AFFILIATE ORGANIZATION MUST BE A N	MEMBER IN	GOOD STAN	DING OF GI	RLS INC. FOR	
EACH PROJECT, THERE IS A MANAGER V	WHO IS RE	SPONSIBLE	FOR OVERSE	EING THE WORK	
AND MONITORING THE PROJECT ACCOMPI	LISHMENTS	. THERE AR	E THREE TY	PES OF	

FINANCIAL ASSISTANCE:

Part IV | Supplemental Information

- 1. MINIGRANTS FOR SPECIFIC WORK IN THIS CASE THERE IS A FORMAL CONTRACT

  DELINEATING THE TERMS FOR THE USE OF THE FUNDS BY THE AFFILIATE

  ORGANIZATION AND EXPECTATIONS FOR FINISHED PRODUCTS AND/OR REPORTING. THERE

  IS ALSO A PAYMENT SCHEDULE AND THE FINAL PAYMENT IS NOT MADE UNTIL THE

  CONTRACTED EXPECTATIONS HAVE BEEN MET.
- 2. STIPENDS TO REIMBURSE AFFILIATE STAFF FOR TRAVEL RELATED TO A GRANT

  ACTIVITY (AN EXAMPLE WOULD BE TRAVEL TO THE GIRLS INC. NATIONAL RESOURCE

  CENTER FOR A TRAINING PROGRAM). IN THIS CASE, AFFILIATE STAFF PROVIDE

  EXPENSE REPORTS.
- 3. SCHOLARSHIPS ISSUED TO GIRLS ARE FOR COLLEGE. EACH YEAR, EACH AFFILIATE

  CAN SUBMIT UP TO 5 APPLICATIONS (GIRLS). IN ORDER TO BE SUBMITTED THE

  FOLLOWING HAS TO APPLY:
- -GIRLS, INC. AFFILIATE IS IN GOOD STANDING
- -THE APPLICANT (GIRL) HAS HAD TWO YEARS OF GIRLS, INC. PROGRAMMING
  -THE APPLICANT HAS TO BE CURRENT WITH GIRLS, INC. (I.E. DOING PROGRAMMING,
  MENTORING, VOLUNTEERING, ETC.)
- -HAS CURRENT GPA OF AT LEAST 2.8

THE GIRLS WHO ARE SELECTED TO RECEIVE SCHOLARSHIPS ARE CHOSEN BY A

COMMITTEE WHICH IS MADE UP OF NATIONAL BOARD MEMBERS, DONORS, ALUMNI,

EMPLOYEES OF OTHER YOUTH SERVICE ORGANIZATIONS OR COLLEGES. ONCE SELECTED

THE SCHOLARSHIP FUNDS ARE PUT INTO A PAYABLE ACCOUNT. THE SCHOLARSHIP

MANAGER, CHRISSY KRAMER, RECEIVES REQUESTS FROM THE GIRLS FOR US TO PAY

THEIR EDUCATION EXPENSES. THE FUNDS ARE PAID TO THE COLLEGE OR UNIVERSITY

DIRECTLY, NOT THE GIRLS OR AFFILIATE. THE SCHOLARSHIP PROCESS IS

Schedule I (Form 990)

Part IV Supplemental Information
COMPETITIVE.
MINIGRANTS ARE TYPICALLY MANAGED BY A PROJECT MANAGER WHO IS RESPONSIBLE
FOR MANAGING THE RELATIONSHIP AND DELIVERABLES FOR THE CONTRACT. THE
PROJECT MANAGER INITIATES THE FIRST REQUEST FOR ANY PAYMENT TO THE
AFFILIATE AND THE PROJECT MANAGER'S SUPERVISOR OR DEPARTMENT HEAD MUST SIGN
OFF ON THE REQUEST PRIOR TO SUBMISSION TO FINANCE FOR PROCESSING THE
PAYMENT.
THE PROJECT OR TRAINING MANAGER FOR THE GRANT ACTIVITY REVIEWS AND SIGNS
OFF ON THE EXPENSE REPORT AND INITIATES A REQUEST FOR PAYMENT. THE PROJECT
OR TRAINING MANAGER'S SUPERVISOR OR DEPARTMENT HEAD MUST SIGN OFF ON THE
REQUEST PRIOR TO SUBMISSION TO FINANCE FOR PROCESSING THE PAYMENT.

Schedule I (Form 990)

## **SCHEDULE J** (Form 990)

**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

Open to Public Inspection

Name of the organization

Department of the Treasury

Internal Revenue Service

GIRLS INCORPORATED

Employer identification number 13-1915124

Pa	art I Questions Regarding Compensation			
			Yes	No
<b>1</b> a	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		
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.			
	X Compensation committee Written employment contract			
	Independent compensation consultant  X Compensation survey or study			
	X Form 990 of other organizations X Approval by the board or compensation committee			
	Desire the constitution of the desire of the constitution of the c			
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:	4a		Х
a h	Receive a severance payment or change-of-control payment?  Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4a 4b		X
D	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
·	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	70		
	The foot to dry of miles fare, not the persons and provide the appropriate arms from the fact miles			
	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:			
а	The organization?	5a		Х
	Any related organization?	5b		Х
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the net earnings of:			
а	The organization?	6a		Х
	Any related organization?	6b		Х
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments			
	not described on lines 5 and 6? If "Yes," describe in Part III	7		Х
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		

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

Schedule J (Form 990) 2019

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

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation in column (B)
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation	benefits	(B)(i)-(D)	reported as deferred on prior Form 990
(1) STEPHANIE HULL	(i)	191,599.	42,403.	0.	0.	7,578.	241,580.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(2) JUDITH VREDENBURGH	(i)	154,576.	63,000.	0.	0.	15,028.	232,604.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(3) PATRICIA DRISCOLL	(i)	215,755.	0.	0.	0.	12,312.	228,067.	0.
CHIEF OPERATING OFFICER	ii) [	0.	0.	0.	0.	0.	0.	0.
(4) LYNN HEPBURN	(i)	162,361.	40,221.	0.	0.	11,490.	214,072.	0.
CHIEF DEVELOPMENT OFFICER	ii)	0.	0.	0.	0.	0.	0.	0.
(5) CHARLENE JACKSON	(i)	162,162.	0.	0.	0.	18,613.	180,775.	0.
DIRECTOR OF AFFILIATE SERV	ii)	0.	0.	0.	0.	0.	0.	0.
(6) LARA KAUFMANN	(i)	149,130.	0.	0.	0.	20,689.	169,819.	0.
DIRECTOR OF PUBLIC POLICY	ii)	0.	0.	0.	0.	0.	0.	0.
(7) VERONICA VELA	(i)	146,957.	0.	0.	0.	18,229.	165,186.	0.
DIRECTOR OF MARKETING & CO	ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	ii)							
	(i)							
	ii)							
	(i)							
	ii)							
	(i)							
	ii)							
	(i)							
	ii)							
	(i)							
	ii)							
	(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 0**

Internal Revenue Service

(Form 990 or 990-EZ) Department of the Treasury

## Supplemental Information to Form 990 or 990-EZ

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

► Attach to Form 990 or 990-EZ Go to www.irs.gov/Form990 for the latest information. Open to Public

OMB No. 1545-0047

Inspection

Name of the organization

GIRLS INCORPORATED

**Employer identification number** 13-1915124

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: PROGRAMMING IS DELIVERED TO 132,000 GIRLS IN PARTNERSHIP WITH SCHOOLS AND AT OUR CENTERS ACROSS 80 AFFILIATES.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS: ENRICHMENT SO GIRLS INCREASE THEIR LOVE OF LEARNING, IMPROVE PERFORMANCE IN SCHOOL, ASPIRE TO AND PLAN FOR EDUCATION BEYOND HIGH SCHOOL, AND EXPLORE NON-TRADITIONAL CAREERS; AND HELPS GIRLS BUILD LIFE SKILLS TO SET AND ACHIEVE GOALS AND INCREASE RESILIENCE IN THE FACE OF OBSTACLES TO LIVE PRODUCTIVE AND FULFILLING LIVES.

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

THE LOCAL GIRLS INCORPORATED AFFILIATES ARE ORGANIZATIONAL MEMBERS OF THE NATIONAL COUNCIL WHICH ELECT ALL MEMBERS OF THE GOVERNING BODY.

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

THE LOCAL GIRLS INCORPORATED AFFILIATES ARE ORGANIZATIONAL MEMBERS OF THE NATIONAL COUNCIL WHICH ELECT ALL MEMBERS OF THE GOVERNING BODY.

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

ALL CHANGES TO THE BY-LAWS MUST BE APPROVED BY THE AFFILIATES.

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

THE 990 IS PREPARED BY THE AUDIT FIRM AND SUBMITS TO STAFF, WHO SENDS THE 990 TO THE BOARD AUDIT RISK COMMITTEE, WHO REVIEWS AND ACCEPTS IT. THE

COMMITTEE PRESENTS THE 990 TO THE FULL BOARD FOR THEIR REVIEW AND APPROVAL.

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

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

Name of the organization GIRLS INCORPORATED Employer identification number 13-1915124

THEN THE 990 IS SUBMITTED TO THE IRS.

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

THE CONFLICT OF INTEREST POLICY IS DISTRIBUTED TO ALL MEMBERS OF THE BOARD AND TO KEY EMPLOYEES ONCE EACH YEAR. THE POLICY IS EXPLAINED DURING A BOARD MEETING. THEN, EACH MEMBER AND KEY EMPLOYEE IS ASKED TO SIGN AND DATE A FORM THAT SAYS THEY UNDERSTAND THE POLICY AND THAT THEY HAVE NO KNOWN CONFLICTS OF INTEREST. THE FORM ALSO EXPLAINS THAT THEY MUST NOTIFY THE BOARD IF A CONFLICT SHOULD DEVELOP. THE SIGNED FORMS ARE KEPT ON FILE BY THE ORGANIZATION.

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

THE CHAIR OF THE BOARD, AS DELEGATED BY THE FULL BOARD, CONDUCTS A

PERFORMANCE REVIEW WITH THE CEO, AND A COMPENSATION STUDY, COMPARING THE

CEO SALARY TO COMPARABLE SALARIES IN THE INDUSTRY. THE CHAIR PREPARES A

PROPOSAL WHICH IS APPROVED BY THE BOARD AND THEN THE CHAIR MEETS WITH

THE CEO TO INFORM HER OF THE BOARD'S DECISION. THIS PROCESS TAKES PLACE

ANNUALLY.

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

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

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

THE ORGANIZATION POSTS ITS ANNUAL REPORT, FINANCIAL STATEMENTS AND CODE OF CONDUCT WHICH INCLUDES THE CONFLICT OF INTEREST POLICY, ON THE WEBSITE.

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

Name of the organization  GIRLS INCORPORATED	Employer identification number 13-1915124
CONSULTANT:	
PROGRAM SERVICE EXPENSES	1,361,616.
MANAGEMENT AND GENERAL EXPENSES	608.
FUNDRAISING EXPENSES	523.
TOTAL EXPENSES	1,362,747.
OTHER PROFESSIONAL FEES:	
PROGRAM SERVICE EXPENSES	303,240.
MANAGEMENT AND GENERAL EXPENSES	75,280.
FUNDRAISING EXPENSES	53,366.
TOTAL EXPENSES	431,886.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	1,794,633.
FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:	
PENSION CHANGES	-386,509.
FORM 990, PART XII, LINE 2C:	
THE PROCESS OF OVERSEEING THE AUDIT AND SELECTION OF INDE	PENDENT
ACCOUNTANT HAS NOT CHANGED FROM THE PRIOR YEAR.	