** Form 990 **

** Return of Organization Exempt From Income Tax **

Under section 501(c)(3), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

- Do not enter social security numbers on this form as it may be made public.
- Go to www.irs.gov/Form990 for instructions and the latest information.

** A For the 2020 calendar year, or tax year beginning and ending **

** B Check if applicable: **

<table>
<thead>
<tr>
<th>Box</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td>Address change</td>
</tr>
<tr>
<td></td>
<td>Name change</td>
</tr>
<tr>
<td></td>
<td>Initial return</td>
</tr>
<tr>
<td></td>
<td>Final return/terminated</td>
</tr>
<tr>
<td></td>
<td>Amended return</td>
</tr>
<tr>
<td></td>
<td>Application pending</td>
</tr>
</tbody>
</table>

** C Name of organization **

ACCESS NOW

** D Employer identification number **

27-0597430

** E Telephone number **

(888) 414-0100

** F Name and address of principal officer **

BRETT SOLOMON

SAME AS C ABOVE

** I Tax-exempt status: **

☐ 501(c)(3) ☑ 501(c)(4) ☐ 501(c)(5) ☐ 501(c)(6) ☐ 501(h) ☐ 501(a)(1) ☐ 501(a)(2) ☐ 501(a)(3)

☐ 4947(a) ☐ Other (specify) [ ]

** J Website: **

WWW.ACCESSNOW.ORG

** K Form of organization: **

[ ] Corporation [ ] Trust [ ] Association [ ] Other

** L Year of formation: **

2009

** M State of legal domicile: **

CA

** Part I Summary **

1. Briefly describe the organization's mission or most significant activities: ACCESS NOW DEFENDS AND EXTENDS THE DIGITAL RIGHTS OF USERS AT RISK AROUND THE WORLD.

2. Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.

3. Number of voting members of the governing body (Part VI, line 1a)

4. Number of independent voting members of the governing body (Part VI, line 1b)

5. Total number of individuals employed in calendar year 2020 (Part V, line 2a)

6. Total number of volunteers (estimate if necessary)

7a. Total unrelated business revenue from Part VIII, column (C), line 12

7b. Net unrelated business taxable income from Form 990-T, Part I, line 11

8. Contributions and grants (Part VIII, column (A), line 1h)

9. Program service revenue (Part VIII, column (A), line 2g)

10. Investment income (Part VIII, column (A), lines 3, 4, and 7d)

11. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

12. Total revenue - add lines 6 through 11 (must equal Part VIII, column (A), line 12)

13. Grants and similar amounts paid (Part IX, column (A), lines 1-3)

14. Benefits paid to or for members (Part IX, column (A), line 4)

15. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)

16a. Professional fundraising fees (Part IX, column (A), line 11e)

16b. Total fundraising expenses (Part IX, column (D), line 25) ➤ 403,146.

17. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)

18. Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)

19. Revenue less expenses. Subtract line 18 from line 12

20. Total assets (Part X, line 16)

21. Total liabilities (Part X, line 26)

22. 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 **

BRETT SOLOMON, EXECUTIVE DIRECTOR

Type of print name and title

11/12/2021

** Paid **

RICHARD J. LOCASTRO, CPA

Type of preparer

Print/Type preparer's name

Preparer's signature

11/12/21

Preparer's PTIN: 00288314

Preparer's EIN: 52-1392008

** Use Only **

GELMAN, ROSENBERG & FREEDMAN

4550 MONTGOMERY AVE SUITE 800N

BETHESDA, MD 20814-2930

Phone no. (301) 951-9090

** Open to Public Inspection **
Part III  Statement of Program Service Accomplishments

1 Briefly describe the organization’s mission:

ACCESS NOW DEFENDS AND EXTENDS THE DIGITAL RIGHTS OF USERS AT RISK AROUND THE WORLD.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes  ☒ No

If “Yes,” describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes  ☒ No

If “Yes,” describe these changes on Schedule O.

4 Describe the organization’s program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: _______ ) (Expenses $ 6,658,431. including grants of $ 1,638,906. ) (Revenue $

WORKING IN CONJUNCTION WITH SUPPORT FROM THE SWEDISH INTERNATIONAL DEVELOPMENT AGENCY, OTHER FOREIGN GOVERNMENTS, AND ORGANIZATIONS, ACCESS NOW’S PROGRAM INCLUDES:

- PROMOTING HUMAN RIGHTS BY URGING COMPANIES TO MAKE THEIR PRACTICES MORE TRANSPARENT, ACCOUNTABLE, AND RIGHTS-RESPECTING.
- IMPROVING DIGITAL SECURITY BY WORKING TO ENSURE ONLINE ACTIVITIES ARE PRIVATE, SAFE AND SECURE.
- FIGHTING FOR THE RIGHT TO SPEAK FREELY, WHICH IS CRITICAL FOR DEMONSTRATING DISSENT, GUARANTEEING A FREE PRESS, AND DEFENDING HUMAN RIGHTS.
- FIGHTING FOR A FREE AND OPEN INTERNET AND ADVOCATING FOR NET NEUTRALITY THAT OFFERS EVERYONE ACCESS (CONTINUED ON SCHEDULE O)

4b (Code: _______ ) (Expenses $ including grants of $ ) (Revenue $

4c (Code: _______ ) (Expenses $ including grants of $ ) (Revenue $

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

(Expenses $ including grants of $ ) (Revenue $

4e Total program service expenses $ 6,658,431.
Part IV Checklist of Required Schedules

1. Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?
   Yes X No ______

2. Is the organization required to complete Schedule B, Schedule of Contributors?
   Yes X No ______

3. Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I
   Yes X No ______

4. Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II
   Yes X No ______

5. Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III
   Yes X No ______

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
   Yes X No ______

7. Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II
   Yes X No ______

8. Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III
   Yes X No ______

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
   Yes X No ______

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
    Yes X No ______

11. If the organization’s answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.

   a. Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI
      Yes X No ______

   b. Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII
      Yes X No ______

   c. Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII
      Yes X No ______

   d. Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX
      Yes X No ______

   e. Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X
      Yes X No ______

   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
      Yes X No ______

12a. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII
      Yes X No ______

   b. Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional
      Yes X No ______

13. Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E
    Yes X No ______

14a. Did the organization maintain an office, employees, or agents outside of the United States?
    Yes X No ______

   b. Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? If "Yes," complete Schedule F, Parts I and IV
      Yes X No ______

15. Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV
    Yes X No ______

16. Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV
    Yes X No ______

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
    Yes X No ______

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
    Yes X No ______

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
    Yes X No ______

20a. Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H
      Yes X No ______

   b. If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?
      Yes X No ______

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
    Yes X No ______
### Part V Statements Regarding Other IRS Filings and Tax Compliance

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

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td>Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>1b</td>
<td>Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>1c</td>
<td>Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>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?</td>
<td>22</td>
<td>X</td>
</tr>
<tr>
<td>23</td>
<td>Did the organization answer &quot;Yes&quot; 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?</td>
<td>23</td>
<td>X</td>
</tr>
<tr>
<td>24a</td>
<td>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?</td>
<td>24a</td>
<td>X</td>
</tr>
<tr>
<td>24b</td>
<td>Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?</td>
<td>24b</td>
<td></td>
</tr>
<tr>
<td>24c</td>
<td>Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?</td>
<td>24c</td>
<td></td>
</tr>
<tr>
<td>24d</td>
<td>Did the organization act as an &quot;on behalf of&quot; issuer for bonds outstanding at any time during the year?</td>
<td>24d</td>
<td></td>
</tr>
<tr>
<td>25a</td>
<td>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?</td>
<td>25a</td>
<td>X</td>
</tr>
<tr>
<td>25b</td>
<td>If &quot;Yes,&quot; complete Schedule L, Part I</td>
<td>25b</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>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?</td>
<td>26</td>
<td>X</td>
</tr>
<tr>
<td>27</td>
<td>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?</td>
<td>27</td>
<td>X</td>
</tr>
<tr>
<td>28a</td>
<td>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):</td>
<td>28a</td>
<td></td>
</tr>
<tr>
<td>28b</td>
<td>A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor?</td>
<td>28b</td>
<td>X</td>
</tr>
<tr>
<td>28c</td>
<td>A family member of any individual described in line 28a?</td>
<td>28c</td>
<td>X</td>
</tr>
<tr>
<td>28d</td>
<td>A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b?</td>
<td>28d</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Did the organization receive more than $25,000 in non-cash contributions?</td>
<td>29</td>
<td>X</td>
</tr>
<tr>
<td>30</td>
<td>Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?</td>
<td>30</td>
<td>X</td>
</tr>
<tr>
<td>31</td>
<td>Did the organization liquidate, terminate, or dissolve and cease operations?</td>
<td>31</td>
<td>X</td>
</tr>
<tr>
<td>32</td>
<td>Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?</td>
<td>33</td>
<td>X</td>
</tr>
<tr>
<td>34</td>
<td>Was the organization related to any tax-exempt or taxable entity?</td>
<td>34</td>
<td>X</td>
</tr>
<tr>
<td>35a</td>
<td>Did the organization have a controlled entity within the meaning of section 512(b)(13)?</td>
<td>35a</td>
<td>X</td>
</tr>
<tr>
<td>35b</td>
<td>If &quot;Yes&quot; to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)?</td>
<td>35b</td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?</td>
<td>36</td>
<td>X</td>
</tr>
<tr>
<td>37</td>
<td>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?</td>
<td>37</td>
<td>X</td>
</tr>
<tr>
<td>38</td>
<td>Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?</td>
<td>38</td>
<td>X</td>
</tr>
</tbody>
</table>
Part V  Statements Regarding Other IRS Filings and Tax Compliance (continued)

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, for the calendar year ending with or within the year covered by this return.  
\[
\begin{array}{|c|c|}
\hline
2a & 31 \\
\hline
\end{array}
\]
\[
\begin{array}{|c|}
\hline
2b & X \\
\hline
\end{array}
\]

Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).

3a Did the organization have unrelated business gross income of $1,000 or more during the year? 
\[
\begin{array}{|c|}
\hline
3a & X \\
\hline
\end{array}
\]

3b If "Yes," has it filed a Form 990-T for this year? If "No," 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)? 
\[
\begin{array}{|c|}
\hline
4a & X \\
\hline
\end{array}
\]

4b If "Yes," enter the name of the foreign country.  
\[
\text{COSTA RICA, TUNISIA}
\]


5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 
\[
\begin{array}{|c|}
\hline
5a & X \\
\hline
\end{array}
\]

5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 
\[
\begin{array}{|c|}
\hline
5b & X \\
\hline
\end{array}
\]

5c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 
\[
\begin{array}{|c|}
\hline
5c &  \\
\hline
\end{array}
\]

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? 
\[
\begin{array}{|c|}
\hline
6a & X \\
\hline
\end{array}
\]

6b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 
\[
\begin{array}{|c|}
\hline
6b &  \\
\hline
\end{array}
\]

7 Organizations that may receive deductible contributions under section 170(c).

7a 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? 
\[
\begin{array}{|c|}
\hline
7a & X \\
\hline
\end{array}
\]

7b If "Yes," did the organization notify the donor of the value of the goods or services provided? 
\[
\begin{array}{|c|}
\hline
7b & X \\
\hline
\end{array}
\]

7c If "Yes," indicate the number of Forms 8282 filed during the year. 
\[
\begin{array}{|c|}
\hline
7c &  \\
\hline
\end{array}
\]

7d Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 
\[
\begin{array}{|c|}
\hline
7d & X \\
\hline
\end{array}
\]

7e Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 
\[
\begin{array}{|c|}
\hline
7e & X \\
\hline
\end{array}
\]

7f If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 
\[
\begin{array}{|c|}
\hline
7f &  \\
\hline
\end{array}
\]

7g If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 
\[
\begin{array}{|c|}
\hline
7g &  \\
\hline
\end{array}
\]

7h If any taxable party notified the organization that it was or is a party to a prohibited tax shelter transaction? 
\[
\begin{array}{|c|}
\hline
7h &  \\
\hline
\end{array}
\]

8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 
\[
\begin{array}{|c|}
\hline
8 & N/A \\
\hline
\end{array}
\]

9 Sponsoring organizations maintaining donor advised funds.

9a Did the sponsoring organization make any taxable distributions under section 4966? 
\[
\begin{array}{|c|}
\hline
9a & N/A \\
\hline
\end{array}
\]

9b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 
\[
\begin{array}{|c|}
\hline
9b & N/A \\
\hline
\end{array}
\]

10 Section 501(c)(7) organizations. Enter:

10a Initiation fees and capital contributions included on Part VIII, line 12 
\[
\begin{array}{|c|}
\hline
10a & N/A \\
\hline
\end{array}
\]

10b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 
\[
\begin{array}{|c|}
\hline
10b &  \\
\hline
\end{array}
\]

11 Section 501(c)(12) organizations. Enter:

11a Gross income from members or shareholders 
\[
\begin{array}{|c|}
\hline
11a & N/A \\
\hline
\end{array}
\]

11b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 
\[
\begin{array}{|c|}
\hline
11b &  \\
\hline
\end{array}
\]

12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 
\[
\begin{array}{|c|}
\hline
12a & N/A \\
\hline
\end{array}
\]

12b If "Yes," enter the amount of tax-exempt interest received or accrued during the year. 
\[
\begin{array}{|c|}
\hline
12b &  \\
\hline
\end{array}
\]

13 Section 501(c)(29) qualified nonprofit health insurance issuers.

13a Is the organization licensed to issue qualified health plans in more than one state?  
\[
\begin{array}{|c|}
\hline
13a & N/A \\
\hline
\end{array}
\]

Note: See the instructions for additional information the organization must report on Schedule O.

13b 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. 
\[
\begin{array}{|c|}
\hline
13b &  \\
\hline
\end{array}
\]

13c Enter the amount of reserves on hand. 
\[
\begin{array}{|c|}
\hline
13c &  \\
\hline
\end{array}
\]

14a Did the organization receive any payments for indoor tanning services during the tax year? 
\[
\begin{array}{|c|}
\hline
14a & X \\
\hline
\end{array}
\]

14b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O. 
\[
\begin{array}{|c|}
\hline
14b & X \\
\hline
\end{array}
\]

15 Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? 
\[
\begin{array}{|c|}
\hline
15 & X \\
\hline
\end{array}
\]

16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? 
\[
\begin{array}{|c|}
\hline
16 & X \\
\hline
\end{array}
\]

If "Yes," complete Form 4720, Schedule O.
Part VI  Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

1a 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.

1b Enter the number of voting members included on line 1a, above, who are independent

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?

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?

4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?

5 Did the organization become aware during the year of a significant diversion of the organization’s assets?

6 Did the organization have members or stockholders?

7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?

b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?

8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:

a The governing body?

b Each committee with authority to act on behalf of the governing body?

9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization’s mailing address? If "Yes," provide the names and addresses on Schedule O

Section B. Policies

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

10a Did the organization have local chapters, branches, or affiliates?

b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization’s exempt purposes?

11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?

b Describe in Schedule O the process, if any, used by the organization to review this Form 990.

12a Did the organization have a written conflict of interest policy? If "No," go to line 13

b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?

c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done

13 Did the organization have a written whistleblower policy?

14 Did the organization have a written document retention and destruction policy?

15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?

a The organization’s CEO, Executive Director, or top management official

b Other officers or key employees of the organization

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?

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?

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another’s website ☑ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization’s books and records

BRETT SOLOMON  - (888) 414-0100

463 LINCOLN PLACE, NO. 241, BROOKLYN, NY 11238
### 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 if no compensation was paid.
- List all of the organization’s current key employees, if any. See instructions for definition of “key employee.”
- List the organization’s five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations.
- List all of the organization’s former officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Position (do not check more than one box, unless person is both an officer and a director/trustee)</th>
<th>(C) Average hours per week</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) BRETT SOLOMON</td>
<td>EXECUTIVE DIRECTOR/SECRETARY</td>
<td>1.00 X X</td>
<td>152,833.</td>
<td>0.</td>
<td>14,690.</td>
</tr>
<tr>
<td>(2) JOSEPH STEELE</td>
<td>CHIEF OPERATING OFFICER</td>
<td>40.00</td>
<td>135,000.</td>
<td>0.</td>
<td>15,059.</td>
</tr>
<tr>
<td>(3) ERIC NULL</td>
<td>U.S. POLICY MANAGER</td>
<td>40.00</td>
<td>125,000.</td>
<td>0.</td>
<td>12,979.</td>
</tr>
<tr>
<td>(4) PETER MICEK</td>
<td>GENERAL COUNSEL &amp; UN POLICY MANAGER</td>
<td>40.00</td>
<td>122,400.</td>
<td>0.</td>
<td>14,351.</td>
</tr>
<tr>
<td>(5) NERIDA BROWNLEE</td>
<td>DIRECTOR OF FINANCE AND H.R.</td>
<td>0.00 X 0.00</td>
<td>124,005.</td>
<td>0.</td>
<td>6,762.</td>
</tr>
<tr>
<td>(6) BILLIE GOODMAN</td>
<td>GRANTS PROGRAM DIRECTOR</td>
<td>40.00</td>
<td>109,032.</td>
<td>0.</td>
<td>14,946.</td>
</tr>
<tr>
<td>(7) BRYAN ROGERS</td>
<td>PEOPLE EXPERIENCE DIRECTOR</td>
<td>40.00</td>
<td>102,549.</td>
<td>0.</td>
<td>17,913.</td>
</tr>
<tr>
<td>(8) ANDREW MCLAUGHLIN</td>
<td>PRESIDENT</td>
<td>4.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(9) ANDREW COHEN</td>
<td>TREASURER</td>
<td>4.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(10) ARZU GEYBULLA</td>
<td>DIRECTOR</td>
<td>4.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(11) BRUCE SCHNEIER</td>
<td>DIRECTOR</td>
<td>4.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(12) MARIEJTE SCHAARKE</td>
<td>DIRECTOR</td>
<td>4.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(13) DONNA MCKAY</td>
<td>DIRECTOR</td>
<td>4.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>(14) EMMA MIZOUNI</td>
<td>DIRECTOR</td>
<td>4.00</td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
</tbody>
</table>
### Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (list any hours for related organizations below line)</th>
<th>(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Individual trustee or director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Institutional trustee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Officer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Key employee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Highest compensated employee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Key employee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(do not check more than one box, unless person is both an officer and a director/trustee)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1b Subtotal</td>
<td></td>
<td></td>
<td>870,819</td>
<td>0.</td>
<td>96,700.</td>
</tr>
<tr>
<td>c Total from continuation sheets to Part VII, Section A</td>
<td></td>
<td></td>
<td>0.</td>
<td>0.</td>
<td>0.</td>
</tr>
<tr>
<td>d Total (add lines 1b and 1c)</td>
<td></td>
<td></td>
<td>870,819</td>
<td>0.</td>
<td>96,700.</td>
</tr>
</tbody>
</table>

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization: 9

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

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? If "Yes," complete Schedule J for such individual.

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

### Section B. Independent Contractors

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

<table>
<thead>
<tr>
<th>(A) Name and business address</th>
<th>(B) Description of services</th>
<th>(C) Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>GUSTAF BJORK, C/O 463 LINCOLN PLACE, #241, BROOKLYN, NY 11238</td>
<td>CHIEF TECHNOLOGIST</td>
<td>112,223.</td>
</tr>
<tr>
<td>MELODY PATRY, C/O 463 LINCOLN PLACE, #241, BROOKLYN, NY 11238</td>
<td>ADVOCACY DIRECTOR</td>
<td>101,843.</td>
</tr>
</tbody>
</table>

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization: 3
## Part VIII Statement of Revenue

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

<table>
<thead>
<tr>
<th>Contributions, Gifts, Grants and Other Similar Amounts</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512 - 514</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 a Federated campaigns</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 b Membership dues</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 c Fundraising events</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 d Related organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 e Government grants (contributions)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 f All other contributions, gifts, grants, and similar amounts not included above</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 g Noncash contributions included in lines 1a-1f</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h Total. Add lines 1a-1f</td>
<td></td>
<td></td>
<td></td>
<td>9,773,868.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Service Revenue</th>
<th>Business Code</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2 a</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 b</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 c</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 d</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 e</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 f All other program service revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g Total. Add lines 2a-2f</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Revenue</th>
<th>Business Code</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Investment income (including dividends, interest, and</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>other similar amounts)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Income from investment of tax-exempt bond proceeds</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Royalties</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 a Gross rents</td>
<td>(i) Real</td>
<td>(ii) Personal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 b Less: rental expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 c Rental income or (loss)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 d Net rental income or (loss)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 a Gross amount from sales of assets other than inventory</td>
<td>(i) Securities</td>
<td>(ii) Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 b Less: cost or other basis and sales expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 c Gain or (loss)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 d Net gain or (loss)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 a Gross income from fundraising events (not including $ contributions reported on line 1c). See Part IV, line 18</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 b Less: direct expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 c Net income or (loss) from fundraising events</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 a Gross income from gaming activities. See Part IV, line 19</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 b Less: direct expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 c Net income or (loss) from gaming activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 a Gross sales of inventory, less returns and allowances</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 b Less: cost of goods sold</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 c Net income or (loss) from sales of inventory</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Miscellaneous Revenue</th>
<th>Business Code</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>11 a CURRENCY GAIN</td>
<td>900099</td>
<td>50,826.</td>
<td></td>
<td>50,826.</td>
</tr>
<tr>
<td>11 b</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 c</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 d All other revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Total. Add lines 11a-11d</td>
<td></td>
<td></td>
<td></td>
<td>50,826.</td>
</tr>
<tr>
<td>12 Total revenue. See instructions</td>
<td></td>
<td></td>
<td></td>
<td>9,838,069.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>64,201.</td>
</tr>
</tbody>
</table>
Part IX - Statement of Functional Expenses

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

<table>
<thead>
<tr>
<th>Description</th>
<th>(A)</th>
<th>(B)</th>
<th>(C)</th>
<th>(D)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses</td>
<td>54,506</td>
<td>54,506</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and other assistance to domestic individuals. See Part IV, line 22</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16</td>
<td>1,584,400</td>
<td>1,584,400</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits paid to or for members</td>
<td></td>
<td></td>
<td>76,304</td>
<td>28,945</td>
</tr>
<tr>
<td>Compensation of current officers, directors, trustees, and key employees</td>
<td>317,582</td>
<td>212,333</td>
<td>73,479</td>
<td>27,921</td>
</tr>
<tr>
<td>Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other salaries and wages</td>
<td>3,154,841</td>
<td>2,109,304</td>
<td>757,998</td>
<td>287,539</td>
</tr>
<tr>
<td>Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)</td>
<td>93,418</td>
<td>61,964</td>
<td>22,791</td>
<td>8,663</td>
</tr>
<tr>
<td>Other employee benefits</td>
<td>347,614</td>
<td>230,351</td>
<td>100,852</td>
<td>16,411</td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>301,783</td>
<td>200,383</td>
<td>73,479</td>
<td>27,921</td>
</tr>
<tr>
<td>Fees for services (nonemployees):</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>10,049</td>
<td>10,049</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legal</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting</td>
<td>89,606</td>
<td>89,606</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional fundraising services. See Part IV, line 17</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment management fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)</td>
<td>1,477,475</td>
<td>1,391,586</td>
<td>85,889</td>
<td></td>
</tr>
<tr>
<td>Advertising and promotion</td>
<td>89,766</td>
<td>26,869</td>
<td>62,663</td>
<td>234</td>
</tr>
<tr>
<td>Office expenses</td>
<td>168,260</td>
<td>146,408</td>
<td>21,775</td>
<td>77</td>
</tr>
<tr>
<td>Information technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupancy</td>
<td>179,422</td>
<td>129,104</td>
<td>36,327</td>
<td>13,991</td>
</tr>
<tr>
<td>Travel</td>
<td>74,333</td>
<td>45,011</td>
<td>22,381</td>
<td>6,941</td>
</tr>
<tr>
<td>Payments of travel or entertainment expenses for any federal, state, or local public officials</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conferences, conventions, and meetings</td>
<td>315,685</td>
<td>315,114</td>
<td>436</td>
<td>135</td>
</tr>
<tr>
<td>Interest</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to affiliates</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation, depletion, and amortization</td>
<td>18,190</td>
<td>12,162</td>
<td>4,370</td>
<td>1,658</td>
</tr>
<tr>
<td>Insurance</td>
<td>13,094</td>
<td>22</td>
<td>13,072</td>
<td></td>
</tr>
<tr>
<td>Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EQUIPMENT</td>
<td>58,706</td>
<td>22,010</td>
<td>26,065</td>
<td>10,631</td>
</tr>
<tr>
<td>STAFF DEVELOPMENT</td>
<td>37,386</td>
<td>15,883</td>
<td>21,503</td>
<td></td>
</tr>
<tr>
<td>PAYROLL FEES</td>
<td>6,632</td>
<td>943</td>
<td>5,689</td>
<td></td>
</tr>
<tr>
<td>VAT</td>
<td>1,451</td>
<td>206</td>
<td>1,245</td>
<td></td>
</tr>
<tr>
<td>All other expenses</td>
<td>1,525</td>
<td>217</td>
<td>1,308</td>
<td></td>
</tr>
<tr>
<td>Total functional expenses. Add lines 1 through 24e</td>
<td>8,395,724</td>
<td>6,658,431</td>
<td>1,334,147</td>
<td>403,146</td>
</tr>
</tbody>
</table>

Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.

Check here □ if following SOP 98-2 (ASC 938-740).

Form 990 (2020)
### Balance Sheet Part X

#### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Beginning of Year</th>
<th>End of Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Cash - non-interest-bearing</td>
<td>789,963</td>
<td>1,792,965</td>
</tr>
<tr>
<td>2. Savings and temporary cash investments</td>
<td>1,977,770</td>
<td>1,706,763</td>
</tr>
<tr>
<td>3. Pledges and grants receivable, net</td>
<td>780,550</td>
<td>2,173,264</td>
</tr>
<tr>
<td>4. Accounts receivable, net</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Loans and other receivables from any current or former officer, director,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>trustee, key employee, creator or founder, substantial contributor, or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>35% controlled entity or family member of any of these persons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Loans and other receivables from other disqualified persons (as defined</td>
<td></td>
<td></td>
</tr>
<tr>
<td>under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Notes and loans receivable, net</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Inventories for sale or use</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Prepaid expenses and deferred charges</td>
<td>36,172</td>
<td>43,485</td>
</tr>
<tr>
<td>10a. Land, buildings, and equipment: cost or other basis. Complete Part VI</td>
<td>163,934</td>
<td></td>
</tr>
<tr>
<td>of Schedule D</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10b. Less: accumulated depreciation</td>
<td>120,362</td>
<td>43,572</td>
</tr>
<tr>
<td>11. Investments - publicly traded securities</td>
<td>61,762</td>
<td>133,916</td>
</tr>
<tr>
<td>12. Investments - other securities. See Part IV, line 11</td>
<td>121,173</td>
<td></td>
</tr>
<tr>
<td>13. Investments - program-related. See Part IV, line 11</td>
<td>298,501</td>
<td>355,689</td>
</tr>
<tr>
<td>14. Intangible assets</td>
<td>55,480</td>
<td></td>
</tr>
<tr>
<td>15. Other assets. See Part IV, line 11</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16. Total assets. Add lines 1 through 15 (must equal line 33)</td>
<td>3,767,390</td>
<td>5,893,965</td>
</tr>
<tr>
<td>17. Accounts payable and accrued expenses</td>
<td>298,501</td>
<td>355,689</td>
</tr>
<tr>
<td>18. Grants payable</td>
<td>55,480</td>
<td>283,728</td>
</tr>
<tr>
<td>19. Deferred revenue</td>
<td>1,085,560</td>
<td>1,058,509</td>
</tr>
<tr>
<td>20. Tax-exempt bond liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21. Escrow or custodial account liability. Complete Part IV of Schedule D</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22. Loans and other payables to any current or former officer, director,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>trustee, key employee, creator or founder, substantial contributor, or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>35% controlled entity or family member of any of these persons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23. Secured mortgages and notes payable to unrelated third parties</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24. Unsecured notes and loans payable to unrelated third parties</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25. Other liabilities (including federal income tax, payables to related th</td>
<td></td>
<td></td>
</tr>
<tr>
<td>third parties, and other liabilities not included on lines 17-24. Co</td>
<td></td>
<td></td>
</tr>
<tr>
<td>mplete Part X of Schedule D</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26. Total liabilities. Add lines 17 through 25</td>
<td>1,439,541</td>
<td>2,123,771</td>
</tr>
</tbody>
</table>

#### Liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>Beginning of Year</th>
<th>End of Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>27. Net assets without donor restrictions</td>
<td>1,039,353</td>
<td>2,350,342</td>
</tr>
<tr>
<td>28. Net assets with donor restrictions</td>
<td>1,288,496</td>
<td>1,419,852</td>
</tr>
<tr>
<td>29. Capital stock or trust principal, or current funds</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30. Paid-in or capital surplus, or land, building, or equipment fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31. Retained earnings, endowment, accumulated income, or other funds</td>
<td></td>
<td></td>
</tr>
<tr>
<td>32. Total net assets or fund balances</td>
<td>2,327,849</td>
<td>3,770,194</td>
</tr>
<tr>
<td>33. Total liabilities and net assets/fund balances</td>
<td>3,767,390</td>
<td>5,893,965</td>
</tr>
</tbody>
</table>

---

Form 990 (2020)