

Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2021

Department of the Treasury Internal Revenue Service

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

Open to Public Inspection

Part I Summary: A For the 2021 calendar year, or tax year beginning and ending; B Check if applicable; C Name of organization; D Employer identification number; E Telephone number; F Name and address of principal officer; G Gross receipts; H(a) Is this a group return; H(b) Are all subordinates included; H(c) Group exemption number; I Tax-exempt status; J Website; K Form of organization; L Year of formation; M State of legal domicile.

Table with 3 main sections: Activities & Governance (lines 1-7), Revenue (lines 8-12), Expenses (lines 13-19), and Net Assets or Fund Balances (lines 20-22). Each section contains detailed financial data for Prior Year and Current Year.

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 and Preparer Information: Sign Here (Signature of officer, Date, Name and Title); Paid Preparer (Print/Type preparer's name, Signature, Date, PTIN); Preparer Use Only (Firm's name, Address, EIN, Phone no.).

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

Form 8868 (Rev. January 2022)

Application for Automatic Extension of Time To File an Exempt Organization Return

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

File a separate application for each return. Go to www.irs.gov/Form8868 for the latest information.

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts...

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Form fields for Name of exempt organization (UNITED WAY WORLDWIDE), Taxpayer identification number (13-1635294), and address (701 NORTH FAIRFAX STREET, ALEXANDRIA, VA 22314).

Enter the Return Code for the return that this application is for (file a separate application for each return)

Table with 4 columns: Application Is For, Return Code, Application Is For, Return Code. Rows include Form 990 or Form 990-EZ, Form 4720, Form 990-PF, Form 990-T (sec. 401(a) or 408(a) trust), Form 990-T (trust other than above), and Form 990-T (corporation).

LEONEL PARRA

The books are in the care of 701 N. FAIRFAX STREET - ALEXANDRIA, VA 22314

Telephone No. 703-836-7100

Fax No.

- If the organization does not have an office or place of business in the United States, check this box. If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN).

1 I request an automatic 6-month extension of time until NOVEMBER 15, 2022, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

[X] calendar year 2021 or

[] tax year beginning, and ending

2 If the tax year entered in line 1 is for less than 12 months, check reason: [] Initial return [] Final return [] Change in accounting period

Table with 3 columns: Description, 3a, 3b, 3c. Rows include tentative tax, refundable credits, and balance due.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

LHA For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form 8868 (Rev. 1-2022)

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: SEE SCHEDULE O

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

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

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

4a (Code:) (Expenses \$ 11,785,418. including grants of \$ 11,462,014.) (Revenue \$ 0.) SEE SCHEDULE O

4b (Code:) (Expenses \$ 24,968,511. including grants of \$ 8,044,215.) (Revenue \$ 426,221.) SEE SCHEDULE O

4c (Code:) (Expenses \$ 20,328,058. including grants of \$ 58,204.) (Revenue \$ 2,341,851.) SEE SCHEDULE O

4d Other program services (Describe on Schedule O.) (Expenses \$ 38,673,805. including grants of \$ 21,922,961.) (Revenue \$ 40,315,612.)

4e Total program service expenses 95,755,792.

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

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		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? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	X	
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	X	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	X	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and charitable contributions.

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

		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.		
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?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?	X	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	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?	X	
11b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	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?		
15a	The organization's CEO, Executive Director, or top management official	X	
15b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	X	
16b	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?	X	

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **SEE SCHEDULE O**
- 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 **▶**
 BRUCE FRIEDMAN - 703-836-7100
 701 N. FAIRFAX STREET, ALEXANDRIA, VA 22314

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) BRIAN GALLAGHER CHIEF EXEC. OFFICER (TO 02/09/21)	40.00 0.00			X				3,180,985.	0.	441,161.
(2) NEERAJ MEHTA BOARD MEM/INTERIM CEO (3/1-10/15/21)	40.00 0.00	X		X				448,247.	0.	0.
(3) STANLEY LITTLE CHIEF EXPERIENCE OFFICER	40.00 0.00				X			400,011.	0.	40,004.
(4) JOSE FERRAO INTERNATIONAL PRESIDENT	40.00 0.00				X			341,787.	0.	63,472.
(5) MARK SUTTON CHIEF FINANCIAL OFFICER	40.00 0.00			X				331,865.	0.	54,658.
(6) LEE LOVE CHIEF INVESTOR RELATIONS OFFICER	40.00 0.00				X			316,270.	0.	63,086.
(7) STEVE TAYLOR SENIOR VP & COUNSEL, PUBLIC POLICY	40.00 0.00					X		313,057.	0.	56,307.
(8) PATRICIA TURNER SR VP & GEN. COUNSEL (TO 12/17/21)	40.00 0.00			X				300,799.	0.	47,882.
(9) JOHN TAYLOR CHIEF INFORMATION & TECH. OFFICER	40.00 0.00					X		275,625.	0.	38,450.
(10) KEVIN CLAYBON SR VP, DATA INSIGHTS & RESEARCH	40.00 0.00					X		247,407.	0.	56,969.
(11) SUZANNE MCCORMICK US NETWORK PRESIDENT	40.00 0.00				X			243,275.	0.	55,309.
(12) CHRISTINA MACVEIGH SR VP, NETWORK ENGAGEMENT	40.00 0.00					X		256,196.	0.	41,008.
(13) BRIAN LACHANCE SR VP, CHIEF OF STAFF	40.00 0.00					X		247,247.	0.	47,028.
(14) LORI MALCOLM CHIEF CULTURE OFFICER (TO 03/28/21)	40.00 0.00				X			189,633.	0.	8,400.
(15) WILLIAM BROWNING CHIEF STRATEGY OFFICER (TO 04/02/21)	40.00 0.00				X			172,194.	0.	19,500.
(16) ANGELA WILLIAMS CHIEF EXEC. OFFICER (BEG 10/15/21)	40.00 0.00			X				171,539.	0.	6,001.
(17) DR. JULIETTE TUAKLI CHAIR OF THE BOARD	2.00 0.00	X		X				0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) MARY MACK AT-LARGE BOARD MEMBER, FMR TREASURER	2.00 0.00	X		X				0.	0.	0.
(19) MIKE HAYDE TREAS & CHAIR FIN CMTE, FMR AT LARGE	2.00 0.00	X		X				0.	0.	0.
(20) LUIS JAVIER CASTRO CHAIR OF AUDIT COMMITTEE	2.00 0.00	X						0.	0.	0.
(21) ANTHONY EARLEY CHAIR OF EXECUTIVE COMP. COMMITTEE	2.00 0.00	X						0.	0.	0.
(22) MARIAME MCINTOSH ROBINSON CHAIR MEMB. ACCOUNTABILITY CMTE	2.00 0.00	X						0.	0.	0.
(23) DAVID PRESCHLACK CHAIR OF GOVERNANCE COMMITTEE	2.00 0.00	X						0.	0.	0.
(24) MARK BITZER AT-LARGE BOARD MEMBER	1.00 0.00	X						0.	0.	0.
(25) SHARAN BURROW AT-LARGE BOARD MEM. (BEG 5/11/21)	1.00 0.00	X						0.	0.	0.
(26) MICHELE PARMELEE AT-LARGE BOARD MEMBER	1.00 0.00	X						0.	0.	0.
1b Subtotal								7,436,137.	0.	1,039,235.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								7,436,137.	0.	1,039,235.

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 114

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SALESFORCE.ORG 50 FREEMONT STREET, SAN FRANCISCO, CA 94105	DIGITAL PLATFORM SERVICES	7,270,056.
BEYOND THE HORIZON TECHNOLOGY 3200 MAIN STREET, DALLAS, TX 75226	DIGITAL INTEGRATION	6,083,863.
IBM CORPORATION, 3039 CORNWALLIS RD, RESEARCH TRIANGLE, NC 27709	DIGITAL PLATFORM SERVICES	1,100,000.
UPPURPOSE INC 3461 RINGSBY CT STE 115, DENVER, CO 80216	DIGITAL PLATFORM SERVICES	1,017,975.
COMMUNITY COUNSELLING SERVICE CO, LLC, 527 MANDISON AVE, 5TH FLR, NEW YORK, NY 10022	CONSULTING SERVICES	685,000.

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 83

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	12,855.				
	1 b	Membership dues	4,600,901.				
	1 c	Fundraising events					
	1 d	Related organizations					
	1 e	Government grants (contributions)	4,902,240.				
	1 f	All other contributions, gifts, grants, and similar amounts not included above	59,160,340.				
	1 g	Noncash contributions included in lines 1a-1f	\$ 749,404.				
	1 h	Total. Add lines 1a-1f		68,676,336.			
	Program Service Revenue	2 a	MEMBERSHIP DUES	900099	38,295,075.	38,295,075.	
2 b		SERVICE INCOME	900099	3,223,437.	3,223,437.		
2 c		OTHER	813410	730,591.	730,591.		
2 d		COURSE TUITION AND CONFERENCES	900099	627,335.	627,335.		
2 e		PROMOTIONAL MATERIAL SALES	900099	207,246.	207,246.		
2 f		All other program service revenue					
2 g		Total. Add lines 2a-2f		43,083,684.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		253,569.		253,569.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties		371,323.		371,323.	
	6 a	Gross rents	(i) Real	313,015.			
			(ii) Personal				
	6 b	Less: rental expenses		0.			
	6 c	Rental income or (loss)		313,015.			
		d	Net rental income or (loss)		313,015.		313,015.
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	8,388,142.			
			(ii) Other				
	7 b	Less: cost or other basis and sales expenses		7,657,246.			
7 c	Gain or (loss)		730,896.				
	d	Net gain or (loss)		730,896.		730,896.	
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18						
8 b	Less: direct expenses						
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19						
9 b	Less: direct expenses						
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
10 b	Less: cost of goods sold						
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a						
	11 b						
	11 c						
	11 d	All other revenue					
	11 e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		113,428,823.	43,083,684.	0.	1,668,803.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	11,116,073.	11,116,073.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	30,371,321.	30,371,321.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	6,810,190.	6,103,592.	494,026.	212,572.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	21,543,017.	18,051,205.	2,441,339.	1,050,473.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	983,118.	800,739.	117,365.	65,014.
9 Other employee benefits	1,907,849.	1,553,923.	227,760.	126,166.
10 Payroll taxes	1,766,737.	1,438,989.	210,914.	116,834.
11 Fees for services (nonemployees):				
a Management				
b Legal	544,684.	450,896.	86,916.	6,872.
c Accounting	215,512.	178,404.	34,389.	2,719.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	27,671.	22,907.	4,415.	349.
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	25,042,839.	20,730,774.	3,996,107.	315,958.
12 Advertising and promotion	36,061.	29,852.	5,754.	455.
13 Office expenses	2,307,683.	1,972,483.	257,495.	77,705.
14 Information technology	753,344.	627,817.	89,965.	35,562.
15 Royalties				
16 Occupancy	729,515.	501,265.	204,869.	23,381.
17 Travel	69,005.	65,060.	2,265.	1,680.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	228,694.	215,620.	7,507.	5,567.
20 Interest	213,381.	168,637.	35,668.	9,076.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,459,690.	1,230,374.	163,798.	65,518.
23 Insurance	338,623.	125,861.	212,762.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a BAD DEBT EXPENSES	2,779,887.		2,779,887.	
b _____				
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	109,244,894.	95,755,792.	11,373,201.	2,115,901.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

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

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	9,539,133.	1	16,895,079.
	2 Savings and temporary cash investments	1,464,571.	2	425,620.
	3 Pledges and grants receivable, net	10,091,941.	3	12,903,127.
	4 Accounts receivable, net	10,253,249.	4	5,726,656.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	778,878.	9	2,360,967.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 56,968,870.		
	b Less: accumulated depreciation	10b 33,863,645.		
	11 Investments - publicly traded securities	24,483,099.	10c	23,105,225.
	12 Investments - other securities. See Part IV, line 11	15,825,072.	11	12,697,901.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets	275,000.	13	
	15 Other assets. See Part IV, line 11	9,251,215.	14	275,000.
16 Total assets. Add lines 1 through 15 (must equal line 33)	81,962,158.	15	9,421,016.	
		16	83,810,591.	
Liabilities	17 Accounts payable and accrued expenses	11,584,541.	17	13,272,944.
	18 Grants payable		18	
	19 Deferred revenue	4,346,666.	19	7,353,531.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	6,775,399.	21	7,451,542.
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties	1,620,908.	23	351,749.
	24 Unsecured notes and loans payable to unrelated third parties	4,841,489.	24	0.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	14,912,368.	25	8,352,304.
	26 Total liabilities. Add lines 17 through 25	44,081,371.	26	36,782,070.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,950,089.	27	11,525,277.
	28 Net assets with donor restrictions	35,930,698.	28	35,503,244.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	37,880,787.	32	47,028,521.
33 Total liabilities and net assets/fund balances	81,962,158.	33	83,810,591.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	113,428,823.
2	Total expenses (must equal Part IX, column (A), line 25)	2	109,244,894.
3	Revenue less expenses. Subtract line 2 from line 1	3	4,183,929.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	37,880,787.
5	Net unrealized gains (losses) on investments	5	-48,064.
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	5,011,869.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	47,028,521.

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form 990 (2021)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	136,340,447.	174,461,785.	196,680,596.	203,785,891.	68,676,336.	779,945,055.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	136,340,447.	174,461,785.	196,680,596.	203,785,891.	68,676,336.	779,945,055.
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)						52,414,278.
6 Public support. Subtract line 5 from line 4.						727,530,777.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	136,340,447.	174,461,785.	196,680,596.	203,785,891.	68,676,336.	779,945,055.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1,462,050.	1,453,755.	1,371,323.	1,051,479.	937,907.	6,276,514.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						786,221,569.
12 Gross receipts from related activities, etc. (see instructions)					12	226,979,646.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	92.54 %
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	89.93 %
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business under section 513; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on; 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 13 Total support. (Add lines 9, 10c, 11, and 12.)

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2020 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2020 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
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)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? Row 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? Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

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

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

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2021

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

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

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

Schedule A (Form 990) 2021

Part VI

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

Multiple horizontal lines for supplemental information.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2021

Name of the organization

UNITED WAY WORLDWIDE

Employer identification number

13-1635294

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

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

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

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

501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

Name of organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
--	--

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	 <hr/> <hr/> <hr/>	\$ 4,266,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	 <hr/> <hr/> <hr/>	\$ 3,382,593.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	 <hr/> <hr/> <hr/>	\$ 3,130,574.	Person <input checked="" type="checkbox"/> Payroll <input checked="" type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	 <hr/> <hr/> <hr/>	\$ 2,830,889.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	 <hr/> <hr/> <hr/>	\$ 2,535,816.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	 <hr/> <hr/> <hr/>	\$ 2,247,511.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
--	--

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	 <hr/> <hr/> <hr/>	\$ 2,094,967.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	 <hr/> <hr/> <hr/>	\$ 1,766,752.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	 <hr/> <hr/> <hr/>	\$ 1,700,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10	 <hr/> <hr/> <hr/>	\$ 1,529,832.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
11	 <hr/> <hr/> <hr/>	\$ 1,495,625.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
12	 <hr/> <hr/> <hr/>	\$ 4,902,240.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
--	--

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
--	--

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

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

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

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

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

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

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

Name of organization <p style="text-align: center;">UNITED WAY WORLDWIDE</p>	Employer identification number <p style="text-align: center;">13-1635294</p>
---	---

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

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

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

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

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

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

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

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

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)		101,597.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)		273,041.													
c Total lobbying expenditures (add lines 1a and 1b)		374,638.													
d Other exempt purpose expenditures		108,870,256.													
e Total exempt purpose expenditures (add lines 1c and 1d)		109,244,894.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		1,000,000.													
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)		250,000.													
h Subtract line 1g from line 1a. If zero or less, enter -0-		0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-		0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	338,624.	347,512.	375,750.	374,638.	1,436,524.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	107,715.	94,241.	101,898.	101,597.	405,451.

Schedule C (Form 990) 2021

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)).

Table with 3 main columns: (a) Yes, (a) No, (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?

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

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

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

Table with 2 columns: Question, Amount. Rows include: 1 Dues, assessments and similar amounts from members; 2 Section 162(e) nondeductible lobbying and political expenditures; 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues; 4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?; 5 Taxable amount of lobbying and political expenditures.

Part IV Supplemental Information

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

Blank lines for providing supplemental information as required by the instructions.

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

Name of the organization UNITED WAY WORLDWIDE Employer identification number 13-1635294

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor property and grant fund usage.

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

Form with multiple questions (1-9) regarding conservation easements, including checkboxes for various purposes, a table for tracking easements at the end of the tax year, and questions about monitoring and reporting.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form with questions (1a, 1b, 2) regarding the reporting of art and historical treasures, including checkboxes and dollar amounts for revenue and assets.

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	15,787,066.	5,663,568.	4,663,051.	6,379,454.	5,797,753.
b Contributions	897,418.	9,622,145.	281,882.	181,413.	74,824.
c Net investment earnings, gains, and losses	682,440.	1,517,900.	870,535.	-343,354.	620,914.
d Grants or scholarships				1,554,462.	
e Other expenditures for facilities and programs	12,070,778.	1,016,547.	151,900.		76,070.
f Administrative expenses					37,967.
g End of year balance	5,296,146.	15,787,066.	5,663,568.	4,663,051.	6,379,454.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 9.3300 %
 - b Permanent endowment 90.6700 %
 - c Term endowment _____ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|-------------------------------------|-------------------------------------|
| (i) Unrelated organizations | | <input checked="" type="checkbox"/> |
| (ii) Related organizations | | <input checked="" type="checkbox"/> |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,102,080.		2,102,080.
b Buildings		41,560,870.	21,362,179.	20,198,691.
c Leasehold improvements				0.
d Equipment		8,023,017.	7,751,469.	271,548.
e Other		5,282,903.	4,749,997.	532,906.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				23,105,225.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) CUSTODIAL FUNDS (EFSP, YOURCAUSE, FRONTSTREAM)	7,005,386.
(2) OTHER ASSETS	1,055,530.
(3) CASH VALUE OF LIFE INSURANCE	478,560.
(4) CHARITABLE GIFT ANNUITY	446,156.
(5) DEFERRED COMPENSATION CUSTODIAL ASSETS	435,384.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	9,421,016.

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED PENSION	4,437,681.
(3) NOTES PAYABLE TO UNITEDWAY MEMBERS	2,220,000.
(4) POST RETIREMENT BENEFITS	1,217,656.
(5) OTHER CURRENT LIABILITIES	476,967.
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	8,352,304.

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

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Columns include line numbers and a shaded area for calculations.

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.

Table with 5 main rows and sub-rows (a-e) for adjustments. Columns include line numbers and a shaded area for calculations.

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 IV, LINE 2B:

EXPLANATION OF ESCROW AGREEMENT

IN 1983, A NATIONAL BOARD WAS CONVENED TO OVERSEE DISTRIBUTION OF FUNDS THROUGH THE EMERGENCY FOOD AND SHELTER PROGRAM (EFSP), A SEPARATE CONGRESSIONALLY AUTHORIZED PROGRAM OF DEPARTMENT OF HOMELAND SECURITY'S FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA), AND UWW WAS APPOINTED FISCAL AGENT. AS FISCAL AGENT, UWW IS THE CUSTODIAN OF THE FUNDS AND IS RESPONSIBLE FOR THE ADMINISTRATION AND DISBURSEMENT OF GRANTS AS DIRECTED BY THE NATIONAL BOARD. EFSP IS NOT CONSOLIDATED INTO THE ORGANIZATION'S FINANCIAL STATEMENTS. SINCE 1983, U.S. CONGRESS HAS ALLOCATED MORE THAN \$4.50 BILLION TO THE FEMA TO PROVIDE EMERGENCY FOOD AND SHELTER TO NEEDY INDIVIDUALS THROUGHOUT THE COUNTRY. UWW CHARGED CERTAIN ADMINISTRATIVE

Part XIII Supplemental Information (continued)

EXPENSES TO EFSP TOTALING \$321,456 AND \$317,965 FOR THE YEARS ENDED
 DECEMBER 31, 2021 AND 2020, RESPECTIVELY. AS OF DECEMBER 31, 2021 AND
 2020, UNDISTRIBUTED BALANCES OF \$4,604,653 AND \$4,099,804, RESPECTIVELY,
 WERE INCLUDED IN THE CUSTODIAL FUNDS WITH A CORRESPONDING LIABILITY IN THE
 CONSOLIDATED STATEMENTS OF FINANCIAL POSITION OF UWW.

UWW ALSO MAINTAINS TWO FISCAL AGENT AGREEMENTS WITH THIRD PARTIES ON
 BEHALF OF ITS MEMBERS TO PROVIDE DONATION PROCESSING SERVICES RELATED TO
 CERTAIN EMPLOYEE GIVING CAMPAIGNS FEDERATED FUNDRAISING CAMPAIGNS).
 BECAUSE THESE CAMPAIGNS ARE CONSIDERED "FUNDRAISING ACTIVITY" OF UWW'S
 MEMBERS, UWW RECORDS NO REVENUE FROM THE TRANSACTIONS BUT DOES RECORD
 COLLECTED FUNDS, NOT YET DISTRIBUTED BY THE THIRD-PARTY PROCESSORS, AS A
 CUSTODIAL ASSET AND CUSTODIAL LIABILITY. AS OF DECEMBER 31, 2021, AND
 2020, THE FUND'S MARKET VALUE OF \$2,400,733 AND \$2,111,617, RESPECTIVELY,
 IS INCLUDED IN CUSTODIAL FUNDS.

PART V, LINE 4:

INTENDED USES OF ENDOWMENT FUNDS

BOARD DESIGNATED QUASI-ENDOWMENT - UWW'S BOARD HAS DESIGNATED FUNDS BE SET
 ASIDE TO ESTABLISH AND MAINTAIN A QUASI-ENDOWMENT FOR THE PURPOSE OF
 SECURING THE ORGANIZATION'S LONG-TERM FINANCIAL VIABILITY AND CONTINUING
 TO MEET THE NEEDS OF THE ORGANIZATION.

DONOR RESTRICTED PERMANENT ENDOWMENT - THE ORGANIZATION'S DONOR RESTRICTED
 ENDOWMENT CONSISTS OF TWO FUNDS, ONE ESTABLISHED FOR THE PURPOSE OF
 PROVIDING HOME CARE AND ASSISTED LIVING TO THE ELDERLY POOR, WITH SPECIFIC
 REFERENCE TO ASSISTING OLDER PEOPLE TO REMAIN IN THEIR OWN HOMES, AND THE
 OTHER ESTABLISHED FOR THE PURPOSE OF PROVIDING GENERAL OPERATIONAL SUPPORT

Schedule D (Form 990) 2021

Part XIII Supplemental Information (continued)

FOR THE ORGANIZATION.

PART X, LINE 2:

FIN 48 (ASC 740) FOOTNOTE

UWW FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX

POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES

RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT. THIS GUIDANCE

PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE

RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS

"MORE-LIKELY-THAN-NOT" TO BE SUSTAINED IF THE POSITION WERE TO BE

CHALLENGED BY A TAXING AUTHORITY. THE ASSESSMENT OF THE TAX POSITION IS

BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO

THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED. UWW HAS DETERMINED

THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE

RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

▶ Attach to Form 990.

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

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

UNITED WAY WORLDWIDE

Employer identification number

13-1635294

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
CENTRAL AMERICA AND THE CARIBBEAN	0	1	GRANTMAKING		461,481.
EAST ASIA AND THE PACIFIC	2	4	GRANTMAKING		3,343,501.
EUROPE (INCLUDING ICELAND & GREENLAND)	1	4	GRANTMAKING		4,897,753.
SOUTH AMERICA	0	3	GRANTMAKING		1,765,728.
MIDDLE EAST AND NORTH AFRICA	0	0	GRANTMAKING		217,551.
NORTH AMERICA	1	0	GRANTMAKING		817,158.
RUSSIA AND NEIGHBORING STATES	0	0	GRANTMAKING		204,030.
SOUTH ASIA	0	0	GRANTMAKING		18,117,002.
3 a Subtotal	4	12			29,824,204.
b Total from continuation sheets to Part I	0	1			5,934,875.
c Totals (add lines 3a and 3b)	4	13			35,759,079.

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

Schedule F (Form 990) 2021

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	EDUCATION	40,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	EDUCATION	424,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	HEALTH & HUMAN SERVICES	13,000.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & THE CARIBBEAN	HUMAN & SOCIAL SERVICES, DISASTER RELIEF & PUBLIC SAFETY	28,944.	WIRE TRANSFER	0.		
		EUROPE	COMMUNITY DEVELOPMENT, EDUCATION, GENERAL CHARITABLE	465,970.	WIRE TRANSFER	0.		
		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	75,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	17,335.	WIRE TRANSFER	0.		
		SOUTH AMERICA	NUTRITION / FOOD SECURITY	20,000.	WIRE TRANSFER	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ► 182

3 Enter total number of other organizations or entities ►

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE	EDUCATION	100,000.	WIRE TRANSFER	0.		
		RUSSIA & NEIGHBORING STATES	DISASTER RELIEF & PUBLIC SAFETY	174,030.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	10,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	NUTRITION / FOOD SECURITY	23,710.	WIRE TRANSFER	0.		
		SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	13,575.	WIRE TRANSFER	0.		
		SOUTH AMERICA	EDUCATION, GENERAL CHARITABLE OPERATIONS	78,269.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	ENVIRONMENT	20,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	INCOME / POVERTY REDUCTION	35,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	NUTRITION / FOOD SECURITY	250,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	NUTRITION / FOOD SECURITY	40,000.	WIRE TRANSFER	0.		
		EUROPE	HUMAN & SOCIAL SERVICES, EDUCATION	150,000.	WIRE TRANSFER	0.		
		EUROPE	GENERAL CHARITABLE OPERATIONS	10,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	HUMAN & SOCIAL SERVICES	10,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	17,075.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	16,876.	WIRE TRANSFER	0.		
		NORTH AMERICA	HUMAN & SOCIAL SERVICES	8,122.	WIRE TRANSFER	0.		
		NORTH AMERICA	HUMAN & SOCIAL SERVICES	13,417.	WIRE TRANSFER	0.		
		SOUTH AMERICA	EDUCATION	21,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA & PACIFIC	HEALTH	17,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	COMMUNITY DEVELOPMENT	45,000.	WIRE TRANSFER	0.		
		EUROPE	EDUCATION	40,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	HEALTH, EDUCATION, NUTRITION, FOOD SECURITY, HUMAN & SOCIAL SERVICES,	126,721.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	HEALTH	10,818.	WIRE TRANSFER	0.		
		EUROPE	ENVIRONMENT	10,800.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION	15,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	EDUCATION, COMMUNITY DEVELOPMENT	183,077.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	HEALTH	2,000,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH AMERICA	NUTRITION / FOOD SECURITY, DISASTER RELIEF & PUBLIC SAFETY	306,714.	WIRE TRANSFER	0.		
		MIDDLE EAST & NORTH AFRICA	HEALTH	54,500.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION	10,000.	WIRE TRANSFER	0.		
		EUROPE	COMMUNITY DEVELOPMENT	37,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	ENVIRONMENT	19,692.	WIRE TRANSFER	0.		
		EUROPE	EDUCATION & GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC	51,910.	WIRE TRANSFER	0.		
		SOUTH AMERICA	ARTS & HUMANITIES	28,095.	WIRE TRANSFER	0.		
		NORTH AMERICA	HUMAN & SOCIAL SERVICES & GENERAL CHARITABLE OPERATIONS	53,300.	WIRE TRANSFER	0.		
		NORTH AMERICA	NUTRITION / FOOD SECURITY	10,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH AMERICA	ARTS & HUMANITIES	30,000.	WIRE TRANSFER	0.		
		RUSSIA & NEIGHBORING STATES	EDUCATION	7,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	35,000.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & CARIBBEAN	NUTRITION / FOOD SECURITY, COMMUNITY DEVELOPMENT, DISASTER RELIEF & PUBLIC	165,307.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY	5,714.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS, HEALTH, EDUCATION, DISASTER RELIEF & PUBLIC	294,949.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	7,935.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	90,953.	WIRE TRANSFER	0.		
		SOUTH ASIA	EDUCATION	20,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY, INCOME/	43,281.	WIRE TRANSFER	0.		
		SOUTH AMERICA	EDUCATION	245,551.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY, INCOME/ POVERTY REDUCTION, COMMUNITY	36,664.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION	12,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	NUTRITION / FOOD SECURITY	24,826.	WIRE TRANSFER	0.		
		NORTH AMERICA	NUTRITION / FOOD SECURITY	9,485.	WIRE TRANSFER	0.		
		NORTH AMERICA	COMMUNITY DEVELOPMENT	25,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY	5,714.	WIRE TRANSFER	0.		
		EUROPE	GENERAL CHARITABLE OPERATIONS	271,367.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE	GENERAL CHARITABLE OPERATIONS	20,000.	WIRE TRANSFER	0.		
		EUROPE	EDUCATION	9,346.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	6,689.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	20,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	HUMAN & SOCIAL SERVICES	30,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	HEALTH	50,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	30,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	NUTRITION / FOOD SECURITY & GENERAL CHARITABLE OPERATIONS	14,035.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	34,385.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	56,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION, GENERAL CHARITABLE OPERATIONS	33,750.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	55,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	INCOME / POVERTY REDUCTION	10,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	HUMAN & SOCIAL SERVICES, DISASTER RELIEF & PUBLIC SAFETY	170,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	COMMUNITY DEVELOPMENT	29,239.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	ENVIRONMENT	35,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	10,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	19,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	9,400.	WIRE TRANSFER	0.		
		SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	35,035.	WIRE TRANSFER	0.		
		SOUTH ASIA	NUTRITION / FOOD SECURITY	40,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	40,552.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	284,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	266,667.	WIRE TRANSFER	0.		
		MIDDLE EAST & NORTH AFRICA	EDUCATION, NUTRITION / FOOD SECURITY	75,500.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION, GENERAL CHARITABLE OPERATIONS	9,377.	WIRE TRANSFER	0.		
		MIDDLE EAST & NORTH AFRICA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	46,500.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	INCOME / POVERTY REDUCTION	174,480.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	COMMUNITY DEVELOPMENT	10,025.	WIRE TRANSFER	0.		
		EUROPE	HEALTH	9,346.	WIRE TRANSFER	0.		
		NORTH AMERICA	COMMUNITY DEVELOPMENT	10,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	INCOME / POVERTY REDUCTION	21,226.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	10,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY, INCOME/ POVERTY REDUCTION	161,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	COMMUNITY DEVELOPMENT	45,668.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	380,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	ENVIRONMENT	125,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS	23,951.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	25,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	15,500.	WIRE TRANSFER	0.		
		SOUTH AMERICA	ANIMAL WELFARE	10,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY /ENVIRONMENT/ INCOME/ POVERTY	68,000.	WIRE TRANSFER	0.		
		EUROPE	HEALTH	480,000.	WIRE TRANSFER	0.		
		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	10,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	EDUCATION, HUMAN & SOCIAL SERVICES	40,340.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	25,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	INCOME / POVERTY REDUCTION & GENERAL CHARITABLE OPERATIONS	42,516.	WIRE TRANSFER	0.		
		SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	39,762.	WIRE TRANSFER	0.		
		NORTH AMERICA	HEALTH	50,000.	WIRE TRANSFER	0.		
		EUROPE	GENERAL CHARITABLE OPERATIONS	15,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	10,000.	WIRE TRANSFER	0.		
		EUROPE	INCOME / POVERTY REDUCTION	118,182.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	25,000.	WIRE TRANSFER	0.		
		EUROPE	HEALTH	50,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA & PACIFIC	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	69,250.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	5,410.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	350,000.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	25,000.	WIRE TRANSFER	0.		
		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	28,334.	WIRE TRANSFER	0.		
		NORTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY	25,690.	WIRE TRANSFER	0.		
		SOUTH ASIA	EDUCATION	70,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	31,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	30,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA & PACIFIC	EDUCATION	44,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	ENVIRONMENT	30,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	ENVIRONMENT	30,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	ENVIRONMENT	24,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	ENVIRONMENT	10,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY, INCOME/ POVERTY REDUCTION	75,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	EDUCATION	52,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	EDUCATION	50,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	GENERAL CHARITABLE OPERATIONS	30,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE	EDUCATION & GENERAL CHARITABLE OPERATIONS	24,909.	WIRE TRANSFER	0.		
		EUROPE	INCOME / POVERTY REDUCTION	18,692.	WIRE TRANSFER	0.		
		EUROPE	GENERAL CHARITABLE OPERATIONS	40,000.	WIRE TRANSFER	0.		
		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	24,375.	WIRE TRANSFER	0.		
		EUROPE	INCOME / POVERTY REDUCTION	674,100.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION	10,000.	WIRE TRANSFER	0.		
		EUROPE	EDUCATION	50,000.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	DISASTER RELIEF & PUBLIC SAFETY	236,681.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	46,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	HUMAN & SOCIAL SERVICES	30,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	ENVIRONMENT & GENERAL CHARITABLE OPERATIONS	21,948.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	10,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	NUTRITION / FOOD SECURITY	10,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	14,779.	WIRE TRANSFER	0.		
		NORTH AMERICA	HEALTH / GENERAL CHARITABLE OPERATIONS	10,421.	WIRE TRANSFER	0.		
		EUROPE	GENERAL CHARITABLE OPERATIONS	107,820.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	HEALTH	12,042.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	ENVIRONMENT	9,937.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY	89,000.	WIRE TRANSFER	0.		
		SOUTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY, EDUCATION, GENERAL CHARITABLE OPERATIONS	212,714.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION & GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC	104,770.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	19,800.	WIRE TRANSFER	0.		
		SUB-SAHARAN AFRICA	DISASTER RELIEF & PUBLIC SAFETY	16,050.	WIRE TRANSFER	0.		
		NORTH AMERICA	EDUCATION & GENERAL CHARITABLE OPERATIONS	42,374.	WIRE TRANSFER	0.		
		EUROPE	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	26,936.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	392,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	207,993.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	EDUCATION & GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC	9,238,627.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	475,459.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	316,056.	WIRE TRANSFER	0.		
		SOUTH ASIA	EDUCATION, COMMUNITY DEVELOPMENT, DISASTER RELIEF & PUBLIC SAFETY	2,604,191.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	2,463,133.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY	9,999.	WIRE TRANSFER	0.		
		SOUTH ASIA	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	447,422.	WIRE TRANSFER	0.		
		SOUTH AMERICA	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	28,694.	WIRE TRANSFER	0.		
		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	9,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	110,000.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	75,000.	WIRE TRANSFER	0.		
		EUROPE	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	41,092.	WIRE TRANSFER	0.		
		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY	5,714.	WIRE TRANSFER	0.		
		EUROPE	NUTRITION / FOOD SECURITY/ OPERATIONS/ COMMUNITY DEVELOPMENT/	226,057.	WIRE TRANSFER	0.		
		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	103,150.	WIRE TRANSFER	0.		
		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	50,000.	WIRE TRANSFER	0.		
		EAST ASIA & PACIFIC	EDUCATION	30,000.	WIRE TRANSFER	0.		
		EUROPE	EDUCATION	20,000.	WIRE TRANSFER	0.		

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	38,095.	WIRE TRANSFER	0.		
		EUROPE	EDUCATION	75,000.	WIRE TRANSFER	0.		
		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	133,333.	WIRE TRANSFER	0.		

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

Part III can be duplicated if additional space is needed.

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

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No

- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No

- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* Yes No

- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No

- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No

- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

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

PART I, LINE 2:

PROCEDURES FOR MONITORING USE OF GRANT FUNDS

GRANTEES ARE REQUIRED TO SUBMIT A NARRATIVE PROPOSAL AND BUDGET ABOUT THE

PROJECT FOR WHICH FUNDING IS BEING REQUESTED, IN ORDER TO BE CONSIDERED

FOR FUNDING. WHEN FUNDS ARE AWARDED, THE GRANTEE IS REQUIRED TO SIGN A

BINDING CONTRACT WHICH ESTABLISHES THE PURPOSE OF THE FUNDING AND

REQUIRES THE SUBMISSION OF AN INTERIM AND FINAL FINANCIAL REPORT, ALONG

WITH THE NARRATIVE REPORTS, DETAILING THE ACTUAL EXPENSES AND DESCRIBING

THE ACTUAL USAGE OF THE AWARDED FUNDS. THE FINANCIAL REPORTS MUST BE

SIGNED BY AUTHORIZED FINANCE PERSONNEL OF THE GRANTEE ORGANIZATION. THESE

REPORTS ARE THEN REVIEWED BY THE UNITED WAY WORLDWIDE MANAGER OVERSEEING

THE PROJECT(S), AND THEN COMPARED TO THE ORIGINAL PROPOSAL SUBMITTED WHEN

THE FUNDING WAS REQUESTED.

PART I, LINE 3:

INVESTMENT IN EAST ASIA AND THE PACIFIC

UNITED WAY WORLDWIDE HAS A 100% INVESTMENT IN UNITED WAY WORLDWIDE (ASIA)

LIMITED, A TAX EXEMPT ENTITY IN HONG KONG. SEE SCHEDULE R, PART II. AS A

WHOLLY OWNED SUBSIDIARY, INVESTMENT IN UNITED WAY (ASIA) LIMITED IS

CARRIED AT A VALUE OF \$0.00 AND ITS EXPENSES REPORTED AS FOREIGN GRANT

EXPENSE ON SCHEDULE F.

SCHEDULE F, PART I, LINE 3

METHOD TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS

RUSSIA AND NEIGHBORING STATES: OTHER

ALL OTHER REGIONS: ACCRUAL

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.

SCHEDULE F, PART II

POPULATION OF GRANTS TO ORGANIZATIONS OUTSIDE THE U.S.

SCHEDULE F, PART II, LINE 1 INCLUDES A LIST OF EACH INDIVIDUAL GRANT TO

THE ORGANIZATIONS THAT CUMULATIVELY RECEIVED MORE THAN \$5,000 FROM UWW.

SCHEDULE F, PART II, LINE 2 IS THE COUNT OF UNIQUE ORGANIZATIONS THAT

CUMULATIVELY RECEIVED MORE THAN \$5,000 IN 2021 FROM UWW.

SCHEDULE F, PART II, LINE 1

METHOD TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS

ALL REGIONS: ACCRUAL

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

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

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization **UNITED WAY WORLDWIDE** Employer identification number **13-1635294**

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
211 BIG BEND INC 1801 SOUTH GADSDEN STREET TALLAHASSEE, FL 32301	51-0201771	501(C)(3)	89,828.	0.			DISASTER RELIEF, HEALTH, HUMAN & SOCIAL SERVICES
211 INFORMATION AND RESOURCE CENTER - P.O. BOX 6683 - EUREKA, CA 95502	45-5092911	501(C)(3)	5,500.	0.			INCOME / POVERTY REDUCTION
2-1-1 ORANGE COUNTY 1505 E. 17TH STREET SUITE 108 SANTA ANA, CA 92705	33-0063532	501(C)(3)	56,006.	0.			HEALTH, DISASTER RELIEF
211 PALM BEACH TREASURE COAST, INC. - P.O. BOX 3588 - LANTANA, FL 33465-3588	23-7153017	501(C)(3)	25,000.	0.			HUMAN & SOCIAL SERVICES
211 WISCONSIN 2059 ATWOOD AVE MADISON, WI 53704	20-1376669	501(C)(3)	45,000.	0.			HUMAN & SOCIAL SERVICES, DISASTER RELIEF
ASSOCIATION OF LOUISIANA UNITED WAYS - P.O. BOX 3416 - BATON ROUGE, LA 70821	20-4586416	501(C)(3)	25,000.	0.			DISASTER RELIEF

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 122.
- 3** 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) 2021

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BLACK RIVER UNITED WAY, INC. P.O. BOX 1065 GEORGETOWN, SC 29442-1065	57-0526145	501(C)(3)	7,000.	0.			GENERAL CHARITABLE OPERATIONS
CAPE FEAR AREA UNITED WAY, INC. 5919 OLEANDER DRIVE, SUITE 115 WILMINGTON, NC 28403	56-0529949	501(C)(3)	6,980.	0.			GENERAL CHARITABLE OPERATIONS
DELAWARE HELPLINE, INC. 625 N. ORANGE ST. 3RD FLOOR WILMINGTON, DE 19801	51-0376406	501(C)(3)	20,000.	0.			DISASTER RELIEF
EDEN 18 R 570 B STREET HAYWARD, CA 94541	94-2339050	501(C)(3)	20,487.	0.			HEALTH & HUMAN SERVICES
FIRST CALL FOR HELP OF BROWARD INC. DBA 2-1-1 BROWARD - 250 NE 33 STREET - OAKLAND PARK, FL 33334	65-0589294	501(C)(3)	107,888.	0.			DISASTER RELIEF
FRONTIER BEHAVIORAL HEALTH 107 SOUTH DIVISION ST SPOKANE, WA 99202	91-0853801	501(C)(3)	10,000.	0.			HEALTH & HUMAN SERVICES
GRANITE UNITED WAY 22 CONCORD STREET, SUITE 2 MANCHESTER, NH 03101-1817	02-6006033	501(C)(3)	60,000.	0.			DISASTER RELIEF, INCOME / POVERTY REDUCTION
GREATER TWIN CITIES UNITED WAY 404 S 8TH STREET MINNEAPOLIS, MN 55404-1027	41-1973442	501(C)(3)	37,756.	0.			HEALTH, HUMAN & SOCIAL SERVICES, GENERAL CHARITABLE OPERATIONS
HEART OF WEST MICHIGAN UNITED WAY UW CENTER 118 COMMERCE AVENUE S.W., STE 100 - GRAND RAPIDS, MI 49503-4106	38-1360923	501(C)(3)	5,850.	0.			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HELPLINE CENTER, INC. 1000 N WEST AVE. SUITE 310 SIOUX FALLS, SD 57104-1314	23-7424387	501(C)(3)	112,868.	0.			HEALTH & HUMAN SERVICES, DISASTER RELIEF
IMPACT, INC. 6737 W. WASHINGTON STREET, SUITE 22 MILWAUKEE, WI 53214	39-0988784	501(C)(3)	10,000.	0.			HEALTH & HUMAN SERVICES
INFO LINE OF SAN DIEGO COUNTY DBA 211 SAN DIEGO 3860 CALLE FORTUNADA STE 101 - SAN DIEGO, CA 92123	33-1029843	501(C)(3)	154,221.	0.			HEALTH, HUMAN & SOCIAL SERVICES, DISASTER RELIEF
INFORMATION & REFERRAL FEDERATION OF LOS ANGELES COUNTY - DBA 211 LA COUNTY 526 W LAS TUNAS - SAN GABRIEL, CA 91776	95-3510017	501(C)(3)	58,134.	0.			HEALTH & HUMAN SERVICES, INCOME / POVERTY REDUCTION
INTERFACE CHILDREN & FAMILY SERVICES - 4001 MISSION OAKS BLVD. - CAMARILLO, CA 93012	95-2944459	501(C)(3)	178,930.	0.			HEALTH & HUMAN SERVICES
MASS211 46 PARK STREET 4TH FLOOR FRAMINGHAM, MA 01702	04-3514643	501(C)(3)	15,000.	0.			INCOME / POVERTY REDUCTION
METRO UNITED WAY P.O. BOX 4488 LOUISVILLE, KY 40204-0488	61-0444680	501(C)(3)	165,000.	0.			HEALTH, HUMAN, & SOCIAL SERVICES
MILE HIGH UNITED WAY, INC. P.O. BOX 5547 DENVER, CO 80217-9425	84-0404235	501(C)(3)	61,817.	0.			HEALTH & HUMAN & SOCIAL SERVICES
MONEY MANAGEMENT INTERNATIONAL, INC. - 14141 SOUTHWEST FREEWAY - SUGAR LAND, NV 77478	54-1837741	501(C)(3)	60,000.	0.			HEALTH, HUMAN & SOCIAL SERVICES

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NJ211 PARTNERSHIP 16 WING DRIVE SUITE 201 CEDAR KNOLLS, NJ 07927	22-3338917	501(C)(3)	353,553.	0.			HEALTH, HUMAN & SOCIAL SERVICES
POLARIS P.O. BOX 65323 WASHINGTON, DC 20035	03-0391561	501(C)(3)	100,000.	0.			HUMAN & SOCIAL SERVICES
RAPPAHANNOCK UNITED WAY, INC. 3310 SHANNON PARK DRIVE FREDERICKSBURG, VA 22408	54-6042936	501(C)(3)	27,800.	0.			INCOME / POVERTY REDUCTION, HEALTH & HUMAN SERVICES
SIOUX EMPIRE UNITED WAY, INC. 1000 N WEST AVE STE 120 SIOUX FALLS, SD 57104-1314	46-0233701	501(C)(3)	33,250.	0.			GENERAL CHARITABLE OPERATIONS
SOLARI/CRISIS RESPONSE NETWORK, INC. - 1275 W WASHINGTON STREET SUITE 108 - TEMPE, AZ 85281	26-0446321	501(C)(3)	60,000.	0.			HEALTH, HUMAN & SOCIAL SERVICES
THE HUMAN TRAFFICKING LEGAL CENTER 1030 15TH STREET NW #104B WASHINGTON, DC 20005	46-1349584	501(C)(3)	15,000.	0.			HUMAN & SOCIAL SERVICES
TREMENDOUS 228 PARK AVE STE 62949 NEW YORK, NY 10003	27-3255372	501(C)(3)	80,000.	0.			HEALTH & HUMAN SERVICES
UNITED WAY - SELMA & DALLAS COUNTY P.O. BOX 298 SELMA, AL 36702-0298	63-0340874	501(C)(3)	25,360.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY ASSOCIATION OF SOUTH CAROLINA - 914 RICHLAND STREET SUITE A200 - COLUMBIA, SC 29201	57-0515275	501(C)(3)	10,000.	0.			DISASTER RELIEF

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY FOR GREATER AUSTIN 2000 E MARTIN LUTHER KING JR BOULEV AUSTIN, TX 78702-1340	74-1193439	501(C)(3)	84,000.	0.			HEALTH, HUMAN & SOCIAL SERVICES
UNITED WAY FOR SOUTHEASTERN MICHIGAN - 660 WOODWARD AVE, SUITE 300 - DETROIT, MI 48226	20-3099071	501(C)(3)	39,500.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF ALABAMA 8 COMMERCE STREET, SUITE 1140 MONTGOMERY, AL 36104	63-1095898	501(C)(3)	50,000.	0.			HEALTH
UNITED WAY OF BRAZORIA COUNTY P.O. BOX 1959 ANGLETON, TX 77516-1959	74-1362982	501(C)(3)	10,000.	0.			DISASTER RELIEF
UNITED WAY OF BUFFALO & ERIE COUNTY - 742 DELAWARE AVE. - BUFFALO, NY 14209-2295	16-0743969	501(C)(3)	20,160.	0.			INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF CALHOUN COUNTY P.O. BOX 571 PORT LAVACA, TX 77979-0571	74-6021994	501(C)(3)	10,000.	0.			COMMUNITY ENGAGEMENT
UNITED WAY OF CALIFORNIA 1107 FAIR OAKS AVENUE, SUITE 12 SOUTH PASADENA, CA 91030	94-1646369	501(C)(3)	611,000.	0.			COMMUNITY ENGAGEMENT, HEALTH & HUMAN SERVICES
UNITED WAY OF CENTRAL & SOUTHERN UTAH - P.O. BOX 135 - PROVO, UT 84603-0135	94-2851681	501(C)(3)	42,500.	0.			HEALTH, HUMAN & SOCIAL SERVICES, INCOME / POVERTY REDUCTION
UNITED WAY OF CENTRAL AND NORTHEASTERN CONNECTICUT - 30 LAUREL ST. - HARTFORD, CT 06106-1374	06-0646653	501(C)(3)	75,850.	0.			COMMUNITY ENGAGEMENT, INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF CENTRAL GEORGIA, INC. - 277 MARTIN LUTHER KING JR BLVD STE 301 - MACON, GA 31202-1302	58-0639811	501(C)(3)	51,620.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF CENTRAL MARYLAND P.O. BOX 1576 BALTIMORE, MD 21203	52-0591543	501(C)(3)	41,387.	0.			HEALTH, HUMAN, & SOCIAL SERVICES
UNITED WAY OF CENTRAL NEW MEXICO 2340 ALAMO AVE, SE 2ND FL. ALBUQUERQUE, NM 87106	85-0277138	501(C)(3)	129,750.	0.			HEALTH, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF CENTRAL OHIO 360 S 3RD ST COLUMBUS, OH 43215-5412	31-4393712	501(C)(3)	85,392.	0.			EDUCATION, COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF CENTRAL WEST VIRGINIA - ONE UNITED WAY SQUARE - CHARLESTON, WV 25301	55-0402755	501(C)(3)	20,000.	0.			DISASTER RELIEF
UNITED WAY OF CONNECTICUT 1344 SILAS DEANE HWY ROCKY HILL, CT 06067-1342	06-1084194	501(C)(3)	53,536.	0.			HEALTH & HUMAN SERVICES, DISASTER RELIEF
UNITED WAY OF DANE COUNTY, INC. P.O. BOX 7548 MADISON, WI 53707-7548	39-0817532	501(C)(3)	10,000.	0.			HEALTH & HUMAN SERVICES
UNITED WAY OF DELAWARE 625 N. ORANGE ST. WILMINGTON, DE 19801-1785	51-0073399	501(C)(3)	19,000.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF EAST CENTRAL IOWA 317 7TH AVE, SE #401 CEDAR RAPIDS, IA 52401	42-0861239	501(C)(3)	7,500.	0.			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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UNITED WAY OF EAST TENNESSEE HIGHLANDS - P.O. BOX 4039 - JOHNSON CITY, TN 37602-4039	62-6001105	501(C)(3)	33,250.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF FRANKLIN COUNTY P.O. BOX 47 CHAMBERSBURG, PA 17201-0047	25-1730590	501(C)(3)	19,000.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF FREDERICK COUNTY, INC. - 629 N.MARKET STREET - FREDERICK, MD 21701	52-0607973	501(C)(3)	90,000.	0.			HEALTH & HUMAN SERVICES
UNITED WAY OF FRESNO AND MADERA COUNTIES - 4949 EAST KINGS CANYON ROAD - FRESNO, CA 93727-3812	94-1156514	501(C)(3)	10,000.	0.			DISASTER RELIEF
UNITED WAY OF GREATER ATLANTA 40 COURTLAND ST NE STE 300 ATLANTA, GA 30303	58-0566194	501(C)(3)	327,446.	0.			HEALTH & HUMAN SERVICES, DISASTER RELIEF, COMMUNITY ENGAGEMENT AND GENERAL CHARITABLE
UNITED WAY OF GREATER CINCINNATI 2400 READING RD CINCINNATI, OH 45202-1458	31-0537502	501(C)(3)	33,390.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER CLEVELAND 1331 EUCLID AVE. CLEVELAND, OH 44115-1819	34-6516654	501(C)(3)	34,000.	0.			HEALTH & HUMAN SERVICES
UNITED WAY OF GREATER HIGH POINT, INC. - 815 PHILLIPS AVE - HIGH POINT, NC 27262-4805	56-0547486	501(C)(3)	10,450.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER HOUSTON 50 WAUGH DRIVE HOUSTON, TX 77007	74-1167964	501(C)(3)	254,872.	0.			HEALTH, HUMAN & SOCIAL SERVICES, INCOME / POVERTY REDUCTION

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF GREATER KANSAS CITY 801 WEST 47TH STREET SUITE 500 KANSAS CITY, MO 64112-1377	44-0545812	501(C)(3)	92,500.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER KINGSPORT, INC. - 301 LOUIS STREET STE 201 - KINGSPORT, TN 37660	62-0481461	501(C)(3)	9,500.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER LOS ANGELES 1150 S. OLIVE ST., SUITE T500 LOS ANGELES, CA 90015	95-2274801	501(C)(3)	61,953.	0.			INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER MILWAUKEE & WAUKESHA COUNTY - 225 W VINE ST - MILWAUKEE, WI 53212-3935	39-0806190	501(C)(3)	96,000.	0.			COMMUNITY ENGAGEMENT, INCOME / POVERTY REDUCTION, HEALTH
UNITED WAY OF GREATER PHILADELPHIA AND SOUTHERN NEW JERSEY - P.O. BOX 15760 - PHILADELPHIA, PA 19103	23-1556045	501(C)(3)	130,020.	0.			DISASTER RELIEF, HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER RICHMOND & PETERSBURG - P.O. BOX 11807 - RICHMOND, VA 23230	23-7375346	501(C)(3)	15,010.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER ST. LOUIS, INC. - 910 NORTH 11TH STREET - SAINT LOUIS, MO 63101	43-0714167	501(C)(3)	135,270.	0.			HEALTH & HUMAN SERVICES, COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF GREATER TRIANGLE, INC. - P.O. BOX 110387 - RESEARCH TRIANGLE PARK, NC 27709	56-1949103	501(C)(3)	125,000.	0.			HEALTH
UNITED WAY OF JACKSON COUNTY 536 N. JACKSON STREET JACKSON, MI 49201	38-1368341	501(C)(3)	25,000.	0.			HEALTH & HUMAN SERVICES

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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UNITED WAY OF KENTUCKY P.O. BOX 4653 LOUISVILLE, KY 40204-0653	31-1106795	501(C)(3)	21,000.	0.			DISASTER RELIEF, INCOME / POVERTY REDUCTION
UNITED WAY OF KING COUNTY 720 SECOND AVENUE SEATTLE, WA 98104-1702	91-0565555	501(C)(3)	420,080.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF LAKE COUNTY, INC. 330 SOUTH GREENLEAF STREET GURNEE, IL 60031-3389	36-2167949	501(C)(3)	20,000.	0.			DISASTER RELIEF
UNITED WAY OF LANCASTER COUNTY 630 JANET AVE LANCASTER, PA 17601	23-1352093	501(C)(3)	15,010.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF LINCOLN & LANCASTER COUNTY - 238 S 13TH ST STE 100 - LINCOLN, NE 68508	47-0376624	501(C)(3)	40,544.	0.			HEALTH & HUMAN SERVICES, COMMUNITY ENGAGEMENT
UNITED WAY OF LONG ISLAND 819 GRAND BOULEVARD DEER PARK, NY 11729-5703	11-6042392	501(C)(3)	110,780.	0.			HEALTH & HUMAN SERVICES, INCOME / POVERTY REDUCTION
UNITED WAY OF LOWNDES COUNTY P.O. BOX 266 COLUMBUS, MS 39703-0266	64-0567987	501(C)(3)	5,530.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF MADISON COUNTY, INC. 701 ANDREW JACKSON WAY HUNTSVILLE, AL 35801	63-0366294	501(C)(3)	44,080.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF MASSACHUSETTS BAY AND MERRIMACK VALLEY - 51 SLEEPER STREET - BOSTON, MA 02210	04-2382233	501(C)(3)	70,518.	0.			INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF METROPOLITAN CHICAGO 333 SOUTH WABASH AVENUE 30TH FLOOR CHICAGO, IL 60604	30-0200478	501(C)(3)	24,778.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF METROPOLITAN DALLAS, INC. - 1800 N. LAMAR STREET - DALLAS, TX 75202	75-6005352	501(C)(3)	49,538.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF MIDLAND COUNTY 220 WEST MAIN ST, STE 100 MIDLAND, MI 48640-5137	38-1434224	501(C)(3)	25,000.	0.			DISASTER RELIEF
UNITED WAY OF NEW YORK CITY 205 EAST 42ND STREET 12TH FLOOR NEW YORK, NY 10017	13-2617681	501(C)(3)	654,739.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF NORTH CAROLINA 1130 KILDARE FARM ROAD SUITE 100 CARY, NC 27511	56-0564547	501(C)(3)	45,000.	0.			DISASTER RELIEF, HUMAN & SOCIAL SERVICES
UNITED WAY OF NORTHEAST FLORIDA, INC. - 40 E. ADAMS STREET, SUITE 200 - JACKSONVILLE, FL 32202	59-0637825	501(C)(3)	83,780.	0.			HEALTH, COMMUNITY ENGAGEMENT, HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF NORTHERN UTAH 2955 HARRISON BOULEVARD, SUITE 201 OGDEN, UT 84403	87-0224251	501(C)(3)	19,000.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF NORTHWEST ALABAMA P.O. BOX 1228 FLORENCE, AL 35631-1228	63-0873878	501(C)(3)	20,000.	0.			HEALTH & HUMAN SERVICES, DISASTER RELIEF
UNITED WAY OF NORTHWEST ARKANSAS 100 PARKWOOD ST LOWELL, AR 72745	71-0305700	501(C)(3)	102,721.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF NORTHWEST LOUISIANA 820 JORDAN STREET SUITE 370 SHREVEPORT, LA 71101	72-0503930	501(C)(3)	5,700.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF ORANGE COUNTY P.O. BOX 1583 ORANGE, TX 77631-1583	74-6023140	501(C)(3)	11,370.	0.			DISASTER RELIEF, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF PENNSYLVANIA 20 ERFORD ROAD, SUITE 215 LEMOYNE, PA 17043	23-1672348	501(C)(3)	20,000.	0.			INCOME / POVERTY REDUCTION
UNITED WAY OF PIERCE COUNTY P.O. BOX 2215 TACOMA, WA 98401-2215	91-0650669	501(C)(3)	80,557.	0.			HEALTH, HUMAN & SOCIAL SERVICES, COMMUNITY ENGAGEMENT
UNITED WAY OF SALT LAKE 257 E 200 SOUTH SUITE 300 SALT LAKE CITY, UT 84111-8099	87-0227091	501(C)(3)	262,768.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF SAN ANTONIO AND BEXAR COUNTY - P.O. BOX 898 - SAN ANTONIO, TX 78293-0898	74-1272381	501(C)(3)	36,270.	0.			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF SAN LUIS OBISPO COUNTY - P.O. BOX 14309 - SAN LUIS OBISPO, CA 93406-4309	95-3459538	501(C)(3)	7,500.	0.			DISASTER RELIEF
UNITED WAY OF SOUTHEAST LOUISIANA 2515 CANAL STREET NEW ORLEANS, LA 70119-6435	72-0471369	501(C)(3)	208,202.	0.			HUMAN & SOCIAL SERVICES, COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF SOUTHERN CAMERON COUNTY - 634 EAST LEVEE ST. - BROWNSVILLE, TX 78520	74-1241385	501(C)(3)	150,000.	0.			HUMAN & SOCIAL SERVICES

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF SOUTHERN MAINE 550 FOREST AVE. SUITE 100 PORTLAND, ME 04101	01-0241767	501(C)(3)	40,000.	0.			INCOME / POVERTY REDUCTION
UNITED WAY OF SOUTHERN NEVADA P.O. BOX 30910 LAS VEGAS, NV 89173	88-0071328	501(C)(3)	170,000.	0.			INCOME / POVERTY REDUCTION, HUMAN & SOCIAL SERVICES
UNITED WAY OF SOUTHWEST GEORGIA P.O. BOX 70429 ALBANY, GA 31708-0429	58-0655156	501(C)(3)	5,425.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF SOUTHWESTERN PENNSYLVANIA - P.O. BOX 735 - PITTSBURGH, PA 15230-0735	28-1043578	501(C)(3)	45,489.	0.			HEALTH
UNITED WAY OF SUMMIT COUNTY 37 N HIGH ST AKRON, OH 44308	34-1169257	501(C)(3)	64,734.	0.			DISASTER RELIEF, HUMAN & SOCIAL SERVICES
UNITED WAY OF TARRANT COUNTY P.O. BOX 4448 FORT WORTH, TX 76164-0448	75-0858360	501(C)(3)	6,800.	0.			HUMAN & SOCIAL SERVICES, COMMUNITY ENGAGEMENT
UNITED WAY OF THE BAY AREA 550 KEARNEY STREET SUITE 1000 SAN FRANCISCO, CA 94108	94-1312348	501(C)(3)	33,280.	0.			INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF THE COASTAL EMPIRE, INC. - 428 BULL STREET - SAVANNAH, GA 31401-4963	58-0623603	501(C)(3)	6,260.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF THE DUTCHESS - ORANGE REGION - 75 MARKET STREET - POUGHKEEPSIE, NY 12601	06-1045698	501(C)(3)	42,000.	0.			HEALTH, HUMAN, & SOCIAL SERVICES, COMMUNITY ENGAGEMENT

Schedule I (Form 990)

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(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF THE EASTERN PANHANDLE - 24 DISTRICT WAY SUITE 201 - MARTINSBURG, WV 25404	55-6024725	501(C)(3)	9,500.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF THE MIDLANDS 1805 HARNEY ST OMAHA, NE 68102-1908	47-0376605	501(C)(3)	69,520.	0.			HEALTH, HUMAN & SOCIAL SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF THE MIDLANDS 1818 BLANDING STREET COLUMBIA, SC 29201	57-0314396	501(C)(3)	10,060.	0.			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF THE MOHAWK VALLEY, INC. - 258 GENESEE ST 1ST FL - UTICA, NY 13502	15-0532074	501(C)(3)	50,120.	0.			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF THE NATIONAL CAPITAL AREA - 1577 SPRING HILL RD. SUITE 420 - VIENNA, VA 22182	53-0234290	501(C)(3)	87,000.	0.			HEALTH & HUMAN SERVICES
UNITED WAY OF TREASURE VALLEY, INC. - P.O. BOX 16330 - BOISE, ID 83715	82-0299013	501(C)(3)	33,250.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF TRI-COUNTY, INC. 46 PARK ST FRAMINGHAM, MA 01702-6652	04-2104231	501(C)(3)	15,111.	0.			HEALTH & HUMAN SERVICES
UNITED WAY OF TUCSON AND SOUTHERN ARIZONA - P.O. BOX 86750 - TUCSON, AZ 85754	86-0098932	501(C)(3)	33,250.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY OF WASHINGTON COUNTY, MARYLAND, INC. - 83 W WASHINGTON ST STE 101 - HAGERSTOWN, MD 21740	52-0691704	501(C)(3)	20,400.	0.			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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UNITED WAY OF WEST FLORIDA INC 1301 W GOVERNMENT ST PENSACOLA, FL 32501-5314	59-0651076	501(C)(3)	24,550.	0.			DISASTER RELIEF, GENERAL CHARITABLE OPERATIONS
UNITED WAY OF WESTCHESTER AND PUTNAM, INC. - 336 CENTRAL PARK AVE - WHITE PLAINS, NY 10606-1500	13-1997636	501(C)(3)	239,204.	0.			HEALTH, HUMAN & SOCIAL SERVICES, INCOME / POVERTY REDUCTION
UNITED WAY OF WISCONSIN 2059 ATWOOD AVE. MADISON, WI 53704-6608	39-1609340	501(C)(3)	76,000.	0.			COMMUNITY ENGAGEMENT, HEALTH & HUMAN SERVICES
UNITED WAY RETIREES ASSOC. 701 N. FAIRFAX STREET ALEXANDRIA, VA 22314	54-2026707	501(C)(3)	30,000.	0.			GENERAL CHARITABLE OPERATIONS
UNITED WAY SUNCOAST 5201 W. KENNEDY BOULEVARD SUITE 600 TAMPA, FL 33609-1820	59-3725701	501(C)(3)	16,290.	0.			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
VALLEY OF THE SUN UNITED WAY 1515 EAST OSBORN ROAD PHOENIX, AZ 85014-5318	86-0104419	501(C)(3)	17,000.	0.			INCOME / POVERTY REDUCTION, COMMUNITY ENGAGEMENT
VIALINK, INC. P.O. BOX 15409 NEW ORLEANS, LA 70175	72-0706669	501(C)(3)	20,000.	0.			DISASTER RELIEF
WASHINGTON 211 304 WEST LINCOLN AVE. YAKIMA, WA 98902	02-0554604	501(C)(3)	28,000.	0.			HEALTH & HUMAN SERVICES

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

PROCEDURES FOR MONITORING USE OF GRANT FUNDS

GRANTEES ARE REQUIRED TO SUBMIT A NARRATIVE PROPOSAL AND BUDGET ABOUT THE PROJECT FOR WHICH FUNDING IS BEING REQUESTED, IN ORDER TO BE CONSIDERED FOR FUNDING. WHEN FUNDS ARE AWARDED, THE GRANTEE IS REQUIRED TO SIGN A BINDING CONTRACT WHICH ESTABLISHES THE PURPOSE OF THE FUNDING AND REQUIRED THE

SUBMISSION OF AN INTERIM AND FINAL FINANCIAL REPORT, ALONG WITH THE

NARRATIVE REPORTS, DETAILING THE ACTUAL EXPENSES AND DESCRIBING THE ACTUAL

USAGE OF THE AWARDED FUNDS. THE FINANCIAL REPORTS MUST BE SIGNED BY

Part IV Supplemental Information

AUTHORIZED FINANCE PERSONNEL OF THE GRANTEE ORGANIZATION. THESE REPORTS ARE

REVIEWED BY THE DESIGNATED UNITED WAY WORLDWIDE MANAGER OVERSEEING THE

PROJECT(S), AND THEN COMPARED TO THE ORIGINAL PROPOSAL SUBMITTED WHEN THE

FUNDING WAS REQUESTED.

Multiple horizontal lines for supplemental information.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

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.**

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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Part I Questions Regarding Compensation

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

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

- b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain
- 2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

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

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

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

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

	Yes	No
1b	X	
2	X	
4a	X	
4b	X	
4c		X
5a		X
5b		X
6a		X
6b		X
7	X	
8		X
9		

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

Schedule J (Form 990) 2021

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) BRIAN GALLAGHER CHIEF EXEC. OFFICER (TO 02/09/21)	(i)	82,175.	210,000.	2,888,810.	435,562.	5,599.	3,622,146.	2,083,193.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) NEERAJ MEHTA BOARD MEM/INTERIM CEO (3/1-10/15/21)	(i)	442,625.	0.	5,622.	0.	0.	448,247.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) STANLEY LITTLE CHIEF EXPERIENCE OFFICER	(i)	387,333.	0.	12,678.	2,314.	37,690.	440,015.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JOSE FERRAO INTERNATIONAL PRESIDENT	(i)	289,386.	0.	52,401.	22,209.	41,263.	405,259.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) MARK SUTTON CHIEF FINANCIAL OFFICER	(i)	322,245.	0.	9,620.	22,127.	32,531.	386,523.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) LEE LOVE CHIEF INVESTOR RELATIONS OFFICER	(i)	309,587.	0.	6,683.	11,031.	52,055.	379,356.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) STEVE TAYLOR SENIOR VP & COUNSEL, PUBLIC POLICY	(i)	286,793.	15,000.	11,264.	21,804.	34,503.	369,364.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) PATRICIA TURNER SR VP & GEN. COUNSEL (TO 12/17/21)	(i)	254,218.	0.	46,581.	25,338.	22,544.	348,681.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) JOHN TAYLOR CHIEF INFORMATION & TECH. OFFICER	(i)	269,319.	0.	6,306.	19,638.	18,812.	314,075.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) KEVIN CLAYBON SR VP, DATA INSIGHTS & RESEARCH	(i)	243,294.	0.	4,113.	9,508.	47,461.	304,376.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) SUZANNE MCCORMICK US NETWORK PRESIDENT	(i)	221,652.	0.	21,623.	24,484.	30,825.	298,584.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) CHRISTINA MACVEIGH SR VP, NETWORK ENGAGEMENT	(i)	250,804.	0.	5,392.	8,605.	32,403.	297,204.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) BRIAN LACHANCE SR VP, CHIEF OF STAFF	(i)	237,246.	0.	10,001.	28,711.	18,317.	294,275.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) LORI MALCOLM CHIEF CULTURE OFFICER (TO 03/28/21)	(i)	71,046.	0.	118,587.	8,150.	250.	198,033.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(15) WILLIAM BROWNING CHIEF STRATEGY OFFICER (TO 04/02/21)	(i)	70,766.	0.	101,428.	6,569.	12,931.	191,694.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(16) ANGELA WILLIAMS CHIEF EXEC. OFFICER (BEG 10/15/21)	(i)	125,448.	40,000.	6,091.	0.	6,001.	177,540.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.

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.

PART I, LINE 1A:

THE PRESIDENT & CHIEF EXECUTIVE OFFICER AND A SMALL NUMBER OF OTHER EMPLOYEES WHO ROUTINELY TRAVEL OVERSEAS MAY BE REIMBURSED FOR BUSINESS CLASS AIR TRAVEL (FIRST CLASS IF THERE ARE ONLY TWO CLASSES) WHEN TRAVELING FOR BUSINESS PURPOSES ON FLIGHTS LONGER THAN FOUR HOURS. BECAUSE FREQUENT/EXTENSIVE WORLD TRAVEL IS A REQUIREMENT FOR THESE POSITIONS, THIS BENEFIT IS NOT CONSIDERED COMPENSATION AND IS THEREFORE TREATED AS NON-TAXABLE.

PART I, LINE 3:

THE COMPENSATION COMMITTEE ("THE COMMITTEE") OF THE BOARD OF TRUSTEES OF UNITED WAY WORLDWIDE ("UWW") IS RESPONSIBLE FOR GOVERNANCE AND OVERSIGHT OF COMPENSATION AND BENEFITS PROGRAMS FOR THE UWW CHIEF EXECUTIVE OFFICER AND OTHER EXECUTIVE LEVEL STAFF ("EXECUTIVES"), AND FOR ENSURING THAT THE COMPENSATION POLICIES OF UWW ARE CONSISTENT WITH AND IN SUPPORT OF THE ORGANIZATION'S MISSION, VALUES AND GOALS.

ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONSIBLE FOR EVALUATING THE PERFORMANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR

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.

APPROVAL ANY ADJUSTMENTS TO HIS OR HER COMPENSATION AND BENEFITS, INCLUDING

INCENTIVE AWARDS. THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING AND

RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL INCENTIVE AWARDS

AND ANY ADJUSTMENTS TO THE COMPENSATION AND BENEFITS OF THE OTHER

EXECUTIVES, WITH INPUT AND RECOMMENDATIONS FROM THE CEO. FINALLY, THE

COMMITTEE IS RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD

FOR APPROVAL ANY NEW COMPENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY

CHANGES TO EXISTING PLANS AND PROGRAMS THAT RELATE TO THE CEO OR THE

EXECUTIVES.

THE COMMITTEE ENGAGES A THIRD-PARTY CONSULTANT TO PROVIDE COMPENSATION DATA

FROM COMPARABLE ORGANIZATIONS. THE COMMITTEE REVIEWS AND DISCUSSES THAT

DATA BEFORE DETERMINING THE COMPENSATION OF THE CEO AND EXECUTIVES. SUCH

DECISION IS DOCUMENTED CONTEMPORANEOUSLY BY THE COMMITTEE.

PART I, LINES 4A-B:

THE AMOUNTS ACCRUED PRIOR TO 2021 IN THE AMOUNT OF \$2,083,193 HAVE BEEN

PREVIOUSLY REPORTED AS DEFERRED COMPENSATION ON PRIOR YEARS' FORM 990S.

THIS AMOUNT WAS INCLUDED IN THE AMOUNT PAID IN 2021, WHEN THE CEO LEFT.

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.

WHEN DETERMINING REASONABLE COMPENSATION FOR ITS CHIEF EXECUTIVE, THE BOARD OF UNITED WAY WORLDWIDE DETERMINED THAT A SUPPLEMENTAL DEFERRED RETIREMENT PLAN WAS THE BEST INCENTIVE TO RETAIN AND ATTRACT THE LEADERSHIP IT FELT THE ORGANIZATION NEEDED AT THAT TIME.

THE FOLLOWING INDIVIDUALS RECEIVED A SEVERANCE PAYMENT PURSUANT TO THE POLICIES AND PROCEDURES OF UNITED WAY WORLDWIDE UPON SEPARATION. THE SEVERANCE PAYMENTS ARE INCLUDED IN SCHEDULE J, PART II, COLUMN (B)(III) AS PART OF OTHER REPORTABLE COMPENSATION:

BRIAN GALLAGHER \$497,692

LORI MALCOLM \$84,326

WILLIAM BROWNING \$73,407

PART I, LINE 7:

THE EXECUTIVE MANAGEMENT TEAM IS PAID A BONUS BASED UPON A COMBINATION OF INDIVIDUAL PERFORMANCE, EXECUTIVE MANAGEMENT TEAM PERFORMANCE AND PERFORMANCE OF THE ORGANIZATION. THE METRICS CONSIDERED ARE NOT REVENUE BASED. THE BOARD CONSIDERS THE METRICS AND ARRIVES AT THE BONUS AMOUNT - IT

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.

IS NOT A MATRIX BASED ON A SCORE BUT SOMEWHAT DISCRETIONARY.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization **UNITED WAY WORLDWIDE** Employer identification number **13-1635294**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	28	749,404.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

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

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

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

SCHEDULE M, PART I, COLUMN (B):

SECURITIES - PUBLICLY TRADED

REPORTING THE NUMBER OF CONTRIBUTIONS ON SCHEDULE M, PART I, LINE 9.

Multiple horizontal lines for data entry.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

UNITED WAY WORLDWIDE

Employer identification number

13-1635294

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

BRIEF MISSION (CONTINUED)

UNITED WAY FIGHTS FOR PEOPLE TO GET BETTER JOBS AND ACHIEVE FINANCIAL
STABILITY, FOR STUDENTS TO GRADUATE HIGH SCHOOL READY FOR COLLEGE AND
CAREERS, AND FOR INDIVIDUALS TO LEAD HEALTHIER LIVES.

FORM 990, PART III, LINE 1

ORGANIZATION'S MISSION

FOR 135 YEARS, THE UNITED WAY NETWORK HAS SERVED AS A VEHICLE FOR
VOLUNTEERS, DONORS, PARTNERS AND ADVOCATES WHO SEEK TO CHANGE LIVES AND
COMMUNITIES THROUGH SERVICE, COLLABORATION AND IMPACT. AS ONE OF THE
WORLD'S LARGEST PRIVATELY FUNDED CHARITIES, THE UNITED WAY NETWORK
SERVES 95% OF U.S. COMMUNITIES AND 37 COUNTRIES AND TERRITORIES. IT
IMPACTS MORE THAN 48 MILLION PEOPLE EVERY YEAR. UWW SEEKS TO SUPPORT
THE NETWORK IN ADVANCING THE COLLECTIVE MISSION OF UNITED WAY TO
IMPROVE LIVES BY MOBILIZING THE CARING POWER OF COMMUNITIES AROUND THE
WORLD.

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:

PROGRAM SERVICE ACTIVITY 1

DONOR ADVISED GIVING (DOMESTIC AND INTERNATIONAL) - THE UNITED WAY
DONOR ADVISED GIVING PROGRAM (DAF & IDAG) FACILITATES GRANTS TO
DOMESTIC AND INTERNATIONAL ORGANIZATIONS, BASED ON RECOMMENDATIONS BY
PROGRAM CONTRIBUTORS, THAT MEET PROGRAMMATIC OR GEOGRAPHIC INTERESTS OF
BOTH THE DONOR AND UNITED WAY WORLDWIDE. THROUGH DAF AND IDAG, DONORS

CAN PROVIDE FUNDING FOR GRANTS TO A VARIETY OF

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

Schedule O (Form 990) 2021

132211 11-11-21

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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CHARITABLE/NON-GOVERNMENTAL ORGANIZATIONS, SUCH AS SCHOOLS, ORPHANAGES, HOSPITALS, COMMUNITY DEVELOPMENT AND RESEARCH CENTERS AND A NETWORK OF UNITED WAYS IN THE UNITED STATES OF AMERICA AND OTHER COUNTRIES AROUND THE WORLD. GRANTS CAN BE USED FOR CHARITABLE PURPOSES IN A PARTICULAR COUNTRY, REGION, OR FIELD OF INTEREST AND SUPPORT A SPECIFIC CHARITABLE ORGANIZATION INSIDE OR OUTSIDE THE UNITED STATES.

FORM 990, PART III, LINE 4B, DESCRIPTION OF PROGRAM SERVICE:

PROGRAM SERVICE ACTIVITY 2

U.S. NETWORK - THE UNITED WAY WORLDWIDE U.S. NETWORK TEAM PROVIDES GOVERNANCE, RESOURCES DEVELOPMENT, PROGRAM AND CAPACITY BUILDING SUPPORT AND TRAINING TO UNITED WAY MEMBERS WITHIN THE UNITED STATES OF AMERICA. IN ADDITION, THE U.S. NETWORK TEAM SUPPORTS MEMBER GRANT DISTRIBUTIONS SERVICES, COMMUNITY BUILDING, NATIONAL AGENCIES' SUPPORT, VOLUNTEER DEVELOPMENT, EARLY CHILDHOOD DEVELOPMENT, FINANCIAL STABILITY, 2-1-1 INITIATIVE AND BORN LEARNING. IT ALSO PROVIDES REGIONAL AND NATIONAL SUPPORTIVE SERVICES TO MEMBER UNITED WAYS, SUCH AS CRISIS RESPONSE TECHNICAL SUPPORT AND DISASTER LONG-TERM RECOVERY FUND MANAGEMENT.

FORM 990, PART III, LINE 4C, DESCRIPTION OF PROGRAM SERVICE:

DIGITAL SERVICES - THE UNITED WAY WORLDWIDE DIGITAL SERVICES TEAM PROVIDES LEADERSHIP TO THE UNITED WAY NETWORK IN DESIGN, CREATION, AND IMPLEMENTATION OF DIGITAL TECHNOLOGY BASED DONOR ENGAGEMENT STRATEGIES. THROUGH THE USE OF STATE OF THE ART DIGITAL TECHNOLOGIES THAT LEVERAGE THE NETWORK'S DATA RESOURCES, THE DIGITAL SERVICES TEAM MAKES POSSIBLE SECURE, PERSONALIZED, REAL-TIME PHILANTHROPY THAT INCREASES GIVING, ADVOCACY, AND VOLUNTEERISM.

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

BRAND STRATEGY AND MARKETING - THE UNITED WAY WORLDWIDE BRAND STRATEGY

AND MARKETING TEAM PROVIDES SUPPORT TO MEMBER UNITED WAYS IN ALL BRAND

IDENTITY AND CONSISTENCY MATTERS INCLUDING MARKETING, ADVERTISING, AND

OTHER PROMOTIONAL OPPORTUNITIES DESIGNED TO PROMOTE INDIVIDUAL

PARTICIPATION IN ADVANCING THE COMMON GOOD IN THEIR LOCAL COMMUNITY AND

TO STRENGTHEN TRUST FOR THE UNITED WAY BRAND AROUND THE WORLD. IT ALSO

PROMOTES MEDIA AND PUBLIC RELATIONS; MANAGES THE "LIVE UNITED" CAMPAIGN

THROUGH PRODUCTION OF VIDEO, TELEVISION, RADIO, PRINT MEDIA AND OTHER

COLLATERAL MATERIALS; MAINTAINS THE UNITED WAY/NATIONAL FOOTBALL LEAGUE

PARTNERSHIP INCLUDING PRO-BONO MEDIA, THE CHARACTER PLAYBOOK PROGRAM,

AND THE MAN OF THE YEAR PROGRAM; MAINTAINS THE UNITED WAY/PUBLIC

SERVICE ANNOUNCEMENT PARTNERSHIP INCLUDING PRODUCTION AND PLACEMENT OF

PUBLIC SERVICE ANNOUNCEMENTS IN TELEVISION, RADIO, AND PRINT MEDIA; AND

PROMOTES STRONG INTERNAL COMMUNICATIONS FOR THE LEADERSHIP OF THE

ORGANIZATION AND THE NETWORK.

INVESTOR RELATIONS - THE UNITED WAY WORLDWIDE INVESTOR RELATIONS TEAM

PROVIDES RELATIONSHIP MANAGEMENT SUPPORT AND SKILLS TRAINING FOR MEMBER

UNITED WAYS AND UNITED WAY NETWORK-WIDE PROGRAMS INCLUDING GLOBAL

CORPORATE LEADERSHIP, INTERNATIONAL CORPORATE SOCIAL RESPONSIBILITY,

MAJOR GIVING, THE "ALEXIS DE TOCQUEVILLE" PROGRAM, PLANNED GIVING,

COMMUNITY AND PUBLIC SECTOR CAMPAIGNS.

INTERNATIONAL NETWORK - THE UNITED WAY INTERNATIONAL NETWORK TEAM

PROVIDES GOVERNANCE, RESOURCE DEVELOPMENT, PROGRAM, AND CAPACITY

BUILDING SUPPORT AND TRAINING TO UNITED WAY MEMBERS THROUGHOUT THE

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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WORLDWIDE NETWORK OUTSIDE THE UNITED STATES OF AMERICA. WITH REGIONAL OFFICE IN COLUMBIA, GHANA, HONG KONG, CHINA, AND SWITZERLAND, NETWORK STAFF WORK CLOSELY WITH MEMBER UNITED WAY STAFF AND VOLUNTEER BOARD MEMBERS THROUGH THE WORLD TO ADVANCE THE UNITED WAY MISSION IN 40+ COUNTRIES.

LEARNING, CONFERENCING & TALENT MANAGEMENT - THIS TEAM PROVIDES TRAINING PROGRAMS AND LEARNING OPPORTUNITIES FOR UNITED WAY VOLUNTEERS, STAFF, AND PARTNERS THROUGH NATIONAL CONFERENCES, REGIONAL MEETINGS, WEBINARS, SOCIAL MEDIA PLATFORMS, VIRTUAL TRAININGS, IN-PERSON TRAININGS, AND OTHER LEARNING/DEVELOPMENTAL OFFERINGS.

CAMPAIGN OPERATIONS - THIS TEAM MANAGES NATIONAL FISCAL AGENT RELATIONSHIPS WITH A NUMBER OF FOR-PROFIT COMPANIES THAT PROVIDE WORKPLACE FUNDRAISING CAMPAIGN PLEDGE PROCESSING, AT A SELECT NUMBER OF PARTICIPATING COMPANIES, ON BEHALF OF AND IN COOPERATION WITH MEMBER PARTICIPATING UNITED WAYS.

PUBLIC RELATIONS - THIS TEAM CREATES AND OVERSEES THE UNITED WAY NETWORK'S INTERNAL COMMUNICATIONS STRATEGY AND PLAN. THE PRIMARY FOCUS IS ON MAINTAINING A COMMUNICATIONS PROGRAM THAT IS A TWO-WAY PARTNERSHIP BETWEEN MEMBER UNITED WAYS AND PARTICIPATING COMPANIES.

PROMOTIONAL MATERIAL SALES - IN 2013, UNITED WAY WORLDWIDE BEGAN TO PROVIDE LICENSING RIGHTS TO SELECT VENDORS TO SELL PROMOTIONAL PRODUCTS BEARING THE UNITED WAY BRAND AND TRADEMARKS IN ORDER TO ENSURE THE FULL VALUE OF ITS TRADEMARK IS MAINTAINED FOR THE BENEFIT OF ALL UNITED WAY MEMBERS. THIS TEAM ALSO FACILITATES THE PRODUCTION AND SALE OF A

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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LIMITED NUMBER OF UNITED WAY BRANDED PRODUCTS, SUCH AS THE BORN
LEARNING TRAIL KIT, THAT ARE NOT AVAILABLE FROM ALTERNATIVE VENDORS.

IMPACT, STRATEGY AND INNOVATION - UNITED WAY WORLDWIDE SEEKS TO MAKE A
POSITIVE DIFFERENCE AND HAVE A MEASURABLE IMPACT OF ENDURING
CONSEQUENCE BY FOCUSING ON ACCESS TO EDUCATION, FINANCIAL STABILITY,
AND HEALTHY LIVING. THE IMPACT, STRATEGY, AND INNOVATION TEAM PROVIDES
THOUGHT LEADERSHIP, TRAINING, AND SUPPORT FOR COMMUNITY IMPACT PROGRAM
SOLUTIONS AND PRODUCTS THROUGH THE EXECUTION OF THE UNITED WAY BUSINESS
MODEL AT THE LOCAL COMMUNITY LEVEL. IT ALSO SUPPORTS MEMBER UNITED
WAYS' DEVELOPMENT OF STRATEGIC PLANS BASED ON AN IMPACT GROWTH
IMPERATIVE, MANAGEMENT OF STRATEGIC INITIATIVES, AND CREATION OF
CAPACITY TO SCALE INNOVATION ACROSS THE UNITED WAY NETWORK.

EXPENSES \$ 38,673,805. INCL GRANTS OF \$ 21,922,961. REVENUE \$ 40,315,612.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

CANADA, SWITZERLAND, HONG KONG, SWAZILAND

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

CLASSES OF MEMBERS OR STOCKHOLDERS

THE ORGANIZATION HAS ONE CLASS OF MEMBERS. MEMBER RIGHTS AND
RESPONSIBILITIES ARE DEFINED IN THE MEMBERSHIP LICENSE AGREEMENT. EACH
MEMBER HAS ONE VOTE ON MATTERS REQUIRING MEMBER APPROVAL PER THE BYLAWS.

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

MEMBERS OR STOCKHOLDERS ELECTING MEMBERS OF GOVERNING BODY
NOMINEES TO THE BOARD OF TRUSTEES MUST BE APPROVED BY THE MEMBERSHIP, BY A
MAJORITY VOTE.

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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FORM 990, PART VI, SECTION A, LINE 7B:

DECISIONS REQUIRING APPROVAL BY MEMBERS OR STOCKHOLDERS

MEMBERS MUST ALSO APPROVE ANY AMENDMENTS TO THE BYLAWS OF THE ORGANIZATION

OR ANY EXTRAORDINARY BUSINESS EVENT SUCH AS A MERGER OR SALE OF

SUBSTANTIALLY ALL OF THE CORPORATE ASSETS.

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

REVIEW OF FORM 990 BY GOVERNING BODY

THE ORGANIZATION'S FORM 990 UNDERGOES A NUMBER OF INTERNAL AND EXTERNAL

REVIEWS BEFORE IT IS FILED WITH THE IRS. THE RETURN IS PREPARED BY AN

INDEPENDENT ACCOUNTING FIRM AND THEN REVIEWED BY: THE ORGANIZATION'S

EXECUTIVE VICE PRESIDENT & CFO, AND BY THE AUDIT COMMITTEE OF THE BOARD.

LASTLY, IT IS SENT TO ALL BOARD MEMBERS BEFORE IT IS FILED.

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

CONFLICT OF INTEREST POLICY

THE CONFLICT OF INTEREST POLICY IS INCLUDED IN THE ORGANIZATION'S CODE OF

ETHICS AND ENFORCED BY THE ETHICS OFFICER.

ANNUALLY ALL STAFF, AND BOARD MEMBERS ARE REQUIRED TO READ AND CERTIFY TO

COMPLIANCE WITH THE CODE OF ETHICS. BOARD MEMBERS ARE REQUIRED ANNUALLY TO

FILE WITH THE ETHICS OFFICER A CONFLICT OF INTEREST DECLARATION FORM. THE

ETHICS OFFICER USES THE INFORMATION TO ENSURE THAT ANY BOARD MEMBERS WHO

HAS A CONFLICT OF INTEREST IN ANY BUSINESS BEFORE THE BOARD IS RECUSED FROM

PARTICIPATING IN THAT DECISION AND VOTE.

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

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL

THE COMPENSATION COMMITTEE ("THE COMMITTEE") OF THE BOARD OF TRUSTEES OF

UNITED WAY WORLDWIDE ("UWW") IS RESPONSIBLE FOR GOVERNANCE AND OVERSIGHT OF

COMPENSATION AND BENEFITS PROGRAMS FOR THE UWW CHIEF EXECUTIVE OFFICER AND

OTHER EXECUTIVE LEVEL STAFF ("EXECUTIVES"), AND FOR ENSURING THAT THE

COMPENSATION POLICIES OF UWW ARE CONSISTENT WITH AND IN SUPPORT OF THE

ORGANIZATION'S MISSION, VALUES AND GOALS.

ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONSIBLE FOR EVALUATING THE

PERFORMANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR

APPROVAL ANY ADJUSTMENTS TO HIS OR HER COMPENSATION AND BENEFITS, INCLUDING

INCENTIVE AWARDS. THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING AND

RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL INCENTIVE AWARDS

AND ANY ADJUSTMENTS TO THE COMPENSATION AND BENEFITS OF THE OTHER

EXECUTIVES, WITH INPUT AND RECOMMENDATIONS FROM THE CEO. FINALLY, THE

COMMITTEE IS RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD

FOR APPROVAL ANY NEW COMPENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY

CHANGES TO EXISTING PLANS AND PROGRAMS THAT RELATE TO THE CEO OR THE

EXECUTIVES.

THE COMMITTEE ENGAGES A THIRD-PARTY CONSULTANT TO PROVIDE COMPENSATION DATA

FROM COMPARABLE ORGANIZATIONS. THE COMMITTEE REVIEWS AND DISCUSSES THAT

DATA BEFORE DETERMINING THE COMPENSATION OF THE CEO AND EXECUTIVES. SUCH

DECISION IS DOCUMENTED CONTEMPORANEOUSLY BY THE COMMITTEE.

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

AL, AK, AZ, CA, CO, CT, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NH, NJ, NM, NY, NC

ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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FORM 990, PART VI, SECTION C, LINE 19:

REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC

THE ORGANIZATION'S GOVERNING DOCUMENTS, CODE OF ETHICS/CONFLICT OF INTEREST

POLICY, AUDITED FINANCIAL STATEMENTS, AND FILED IRS FORM 990 ARE AVAILABLE

ON ITS WEBSITE (WWW.UNITEDWAY.ORG).

FORM 990, PART VII, SECTION A

LIST OF NON-VOTING U.S.A. BOARD MEMBERS

IN ADDITION TO THE VOTING MEMBERS OF THE UNITED WAY WORLDWIDE BOARD OF

TRUSTEES, THE FOLLOWING INDIVIDUALS ARE MEMBERS OF THE U.S.A. BOARD OF

TRUSTEES:

NEERAJ MEHTA, CHAIR OF THE USA BOARD;

CYNTHIA FIGUEROA, CHAIR, US MEMBERSHIP ACCOUNTABILITY COMMITTEE (TERM

ENDED 5/11/21);

JAKE SILVOLA FINCH, CHAIR, US MEMBERSHIP ACCOUNTABILITY COMMITTEE

(EFFECTIVE 5/11/21);

KATHERINE QUINN, CHAIR, US NOMINATING COMMITTEE;

MARK HOWARD, AT-LARGE BOARD MEMBER;

ORV KIMBROUGH, AT-LARGE BOARD MEMBER (TERM BEGAN 5/11/21);

REKHA MISRA, AT-LARGE BOARD MEMBER (TERM BEGAN 5/11/21);

SUSAN SOMERSILLE JOHNSON, AT-LARGE BOARD MEMBER;

MARY CATHRYN RICKER, AT-LARGE BOARD MEMBER (TERM ENDED 5/11/21);

DAVID SHAFFER, AT-LARGE BOARD MEMBER;

LIZ SHULER, AT-LARGE BOARD MEMBER (TERM BEGAN 5/11/21);

BYRON SPRUELL, AT-LARGE BOARD MEMBER;

DEANNA STRABLE, AT-LARGE BOARD MEMBER;

DR. REGINA CUNINGHAM, AT-LARGE BOARD MEMBER (TERM ENDED 1/20/21);

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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JOHN J. DOONER, JR., EMERITUS BOARD MEMBER.

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

CONSULTING SERVICES:

PROGRAM SERVICE EXPENSES	17,804,667.
MANAGEMENT AND GENERAL EXPENSES	3,432,065.
FUNDRAISING EXPENSES	271,360.
TOTAL EXPENSES	21,508,092.

CONTRACT SERVICES & TEMP SERVICES:

PROGRAM SERVICE EXPENSES	2,200,945.
MANAGEMENT AND GENERAL EXPENSES	424,259.
FUNDRAISING EXPENSES	33,545.
TOTAL EXPENSES	2,658,749.

PROFESSIONAL SERVICES:

PROGRAM SERVICE EXPENSES	342,926.
MANAGEMENT AND GENERAL EXPENSES	66,103.
FUNDRAISING EXPENSES	5,227.
TOTAL EXPENSES	414,256.

OTHER PURCHASED SERVICES:

PROGRAM SERVICE EXPENSES	382,236.
MANAGEMENT AND GENERAL EXPENSES	73,680.
FUNDRAISING EXPENSES	5,826.
TOTAL EXPENSES	461,742.

TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	25,042,839.
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**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization **UNITED WAY WORLDWIDE** Employer identification number **13-1635294**

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
UNITED WAY DIGITAL HOLDINGS, LLC - 81-5211422, 701 N FAIRFAX STREET, ALEXANDRIA, VA 22314	SOFTWARE	DELAWARE	0.	7,033.	UNITED WAY WORLDWIDE

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
UNITED WAY WORLDWIDE (ASIA) LIMITED ROOM 1906, 19/F, LEE GARDEN ON CAUSEWAY BAY, HONG KONG	SEE PART VII	HONG KONG	501(C)(3)	LINE 7	UNITED WAY WORLDWIDE	X	
UNITED WAY OF THE BAY AREA (TO 6/30/21) - 94-1312348, 550 KEARNY ST, STE 1000, SAN FRANCISCO, CA 94108-2524	PROVIDE EMPLOYMENT, HOUSING & STABILITY RESOURCES.	CALIFORNIA	501(C)(3)	LINE 7	UNITED WAY WORLDWIDE	X	

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

Schedule R (Form 990) 2021

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)	X	
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)	X	
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)	X	
m Performance of services or membership or fundraising solicitations by related organization(s)	X	
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	X	
o Sharing of paid employees with related organization(s)	X	
p Reimbursement paid to related organization(s) for expenses	X	
q Reimbursement paid by related organization(s) for expenses	X	
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) UNITED WAY WORLDWIDE (ASIA) LIMITED	B	317,893.	ACTUAL PAYMENTS
(2) UPPURPOSE, INC	M	1,017,975.	ACTUAL PAYMENTS
(3) UNITED WAY OF THE BAY AREA	L	582,796.	ACTUAL PAYMENTS
(4) UNITED WAY OF THE BAY AREA	P	125,275.	ACTUAL PAYMENTS
(5) UNITED WAY OF THE BAY AREA	E	120,000.	AMOUNT OWED
(6)			

Part VII Supplemental Information

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

SCHEDULE R, PART II, COLUMN (B):

UNITED WAY WORLDWIDE (ASIA) LIMITED'S PRIMARY ACTIVITY IS LEADERSHIP
AND SUPPORT FOR THE UWW NETWORK MEMBERS IN THE ASIA PACIFIC REGION.