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Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2020

Open to Public Inspection

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

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

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

A For the 2020 calendar year, or tax year beginning 10-01-2020 , and ending 09-30-2021

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

C Name of organization
TNTP INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
500 7TH AVENUE

City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10018

F Name and address of principal officer:
TEQUILLA BROWNIE
500 7TH AVENUE
NEW YORK, NY 10018

D Employer identification number
13-3850158

E Telephone number
(718) 233-2800

G Gross receipts \$ 84,340,998

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

J Website: ▶ TNTP.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1995

M State of legal domicile: DE

Part I

Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
TNTP'S MISSION IS TO END THE INJUSTICE OF EDUCATIONAL INEQUALITY. SEE PART III FOR FULL MISSION.

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

3 Number of voting members of the governing body (Part VI, line 1a) 312

4 Number of independent voting members of the governing body (Part VI, line 1b) 412

5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 5698

6 Total number of volunteers (estimate if necessary) 612

7a Total unrelated business revenue from Part VIII, column (C), line 12 7a0

b Net unrelated business taxable income from Form 990-T, line 39 7b0

Revenue

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

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

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

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

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)

Prior Year

Current Year

Expenses

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

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

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

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

b Total fundraising expenses (Part IX, column (D), line 25) ▶807,733

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

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

19 Revenue less expenses. Subtract line 18 from line 12

Beginning of Current Year

End of Year

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

21 Total liabilities (Part X, line 26)

22 Net assets or fund balances. Subtract line 21 from line 20

Beginning of Current Year

End of 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.

Sign Here

Signature of officer

2022-02-15
Date

TONYA HORTON EXECUTIVE VICE PRESIDENT
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Date 2022-02-15

Check ☐ if self-employed

PTIN P00543254

Firm's name ▶ PKF O'CONNOR DAVIES LLP

Firm's EIN ▶ 27-1728945

Firm's address ▶ 500 MAMARONECK AVENUE
HARRISON, NY 105281633

Phone no. (914) 381-8900

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

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form 990 (2020)

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

TNTP'S MISSION IS TO END THE INJUSTICE OF EDUCATIONAL INEQUALITY BY PROVIDING EXCELLENT TEACHERS TO THE STUDENTS WHO NEED THEM MOST AND BY ADVANCING POLICIES AND PRACTICES THAT ENSURE EFFECTIVE TEACHING IN EVERY CLASSROOM.

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

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

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

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

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

4a (Code:) (Expenses \$ 57,095,141 including grants of \$ 5,582,537) (Revenue \$ 44,441,570)
See Additional Data

4b (Code:) (Expenses \$ 3,671,117 including grants of \$) (Revenue \$)
See Additional Data

4c (Code:) (Expenses \$ 274,656 including grants of \$) (Revenue \$)
See Additional Data

4d Other program services (Describe in Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e **Total program service expenses** ▶ 61,040,914

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22 Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23 Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26	No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38 Yes	

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a 416	
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b 0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	

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

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 698			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		2b	Yes	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		No
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		No
b If "Yes," enter the name of the foreign country: ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7 Organizations that may receive deductible contributions under section 170(c).				
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a		No
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		No
d If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		No
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		No
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9 Sponsoring organizations maintaining donor advised funds.				
a Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10 Section 501(c)(7) organizations. Enter:				
a Initiation fees and capital contributions included on Part VIII, line 12	10a			
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11 Section 501(c)(12) organizations. Enter:				
a Gross income from members or shareholders	11a			
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?				
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.				
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c Enter the amount of reserves on hand	13c			
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a		No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 720, Schedule N.		15		No
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? . . . If "Yes," complete Form 4720, Schedule O.		16		No

Part VI

Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in 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	1a 12		
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 in Schedule O.			
b Enter the number of voting members included in line 1a, above, who are independent	1b 12		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6 Did the organization have members or stockholders?	6		No
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		No
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	Yes	
b Each committee with authority to act on behalf of the governing body?	8b	Yes	
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 in Schedule O.	9		No

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed▶
AR, CA, FL, GA, HI, IL, MD, MA, MI, MN, MS, NJ, NY, NC, OR, RI, SC, TN, VA, WI

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (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 in Schedule O)

19 Describe in 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:
▶MITCHELL HOPSON 500 7TH AVENUE NEW YORK, NY 10018 (317) 698-2849

Part VII**Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Check if Schedule O contains a response or note to any line in this Part VII ☒**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) KENYA ADJEKUM-BRADSHAW VP THRU MAY 2021/DIRECTOR FROM JUL 2021	50.00	X						198,151	0	31,199
(2) LUIS AVILA BOARD CHAIR/DIRECTOR	1.00	X		X				0	0	0
(3) CHRIS BIERLY DIRECTOR	1.00	X						0	0	0
(4) JEAN-CLAUDE BRIZARD DIRECTOR	1.00	X						0	0	0
(5) VINICE DAVIS DIRECTOR	1.00	X						0	0	0
(6) SHARIF EL-MEKKI DIRECTOR	1.00	X						0	0	0
(7) TINA FERNANDEZ DIRECTOR	1.00	X						0	0	0
(8) MATT GLICKMAN DIRECTOR	1.00	X						0	0	0
(9) DAVID Y HOWE DIRECTOR	1.00	X						0	0	0
(10) PAUL G PASTOREK DIRECTOR	1.00	X						0	0	0
(11) DELIA POMPA DIRECTOR	1.00	X						0	0	0
(12) JENNIFER TUHY DIRECTOR	1.00	X						0	0	0
(13) DANIEL WEISBERG CHIEF EXECUTIVE OFFICER	50.00			X				322,553	0	44,865
(14) CRYSTAL HARMON EVP, CONSULTING	50.00			X				244,518	0	43,277
(15) TONYA M HORTON EVP, CENTRAL OPERATIONS	50.00			X				242,709	0	23,691
(16) TEQUILLA BROWNIE EVP STRATEGY POLICY & COMMUNITY COALITIONS	50.00			X				234,369	0	35,509
(17) VICTORIA VAN CLEEF EVP, LEARNING, IMPACT & DESIGN	50.00			X				237,516	0	11,290

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 dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) DAVID F MCKINNEY EVP, PUBLIC AFFAIRS	50.00			X				231,655	0	28,928
(19) LETICIA I DE LA VARA CHIEF OF STAFF	50.00			X				182,971	0	29,317
(20) FLORENCE R CHAPIN GENERAL COUNSEL	50.00			X				191,217	0	8,653
(21) ARLENE SUKRAN VICE PRESIDENT, NORTHEAST	50.00					X		143,985	0	29,586
(22) MICHELLE MERCADO VICE PRESIDENT, SOUTHWEST	50.00					X		174,911	0	37,686
(23) MITCHELL HOPSON VICE PRESIDENT OF FINANCE	50.00					X		111,431	0	18,243
(24) BAILEY CATO CZUPRYK VP PRACTICES, DIAGNOSTICS & IMPACT	50.00					X		162,930	0	29,602
(25) JOSEPH HETTLER VICE PRESIDENT, SOUTHEAST	50.00					X		188,908	0	29,902

1b Sub-Total	▶			
c Total from continuation sheets to Part VII, Section A	▶			
d Total (add lines 1b and 1c)	▶	2,867,824	0	401,748

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 ▶ 125

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

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
WORKDAY INC PO BOX 396106 SAN FRANCISCO, CA 94139	ERP SYSTEM CONSULTING	480,681
EDUCATIONAL ANALYTICS INC 110 E MAIN STREET 10TH FLOOR MADISON, WI 53703	EDUCATIONAL CONSULTING	425,000
RAND CORPORATION 1776 MAIN STREET PO BOX 2138 SANTA MONICA, CA 90401	EDUCATIONAL CONSULTING	267,031
MATHEMATICA POLICY RESEARCH PO BOX 2392 PRINCETON, NJ 08543	EDUCATIONAL CONSULTING	214,930
EFFECTUAL PUBLIC SECTOR INC LB 1838 PO BOX 95000 PHILADELPHIA, PA 19195	TECHNOLOGY AND CLOUD CONSULTING	162,424

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 ▶ 8

Form 990 (2020)										Page 9				
Part VIII Statement of Revenue														
Check if Schedule O contains a response or note to any line in this Part VIII ☐														
						(A) Total revenue		(B) Related or exempt function revenue		(C) Unrelated business revenue		(D) Revenue excluded from tax under sections 512 - 514		
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . .				1a									
	b Membership dues . . .				1b									
	c Fundraising events . . .				1c									
	d Related organizations				1d									
	e Government grants (contributions)				1e		8,461,402							
	f All other contributions, gifts, grants, and similar amounts not included above				1f		31,265,015							
	g Noncash contributions included in lines 1a - 1f:\$				1g									
	h Total. Add lines 1a-1f ▶				39,726,417									
Program Service Revenue					Business Code									
	2a EDUCATION SUPPORT SERVICES				611710		44,441,570		44,441,570					
	b													
	c													
	d													
	e													
	f All other program service revenue.													
g Total. Add lines 2a-2f. ▶				44,441,570										
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶						60,111						60,111	
	4 Income from investment of tax-exempt bond proceeds ▶													
	5 Royalties ▶													
			(i) Real		(ii) Personal									
	6a Gross rents		6a											
	b Less: rental expenses		6b											
	c Rental income or (loss)		6c											
	d Net rental income or (loss) ▶													
			(i) Securities		(ii) Other									
	7a Gross amount from sales of assets other than inventory		7a											
	b Less: cost or other basis and sales expenses		7b											
	c Gain or (loss)		7c											
	d Net gain or (loss) ▶													
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		8a											
	b Less: direct expenses		8b											
	c Net income or (loss) from fundraising events . . . ▶													
	9a Gross income from gaming activities. See Part IV, line 19		9a											
	b Less: direct expenses		9b											
	c Net income or (loss) from gaming activities . . . ▶													
	10a Gross sales of inventory, less returns and allowances . . .		10a											
b Less: cost of goods sold . . .		10b												
c Net income or (loss) from sales of inventory . . . ▶														
Miscellaneous Revenue				Business Code										
11a OTHER REVENUE				900099		96,964						96,964		
b ADMINISTRATIVE FEES				900099		15,936						15,936		
c														
d All other revenue														
e Total. Add lines 11a-11d ▶						112,900								
12 Total revenue. See instructions ▶						84,340,998		44,441,570		0		173,011		

Form 990 (2020)

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 ☐

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	3,554,034	3,554,034		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,028,503	2,028,503		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,465,926	1,305,774	1,070,663	89,489
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	42,931,977	37,252,045	5,147,368	532,564
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	978,787	883,792	86,878	8,117
9 Other employee benefits	4,768,073	4,043,851	656,248	67,974
10 Payroll taxes	3,364,786	2,867,006	452,194	45,586
11 Fees for services (non-employees):				
a Management				
b Legal	92,287		92,287	
c Accounting	119,755		119,755	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,930,046	5,223,067	691,004	15,975
12 Advertising and promotion	241,285	166,448	74,137	700
13 Office expenses	1,211,505	1,014,708	181,776	15,021
14 Information technology	1,090,214	889,075	183,472	17,667
15 Royalties				
16 Occupancy	47,335	43,091	3,790	454
17 Travel	540,891	505,917	33,428	1,546
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	330,567	309,192	20,430	945
20 Interest	74,332		74,332	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	630,088	538,240	82,145	9,703
23 Insurance	378,420		378,420	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a BAD DEBT EXPENSE	215,054	215,054		
b EMPLOYEE APPRECIATION	209,612	147,167	60,987	1,458
c PUBLICATIONS	55,288	36,238	19,050	
d MISCELLANEOUS	21,553	17,712	3,307	534
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	71,280,318	61,040,914	9,431,671	807,733
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 SheetCheck if Schedule O contains a response or note to any line in this Part IX ☐

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		18,620,476	1	24,456,833
	2	Savings and temporary cash investments		2,560,462	2	3,695,273
	3	Pledges and grants receivable, net		2,740,266	3	9,678,632
	4	Accounts receivable, net		6,364,251	4	16,262,660
	5	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			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		650,200	9	756,182
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	10,735,460		
	b	Less: accumulated depreciation	10b	9,276,811		
	11	Investments—publicly traded securities		2,811,232	11	1,684,720
	12	Investments—other securities. See Part IV, line 11			12	
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		36,374	15	24,456
16	Total assets. Add lines 1 through 15 (must equal line 33)		35,871,998	16	58,017,405	
Liabilities	17	Accounts payable and accrued expenses		2,752,600	17	8,113,464
	18	Grants payable			18	
	19	Deferred revenue		87,854	19	3,863,229
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		7,489,507	25	7,489,507
	26	Total liabilities. Add lines 17 through 25		10,329,961	26	19,466,200
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.					
	27	Net assets without donor restrictions		19,250,452	27	21,941,185
	28	Net assets with donor restrictions		6,291,585	28	16,610,020
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.					
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		25,542,037	32	38,551,205
33	Total liabilities and net assets/fund balances		35,871,998	33	58,017,405	

Part XI Reconciliation of Net AssetsCheck 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	84,340,998
2	Total expenses (must equal Part IX, column (A), line 25)	2	71,280,318
3	Revenue less expenses. Subtract line 2 from line 1	3	13,060,680
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	25,542,037
5	Net unrealized gains (losses) on investments	5	-51,512
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 in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	38,551,205

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

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in 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		No
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	Yes	
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 in Schedule O.	Yes	
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?	Yes	
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 in Schedule O and describe any steps taken to undergo such audits.	Yes	

Additional Data

Software ID:
Software Version:
EIN: 13-3850158
Name: TNTP INC

Form 990 (2020)

Form 990, Part III, Line 4a:

CLIENT SERVICES: TNTP WORKS AT EVERY LEVEL OF THE PUBLIC EDUCATION SYSTEM TO ATTRACT AND TRAIN TALENTED TEACHERS AND SCHOOL LEADERS, ENSURE RIGOROUS AND ENGAGING CLASSROOMS, AND CREATE ENVIRONMENTS THAT PRIORITIZE GREAT TEACHING AND ACCELERATE STUDENT LEARNING. SEE SCHEDULE O FOR FURTHER DETAIL ON TNTP'S FISCAL YEAR 2021 PROGRAM SERVICE ACCOMPLISHMENTS.

Form 990, Part III, Line 4b:

RESEARCH, POLICY AND ADVOCACY TNTP'S PUBLICATIONS SHARE WHAT WE ARE LEARNING IN SCHOOLS AND DISTRICTS NATIONWIDE. AS WE WORK ALONGSIDE TEACHERS AND LEADERS EACH DAY, WE IDENTIFY COMMON CHALLENGES, SEEK OUT TRENDS AND SHARE PROMISING SOLUTIONS. SEE SCHEDULE O FOR FURTHER DETAILS ON TNTP'S FISCAL YEAR 2021 PROGRAM SERVICE ACCOMPLISHMENTS.

Form 990, Part III, Line 4c:

DURING 2021, TNTP ACTED AS A FISCAL SPONSOR AND CUSTODIAN FOR FUNDS FOR TWO ORGANIZATIONS. BOTH ORGANIZATIONS HAVE MISSIONS ALIGNED WITH TNTP'S CHARITABLE MISSION IN THAT BOTH ORGANIZATIONS SEEK TO FURTHER THE EFFECTIVENESS OF EDUCATION ORGANIZATIONS THAT SERVE MARGINALIZED STUDENTS.

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization

Employer identification number

TNTP INC

13-3850158

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

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

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	16,621,011	30,013,118	26,371,815	27,017,977	39,726,417	139,750,338
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	16,621,011	30,013,118	26,371,815	27,017,977	39,726,417	139,750,338
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). . .						22,526,326
6	Public support. Subtract line 5 from line 4.						117,224,012

Section B. Total Support

Section 51. Total support		Calendar year (or fiscal year beginning in) ►						
		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total	
7	Amounts from line 4. . .	16,621,011	30,013,118	26,371,815	27,017,977	39,726,417	139,750,338	
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	186,270	221,900	234,940	125,591	60,111	828,812	
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.). . .	850	672			112,900	114,422	
11	Total support. Add lines 7 through 10						140,693,572	
12	Gross receipts from related activities, etc. (see instructions)						12	162,685,864
13	First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ► ☐							

Section C. Computation of Public Support Percentage

14	Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f))	14	83.320 %
15	Public support percentage for 2019 Schedule A, Part II, line 14	15	67.300 %
16a	33 1/3% support test—2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☒		
b	33 1/3% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
17a	10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
b	10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
18	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐		

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) .						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2020. 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—2019. 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 on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):		
a ☐ The organization satisfied the Activities Test. Complete line 2 below.		
b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.		
c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.	Yes	No
2a		
b Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
2b		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	Yes	No
3a		
b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? If "Yes," describe in Part VI. the role played by the organization in this regard.		
3b		

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1		
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 85% of line 1	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

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

Part V

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8
9	Distributable amount for 2020 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-2020	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required-- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2020:		
a	From 2015.		
b	From 2016.		
c	From 2017.		
d	From 2018.		
e	From 2019.		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2020 distributable amount		
i	Carryover from 2015 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2020 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2020 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2021. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2016.		
b	Excess from 2017.		
c	Excess from 2018.		
d	Excess from 2019.		
e	Excess from 2020.		

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).

Facts And Circumstances Test

990 Schedule A, Supplemental Information

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	OTHER INCOME - 2016 AMOUNT: \$ 850. 2017 AMOUNT: \$ 672. 2020 AMOUNT: \$ 96,964. ADMINISTRATIVE FEES - 2020 AMOUNT: \$ 15,936.

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SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
TNTP INC

Employer identification number
13-3850158

Part I

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?

☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

☐ Yes ☐ No

Part II

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e.g., recreation or education)

☐ Preservation of an historically important land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

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

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

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

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

☐ Yes ☐ No

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

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

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

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$

(ii) Assets included in Form 990, Part X ▶ \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ \$

b Assets included in Form 990, Part X ▶ \$

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

Cat. No. 52283D Schedule D (Form 990) 2020

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 are a 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 programs

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:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
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 in Part XIII

☐

Part V

Endowment Funds.

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

1a

Beginning of year balance

b

Contributions

c

Net investment earnings, gains, and losses

d

Grants or scholarships

e

Other expenditures for facilities and programs

f

Administrative expenses

g

End of year balance

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back

2

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

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

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:

(i) Unrelated organizations

(ii) Related organizations

b

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

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

4

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

Part VI

Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		53,930	53,930	0
e Other		10,681,530	9,222,881	1,458,649
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				1,458,649

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 _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (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)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.) ▶		

Part IX

Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	

Part X

Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) PAYCHECK PROTECTION PROGRAM LOAN	7,489,507
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	7,489,507

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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☒

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

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

1	Total revenue, gains, and other support per audited financial statements	1	87,013,985
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-51,512
b	Donated services and use of facilities	2b	2,724,499
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	2,672,987
3	Subtract line 2e from line 1	3	84,340,998
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	84,340,998

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

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

1	Total expenses and losses per audited financial statements	1	74,004,817
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	2,724,499
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	2,724,499
3	Subtract line 2e from line 1	3	71,280,318
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	71,280,318

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.

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:
Software Version:
EIN: 13-3850158
Name: TNTP INC

Supplemental Information

Return Reference	Explanation
PART X, LINE 2:	TNTP RECOGNIZES THE EFFECT OF INCOME TAX POSITIONS ONLY IF THOSE POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT TNTP HAD NO UNCERTAIN TAX POSITI ON THAT WOULD REQUIRE FINANCIAL STATEMENT RECOGNITION AND/OR DISCLOSURE. TNTP IS NO LONGER SUBJECT TO EXAMINATIONS BY THE APPLICABLE TAXING JURISDICTIONS FOR YEARS PRIOR TO SEPTEMB ER 30, 2018.

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I
(Form 990)

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States
Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Open to Public
Inspection

Department of the
Treasury
Internal Revenue Service
Name of the organization
TNTP INC

Employer identification number
13-3850158

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.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) See Additional Data							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 16

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

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 noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) STIPENDS PROVIDED TO PROGRAM PARTICIPANTS	2307	2,028,503			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
PART I, LINE 2:	GRANTS TO ORGANIZATIONS AND STIPENDS PAID TO INDIVIDUALS ARE SUBJECT TO A TIERED APPROVAL PROCESS. INVOICES REQUIRE PROJECT MANAGER APPROVAL AT MINIMUM, AND VICE PRESIDENT AND/OR EXECUTIVE VICE PRESIDENT APPROVALS BASED ON POLICY DRIVEN THRESHOLDS. ALL INVOICES ARE REQUIRED TO HAVE FINANCE MANAGEMENT APPROVAL BY AN ACCOUNTING MANAGER OR CONTROLLER. LASTLY, PAYMENTS REQUIRE OFFICER SIGNATURE AND THE APPROVAL OF TWO OFFICERS IF OVER \$50,000. WHEN FUNDS ARE GRANTED BY TNTP TO ORGANIZATIONS, THERE IS A GRANT AGREEMENT IN PLACE THAT DETAILS SPENDING RESTRICTIONS AND REPORTING REQUIREMENTS. ALL FUNDING MUST BE SUPPORTED BY INVOICES SUBMITTED BY THE GRANTEE THAT DETAILS THE WORK COMPLETED AND DELIVERED. THE INVOICES ARE REVIEWED TO ENSURE THAT THE FUNDS ARE UTILIZED FOR ITS INTENDED PURPOSE IN ACCORDANCE WITH THE GRANT AGREEMENT.

Additional Data

Software ID:
Software Version:
EIN: 13-3850158
Name: TNTP INC

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OAKLAND PUBLIC EDUCATION FUND 1000 BROADWAY SUITE 300 OAKLAND, CA 94602	43-2014630	501(C)(3)	675,000				TO CATALYZE, DEVELOP AND SUSTAIN DURABLE CHANGE WITHIN SCHOOL DISTRICTS BY LEVERAGING INNOVATIVE USES OF STAFF, SPACE, TIME AND COMMUNITY PARTNERSHIPS.
THE MIND TRUST INC 1630 N MERIDIAN STREET SUITE 450 INDIANAPOLIS, IN 46202	20-4560286	501(C)(3)	675,000				TO CATALYZE, DEVELOP AND SUSTAIN DURABLE CHANGE WITHIN SCHOOL DISTRICTS BY LEVERAGING INNOVATIVE USES OF STAFF, SPACE, TIME AND COMMUNITY PARTNERSHIPS.

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GUILFORD COUNTY SCHOOLS BOARD OF EDUCATION 712 N EUGENE ST GREENSBORO, NC 27401	56-6000522	STATE OF NC	600,000				TO CATALYZE, DEVELOP AND SUSTAIN DURABLE CHANGE WITHIN SCHOOL DISTRICTS BY LEVERAGING INNOVATIVE USES OF STAFF, SPACE, TIME AND COMMUNITY PARTNERSHIPS.
DEKALB COUNTY SCHOOL DISTRICT 1701 MOUNTAIN INDUSTRIAL BOULEVARD STONE MOUNTAIN, GA 30083	58-6000227	STATE OF GA	562,500				TO CATALYZE, DEVELOP AND SUSTAIN DURABLE CHANGE WITHIN SCHOOL DISTRICTS BY LEVERAGING INNOVATIVE USES OF STAFF, SPACE, TIME AND COMMUNITY PARTNERSHIPS.

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CENTRAL FALLS SCHOOL DISTRICT 949 DEXTER STREET LOWER LEVEL CENTRAL FALLS, RI 02863	05-0459947	STATE OF RI	510,450				TO CATALYZE, DEVELOP AND SUSTAIN DURABLE CHANGE WITHIN SCHOOL DISTRICTS BY LEVERAGING INNOVATIVE USES OF STAFF, SPACE, TIME AND COMMUNITY PARTNERSHIPS.
EDGEcombe COUNTY PUBLIC SCHOOLS 2311 N MAIN STREET TARBORO, NC 27866	56-6001023	STATE OF NC	349,084				TO CATALYZE, DEVELOP AND SUSTAIN DURABLE CHANGE WITHIN SCHOOL DISTRICTS BY LEVERAGING INNOVATIVE USES OF STAFF, SPACE, TIME AND COMMUNITY PARTNERSHIPS.

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ASPIRE PUBLIC SCHOOLS 1001 22ND AVE SUITE 100 OAKLAND, CA 94606	94-3311088	501(C)(3)	31,000				DESIGNING, PLANNING, AND MONITORING THE IMPLEMENTATION OF INSTRUCTIONAL SYSTEMS
BUFFALO PUBLIC SCHOOLS 65 NIAGARA SQUARE RM 712 CITY HALL BUFFALO, NY 14202	22-3139858	STATE OF NY	25,000				DESIGNING, PLANNING, AND MONITORING THE IMPLEMENTATION OF INSTRUCTIONAL SYSTEMS

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PASADENA UNIFIED SCHOOL DISTRICT 351 S HUDSON AVE PASADENA, CA 91101	95-6002372	STATE OF CA	25,000				DESIGNING, PLANNING, AND MONITORING THE IMPLEMENTATION OF INSTRUCTIONAL SYSTEMS
SOUTH LOUISIANA COALITION FOR EDUCATION PO BOX 44382 BATON ROUGE, LA 70804	83-2567198	STATE OF LA	25,000				SUPPORT MISSION TO EMPOWER STUDENTS, FAMILIES, EDUCATORS AND COMMUNITY MEMBERS TO COLLABORATE AND DESIGN SOLUTIONS TO COMBAT INEQUITIES THAT IMPACT STUDENTS

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MOTT HAVEN ACADEMY CHARTER SCHOOL 170 BROWN PLACE BRONX, NY 10454	11-3833210	501(C)(3)	20,000				SUPPORT TEAM CAPACITY BUILDING, PD AND COACHING, AND COSTS ASSOCIATED WITH BLENDED LITERACY PILOT
PAJARO VALLEY UNIFIED SCHOOL DISTRICT 294 GREEN VALLEY ROAD WATSONVILLE, CA 95076	77-0375541	STATE OF CA	13,500				DESIGNING, PLANNING, AND MONITORING THE IMPLEMENTATION OF INSTRUCTIONAL SYSTEMS

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BERNALILLO PUBLIC SCHOOLS 560 S CAMINO DEL PUEBLO BERNALILLO, NM 87004	85-6000791	STATE OF NM	10,000				TRAINING AND TECH SUPPORT FOR STAFFING AND COMMUNITY SCHOOL DESIGN FOR THE INDIGENOUS EDUCATION INITIATIVE
CUBA INDEPENDENT SCHOOL DISTRICT PO BOX 70 CUBA, NM 87013	85-6003381	STATE OF NM	10,000				TRAINING AND TECH SUPPORT FOR STAFFING AND COMMUNITY SCHOOL DESIGN FOR THE INDIGENOUS EDUCATION INITIATIVE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PARTNERS IN EDUCATION FOUNDATION FOR THE SANTA FE PUBLIC SCHOOLS PO BOX 23374 SANTE FE, NM 87502	85-0392417	STATE OF NM	10,000				TRAINING AND TECH SUPPORT FOR STAFFING AND COMMUNITY SCHOOL DESIGN FOR THE INDIGENOUS EDUCATION INITIATIVE
VISTA GRANDE HIGH SCHOOL 213 PASEO DEL CANON EAST TAOS, NM 87571	06-1797189	STATE OF NM	10,000				TRAINING AND TECH SUPPORT FOR STAFFING AND COMMUNITY SCHOOL DESIGN FOR THE INDIGENOUS EDUCATION INITIATIVE

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
TNTP INC

Employer identification number
13-3850158

Part I Questions Regarding Compensation		Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
☐ First-class or charter travel	☐ Housing allowance or residence for personal use		
☐ Travel for companions	☐ Payments for business use of personal residence		
☐ Tax idemnification and gross-up payments	☐ Health or social club dues or initiation fees		
☐ Discretionary spending account	☐ Personal services (e.g., maid, chauffeur, chef)		
b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?		2	
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
☒ Compensation committee	☐ Written employment contract		
☒ Independent compensation consultant	☒ Compensation survey or study		
☒ Form 990 of other organizations	☒ Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a Receive a severance payment or change-of-control payment?		4a	No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		4b	No
c Participate in, or receive payment from, an equity-based compensation arrangement?		4c	No
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a The organization?		5a	No
b Any related organization?		5b	No
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?		6a	No
b Any related organization?		6b	No
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 in lines 5 and 6? If "Yes," describe in Part III.		7	Yes
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.		8	No
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		9	

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 are not 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.

[illegible]

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.

Return Reference	Explanation
PART I, LINE 7	THE FOLLOWING INDIVIDUALS RECEIVED A PERFORMANCE-BASED BONUS AS INCLUDED IN PART II, COLUMN (B)(II): - DANIEL WEISBERG \$19,200 - CRYSTAL HARMON \$14,350 - TONYA M. HORTON \$13,600 - TEQUILLA BROWNIE \$14,900 - VICTORIA VAN CLEEF \$13,000 - DAVID F. MCKINNEY \$12,500 - LETICIA DE LA VARA \$10,250 - FLORENCE R. CHAPIN \$10,500 - KENYA ADJEKUM-BRADSHAW \$18,390 - ARLENE SUKRAN \$8,200 - MICHELLE MERCADO \$10,350 - MITCHELL HOPSON \$11,900 - BAILEY CATO CZUPRYK \$10,666 - JOE HETTLER \$11,000 THIS AMOUNT IS INCLUDED IN THEIR REPORTABLE COMPENSATION.

Additional Data

Software ID:
Software Version:
EIN: 13-3850158
Name: TNTP INC

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 DANIEL WEISBERG CHIEF EXECUTIVE OFFICER	(i)	303,353	19,200	0	9,751	35,114	367,418	0
	(ii)	0	0	0	0	0	0	0
1 CRYSTAL HARMON EVP, CONSULTING	(i)	230,168	14,350	0	7,717	35,560	287,795	0
	(ii)	0	0	0	0	0	0	0
2 TEQUILLA BROWNIE EVP STRATEGY POLICY & COMMUNITY COALITIONS	(i)	219,469	14,900	0	2,120	33,389	269,878	0
	(ii)	0	0	0	0	0	0	0
3 TONYA M HORTON EVP, CENTRAL OPERATIONS	(i)	229,109	13,600	0	9,607	14,084	266,400	0
	(ii)	0	0	0	0	0	0	0
4 DAVID F MCKINNEY EVP, PUBLIC AFFAIRS	(i)	204,354	12,500	14,801	2,637	26,291	260,583	0
	(ii)	0	0	0	0	0	0	0
5 VICTORIA VAN CLEEF EVP, LEARNING, IMPACT & DESIGN	(i)	224,516	13,000	0	10,503	787	248,806	0
	(ii)	0	0	0	0	0	0	0
6 KENYA ADJEKUM- BRADSHAW VP THRU MAY 2021/DIRECTOR FROM JUL 2021	(i)	179,761	18,390	0	7,604	23,595	229,350	0
	(ii)	0	0	0	0	0	0	0
7 JOSEPH HETTLER VICE PRESIDENT, SOUTHEAST	(i)	177,908	11,000	0	9,277	20,625	218,810	0
	(ii)	0	0	0	0	0	0	0
8 MICHELLE MERCADO VICE PRESIDENT, SOUTHWEST	(i)	164,561	10,350	0	7,051	30,635	212,597	0
	(ii)	0	0	0	0	0	0	0
9 LETICIA I DE LA VARA CHIEF OF STAFF	(i)	172,721	10,250	0	2,096	27,221	212,288	0
	(ii)	0	0	0	0	0	0	0
10 FLORENCE R CHAPIN GENERAL COUNSEL	(i)	180,717	10,500	0	7,363	1,290	199,870	0
	(ii)	0	0	0	0	0	0	0
11 BAILEY CATO CZUPRYK VP PRACTICES, DIAGNOSTICS & IMPACT	(i)	152,264	10,666	0	5,498	24,104	192,532	0
	(ii)	0	0	0	0	0	0	0
12 ARLENE SUKRAN VICE PRESIDENT, NORTHEAST	(i)	135,785	8,200	0	7,921	21,665	173,571	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Name of the organization
TNTP INC

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2020

Open to Public Inspection

Employer identification number

13-3850158

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 2	DURING 2021, TNTP ACTED AS A FISCAL SPONSOR AND CUSTODIAN FOR FUNDS FOR TWO ORGANIZATIONS. BOTH ORGANIZATIONS HAVE MISSIONS ALIGNED WITH TNTP'S CHARITABLE MISSION IN THAT BOTH ORGANIZATIONS SEEK TO FURTHER THE EFFECTIVENESS OF EDUCATION ORGANIZATIONS THAT SERVE MARGINALIZED STUDENTS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINES 4A-4B:	DURING FISCAL YEAR 2021, TNTP CONTINUED WORKING TOWARD THE GOALS IN ITS FIVE-YEAR STRATEGIC PLAN: HELPING EDUCATORS, SCHOOLS, AND SCHOOL SYSTEMS EXPAND ACCESS TO OPPORTUNITY; AUTHENTICALLY PARTNERING WITH COMMUNITIES; AND INSPIRING A NATIONAL AGENDA. TNTP CONTINUED TO WORK TOWARD THESE GOALS DURING THE COVID-19 PANDEMIC. EXPANDING ACCESS TO OPPORTUNITY: IN FY'21 ALONE, TNTP SURPASSED ITS GOALS IN THIS STRATEGIC PRIORITY AND MADE SIGNIFICANT PROGRESS TOWARD CREATING BETTER STUDENT EXPERIENCES. THIS YEAR, TNTP HAS WORKED WITH MORE THAN 450 SCHOOL SYSTEMS IN 42 STATES, WASHINGTON, D.C. AND PUERTO RICO, REACHING OVER 26 MILLION STUDENTS. BECAUSE OF TNTP'S WORK AND PARTNERSHIP WITH SCHOOL SYSTEMS, ALMOST 240,000 STUDENTS HAVE INCREASED ACCESS TO STRONG INSTRUCTION, WHICH EXCEEDED THE FY'21 GOAL OF 100,000 STUDENTS. TNTP HAS EXCEEDED MANY OF ITS OTHER GOALS AS WELL. FOR INSTANCE, IN FY'21, TNTP AIMED TO HAVE 7,500 STUDENTS WITH DEMONSTRABLY IMPROVED ACCESS TO TEACHERS OR LEADERS WITH HIGH EXPECTATIONS AND EXCEEDED THIS GOAL BY REACHING 40,000 STUDENTS. THE ORGANIZATION ALSO MET ITS GOAL OF ENSURING 45,000 STUDENTS HAVE ACCESS TO A TEACHER OR SCHOOL LEADER OF COLOR. TNTP CONTINUED TO ADAPT OUR SERVICES DUE TO THE ONGOING COVID-19 PANDEMIC. THE ORGANIZATION CREATED NEW INNOVATIONS LIKE ITS COVID-19 SUPPORT SURVEY FROM THE INSIGHT TEAM, AND IT PARTNERED WITH THE COUNCIL OF CHIEF STATE SCHOOL OFFICERS TO CODIFY GUIDANCE FOR SCHOOL CHIEFS ON HOW TO APPROACH COMMUNITY ENGAGEMENT DURING THE PANDEMIC. THE PROGRAMS TEAM ADAPTED TRAINING MODELS, MAKING THEM COMPLETELY VIRTUAL, AND HAVE RECRUITED MORE NEW TEACHERS THAN IN THE PRIOR YEAR. AUTHENTICALLY PARTNERING WITH COMMUNITIES: TNTP CONTINUED TO DIG INTO INTERNAL CHANGES THAT WILL SET IT UP FOR EXTERNAL IMPACT. THE ORGANIZATION SPENT TIME GETTING TO KNOW ITS PEOPLE AND THE EXPERIENCE THEY WANTED AT TNTP, AND CREATED A VISSION FOR A STAFF EXPERIENCE WHERE EMPLOYEES FEEL VALUED AND CARED FOR, HAVE OPPORTUNITIES TO GROW AND DEVELOP, AND FIND JOY IN THEIR DAY-TO-DAY WORK. TNTP ALSO LAUNCHED A NEW MANAGEMENT MODEL TO CREATE MORE CONSISTENT EXPERIENCES FOR ALL STAFF, AND TO PROVIDE A SPACE WHERE YOU CAN LEARN WITH PEERS AND ASK THE TOUGH QUESTIONS. ALL STAFF SET PERSONAL GOALS AROUND DIVERSITY, EQUITY, AND INCLUSION TO INCREASE ACCOUNTABILITY THROUGHOUT THE YEAR. EXTERNALLY, TNTP HAS PRIORITIZED BUILDING RELATIONSHIPS IN ALL ITS WORK, NOT JUST IN STANDALONE COMMUNITY ENGAGEMENT CONTRACTS. NEARLY 30 PERCENT OF ALL IMPACT AND GROUNDWORK CONTRACTS HAD HIGH-QUALITY COMMUNITY ENGAGEMENT GOALS. TNTP HAS ALSO TAKEN ON AMBITIOUS GOALS TO REFLECT THE COMMUNITIES WITH WHOM IT WORKS, INCLUDING DEVELOPING AND MAKING PROGRESS TOWARD INCREASING LATINX REPRESENTATION ACROSS THE ORGANIZATION. TNTP ALSO LAUNCHED A NEW SPANISH TRANSLATION COUNCIL TO REVIEW AND DEFINE HOW IT CAN EFFECTIVELY COMMUNICATE ITS TOOLS AND RESOURCES IN SPANISH AS DISTRICTS CONTINUE TO ASK FOR SUPPORT IN THIS AREA. INSPIRING A NATIONAL AGENDA: AS PART OF THE FY

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINES 4A- 4B:	'20-25 STRATEGIC PLAN, TNTP SET A GOAL TO TELL 2,300 STORIES BY 2030 TO HIGHLIGHT BRIGHT SPOTS, MOMENTS OF HOPE, AND STORIES OF LEARNING. FOR EXAMPLE, THE ORGANIZATION TOLD IMPORTANT STORIES NOT ONLY ABOUT WHY OUR NATION NEEDS A MORE DIVERSE TEACHER WORKFORCE BUT ALSO WHAT'S POSSIBLE WHEN WE DO HAVE ONE. IN TOTAL, TNTP TOLD NEARLY 400 STORIES IN FY'21 AND SECURED MORE THAN 1,500,000 COMMITMENTS TO THE OPPORTUNITY MYTH IN FY'21. TNTP PUBLISHED RESEARCH ON THE ROLE OF THE STATE IN INFLUENCING ITS TEACHER WORKFORCE, MAKING CLEAR RECOMMENDATIONS OF COST-NEUTRAL POLICY CHANGES, INCLUDING EXAMPLES OF STATES THAT HAVE IMPLEMENTED THEM, AND FEATURING STORIES FROM PRACTITIONERS SHOWING WHY THEY MATTER. THE ORGANIZATION SAW OVER 1,000 STATE LEADERS AND ADVOCATES DOWNLOAD OUR RECOMMENDATIONS MORE THAN DOUBLE WHAT WAS EXPECTED. AS THE NATION CONTINUED TO FACE THE COVID-19 PANDEMIC, TNTP CREATED AND SHARED MORE THAN 50 RESOURCES IN ITS COVID-19 TOOLKIT WITH SCHOOL AND SYSTEM LEADERS. TNTP ALSO RELEASED "ACCELERATE, DON'T REMEDIATE", A RESEARCH PAPER ABOUT THE BENEFITS OF A LEARNING ACCELERATION APPROACH TO SCHOOLING, WITH OUR PARTNERS AT ZEARN. THIS SUITE OF RESOURCES TOUCHED ON A WIDE RANGE OF TOPICS, INCLUDING HOW TO DEVELOP A STRATEGY TO ENSURE STUDENTS EXPERIENCE GRADE-LEVEL CONTENT AND HOW TO RECRUIT AND SELECT TEACHERS VIRTUALLY.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 IS PREPARED BY AN OUTSIDE ACCOUNTING FIRM WITH INPUT FROM AND IN CONSULTATION WITH THE ORGANIZATION'S CONTROLLER, VICE PRESIDENT OF FINANCE, EXECUTIVE VICE PRESIDENT OF CENTRAL OPERATIONS AND THE GENERAL COUNSEL. ONCE APPROVED BY THE ORGANIZATION, THE FORM 990 IS PRESENTED TO THE ORGANIZATION'S BOARD OF DIRECTOR'S AUDIT COMMITTEE FOR REVIEW AND APPROVAL. UPON APPROVAL BY THE BOARD'S AUDIT COMMITTEE, THE COMPLETED FORM 990 IS PROVIDED TO EACH VOTING MEMBER OF THE BOARD PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION HAS A CONFLICT OF INTEREST POLICY APPLICABLE TO DIRECTORS, OFFICERS, COMMITTEE MEMBERS, AND KEY EMPLOYEES. WHEN THERE IS A TRANSACTION OR ARRANGEMENT THAT MAY PRESENT A FINANCIAL INTEREST OR A CONFLICT OF INTEREST, AN INTERESTED PERSON MUST DISCLOSE THE EXISTENCE OF THE INTEREST AND ALL MATERIAL FACTS TO THE DIRECTORS WHO WILL CONSIDER THE PROPOSED TRANSACTION OR ARRANGEMENT. IF THE BOARD OF DIRECTORS DELEGATES THE DETERMINATION OF THE CONFLICT OF INTEREST TO A COMMITTEE, THE COMMITTEE MEMBERS ON THAT COMMITTEE WILL EVALUATE THE EXISTENCE OF ANY CONFLICT OF INTEREST. AFTER THE INTERESTED PERSON DISCLOSES THE POTENTIAL INTEREST TO THE DIRECTORS OR COMMITTEE MEMBERS, AND ANSWERS ANY RELEVANT QUESTIONS IN CONNECTION WITH THE INTEREST, THE INTERESTED PERSON MUST LEAVE THE MEETING. THE REMAINING DIRECTORS OR COMMITTEE MEMBERS MUST THEN DECIDE IF A CONFLICT OF INTEREST EXISTS. THE INTERESTED PERSON IS PROHIBITED FROM INFLUENCING DELIBERATIONS OR VOTES ON THE TRANSACTION OR ARRANGEMENT INVOLVING THE POSSIBLE CONFLICT OF INTEREST. THE MINUTES OF THE BOARD AND ALL COMMITTEES WITH BOARD DELEGATED POWERS MUST CONTAIN: (1) THE NAMES OF THE PERSONS WHO DISCLOSED OR OTHERWISE WERE FOUND TO HAVE AN INTEREST IN CONNECTION WITH A PROPOSED OR EXISTING TRANSACTION OR ARRANGEMENT; (2) THE NATURE OF THE INTEREST; (3) ANY ACTION TAKEN TO DETERMINE WHETHER A CONFLICT OF INTEREST WAS PRESENT; AND (4) THE BOARD'S OR COMMITTEE'S DECISION AS TO WHETHER A CONFLICT OF INTEREST IN FACT EXISTED. EACH DIRECTOR, OFFICER, COMMITTEE MEMBER AND KEY EMPLOYEE MUST ANNUALLY ELECTRONICALLY SIGN A STATEMENT WHICH AFFIRMS SUCH PERSON (1) HAS RECEIVED A COPY OF THE CONFLICT OF INTEREST POLICY; (2) HAS READ AND UNDERSTANDS THE CONFLICT OF INTEREST POLICY; (3) HAS AGREED TO COMPLY WITH THE CONFLICT OF INTEREST POLICY; AND (4) UNDERSTANDS THAT TNTP IS A CHARITABLE ORGANIZATION AND THAT IN ORDER TO MAINTAIN ITS FEDERAL TAX EXEMPTION IT MUST ENGAGE PRIMARILY IN ACTIVITIES WHICH ACCOMPLISH ONE OR MORE OF ITS TAX-EXEMPT PURPOSES. THE AUDIT COMMITTEE IS RESPONSIBLE FOR OVERSEEING COLLECTION OF THE ANNUAL STATEMENTS AS WELL AS COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS REVIEWS AND APPROVES THE COMPENSATION OF THE CEO AND ALL OTHER OFFICERS. FOR ALL POSITIONS, TNTP'S PEOPLE OPERATIONS TEAM PERFORMS REGULAR MARKET ANALYSIS USING COMPARABILITY DATA FROM INDUSTRY SURVEYS, DOCUMENTED COMPENSATION OF PERSONS HOLDING SIMILAR POSITIONS IN SIMILAR ORGANIZATIONS, AND/OR INDEPENDENT COMPENSATION STUDIES. IN 2021, TNTP ENGAGED A COMPENSATION CONSULTING FIRM TO CONDUCT A REGRESSION ANALYSIS TO VALIDATE THE CONSISTENCY OF TNTP'S COMPENSATION MODEL AND PRACTICES AND ENSURE NO EVIDENCE OF BIAS IN COMPENSATION RELATED TO PROTECTED CLASS (RACE, ETHNICITY, GENDER, ETC). THE MARKET AND EQUITY ANALYSES ARE SHARED WITH THE EXECUTIVE COMMITTEE OF THE BOARD, AND ARE CONSIDERED IN THE RECOMMENDATION OF COMPENSATION CHANGES FOR THE ORGANIZATION'S OFFICERS AND STAFF. IN ADDITION TO THESE PROCESSES, THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS FOR TNTP APPROVES ALL EXECUTIVE TEAM MEMBER COMPENSATION INCREASES EACH YEAR DURING THE MERIT COMPENSATION CYCLE. TNTP OFFERS ANNUAL MERIT INCREASES TO RECOGNIZE STRONG JOB PERFORMANCE AND SUPPORT SALARY GROWTH OVER TIME. TNTP'S MERIT INCREASE IS A PERFORMANCE-BASED SALARY INCREASE. A STAFF MEMBER'S INDIVIDUAL MERIT INCREASE IS BASED ON THEIR END-OF-YEAR PERFORMANCE RATING AND SALARY RELATIVE TO MARKET MEDIAN. MERIT BASED SALARY ADJUSTMENTS WERE LAST PROVIDED IN 2021.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	TNTP MAKES ITS FORM 990 AVAILABLE FOR PUBLIC INSPECTION AS REQUIRED UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE BY POSTING IT ON ITS WEBSITE. THE FORM 990 IS ALSO AVAILABLE ON GUIDESTAR.ORG AND SIMILAR WEBSITES. IN ADDITION, THE FORM 990, AUDITED FINANCIAL STATEMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON WRITTEN REQUEST TO 500 7TH AVENUE, NEW YORK, NY 10018 OR BY CALLING THE ORGANIZATION DIRECTLY AT 718-233-2800.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VII, SECTION A:	BOARD DIRECTOR KENYA ADJEKUM-BRADSHAW WAS COMPENSATED \$229,350 (INCLUDING BENEFITS) FOR SERVICES RENDERED AS THE VICE PRESIDENT PRIOR TO BECOMING A BOARD MEMBER.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C:	THE ORGANIZATION HAS A COMMITTEE THAT ASSUMES RESPONSIBILITY FOR OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND SELECTION OF AN INDEPENDENT ACCOUNTANT. THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.