Form 990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2019

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 07-01-2019 , and ending 06-30-2020

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

C Name of organization
UNITED WAY INC

Doing business as
UNITED WAY OF GREATER LOS ANGELES

Number and street (or P.O. box if mail is not delivered to street address)
1150 S OLIVE STREET SUITE T500

Room/suite

City or town, state or province, country, and ZIP or foreign postal code
LOS ANGELES, CA 90015

D Employer identification number
95-2274801

E Telephone number
(213) 808-6220

G Gross receipts $ 59,798,801

F Name and address of principal officer:
ELISE BUIK
1150 S OLIVE ST SUITE T500
LOS ANGELES,CA 90015

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

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

H(c) Group exemption number ▶

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

J Website: ▶ WWW.UNITEDWAYLA.ORG

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

L Year of formation: 1962

M State of legal domicile: CA

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
TO PERMANENTLY BREAK THE CYCLE OF POVERTY FOR OUR MOST VULNERABLE NEIGHBORS: (CONT. ON SCH. O) LOW-INCOME FAMILIES, CHILDREN, VETERANS AND PEOPLE EXPERIENCING HOMELESSNESS.

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

3	Number of voting members of the governing body (Part VI, line 1a)	**3**	42
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	42
5	Total number of individuals employed in calendar year 2019 (Part V, line 2a)	**5**	116
6	Total number of volunteers (estimate if necessary)	**6**	420
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	0
b	Net unrelated business taxable income from Form 990-T, line 39	**7b**	0

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	57,990,208	57,856,988
9	Program service revenue (Part VIII, line 2g)	0	0
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	328,430	296,855
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,286,065	1,508,380
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	59,604,703	59,662,223
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	28,538,836	34,096,996
14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	9,333,966	9,930,250
16a	Professional fundraising fees (Part IX, column (A), line 11e)	120,250	111,000
b	Total fundraising expenses (Part IX, column (D), line 25) ▶3,759,764		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	10,301,587	10,971,620
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	48,294,639	55,109,866
19	Revenue less expenses. Subtract line 18 from line 12	11,310,064	4,552,357

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	59,246,831	63,354,445
21	Total liabilities (Part X, line 26)	20,641,549	21,941,514
22	Net assets or fund balances. Subtract line 21 from line 20	38,605,282	41,412,931

Part II Signature Block

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

Sign Here

Signature of officer — Date: 2021-05-14

ELISE BUIK PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
				P01270238

Firm's name ▶ GRANT THORNTON LLP — Firm's EIN ▶ 36-6055558

Firm's address ▶ 515 SOUTH FLOWER STREET 7TH FLOOR
LOS ANGELES, CA 90071 — Phone no. (213) 627-1717

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III . . . . . ☑

1 Briefly describe the organization's mission:

OUR MISSION OF CREATING PATHWAYS OUT OF POVERTY - PROVIDING SAFE AND STABLE HOUSING FOR OUR UNHOUSED NEIGHBORS, ENSURING THAT LOW-INCOME STUDENTS HAVE THE SUPPORT THEY NEED TO GRADUATE CAREER AND COLLEGE READY AND HELPING FAMILIES HAVE ECONOMIC MOBILITY.

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 $ 20,418,710 including grants of $ 12,661,494) (Revenue $)

FROM OUR PROGRAM PERTAINING TO ACCESS TO HOUSING, OUR GOAL IS TO TURN THE BEST LESSONS OF THE PANDEMIC CRISIS INTO BOLD PROGRAMS THAT COMPLEMENT THE REGION'S APPROACH TO THE CRISIS AT EVERY STEP: ON THE STREET, IN THE SHELTERS, AND EVEN WITH THE MISSING PIECE OF HOUSING CONSTRUCTION. SEE SCHEDULE O FOR FURTHER DETAILS.

4b (Code:) (Expenses $ 4,844,865 including grants of $ 3,004,266) (Revenue $)

IN OUR ENDEAVORS TO IMPROVE EDUCATION, OUR GOAL IS TO CONTINUE TO SUPPORT OUR PARTNERS AND DEVELOP BEST PRACTICES IN HELPING OUR MOST VULNERABLE STUDENTS. WE SUPPORT BRIDGING THE DIGITAL DIVIDE TO ENSURE STUDENTS CAN LEARN AND THRIVE. WE AMPLIFY THE VOICES OF PARENTS AND STUDENTS AND CONTINUE TO SUPPORT OUR YOUNG CIVIC LEADERS. SEE SCHEDULE O FOR FURTHER DETAILS.

4c (Code:) (Expenses $ 10,544,126 including grants of $ 6,538,336) (Revenue $)

IN OUR WORK AIMED AT IMPROVING FINANCIAL STABILITY, OUR GOAL IS TO CONTINUE TO COLLABORATE WITH OUR PARTNERS TO ENSURE OUR MOST VULNERABLE NEIGHBORS, INCLUDING PEOPLE NOT ELIGIBLE FOR FEDERAL BENEFITS, HAVE THE HELP THAT THEY NEED TO WEATHER THE ONGOING FINANCIAL CRISIS. WE WILL SPREAD THE WORD AS NEW TAX INITIATIVES ARE DIRECTED AT WORKING FAMILIES TO HELP THEM THRIVE. SEE SCHEDULE O FOR FURTHER DETAILS.

(Code:) (Expenses $ 11,892,900 including grants of $ 11,892,900) (Revenue $ 132,839)

OTHER PROGRAM SERVICES - DESIGNATIONS TO OTHER NONPROFIT ORGANIZATIONS: ON BEHALF OF ITS DONORS, UNITED WAY PROCESSED $11,892,900 IN DESIGNATIONS TO OTHER NONPROFIT ORGANIZATIONS.

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

(Expenses $ 11,892,900 including grants of $ 11,892,900) (Revenue $ 132,839)

4e **Total program service expenses** ▶ 47,700,601

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	Yes	
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	Yes	
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	Yes	
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	Yes	
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		No
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	Yes	
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 Compliance

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

				Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	116		
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		Yes	

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**	116		
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?			**12a**	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	**12b**			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **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?			**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. 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.	**1a**	42		
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	42		
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 ▶ C A

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: ▶LINING LEE RECENDEZ 1150 S OLIVE STREET SUITE T500 LOS ANGELES,C A 90015 (213) 808-6399

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) ELISE BUIK PRESIDENT/CEO(1-TIME PYMT IN W-2)	50.00 0.00			X				693,005	0	144,646
(2) LINING RECENDEZ VP, FINANCE	50.00 0.00			X				213,185	0	47,544
(3) TAULENE KAGAN VP, MARKETING & COMMUNICATIONS	50.00 0.00				X			186,265	0	41,681
(4) DEMETRIUS STEVENSON DIR, CORPORATE STRATEGIES	50.00 0.00					X		129,461	0	75,734
(5) MILINDA MARTIN CHIEF OPERATING OFFICER-PART YEAR	30.00 0.00				X			159,477	0	27,763
(6) CHRIS KO MANAGING DIR -HOMELESSNESS & STRATEGIC INITIATIVES	50.00 0.00				X			153,209	0	15,961
(7) THOMAS NEWMAN SENIOR DIR - IMPACT INITIATIVES	50.00 0.00					X		138,645	0	20,834
(8) DEENA MARGOLIS VP, COMMUNITY IMPACT-PART YEAR	50.00 0.00					X		130,912	0	25,837
(9) COREY CASTILLO DIR, OPTIMIZATION	50.00 0.00					X		135,796	0	14,764
(10) BRIAN VASALLO DIR, DIGITAL MARKETING	50.00 0.00					X		116,467	0	17,137
(11) CHRIS CAREY CHAIR	5.00 0.00	X		X				0	0	0
(12) LARRY JAMES VICE CHAIR	5.00 0.00	X		X				0	0	0
(13) RUDY MEDINA CORPORATE SECRETARY	5.00 0.00	X		X				0	0	0
(14) BRIAN CULLINAN TREASURER	5.00 0.00	X		X				0	0	0
(15) FRED ABDELNOUR BOARD MEMBER	1.00 0.00	X						0	0	0
(16) LORI AUGUSTINE BOARD MEMBER - PART YEAR	1.00 0.00	X						0	0	0
(17) ADELE BERWANGER BOARD MEMBER	1.00 0.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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) ALEX MARTIN CHAVES	1.00	x						0	0	0
BOARD MEMBER	0.00									
(19) CAROLINE CHOE	1.00	x						0	0	0
BOARD MEMBER	0.00									
(20) LISA CLERI REALE	1.00	x						0	0	0
BOARD MEMBER	0.00									
(21) KEVIN DEMOFF	1.00	x						0	0	0
BOARD MEMBER	0.00									
(22) ELISABETH DICK	1.00	x						0	0	0
BOARD MEMBER	0.00									
(23) JANA WARING GREER	1.00	x						0	0	0
BOARD MEMBER	0.00									
(24) SACHI HAMAI	1.00	x						0	0	0
EX-OFFICIO	0.00									
(25) MARC HICKMAN	1.00	x						0	0	0
BOARD MEMBER	0.00									
(26) MARK HUTCHINS	1.00	x						0	0	0
BOARD MEMBER	0.00									
(27) KEVIN KIM	1.00	x						0	0	0
BOARD MEMBER	0.00									
(28) STEWART KWOH	1.00	x						0	0	0
BOARD MEMBER	0.00									
(29) JANET LAMKIM	1.00	x						0	0	0
BOARD MEMBER	0.00									
(30) BRAD LARSEN	1.00	x						0	0	0
BOARD MEMBER	0.00									
(31) LESLIE LASSITER	1.00	x						0	0	0
BOARD MEMBER	0.00									
(32) ROBYN LAWHON	1.00	x						0	0	0
BOARD MEMBER	0.00									
(33) MICHAEL LAWSON	1.00	x						0	0	0
BOARD MEMBER	0.00									
(34) MARK LOUCHHEIM	1.00	x						0	0	0
BOARD MEMBER	0.00									
(35) KATHY MANDATO	1.00	x						0	0	0
BOARD MEMBER	0.00									
(36) JULIE MILLER-PHIPPS	1.00	x						0	0	0
BOARD MEMBER	0.00									
(37) CAROLINE NAHAS	1.00	x						0	0	0
BOARD MEMBER	0.00									
(38) JERRY NEUMAN	1.00	x						0	0	0
BOARD MEMBER	0.00									
(39) IRENE OH	1.00	x						0	0	0
BOARD MEMBER	0.00									
(40) STEVEN OLSON	1.00	x						0	0	0
BOARD MEMBER - PART YEAR	0.00									
(41) LUIS PATINO	1.00	x						0	0	0
BOARD MEMBER	0.00									
(42) MARK PHAIR	1.00	x						0	0	0
BOARD MEMBER	0.00									
(43) REGINA ROSSALL	1.00	x						0	0	0
BOARD MEMBER	0.00									
(44) MIGUEL SANTANA	1.00	x						0	0	0
BOARD MEMBER	0.00									
(45) FERN SHAW	1.00	x						0	0	0
BOARD MEMBER	0.00									
(46) GREGG SHERKIN	1.00	x						0	0	0
BOARD MEMBER - PART YEAR	0.00									
(47) JADE SHOPP	1.00	x						0	0	0
BOARD MEMBER	0.00									
(48) KATHY SIECK	1.00	x						0	0	0
BOARD MEMBER	0.00									
(49) MICHAEL SILACCI	1.00	x						0	0	0
BOARD MEMBER	0.00									
(50) RENATA SIMRIL	1.00	x						0	0	0
BOARD MEMBER	0.00									
(51) SHARON TOMKINS	1.00	x						0	0	0
BOARD MEMBER	0.00									
(52) STEVE TRUTNER	1.00	x						0	0	0
BOARD MEMBER	0.00									
(53) DOUGLAS TURK	1.00	x						0	0	0
BOARD MEMBER	0.00									
(54) KEVIN WALKER	1.00	x						0	0	0
BOARD MEMBER	0.00									
(55) JOE WAZ	1.00	x						0	0	0
BOARD MEMBER	0.00									
1b Sub-Total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶								2,056,422	0	431,901

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 ▶ 15

		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*	**3**		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*	**4**	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*	**5**		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
SWELL CREATIVE GROUP(FUNDED BY SIGNIFICA GRANT 304 S BROADWAY ST SUITE 32 LOS ANGELES, CA 90013	DIGITAL COMMUNICATIONS&DSGN	2,490,299
VERITIMO INC 2217 INDIA STREET LOS ANGELES, CA 90039	IT MANAGEMENT	498,783
SLAY EVENTS MANAGEMENT & CONSULTING LLC 1734 RUDDER INDUSTRIAL PARK DRIVE FENTON, MO 63026	EVENTS MANAGEMENT	439,403
RALLY CAMPAIGNS 10474 SANTA MONICA BLVD SUITE 405 LOS ANGELES, CA 90025	COMMUNICATIONS & EVENTS	411,540
MISSIONLAB CONSULTING, 875 VICTORIA DRIVE PASADENA, CA 91104	FUNDRAISING MANAGEMENT	247,907

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

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	1,753,891				
b Membership dues . .	1b					
c Fundraising events . .	1c					
d Related organizations	1d					
e Government grants (contributions)	1e	2,696,971				
f All other contributions, gifts, grants, and similar amounts not included above	1f	53,406,126				
g Noncash contributions included in lines 1a - 1f:$	1g	280,106				
h **Total.** Add lines 1a-1f . . . . . ▶			57,856,988			
Program Service Revenue		Business Code				
2a						
b						
c						
d						
e						
f All other program service revenue.						
g **Total.** Add lines 2a–2f. . . . . ▶						
Other Revenue						
3 Investment income (including dividends, interest, and other similar amounts)			289,790			289,790
4 Income from investment of tax-exempt bond proceeds ▶						
5 Royalties . . . . . ▶			782			782
		(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	143,643				
b Less: cost or other basis and sales expenses	7b	136,578				
c Gain or (loss)	7c	7,065				
d Net gain or (loss) . . . . . ▶			7,065			7,065
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 ADMIN FEE AND EXPENSE		900099	1,424,094	132,839		1,291,255
b ALL OTHER REVENUE		900099	83,504			83,504
c						
d All other revenue						
e Total. Add lines 11a–11d . . . . . ▶			1,507,598			
12 Total revenue. See instructions . . . . . ▶			59,662,223	132,839	0	1,672,396

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	34,096,996	34,096,996		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,117,192	451,153	382,157	283,882
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	6,162,367	3,628,629	1,102,801	1,430,937
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,591,906	349,232	696,652	546,022
9 Other employee benefits	478,970	258,159	81,448	139,363
10 Payroll taxes	579,815	378,644	81,874	119,297
11 Fees for services (non-employees):				
a Management	101,337		101,337	
b Legal	17,322		17,322	
c Accounting	131,950		131,950	
d Lobbying	861,756	861,756		
e Professional fundraising services. See Part IV, line 17	111,000			111,000
f Investment management fees	8,269		8,269	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,046,508	4,742,942	154,566	149,000
12 Advertising and promotion	1,453,496	1,203,631	53,591	196,274
13 Office expenses	299,657	177,388	62,440	59,829
14 Information technology	792,196	345,819	228,566	217,811
15 Royalties				
16 Occupancy	864,523	447,649	228,356	188,518
17 Travel	193,958	118,963	40,236	34,759
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	179,814	155,352	11,897	12,565
20 Interest	4,603	2,255	1,289	1,059
21 Payments to affiliates	402,052	197,005	112,575	92,472
22 Depreciation, depletion, and amortization	146,331	71,702	40,973	33,656
23 Insurance	99,715	48,931	27,881	22,903
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 MISCELLANEOUS EXPENSE	368,133	164,395	83,321	120,417
b				
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	55,109,866	47,700,601	3,649,501	3,759,764
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing		27,827,249	1	38,373,311
	2	Savings and temporary cash investments		1,569,513	2	1,390,039
	3	Pledges and grants receivable, net		17,144,488	3	11,195,487
	4	Accounts receivable, net		1,731,333	4	1,326,036
	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		217,171	9	128,508
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 3,026,067			
	b	Less: accumulated depreciation	10b 2,436,593	688,150	10c	589,474
	11	Investments—publicly traded securities		9,650,235	11	9,932,898
	12	Investments—other securities. See Part IV, line 11		0	12	0
	13	Investments—program-related. See Part IV, line 11		0	13	0
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		418,692	15	418,692
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		59,246,831	16	63,354,445
Liabilities	17	Accounts payable and accrued expenses		2,652,945	17	4,410,863
	18	Grants payable		12,920,305	18	8,192,863
	19	Deferred revenue		100,000	19	0
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		418,692	21	418,692
	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		0	24	0
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		4,549,607	25	8,919,096
	26	**Total liabilities.** Add lines 17 through 25		20,641,549	26	21,941,514
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		15,455,443	27	11,843,946
	28	Net assets with donor restrictions		23,149,839	28	29,568,985
		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		38,605,282	32	41,412,931
	33	Total liabilities and net assets/fund balances		59,246,831	33	63,354,445

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	59,662,223
2	Total expenses (must equal Part IX, column (A), line 25)	2	55,109,866
3	Revenue less expenses. Subtract line 2 from line 1	3	4,552,357
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	38,605,282
5	Net unrealized gains (losses) on investments	5	-85,935
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	-1,658,773
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column	10	41,412,931

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
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.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A (Form 990 or 990EZ)

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

2019

Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

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? Yes	(iv) No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)** (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	71,621,707	65,244,901	45,378,145	57,990,208	57,856,988	298,091,949
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	71,621,707	65,244,901	45,378,145	57,990,208	57,856,988	298,091,949
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). .						52,002,146
6 **Public support.** Subtract line 5 from line 4.						246,089,803

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
7 Amounts from line 4. .	71,621,707	65,244,901	45,378,145	57,990,208	57,856,988	298,091,949
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	306,123	392,387	271,853	318,073	290,572	1,579,008
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.). .			691,258	1,017,796	1,374,759	3,083,813
11 **Total support.** Add lines 7 through 10						302,754,770

12	Gross receipts from related activities, etc. (see instructions)	12	3,267,452

13 **First five 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 2019 (line 6, column (f) divided by line 11, column (f))	14	81.280 %
15	Public support percentage for 2018 Schedule A, Part II, line 14	15	79.040 %

16a **33 1/3% support test—2019.** 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—2018.** 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—2019.** 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—2018.** 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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(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 five 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 2019 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2018 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2019** (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from **2018** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2019.** 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—2018.** 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 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

			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 (b) and (c) 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 12a or 12b in Part I, answer (b) and (c) 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 (b) and (c) below (if applicable). Also, provide detail in* ***Part VI,*** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	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 (b) and (c) below, the governing body of a supported organization?	**11a**		
b	A family member of a person described in (a) above?	**11b**		
c	A 35% controlled entity of a person described in (a) or (b) above? *If "Yes" to a, b, or c, provide detail in* ***Part VI****.*	**11c**		

Section B. Type I Supporting Organizations

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

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 (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in* ***Part VI*** *the role the organization's 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 (a) and (b) below.**

			Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**2a**		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	**2b**		

3 Parent of Supported Organizations. **Answer (a) and (b) below.**

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? *Provide details in* ***Part VI.***	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	**3b**		

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

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

Section A - Adjusted Net Income

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

Section B - Minimum Asset Amount

			(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	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 (explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by .035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in **Part VI**). See instructions	
7 **Total annual distributions.** Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in **Part VI**). See instructions	
9 Distributable amount for 2019 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	**(i) Excess Distributions**	**(ii) Underdistributions Pre-2019**	**(iii) Distributable Amount for 2019**
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required-- explain in **Part VI**). See instructions.			
3 Excess distributions carryover, if any, to 2019:			
a From 2014.			
b From 2015.			
c From 2016.			
d From 2017.			
e From 2018.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2019 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in **Part VI**. See instructions.			
6 Remaining underdistributions for 2019. 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 2020.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2015.			
b Excess from 2016.			
c Excess from 2017.			
d Excess from 2018.			
e Excess from 2019.			

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

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

Schedule B (Form 990, 990-EZ, or 990-PF) Department of the Treasury Internal Revenue Service	**Schedule of Contributors** ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047 **2019**

Name of the organization	Employer identification number
UNITED WAY INC	95-2274801

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	☐ 501(c)( ) (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

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

General Rule

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

Special Rules

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

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

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

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

Name of organization
UNITED WAY INC

Employer identification number
95-2274801

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

Contributors

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		$ RESTRICTED	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)

Name of organization
UNITED WAY INC

Employer identification number
95-2274801

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

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

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

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

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

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

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

Name of organization
UNITED WAY INC

Employer identification number
95-2274801

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

Use duplicate copies of Part III if additional space is needed.

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

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

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

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

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SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶**Complete if the organization is described below.** ▶**Attach to Form 990 or Form 990-EZ.**
▶**Go to *www.irs.gov/Form990* for instructions and the latest information.**

OMB No. 1545-0047

2019

Open to Public Inspection

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

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

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

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

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

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

Name of the organization	Employer identification number
UNITED WAY INC	95-2274801

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")

2 Political campaign activity expenditures (see instructions) ▶ $

3 Volunteer hours for political campaign activities (see instructions)

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

	(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1					
2					
3					
4					
5					
6					

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

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

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

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?	Yes		
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	Yes		
c	Media advertisements?	Yes		141,182
d	Mailings to members, legislators, or the public?	Yes		141,418
e	Publications, or published or broadcast statements?	Yes		176,691
f	Grants to other organizations for lobbying purposes?	Yes		65,625
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		330,327
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	Yes		385,855
i	Other activities?		No	
j	Total. Add lines 1c through 1i			1,241,098
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		

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

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

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

Return Reference	Explanation
SCHEDULE C, PART II-A	PRIOR TO FISCAL YEAR 2019, UNITED WAY ELECTED TO HAVE 501(H) STATUS, HOWEVER, IN FISCAL YEAR 2020, UNITED WAY FILED A 501(H) REVOCATION EFFECTIVE 7/1/2019 (BEGINNING OF THE FISCAL YEAR 2020). AS A RESULT, OUR ORGANIZATION HAS ADJUSTED OUR POLICIES AND PROCEDURES TO COMPLY WITH THE APPLICABLE IRS RULES. OUR LOBBYING EFFORTS IN FISCAL YEAR 2020 PRIMARILY RELATE TO OUR EVERYONE IN CAMPAIGN, WHICH IS A COMMUNITY MOVEMENT TO END OUR HOMELESSNESS AND HOUSING CRISIS BY BUILDING PUBLIC AND POLITICAL WILL TO CREATE SOLUTIONS WE KNOW WORK: AFFORDABLE AND SUPPORTIVE HOUSING IN EVERY PART OF L.A. COUNTY.
SCHEDULE C, PART II-B, LOBBYING ACTIVITIES	1C - THE ORGANIZATION USED PAID MEDIA ON THE INTERNET AS WELL AS IN PRINT AND OUTDOOR ADVERTISING TO BUILD SUPPORT FOR PERMANENT SOLUTIONS TO HOMELESSNESS (AS COMPARED TO TEMPORARY AND SHORT TERM FIXES). THESE PAID ADS DISCUSSED ACTIVE EFFORTS UNDERWAY ACROSS L.A. COUNTY. 1D - THE ORGANIZATION CREATED AND AMPLIFIED DIGITAL TOOLS SUCH AS "CLICK TO EMAIL," WHICH WOULD ALLOW MEMBERS OF THE GENERAL PUBLIC TO SEND SPECIFIC EMAILS RELATED TO POLICY PRIORITIES AND LEGISLATION TO THE APPROPRIATE ELECTED OFFICIALS. THESE ACTIONS RELATE TO HOUSING AND HOMELESSNESS POLICIES AND LEGISLATION. 1E - THE ORGANIZATION CREATED PRINT, VIDEO, AND DIGITAL CONTENT RELATED TO THE HOMELESSNESS AND HOUSING CRISIS IN ORDER TO INSPIRE MEMBERS OF THE PUBLIC TO TAKE ADVOCACY ACTIONS, INCLUDING LOBBYING FOR MORE FUNDING, AND ADVOCATING FOR CHANGES TO HOUSING POLICIES-- BOTH OF WHICH ARE CRITICAL TO THE MISSION AND VISION OF UNITED WAY L.A. 1F - THE ORGANIZATION PROVIDE GRANTS TO OTHER ORGANIZATIONS IN ORDER TO INCREASE THEIR CAPACITY TO ENGAGE IN POLICY WORK BROADLY. THIS INCLUDES PUBLIC EDUCATION WORK FOR EXAMPLE, TALKING ABOUT THE CAUSES AND SOLUTIONS TO HOMELESSNESS AS WELL AS LOBBYING WORK LIKE ACTIVATING THEIR OWN SUPPORTERS AND MEMBERS TO CONTACT ELECTED OFFICIALS. 1G - STAFF MEMBERS AT UNITED WAY L.A. CREATED COMMUNICATIONS MATERIALS, BUILT COALITIONS, AND DIRECTED THESE EFFORTS TOWARDS SPECIFIC ELECTED OFFICIALS IN PURSUIT OF POLICY CHANGE AND FUNDING INCREASES. 1H - MUCH OF THE ORGANIZATION'S WORK INVOLVES EDUCATING, INSPIRING, AND ORGANIZING MEMBERS OF THE PUBLIC. THE ORGANIZATION HELD 1-2 EVENTS EVERY MONTH. THESE INCLUDE STORYTELLING EVENTS, WORKSHOPS, AND ADVOCACY OPPORTUNITIES. THESE EVENTS ARE A MIX OF PUBLIC EDUCATION THAT SHARES HUMAN INTEREST STORIES AND HOUSING AND HOMELESSNESS FACTS AND INFORMATION, AS WELL AS CALLS TO ACTION AROUND SPECIFIC ADVOCACY OPPORTUNITIES.

Additional Data

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Software ID:

Software Version:

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

2019

Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

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 SFAS 116 (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 SFAS 116 (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 SFAS 116 (ASC 958) relating to these items:

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

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

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

3 Using the organization's acquisition, accession, and other records, check any of the following that 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:

		Amount
c	Beginning balance	**1c**
d	Additions during the year	**1d**
e	Distributions during the year	**1e**
f	Ending balance	**1f**

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . ☑ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . . ☑

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	3,961,572	3,767,654	3,398,333	2,955,135	3,056,016
b Contributions . . .			100,000		
c Net investment earnings, gains, and losses	85,118	193,918	269,321	443,198	-100,881
d Grants or scholarships . . .					
e Other expenditures for facilities and programs . . .					
f Administrative expenses					
g End of year balance	4,046,690	3,961,572	3,767,654	3,398,333	2,955,135

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

- **a** Board designated or quasi-endowment ▶ 100.000 %
- **b** Permanent endowment ▶ .....
- **c** Temporarily restricted endowment ▶ .....

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

	Yes	No
(i) unrelated organizations . . . . . **3a(i)**		No
(ii) related organizations . . . . . **3a(ii)**		No

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				0
c Leasehold improvements		1,728,117	1,184,160	543,957
d Equipment		1,123,524	1,123,279	245
e Other		174,426	129,154	45,272
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				589,474

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
(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
(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	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	8,919,096

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	47,683,388
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	-85,935		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	-85,935
3	Subtract line **2e** from line **1**			3	47,769,323
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	11,892,900		
c	Add lines **4a** and **4b**			4c	11,892,900
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	59,662,223

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	43,216,966
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	43,216,966
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	11,892,900		
c	Add lines **4a** and **4b**			4c	11,892,900
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	55,109,866

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
PART IV, LINE 2B:	CUSTODIAN FUNDS ARE HELD BY UNITED WAY ON BEHALF OF OTHER ENTITIES AND ARE DISBURSED ONLY UPON INSTRUCTIONS FROM SUCH ENTITIES.
PART V, LINE 4:	THE BOARD DESIGNATED ENDOWMENT FUND WAS SET UP TO INVEST FUNDS AND PROVIDE SECURITY TO THE FUTURE OPERATIONS OF UNITED WAY. PART X, LINE 1 UNITED WAY APPLIED FOR AND RECEIVED A PAYCHECK PROTECTION PROGRAM (PPP) LOAN IN THE AMOUNT OF $1,388,700 ON APRIL 30, 2020. THE PPP IS A FEDERAL PROGRAM INITIATED UNDER THE CARES ACT AND ADMINISTERED BY THE SMALL BUSINESS ASSOCIATION (SBA) DESIGNED AS A DIRECT INCENTIVE FOR EMPLOYERS WITH FEWER THAN 500 EMPLOYEES TO KEEP THEIR ON THE PAYROLL DURING THE COVID-19 PANDEMIC. SBA WILL FORGIVE LOANS IF ALL EMPLOYEE RETENTION CRITERIA ARE MET, AND THE FUNDS ARE USED FOR ELIGIBLE EXPENSES. THE MEASUREMENT PERIOD FOR CALCULATING FORGIVENESS ENDED ON OCTOBER 14, 2020 FOR UNITED WAY. UNITED WAY IS IN THE PROCESS OF APPLYING FOR FORGIVENESS AND BELIEVES IT HAS MET THE CRITERIA FOR FORGIVENESS OF A SUBSTANTIAL PORTION OF THE LOAN. ANY AMOUNT NOT FORGIVEN IS DUE BY APRIL 30, 2022 (THE MATURITY DATE) AT AN INTEREST RATE OF 1% PER ANNUM. INTEREST FOR THE INITIAL SIX MONTHS OF THE LOAN PERIOD IS DEFERRED TO AND PAYABLE ON THE MATURITY DATE. THAT FORGIVABLE PORTION OF THE LOAN IS UNKNOWN AS OF JUNE 30, 2020.
PART X, LINE 2:	UNITED WAY FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT. THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS "MORE-LIKELY-THAN-NOT" TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AUTHORITY. THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED. UNITED WAY IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS EXEMPT PURPOSE, UNLESS THAT INCOME IS OTHERWISE EXCLUDED BY THE CODE. UNITED WAY HAS ALSO BEEN RECOGNIZED BY THE CALIFORNIA FRANCHISE TAX BOARD AS EXEMPT FROM CALIFORNIA FRANCHISE AND INCOME TAXES UNDER SECTION 23701D OF THE CALIFORNIA REVENUE AND TAXATION CODE. UNITED WAY HAS PROCESSES PRESENTLY IN PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS; TO IDENTIFY AND REPORT UNRELATED INCOME; TO DETERMINE ITS FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH IT HAS NEXUS; AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE CONSIDERED TAX POSITIONS. UNITED WAY HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.
SCHEDULE D, PART XI, LINE 4D AND PART XII, LINE 4D	ON BEHALF OF ITS DONORS, UNITED WAY PROCESSED DESIGNATIONS TO OTHER NONPROFIT ORGANIZATIONS IN THE AMOUNT OF $11,892,900.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

▶ **Attach to Form 990 or Form 990-EZ.**

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

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

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

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

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

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

	(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	**(iii)** No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col. **(i)**	**(vi)** Amount paid to (or retained by) organization
1	MAL WARWICK ASSOCIATES 2550 NINTH STREET SUITE 103 BERKELEY, C A 94710	DIRECT MAIL		No	580,693	111,000	469,693
2							
3							
4							
5							
6							
7							
8							
9							
10							
Total ▶					580,693	111,000	469,693

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

C A

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

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

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

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

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

13 Indicate the percentage of gaming activity conducted in:

a	The organization's facility	**13a**	%
b	An outside facility	**13b**	%

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

Name ▶ ----------

Address ▶ ----------

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

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

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

Name ▶ ----------

Address ▶ ----------

16 Gaming manager information:

Name ▶ ----------

Gaming manager compensation ▶ $ ----------

Description of services provided ▶ ----------

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

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

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

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

Return Reference	Explanation
SCHEDULE G, PART I, LINE 2B	THE FUNDRAISER WAS PAID $111,000 FOR ITS PROFESSIONAL FUNDRAISING SERVICES AND THIS AMOUNT WAS REPORTED IN PART I, LINE 2B. THE FUNDRAISER WAS ALSO PAID $121,288 FOR FUNDRAISING EXPENSES, SUCH AS PRINTING, PAPER, ENVELOPES, POSTAGE, MAILING LIST AND OTHER REIMBURSABLE EXPENSES. FUNDRAISING EXPENSES WERE SEPARATELY IDENTIFIED ON INVOICES.

Schedule G (Form 990 or 990-EZ) 2019

Additional Data Return to Form

Software ID:

Software Version:

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047
2019
Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

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) 211 - COUNTY OF LOS ANGELES 526 WEST LAS TUNAS DRIVE SAN GABRIEL, CA 91776	95-3510017	501(C)(3)	55,000				HOUSING
(2) 505 MARINE LLC 329 PACIFIC COAST HIGHWAY HERMOSA BEACH, CA 90254	81-5434227		50,000				HOUSING
(3) 6211 VERMONT LLC 329 PACIFIC COAST HIGHWAY HERMOSA BEACH, CA 90254	81-4845822		100,000				HOUSING
(4) 933 E VERNON LLC 329 PACIFIC COAST HIGHWAY HERMOSA BEACH, CA 90254	81-4830326		100,000				HOUSING
(5) A COMMUNITY OF FRIENDS 3701 WILSHIRE BLVD STE 700 LOS ANGELES, CA 90010	95-4203106	501(C)(3)	26,240				HOUSING
(6) A PLACE CALLED HOME 2830 S CENTRAL AVE LOS ANGELES, CA 90011	95-4427291	501(C)(3)	20,000				HOUSING
(7) ABOUT MY FATHER'S BUSINESS 7210 JORDAN AVENUE C61 CANOGA PARK, CA 91303	83-4398730	501(C)(3)	7,500				HOUSING
(8) ABUNDANT HOUSING LA 3591 CANADA ST LOS ANGELES, CA 90065	82-4616689	501(C)(3)	32,500				HOUSING
(9) ADVANCEMENT THROUGH OPPORTUNITY AND KNOWLEDGE INC 1200 WEST 37TH PLACE LOS ANGELES, CA 90007	95-4415115	501(C)(3)	15,000				EDUCATION
(10) AFTER-SCHOOL ALL STARS 6501 FOUNTAIN AVENUE LOS ANGELES, CA 90028	91-2162719	501(C)(3)	55,000				EDUCATION
(11) AL WOOTEN JR YOUTH & ADULT CULTURAL EDUCATIONAL CENTER 9106 SOUTH WESTERN AVE LOS ANGELES, CA 90047	95-4295918	501(C)(3)	12,500				EDUCATION
(12) ALCOTT CENTER FOR MENTAL HEALTH 1120 S ROBERTSON BLVD LOS ANGELES, CA 90035	95-3392564	501(C)(3)	55,000				HOUSING
(13) ALL PEOPLES COMMUNITY CENTER 822 E 20TH STREET LOS ANGELES, CA 90011	95-2669400	501(C)(3)	50,000				EDUCATION
(14) ALLIANCE FOR A BETTER COMMUNITY 1545 WILSHIRE BOULEVARD SUITE 700 LOS ANGELES, CA 90017	31-1760082	501(C)(3)	138,000				EDUCATION/HOUSING
(15) AMERICAN FAMILY HOUSING 15161 JACKSON STREET MIDWAY CITY, CA 92655	33-0071782	501(C)(3)	60,000				HOUSING
(16) AMERICAN RED CROSS 11355 OHIO AVENUE LOS ANGELES, CA 90025	53-0196605	501(C)(3)	100,000				ECONOMIC MOBILITY
(17) ANTELOPE VALLEY BOYS & GIRLS CLUB PO BOX 10047 LANCASTER, CA 93584	95-4290055	501(C)(3)	67,500				EDUCATION
(18) ANTELOPE VALLEY DOMESTIC VIOLENCE PO BOX 2980 LANCASTER, CA 93539	95-3582588	501(C)(3)	132,429				HOUSING
(19) ANTELOPE VALLEY PARTNERS FOR HEALTH 44226 10TH STREET WEST LANCASTER, CA 93550	47-0957404	501(C)(3)	110,500				EDUCATION
(20) APLA HEALTH & WELLNESS 611 S KINGSLEY DR LOS ANGELES, CA 90005	84-1661910	501(C)(3)	8,000				HOUSING
(21) ASCENCIA 1851 TYBURN STREET GLENDALE, CA 91204	20-4233822	501(C)(3)	3,000				HOUSING
(22) ASIAN AMERICAN DRUG ABUSE PROGRAM 2900 CRENSHAW BLVD LOS ANGELES, CA 90016	95-2848695	501(C)(3)	15,000				ECONOMIC MOBILITY
(23) ASIAN AMERICANS ADVANCING JUSTICE - LOS ANGELES 1145 WILSHIRE BOULEVARD 2ND FLOOR LOS ANGELES, CA 90017	95-3854152	501(C)(3)	72,500				EDUCATION
(24) BELLFLOWER KINGDOM CAUSES (OUR PLACE HOUSING SOLUTIONS) 16429 BELLFLOWER BLVD BELLFLOWER, CA 90706	95-4849998	501(C)(3)	64,570				HOUSING
(25) BET TZEDEK LEGAL SERVICES 3250 WILSHIRE BLVD 13TH FLOOR LOS ANGELES, CA 90010	23-7304205	501(C)(3)	75,000				ECONOMIC MOBILITY
(26) BETHEL LOS ANGELES COMMUNITY 7900 S WESTERN AVENUE LOS ANGELES, CA 90047	51-0429735	501(C)(3)	50,000				HOUSING
(27) BOYS & GIRLS CLUB OF BURBANK 2244 N BUENA VISTA ST BURBANK, CA 91504	95-4485745	501(C)(3)	50,000				EDUCATION
(28) BOYS & GIRLS CLUB OF CARSON 1950 E 220TH STREET STE 102 CARSON, CA 90810	33-0475452	501(C)(3)	15,000				EDUCATION
(29) BOYS & GIRLS CLUB OF METRO LOS ANGELES 800 S FIGUEROA ST SUITE 950 LOS ANGELES, CA 90017	81-0851473	501(C)(3)	50,000				EDUCATION
(30) BOYS & GIRLS CLUB OF THE LOS ANGELES HARBOR 1200 S CABRILLO AVENUE SAN PEDRO, CA 90731	95-1661682	501(C)(3)	47,500				EDUCATION
(31) BOYS & GIRLS CLUB OF WHITTIER 7905 S GREENLEAF AVENUE WHITTIER, CA 90602	95-6151763	501(C)(3)	15,000				EDUCATION
(32) BOYS & GIRLS CLUB WEST SAN GABRIEL VALLEY 328 S RAMONA AVE MONTEREY PARK, CA 91754	95-2782501	501(C)(3)	15,000				EDUCATION
(33) BRIDGE TO HOME SVC 23752 NEWHALL AVENUE SANTA CLARITA, CA 91321	95-4587823	501(C)(3)	12,500				HOUSING
(34) BRILLIANT CORNERS 527 W 7TH ST SUITE 1100 LOS ANGELES, CA 90014	56-2379862	501(C)(3)	225,000				HOUSING
(35) BUDDHIST TZU CHI FOUNDATION 1100 S VALLEY CENTER AVE SAN DIMAS, CA 91773	94-2952782	501(C)(3)	302,500				ECONOMIC MOBILITY
(36) BUILDING SKILLS PARTNERSHIP 828 W WASHINGTON BLVD LOS ANGELES, CA 90015	26-1254255	501(C)(3)	150,800				ECONOMIC MOBILITY
(37) CALIFORNIANS FOR JUSTICE EDUCATION FUND 1971 LAS PLUMAS AVENUE SAN JOSE, CA 95133	94-3256009	501(C)(3)	15,000				EDUCATION
(38) CANGRESS DBA LA COMMUNITY ACTION NETWORK 838 E 6TH STREET LOS ANGELES, CA 90021	02-0661629	501(C)(3)	312,923				HOUSING
(39) CATHOLIC CHARITIES OF LOS ANGELES INC 1531 JAMES M WOOD BLVD LOS ANGELES, CA 90015	95-1690973	501(C)(3)	145,000				EDUCATION/HOUSING
(40) CENTER FOR LIVING AND LEARNING 14549 ARCHWOOD STREET 221 VAN NUYS, CA 91405	95-4406897	501(C)(3)	43,100				HOUSING
(41) CENTER FOR PACIFIC ASIAN FAMILY INC 3424 WILSHIRE BLVD STE 1000 LOS ANGELES, CA 90010	95-3532351	501(C)(3)	52,500				ECONOMIC MOBILITY
(42) CENTER FOR POWERFUL PUBLIC SCHOOLS 350 SOUTH BIXEL STREET SUITE 180 LOS ANGELES, CA 90017	26-0326342	501(C)(3)	50,000				EDUCATION
(43) CENTRAL AMERICAN RESOURCE CENTER OF CA 2845 W 7TH STREET LOS ANGELES, CA 90005	95-3867724	501(C)(3)	102,500				EDUCATION
(44) CENTRAL CITY NEIGHBORHOOD PARTNERS 501 S BIXEL STREET LOS ANGELES, CA 90017	95-4837709	501(C)(3)	77,500				ECONOMIC MOBILITY
(45) CENTRO CHA 1633 LONG BEACH BLVD LONG BEACH, CA 90813	33-0703131	501(C)(3)	10,000				ECONOMIC MOBILITY
(46) CHARITY ON TOP 177 E COLORADO BLVD PASADENA, CA 91105	81-1198370	501(C)(3)	50,000				HOUSING
(47) CHILD AND FAMILY GUIDANCE CENTER 8550 BALBOA BLVD SUITE 216 NORTHRIDGE, CA 91325	95-2217348	501(C)(3)	37,500				ECONOMIC MOBILITY
(48) CHILD DEVELOPMENT INSTITUTE 7260 OWENSMOUTH AVENUE CANOGA PARK, CA 91303	95-4545540	501(C)(3)	6,240				HOUSING
(49) CHILDREN'S BUREAU OF SOUTHERN CALIFORNIA 1910 MAGNOLIA AVENUE LOS ANGELES, CA 90007	95-1690975	501(C)(3)	37,500				ECONOMIC MOBILITY
(50) CHINATOWN SERVICE CENTER 767 N HILL STREET SUITE 400 LOS ANGELES, CA 90012	95-2918844	501(C)(3)	37,500				ECONOMIC MOBILITY
(51) CHRYSALIS CENTER 522 S MAIN STREET LOS ANGELES, CA 90013	95-3972624	501(C)(3)	117,500				ECONOMIC MOBILITY
(52) CITY OF LOS ANGELES 200 N SPRING ST 3RD FLOOR LOS ANGELES, CA 90012		501(C)(3)	352,500				HOUSING
(53) CLIFFORD BEERS HOUSING 11739 VICTORY BLVD NORTH HOLLYWOOD, CA 91606	95-4485263	501(C)(3)	215,000				HOUSING
(54) COALITION FOR HUMANE IMMIGRANT RIGHTS OF LA 2533 WEST THIRD STREET STE 101 LOS ANGELES, CA 90057	95-4421521	501(C)(3)	70,000				EDUCATION
(55) COALITION FOR RESPONSIBLE COMMUNITY DEVELOPMENT 3101 S GRAND AVENUE LOS ANGELES, CA 90007	20-2445113	501(C)(3)	215,000				HOUSING
(56) COLLEGE TRACK 2130 E 1ST STREET LOS ANGELES, CA 90033	94-3279613	501(C)(3)	15,000				EDUCATION
(57) COMMUNITIES IN SCHOOLS LA 2000 AVENUE OF STARS SUITE 803 LOS ANGELES, CA 90067	26-0404220	501(C)(3)	124,500				EDUCATION
(58) COMMUNITY ASSET DEVELOPMENT RE-DEFINING (CADRE) 8410 SOUTH BROADWAY LOS ANGELES, CA 90003	26-4753821	501(C)(3)	17,500				EDUCATION
(59) COMMUNITY CAREER DEVELOPMENT INC 3550 WILSHIRE BLVD STE 500 LOS ANGELES, CA 90010	23-7209115	501(C)(3)	37,500				ECONOMIC MOBILITY
(60) COMMUNITY COALITION FOR SUBSTANCE ABUSE PREVENTION 8101 S VERMONT AVENUE LOS ANGELES, CA 90044	95-4298811	501(C)(3)	386,778				EDUCATION
(61) COMMUNITY CORPORATION OF SANTA MONICA 1423 2ND STREET SUITE B SANTA MONICA, CA 90401	95-3795161	501(C)(3)	150,000				HOUSING
(62) COMMUNITY DEVELOPMENT TECHNOLOGIES CENTER 520 WEST 23RD STREET LOS ANGELES, CA 90007	95-4546040	501(C)(3)	50,000				EDUCATION
(63) COMMUNITY PARTNERS 1000 N ALAMEDA ST NO240 LOS ANGELES, CA 90012	95-4302067	501(C)(3)	463,429				HOUSING/EDUCATION/ECONOMIC MOBILITY
(64) CORPORATION FOR SUPPORTIVE HOUSING 61 BROADWAY SUITE 2300 NEW YORK, NY 10006	13-3600232	501(C)(3)	112,500				HOUSING
(65) COUNTY OF LOS ANGELES 500 WEST TEMPLE STREET ROOM 726 LOS ANGELES, CA 90012	95-3510017	501(C)(3)	169,500				ECONOMIC MOBILITY
(66) COVENANT HOUSE CALIFORNIA 1325 N WESTERN AVENUE LOS ANGELES, CA 90027	13-3391210	501(C)(3)	94,300				ECONOMIC MOBILITY
(67) DAVID AND MARGARET YOUTH & FAMILY SERVICES 1350 THIRD STREET LA VERNE, CA 91750	95-1660346	501(C)(3)	104,910				HOUSING
(68) DECRO CORPORATION 3431 WESLEY ST SUITE F CULVER CITY, CA 90232	33-0362163	501(C)(3)	500,000				HOUSING
(69) DOWNTOWN WOMEN'S CENTER 442 S SAN PEDRO STREET LOS ANGELES, CA 90013	31-1597223	501(C)(3)	37,500				ECONOMIC MOBILITY
(70) EAST LA COMMUNITY CORP 530 SOUTH BOYLE AVENUE LOS ANGELES, CA 90033	95-4531076	501(C)(3)	37,500				ECONOMIC MOBILITY
(71) EAST LOS ANGELES COMMUNITY 420 S GLENDORA AVENUE WEST COVINA, CA 91790	23-7068586	501(C)(3)	218,000				ECONOMIC MOBILITY
(72) EDUCARE FOUNDATION 16134 WYANDOTTE STREET VAN NUYS, CA 91406	95-4285350	501(C)(3)	15,000				EDUCATION
(73) EDUCATORS 4 EXCELLENCE 448 S HILL STREET LOS ANGELES, CA 90013	27-3382030	501(C)(3)	60,000				EDUCATION
(74) EL CENTRO DE AYUDA 2130 E 1ST STREET SUITE 110 LOS ANGELES, CA 90033	95-4563348	501(C)(3)	153,300				ECONOMIC MOBILITY
(75) FAMILIES IN SCHOOLS 1545 WILSHIRE BOULEVARD SUITE 700 LOS ANGELES, CA 90017	95-4818894	501(C)(3)	52,500				EDUCATION
(76) FAMILY PROMISE OF SAN GABRIEL VALLEY 1005 E LAS TUNAS DRIVE SAN GABRIEL, CA 91776	27-0315194	501(C)(3)	68,500				HOUSING
(77) FATHERS AND MOTHERS WHO CARE 10975 S VERMONT AVE LOS ANGELES, CA 90044	95-4648247	501(C)(3)	67,000				HOUSING
(78) FIRST STEP STAFFING INC 236 AUBURN AVE SUITE 203 ATLANTA, GA 30303	20-8038859	501(C)(3)	50,000				ECONOMIC MOBILITY
(79) FIRST TO SERVE 1017 W 50TH ST LOS ANGELES, CA 90037	91-2167028	501(C)(3)	10,000				HOUSING
(80) FLYAWAYHOMES 2116 ARLINGTON AVENUE SUITE 100 LOS ANGELES, CA 90018	85-2005653	501(C)(3)	364,950				HOUSING
(81) FOOTHILL UNITY COUNSELLING 790 W CHESTNUT AVENUE MONROVIA, CA 91016	95-4310817	501(C)(3)	54,000				HOUSING
(82) FULFILLMENT FUND 6100 WILSHIRE BLVD SUITE 600 LOS ANGELES, CA 90048	95-3180934	501(C)(3)	47,500				EDUCATION
(83) GARMENT WORKERS CENTER 1250 S LOS ANGELES ST SUITE 213 LOS ANGELES, CA 90015	81-0622327	501(C)(3)	50,000				ECONOMIC MOBILITY
(84) GENESIS LA ECONOMIC GROWTH CORPORATION 801 S GRAND AVE SUITE 775 LOS ANGELES, CA 90017	95-4712513	501(C)(3)	500,000				HOUSING
(85) GETTLOVE 7420 S VERMONT AVE LOS ANGELES, CA 90044	13-4323614	501(C)(3)	80,000				HOUSING
(86) GOODWILL SOUTHERN CALIFORNIA 342 N SAN FERNANDO ROAD LOS ANGELES, CA 90031	95-1641441	501(C)(3)	62,500				ECONOMIC MOBILITY
(87) HABITAT FOR HUMANITY OF GREATER LA 8739 ARTESIA BLVD BELLFLOWER, CA 90706	33-0416470	501(C)(3)	30,000				ECONOMIC MOBILITY
(88) HARBOR INTERFAITH SERVICES INC 670 W NINTH STREET SAN PEDRO, CA 90731	33-0031099	501(C)(3)	204,408				HOUSING
(89) HAVEN HILLS INC PO BOX 260 CANOGA PARK, CA 91305	95-3196247	501(C)(3)	80,000				HOUSING
(90) HEART OF COMPASSION 600 S MAPLE AVE MONTEBELLO, CA 90640	42-1573926	501(C)(3)	20,000				ECONOMIC MOBILITY
(91) HEART OF LOS ANGELES YOUTH 2701 WILSHIRE BOULEVARD STE 100 LOS ANGELES, CA 90057	95-4397418	501(C)(3)	50,000				EDUCATION
(92) HELP ME HELP YOU PO BOX 32861 WORLD TRADE CENTER STATION LONG BEACH, CA 90832	71-0898124	501(C)(3)	60,079				HOUSING
(93) HELPLINE YOUTH COUNSELING 14181 TELEGRAPH ROAD WHITTIER, CA 90604	23-7113824	501(C)(3)	70,000				HOUSING
(94) HOLLYWOOD FOOD COALITION PO BOX 480157 LOS ANGELES, CA 90048	46-4079214	501(C)(3)	65,000				HOUSING
(95) HOME AT LAST COMMUNITY 150 S LOS ROBLES AVE STE 650 PASADENA, CA 91101	47-0902546	501(C)(3)	55,000				HOUSING
(96) HOMELESS HEALTHCARE LOS ANGELES 2330 BEVERLY BOULEVARD LOS ANGELES, CA 90057	95-4075970	501(C)(3)	88,000				HOUSING
(97) HOPE OF THE VALLEY PO BOX 7609 MISSION HILLS, CA 91346	27-2053273	501(C)(3)	10,000				HOUSING
(98) HOSPITALITY INDUSTRY TRAINING AND EDUCATION FUND 130 S ALVARADO STREET LOS ANGELES, CA 90057	45-4884254	501(C)(3)	50,000				ECONOMIC MOBILITY
(99) HOUSING WORKS 1277 WILCOX AVENUE LOS ANGELES, CA 90038	03-0522656	501(C)(3)	79,180				HOUSING
(100) HUB CITIES CAREER CENTER CORPORATION 2677 ZOE AVE HUNTINGTON PARK HUNTINGTON PARK, CA 90255	91-2161081	501(C)(3)	50,000				ECONOMIC MOBILITY
(101) IMAGINE LOS ANGELES INC 672 S LAFAYETTE PARK PLACE UNIT 28 LOS ANGELES, CA 90057	20-4637089	501(C)(3)	12,500				ECONOMIC MOBILITY
(102) INCLUSIVE ACTION FOR THE CITY 2900 E CESAR E CHAVEZ AVE LOS ANGELES, CA 90033	27-0584116	501(C)(3)	50,000				ECONOMIC MOBILITY
(103) INNER CITY LAW CENTER 1309 E 7TH STREET LOS ANGELES, CA 90021	95-3697572	501(C)(3)	176,000				HOUSING
(104) INNERCITY STRUGGLE 124 NORTH TOWNSEND AVENUE LOS ANGELES, CA 90063	27-2133211	501(C)(3)	110,000				EDUCATION
(105) INSTITUTO DE EDUCACION POPULAR DEL SUR DE CALIFORNIA 1565 W 14TH STREET LOS ANGELES, CA 90015	95-4431992	501(C)(3)	50,000				ECONOMIC MOBILITY
(106) JEWISH FREE LOAN ASSOCIATION 6505 WILSHIRE BLVD SUITE 715 LOS ANGELES, CA 90048	95-1691014	501(C)(3)	12,500				ECONOMIC MOBILITY
(107) JEWISH VOCATIONAL SERVICES 6505 WILSHIRE BLVD SUITE 700 LOS ANGELES, CA 90048	95-1691012	501(C)(3)	40,000				ECONOMIC MOBILITY
(108) KARSH FAMILY SERVICES 3750 WEST 6TH STREET LOS ANGELES, CA 90020	81-2974850	501(C)(3)	20,000				ECONOMIC MOBILITY
(109) KOREAN AMERICAN FEDERATION OF LA 981 S WESTERN AVE STE 401 LOS ANGELES, CA 90006	95-3842560	501(C)(3)	20,000				ECONOMIC MOBILITY
(110) KOREAN HEALTH EDUCATION INFORMATION AND 3727 W 6TH ST STE 210 LOS ANGELES, CA 90020	95-4074660	501(C)(3)	20,000				ECONOMIC MOBILITY
(111) KOREAN IMMIGRANT WORKERS ADVOCATES 1053 S NEW HAMPSHIRE AVENUE LOS ANGELES, CA 90006	95-4392004	501(C)(3)	20,000				ECONOMIC MOBILITY
(112) KOREATOWN YOUTH AND COMMUNITY CENTER INC 3727 W 6TH ST SUITE 300 LOS ANGELES, CA 90020	95-3779389	501(C)(3)	100,000				ECONOMIC MOBILITY
(113) LA FAMILY HOUSING CORPORATION 7843 LANKERSHIM BOULEVARD NORTH HOLLYWOOD, CA 91605	95-3920560	501(C)(3)	212,950				HOUSING
(114) LA GLOBAL CARE 3651 S LA BREA AVE BOX 251 LOS ANGELES, CA 90016	81-4654070	501(C)(3)	50,000				HOUSING
(115) LA PROMISE FUND 202 WEST FIRST STREET SUITE 160 LOS ANGELES, CA 90012	20-4562686	501(C)(3)	50,000				EDUCATION
(116) LA VOICE 3660 WILSHIRE BOULEVARD STE 602 LOS ANGELES, CA 90010	95-4781974	501(C)(3)	57,500				HOUSING/ECONOMIC MOBILITY
(117) LA WORKS 570 WEST AVE 26 400 LOS ANGELES, CA 90065	95-4329727	501(C)(3)	52,500				HOUSING
(118) LABOR COMMUNITY SERVICES 6004 MAYWOOD AVENUE LOS ANGELES, CA 90255	95-4147259	501(C)(3)	5,174				ECONOMIC MOBILITY
(119) LA-MAS INC 2806 CLEARWATER STREET LOS ANGELES, CA 90039	38-3887766	501(C)(3)	75,000				HOUSING
(120) LIFEARK COMMUNITY INC 831 MERIDIAN STREET DUARTE, CA 91010	83-4264450	501(C)(3)	310,000				HOUSING
(121) LIFT INC 1910 MAGNOLIA AVENUE LOS ANGELES, CA 90007	52-2168409	501(C)(3)	37,500				ECONOMIC MOBILITY
(122) LONG BEACH CENTER FOR ECONOMIC INCLUSION 6509 GUNDRY AVE LONG BEACH, CA 90805	84-4693859	501(C)(3)	7,500				HOUSING
(123) LOS ANGELES ALLIANCE FOR A NEW ECONOMY 464 LUCAS AVE SUITE 202 LOS ANGELES, CA 90017	95-4459427	501(C)(3)	37,500				ECONOMIC MOBILITY
(124) LOS ANGELES CHRISTIAN HEALTH CENTERS 202 W 1ST STREET SUITE 4-0435 LOS ANGELES, CA 90012	95-4315734	501(C)(3)	88,000				HOUSING
(125) LOS ANGELES CITY COLLEGE FOUNDATION 855 N VERMONT LOS ANGELES, CA 90029	95-6207819	501(C)(3)	54,920				ECONOMIC MOBILITY
(126) LOS ANGELES EDUCATION PARTNERSHIP 202 W 1ST STREET STE 6-0410 LOS ANGELES, CA 90012	95-3909218	501(C)(3)	12,500				EDUCATION
(127) LOS ANGELES HOUSE OF RUTH PO BOX 33288 LOS ANGELES, CA 90033	95-3411454	501(C)(3)	55,000				HOUSING
(128) LOS ANGELES LGBT CENTER 1118 N MCCADDEN PLACE LOS ANGELES, CA 90038	95-3567895	501(C)(3)	144,500				ECONOMIC MOBILITY
(129) LOS ANGELES REGIONAL FOODBANK 1734 EAST 41ST STREET LOS ANGELES, CA 90058	95-3135649	501(C)(3)	110,517				ECONOMIC MOBILITY
(130) LOS ANGELES URBAN LEAGUE 3450 MOUNT VERNON DRIVE LOS ANGELES, CA 90008	95-1691288	501(C)(3)	50,000				ECONOMIC MOBILITY
(131) MENTAL HEALTH AMERICA OF LOS ANGELES 100 W BROADWAY SUITE 5010 LONG BEACH, CA 90802	95-1881491	501(C)(3)	87,500				ECONOMIC MOBILITY
(132) MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATION FUND 634 S SPRING ST 11TH FLOOR LOS ANGELES, CA 90014	74-1563270	501(C)(3)	52,500				EDUCATION
(133) MEXICAN AMERICAN OPPORTUNITY FOUNDATION 401 NORTH GARFIELD AVENUE MONTEBELLO, CA 90640	95-2594166	501(C)(3)	52,500				ECONOMIC MOBILITY
(134) MIGUEL CONTRERAS FOUNDATION 2130 JAMES M WOOD BLVD LOS ANGELES, CA 90006	27-1149852	501(C)(3)	259,515				ECONOMIC MOBILITY
(135) MY FRIEND'S PLACE PO BOX 3867 LOS ANGELES, CA 90078	95-4834034	501(C)(3)	75,000				HOUSING
(136) NEW DIRECTIONS FOR VETERANS 11303 WILSHIRE VA BLDG 116 LOS ANGELES, CA 90073	95-4242745	501(C)(3)	40,000				HOUSING
(137) NEW WAY OF LIFE REENTRY PROJECT PO BOX 875288 LOS ANGELES, CA 90087	95-4782503	501(C)(3)	298,600				ECONOMIC MOBILITY
(138) NO US WITHOUT YOU 768 S BOYLE AVE LOS ANGELES, CA 90023	85-0878455	501(C)(3)	50,000				ECONOMIC MOBILITY
(139) NOHO HOME ALLIANCE 11031 CAMARILLO ST N NORTH HOLLYWOOD, CA 91602	82-4768699	501(C)(3)	29,500				HOUSING
(140) NORTH VALLEY CARING SERVICES 15453 RAYEN STREET NORTH HILLS, CA 91343	95-4444561	501(C)(3)	75,000				HOUSING
(141) PF BRESEE FOUNDATION 184 BIMINI PLACE LOS ANGELES, CA 90004	95-3797363	501(C)(3)	12,500				EDUCATION
(142) PAINTED BRAIN 1180 S BEVERLY DR SUITE 608 LOS ANGELES, CA 90035	81-3945595	501(C)(3)	67,000				HOUSING
(143) PARA LOS NINOS 500 LUCAS AVENUE LOS ANGELES, CA 90017	95-3443276	501(C)(3)	50,000				EDUCATION
(144) PARENT INSTITUTE FOR QUALITY EDUCATION 825 COLORADO BLVD SUITE 228 LOS ANGELES, CA 90041	33-0259359	501(C)(3)	15,000				EDUCATION
(145) PARTNERSHIP FOR LA SCHOOLS 1055 WILSHIRE BLVD STE-1850 LOS ANGELES, CA 90017	26-1759681	501(C)(3)	52,500				EDUCATION
(146) PATH VENTURES 340 N MADISON AVENUE LOS ANGELES, CA 90004	20-1892523	501(C)(3)	155,000				HOUSING
(147) PAVING THE WAY FOUNDATION 44818 FERN AVENUE SUITE 105 LANCASTER, CA 93534	01-0852709	501(C)(3)	108,000				HOUSING
(148) PEOPLE ASSISTING THE HOMELESS (PATH) PARTNERS 340 N MADISON AVENUE LOS ANGELES, CA 90004	95-3950196	501(C)(3)	265,350				HOUSING
(149) PROJECT GRAD LOS ANGELES 10200 SEPULVEDA BLVD SUITE 255 MISSION HILLS, CA 91345	95-4724314	501(C)(3)	15,000				EDUCATION
(150) PROYECTO PASTORAL 135 N MISSION ROAD LOS ANGELES, CA 90033	95-3213958	501(C)(3)	135,000				EDUCATION
(151) PUNK ROCK MARTHAS 5419 HOLLYWOOD BLVD LOS ANGELES, CA 90027	47-1946319	501(C)(3)	27,500				HOUSING
(152) RAINBOW SERVICES 453 W 7TH STREET LOS ANGELES, CA 90731	95-3855705	501(C)(3)	75,000				HOUSING
(153) RAMON C CORTINES SCHOOL OF VISUAL AND PERFORMING ARTS 450 N GRAND AVE LOS ANGELES, CA 90012	95-6001908	501(C)(3)	10,071				EDUCATION
(154) RESTAURANT OPPORTUNITY 275 SEVENTH AVENUE SUITE 1703 NEW YORK, NY 10001	01-0939141	501(C)(3)	50,000				ECONOMIC MOBILITY
(155) RIGHT TO THE CITY ALLIANCE 3124 PUEBLO AVENUE LOS ANGELES, CA 90032	94-3462187	501(C)(3)	50,000				ECONOMIC MOBILITY
(156) RMG HOUSING LLC 329 PACIFIC COAST HIGHWAY HERMOSA BEACH, CA 90254	84-2601215	501(C)(3)	175,000				HOUSING
(157) RX ASTER APARTMENTS LLC 308 N SYCAMORE AVE APT 308 LOS ANGELES, CA 90036	82-2520578		350,000				HOUSING
(158) SAFE PLACE FOR YOUTH (SPY) 2469 LINCOLN BLVD VENICE, CA 90291	84-1802637	501(C)(3)	83,315				HOUSING
(159) SANCTUARY OF HOPE PO BOX 431038 LOS ANGELES, CA 90043	27-3273118	501(C)(3)	50,000				HOUSING
(160) SHELTER PARTNERSHIP INC 520 SOUTH GRAND AVENUE SUITE 695 LOS ANGELES, CA 90071	95-3976214	501(C)(3)	37,500				HOUSING
(161) SKID ROW HOUSING TRUST 1317 EAST 7TH STREET LOS ANGELES, CA 90021	95-4205316	501(C)(3)	525,000				HOUSING
(162) SOCIAL MODEL RECOVERY 223 E ROWLAND ST COVINA, CA 91723	95-4079133	501(C)(3)	15,000				HOUSING
(163) SOCIAL VENTURE PARTNERS 800 WILSHIRE BLVD STE 200 LOS ANGELES, CA 90017	51-0563566	501(C)(3)	50,000				HOUSING
(164) SOUTH BAY CENTER FOR COUNSELING 540 NORTH MARINE AVENUE LOS ANGELES, CA 90744	23-7360521	501(C)(3)	105,200				EDUCATION
(165) SOUTHERN CALIFORNIA ASSOCIATION OF NONPROFIT HOUSING 340 E 2ND STREET SUITE 406 LOS ANGELES, CA 90012	95-4019655	501(C)(3)	42,500				HOUSING
(166) SOUTHERN CALIFORNIA GRANTMAKERS 1000 N ALAMEDA STREET SUITE 230 LOS ANGELES, CA 90012	95-2831058	501(C)(3)	24,500				HOUSING
(167) SPECIAL SERVICES FOR GROUPS INC 905 EAST 8TH STREET LOS ANGELES, CA 90021	95-1716914	501(C)(3)	364,100				HOUSING
(168) ST JOSEPH CENTER 204 HAMPTON DRIVE VENICE, CA 90291	95-3874381	501(C)(3)	146,852				HOUSING
(169) STREETLIGHTS INC 622 N VAN NESS AVENUE STE 105 HOLLYWOOD, CA 90004	95-4499501	501(C)(3)	12,500				ECONOMIC MOBILITY
(170) SUPPORT SOLUTIONS 267 E BADILLO ST COVINA, CA 91723	35-2563424	501(C)(3)	93,000				HOUSING
(171) THE CENTER AT BLESSED SACRAMENT 6636 SELMA AVENUE LOS ANGELES, CA 90028	20-3022534	501(C)(3)	208,711				HOUSING
(172) THE GIVING SPIRIT 11693 SAN VICENTE BLVD 113 LOS ANGELES, CA 90049	61-1405121	501(C)(3)	92,500				HOUSING
(173) THE PEOPLE CONCERN 2116 ARLINGTON AVE STE 100 LOS ANGELES, CA 90018	95-6143865	501(C)(3)	378,500				HOUSING
(174) THE SALVATION ARMY 180 E OCEAN BLVD SUITE 500 LONG BEACH, CA 90802	13-5562351	501(C)(3)	215,500				ECONOMIC MOBILITY
(175) THE VILLAGE FAMILY SERVICES 6736 LAUREL CANYON BLVD SUITE 200 NORTH HOLLYWOOD, CA 91606	95-4625826	501(C)(3)	68,114				HOUSING
(176) THINK TOGETHER 2101 E 4TH STREET SANTA ANA, CA 92705	33-0781751	501(C)(3)	15,000				EDUCATION
(177) TURNING POINT DRUG AND ALCOHOL EDUCATION PROGRAM 3756 SANTA ROSALIA DR SUITE 617 LOS ANGELES, CA 90008	26-4464781	501(C)(3)	68,320				HOUSING
(178) UNION STATION HOMELESS SERVICES 825 EAST ORANGE GROVE BLVD PASADENA, CA 91104	95-3958741	501(C)(3)	145,850				HOUSING
(179) UNITED FRIENDS OF THE CHILDREN 1055 WILSHIRE BLVD STE 1955 LOS ANGELES, CA 90017	95-3665186	501(C)(3)	70,000				EDUCATION
(180) UNITED WAY OF KERN COUNTY 5405 STOCKDALE HIGHWAY SUITE 200 BAKERSFIELD, CA 93309	95-2274560	501(C)(3)	10,000				ECONOMIC MOBILITY
(181) UNITED WAY OF SAN LUIS OBISPO COUNTY 1288 MORRO ST STE 10 SAN LUIS OBISPO, CA 93401	95-3459538	501(C)(3)	10,000				ECONOMIC MOBILITY
(182) UNITED WAY OF SANTA BARBARA COUNTY 320 E GUTIERREZ ST SANTA BARBARA, CA 93101	95-1641968	501(C)(3)	10,000				ECONOMIC MOBILITY
(183) UNITED WAY OF TULARE COUNTY 1601 E PROSPERITY AVE TULARE, CA 93274	94-6100424	501(C)(3)	10,000				ECONOMIC MOBILITY
(184) UNITED WAY OF VENTURA COUNTY 702 COUNTY SQUARE DRIVE SUITE 100 VENTURA, CA 93003	95-1945833	501(C)(3)	10,000				ECONOMIC MOBILITY
(185) UNITE-LA INC 350 S BIXEL STREET SUITE 160 LOS ANGELES, CA 90017	82-0576380	501(C)(3)	50,000				EDUCATION
(186) UNIVERSITY OF SOUTHERN CALIFORNIA UNIVERSITY PARK CAMPUS 3551 TROUSDALE PARKWAY STE 160 LOS ANGELES, CA 90089	95-1642394	501(C)(3)	412,494				HOUSING
(187) UPWARD BOUND HOUSE 1104 WASHINGTON AVE SANTA MONICA, CA 90403	95-4288926	501(C)(3)	92,500				ECONOMIC MOBILITY
(188) VENICE COMMUNITY HOUSING CORPORATION 720 ROSE AVENUE VENICE, CA 90291	95-4200761	501(C)(3)	225,000				HOUSING
(189) VENICE FAMILY CLINIC 604 ROSE AVENUE VENICE, CA 90291	95-2769432	501(C)(3)	85,000				HOUSING
(190) VOLUNTEERS OF AMERICA OF LOS ANGELES 3600 WILSHIRE BLVD STE 1500 LOS ANGELES, CA 90010	95-1691330	501(C)(3)	255,000				HOUSING
(191) WEINGART CENTER ASSOCIATION 566 S SAN PEDRO STREET LOS ANGELES, CA 90013	95-6054617	501(C)(3)	150,000				HOUSING
(192) WELLNEST 3031 SOUTH VERMONT AVENUE LOS ANGELES, CA 90007	95-1690974	501(C)(3)	90,890				HOUSING
(193) WEST VALLEY BOYS & GIRLS CLUB 7245 REMMET AVENUE CANOGA PARK, CA 91303	95-4419365	501(C)(3)	50,000				EDUCATION
(194) WEST VALLEY COUNSELING CENTER 18226 VENTURA BLVD SUITE 202 TARZANA, CA 91356	27-2191898	501(C)(3)	50,000				ECONOMIC MOBILITY
(195) WESTERN CENTER ON LAW AND POVERTY 3701 WILSHIRE BLVD SUITE 208 LOS ANGELES, CA 90010	95-2897721	501(C)(3)	37,500				HOUSING
(196) WESTSIDE FOOD BANK 1710 22ND STREET SANTA MONICA, CA 90404	95-3685875	501(C)(3)	7,197				ECONOMIC MOBILITY
(197) WHITTIER FIRST DAY PO BOX 5498 WHITTIER, CA 90607	93-1141844	501(C)(3)	43,200				HOUSING
(198) WOMEN IN NON TRADITION EMPLOYMENT ROLES INC (WINTR) 4741 EAST CESAR CHAVEZ AVENUE LOS ANGELES, CA 90022	95-4513961	501(C)(3)	12,500				EDUCATION
(199) WOODCRAFT RANGERS 340 EAST SECOND STREET SUITE 200 LOS ANGELES, CA 90012	95-1729319	501(C)(3)	15,000				EDUCATION
(200) YMCA METROPOLITAN LOS ANGELES 625 S NEW HAMPSHIRE AVE LOS ANGELES, CA 90005	95-1644052	501(C)(3)	60,000				EDUCATION
(201) YMCA OF GREATER LONG BEACH DEVELOPMENT INC 525 EAST 7TH STREET LONG BEACH, CA 90813	95-1643396	501(C)(3)	15,000				EDUCATION
(202) YOUTH POLICY INSTITUTE 6464 SUNSET BLVD SUITE 650 LOS ANGELES, CA 90028	52-1278339	501(C)(3)	15,000				EDUCATION
(203) YWCA OF GREATER LOS ANGELES 1020 S OLIVE STREET 7TH FLOOR LOS ANGELES, CA 90015	95-1652919	501(C)(3)	357,575				EDUCATION

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . ▶ 199

3 Enter total number of other organizations listed in the line 1 table . . . ▶ 4

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)						
(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:	UNITED WAY WORKS TO MONITOR ALL INVESTMENTS MADE THROUGH GRANTS IN ALIGNMENT WITH FUNDING USE AND PROJECT DESIGN. ALL GRANTS HAVE DEFINED SCOPES OF WORK, ESTABLISHED IN CONTRACTS, WHICH CLEARLY IDENTIFY ANY REQUIREMENTS FOR REPORTING AND PARTICIPATION IN EVALUATION PROCESSES. REQUIREMENTS ARE DETERMINED BASED ON THE PURPOSE OF THE GRANT, SIZE OF AWARD, PROJECT TIMELINE, AND OTHER FACTORS. WHERE INTERIM AND FINAL REPORTS ARE REQUIRED DATA AND NARRATIVE RESPONSES ARE COLLECTED AND REVIEWED BY STAFF TO UNDERSTAND PROJECT PROGRESS, CHALLENGES, AND IMPACT. WHERE RELEVANT, ORGANIZATIONAL FINANCIAL DOCUMENTATION AND EXPENSE REPORTING IS COLLECTED AND REVIEWED BY STAFF AND CHALLENGES ARE ADDRESSED.

Additional Data

Return to Form

Software ID:

Software Version:

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

2019

Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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**	Yes	
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 accured 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**		

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

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

(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				
1ELISE BUIK PRESIDENT/CEO(1-TIME PYMT IN W-2)	**(i)**	345,998	78,875	268,132	114,416	30,230	837,651	233,997
	(ii)	0	0	0	0	0	0	0
2LINING RECENDEZ VP, FINANCE	**(i)**	169,934	36,709	6,542	24,200	23,344	260,729	0
	(ii)	0	0	0	0	0	0	0
3TAULENE KAGAN VP, MARKETING & COMMUNICATIONS	**(i)**	167,702	12,714	5,849	10,515	31,166	227,946	0
	(ii)	0	0	0	0	0	0	0
4DEMETRIUS STEVENSON DIR, CORPORATE STRATEGIES	**(i)**	111,025	0	18,436	64,519	11,215	205,195	0
	(ii)	0	0	0	0	0	0	0
5MILINDA MARTIN CHIEF OPERATING OFFICER-PART YEAR	**(i)**	133,920	25,557	0	27,763	0	187,240	0
	(ii)	0	0	0	0	0	0	0
6CHRIS KO MANAGING DIR -HOMELESSNESS & STRATEG	**(i)**	129,480	23,500	229	9,439	6,522	169,170	0
	(ii)	0	0	0	0	0	0	0
7THOMAS NEWMAN SENIOR DIR - IMPACT INITIATIVES	**(i)**	114,963	23,500	182	3,894	16,940	159,479	0
	(ii)	0	0	0	0	0	0	0
8DEENA MARGOLIS VP, COMMUNITY IMPACT-PART YEAR	**(i)**	104,472	12,346	14,094	9,144	16,693	156,749	0
	(ii)	0	0	0	0	0	0	0
9COREY CASTILLO DIR, OPTIMIZATION	**(i)**	123,601	12,000	195	4,223	10,541	150,560	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
SCHEDULE J, PART I, LINE 4B	UNITED WAY OF GREATER LOS ANGELES ESTABLISHED A SUPPLEMENTAL EXECUTIVE RETIREMENT PLAN (SERP) FOR ITS CURRENT CEO AND PRESIDENT, ELISE BUIK, AFTER SHE WAS HIRED IN 2005. THIS PLAN WAS APPROVED BY THE BOARD IN JULY 2008 AND $25,000 WAS FUNDED TO A RABBI TRUST IN DECEMBER 2008. SUBSEQUENTLY ADDITIONAL AMOUNT WAS FUNDED ANNUALLY BASED ON AN ACTUARIAL CALCULATION FOR EXPECTED PAYMENT OBLIGATIONS. THIS PLAN IS ALSO KNOWN AS A BENEFIT RESTORATION PLAN (BRP) AS THE PURPOSE OF THE PLAN IS INTENDED TO "RESTORE" BENEFITS LOST TO AN EMPLOYEE UNDER A TAX-QUALIFIED DEFINED BENEFIT PLAN (E.G., PENSION PLAN) DUE TO INTERNAL REVENUE CODE LIMITS (E.G., LIMITS ON COVERED COMPENSATION, MAXIMUM BENEFIT). FOR CALENDAR YEAR 2019 (THE YEAR WE ARE REQUIRED TO USE FOR 6/30/2020 FORM 990 REPORTING), THE LIMITS ON COVERED COMPENSATION ARE ANNUAL INCOME OF $280,000. THIS AMOUNT IS ADJUSTED ANNUALLY FOR INFLATION, IT IS $285,000 IN 2020 AND $290,000 IN 2021. IN ACCORDANCE WITH THE PLAN DOCUMENT, MS. BUIK MET A VESTING REQUIREMENT THAT WAS ESTABLISHED AS A RETENTION TOOL THAT WOULD TRIGGER A DISTRIBUTION UPON AGE 55; SHE BECAME 100% VESTED IN JANUARY 2019. CONSEQUENTLY, SHE RECEIVED TWO DISTRIBUTIONS FROM THE PLAN DURING THE CALENDAR YEAR 2019. THE FIRST DISTRIBUTION WAS A ONE-TIME SPECIAL PAYMENT IN MARCH 2019 IN THE AMOUNT OF $256,610, WHICH WAS APPROXIMATELY 50% OF ACTUARIAL VALUE AT THE VESTING DATE. THE SECOND DISTRIBUTION WAS AN ANNUAL PAYMENT, AND $8,143 WAS PAID TO MS. BUIK IN AUGUST 2019. THE TOTAL OF THESE TWO DISTRIBUTIONS WAS $264,753, AND IT WAS REPORTED IN HER GROSS WAGES IN FORM 2019 W2, AND IT WAS INCLUDED IN "OTHER REPORTABLE COMPENSATION" COLUMN B (III) ON SCHEDULE J, PART II. OUT OF THIS AMOUNT, $233,997 WAS REPORTED AS A DEFERRED COMPENSATION IN FORM 990 FROM PRIOR YEARS AND IT WAS REPORTED IN THIS YEAR'S FORM 990 IN COLUMN F, SCHEDULE J, PART II. THE $37,908 ESTIMATED INCREASE IN THE VALUE OF THE SERP/BRP IS REPORTED AS DEFERRED COMPENSATION IN COLUMN C, SCHEDULE J, PART II.
SCHEDULE J, PART I, LINE 7	CERTAIN MEMBERS OF THE EXECUTIVE TEAM MET THE CRITERIA TO RECEIVE BONUSES BASED ON THEIR SCORECARD RESULTS. THE SCORECARD WAS APPROVED BY THE BOARD AT THE BEGINNING OF THE FISCAL YEAR, AND THE RESULTS ARE APPROVED BY THE BOARD EVERY JULY AFTER THE YEAR END. THESE BONUSES ARE INCLUDED IN SCHEDULE J, PART II, COLUMN B(II).

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	15	280,106	FMV
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ( )				
26 Other ▶ ( )				
27 Other ▶ ( )				
28 Other ▶ ( )				

			Yes	No
29	Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement	29		
30a	During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		No
b	If "Yes," describe the arrangement in Part II.			
31	Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31	Yes	
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		No
b	If "Yes," describe in Part II.			
33	If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

Part II **Supplemental I**
organization is
combination of

Return Reference
PART I, COLUMN (B):

Information. Provide the informa
reporting in Part I, column (b), th
both. Also complete this part for

	THE ORGANIZATION I (B)

tion required by Part I, lines 30
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any additional information.

Explanati

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number of items received, o

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Additional

Data

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Software ID:

ware Version:

Return to Form

SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

Return Reference	Explanation
FORM 990, PART III, LINE 4	STATEMENT OF PURPOSE WHAT WE DO- MOVE OUR MOST VULNERABLE NEIGHBORS OUT OF POVERTY BY: 1. MONITORING DATA 2. INVESTING FUNDS 3. EDUCATING, EMPOWERING, AND ACTIVATING PEOPLE 4. FOCUSING ON SHORT AND LONG-TERM SOLUTIONS, AGGREGATING RESOURCES AND IMPROVING SYSTEMS AND POLICIES 5. MAXIMIZING EFFICIENCIES AND LEVERAGING ALIGNED NETWORKS IN ORDER TO CREATE THE MOST IMPACTFUL RESULTS IN THE AREAS OF HOUSING, EDUCATION AND ECONOMIC MOBILITY. UNITED WAY OF GREATER LOS ANGELES (UWGLA) FOCUSES ON THREE PILLARS THAT ARE CRITICAL TO ADDRESSING POVERTY: HOUSING SOLUTIONS, EDUCATIONAL EQUITY, AND ECONOMIC MOBILITY. THE PRIMARY FOCUS HAS BEEN: 1. INCREASE THE NUMBER OF STUDENTS OF COLOR WHO GRADUATE FROM HIGH SCHOOL PREPARED FOR COLLEGE AND A CAREER. 2. INCREASE TRANSFER AND COMPLETION RATES OF COMMUNITY COLLEGE STUDENTS. 3. PREVENT VULNERABLE FAMILIES AND INDIVIDUALS FROM FALLING INTO HOMELESSNESS. 4. REDUCE STREET AND CHRONIC HOMELESSNESS. 5. EXPAND THE PRODUCTION AND AVAILABILITY OF SUPPORTIVE HOUSING FOR OUR MOST VULNERABLE HOMELESS NEIGHBORS 6. INCREASE THE NUMBER OF VULNERABLE YOUTH AND ADULTS WHO OBTAIN WORKPLACE SKILLS AND ARE CONNECTED TO JOBS. 7. BUILD ECONOMIC EQUITY ACROSS THE REGION BY INCREASING THE ASSETS AND NET WORTH OF LOW-INCOME FAMILIES AND INDIVIDUALS. 8. EXPAND THE CIVIC ENGAGEMENT AND PARTICIPATION OF ALL INDIVIDUALS AND FAMILIES, PARTICULARLY PEOPLE OF COLOR AND YOUTH, TO REDUCE POVERTY AND INEQUITY. THE GLOBAL PANDEMIC CAUSED A SHIFT IN OUR EFFORTS, ENACTING QUICK RESPONSE SOLUTIONS AS THEY RELATE TO OUR THREE PILLARS. IN ADDITION TO THE NEEDS UWGLA HAS BEEN ADDRESSING, WE QUICKLY PIVOTED TO RESPOND BY: 1. MOBILIZING THE REGION TO DONATE AND DIRECT THOSE RESOURCES TO THE VULNERABLE POPULATIONS THAT NEED THEM MOST. PEOPLE ARE READY TO COME TO THE AID OF THE MOST VULNERABLE. WE CHANNEL THOSE EFFORTS TO SUPPORT PEOPLE LIVING OUTSIDE, LOW-WAGE WORKERS AT RISK OF BECOMING HOMELESS, AND LOW-INCOME STUDENTS AND THEIR FAMILIES. 2. PROBLEM-SOLVING THE GAPS IN OUR SYSTEMS. AS OUR PUBLIC AND PRIVATE SECTORS RESPOND, WE PARTNER WITH THEM TO REMOVE OBSTACLES AND BRING ABOUT POLICY CHANGE AND RESOURCES NEEDED TO FILL GAPS. 3. ADVOCATING FOR FEDERAL AND STATE RESOURCES TO GET TO THE MOST VULNERABLE POPULATIONS, MATCHING UP SHORT-TERM AND LONG-TERM NEEDS. UNITED WAY OF GREATER LOS ANGELES HAS ALWAYS BEEN A PLACE WHERE COMMUNITY-BASED ORGANIZATIONS AND ELECTED LEADERS COME TOGETHER TO DO THE MOST GOOD. 4. PROTECTING THE SAFETY AND RIGHTS OF PEOPLE LIVING OUTSIDE. WE ARE WORKING WITH PARTNERS TO BRING EVERYONE IN AS QUICKLY AND SAFELY AS POSSIBLE. FOR THOSE STILL OUTSIDE, WE ARE WORKING TO ENSURE THEIR HEALTH AND SAFETY AS WELL. SCALING SOLUTIONS IMPROVING POLICY AND DRIVING SYSTEMS CHANGE IS A CRITICAL PART OF THE WORK WE DO AT UNITED WAY. IN A REGION AS LARGE, COMPLEX AND FRAGMENTED AS LOS ANGELES COUNTY, SYSTEMS CHANGE IS THE ONLY WAY TO SCALE LONG-TERM SOLUTIONS THAT TRULY BREAK THE CYCLE OF POVERTY. WE ADVOCATE FOR AND INFLUENCE PUBLIC POLICY, DEMANDING SOLUTIONS THAT PROVIDE LASTING CHANGE AND WE MAKE LONG-TERM COMMITMENTS TO IMPLEMENTING THEM. WE ALSO RESEARCH SOCIAL PROBLEMS TO DELIVER DATA AND EVIDENCE-BASED SOLUTIONS THAT DEMONSTRATE REAL OUTCOMES. LEVERAGING PARTNERSHIPS SOLVING COMPLEX PROBLEMS LIKE POVERTY CAN'T BE DONE BY THE POWER OF ONE, ESPECIALLY IN THE WAKE OF THE PANDEMIC IT REQUIRES THE POWER OF MANY. THAT'S WHY WE FOCUS ON BRINGING PEOPLE TOGETHER TO WORK ON OUR REGION'S MOST DIFFICULT ISSUES. WE WORK ALONGSIDE WITH PUBLIC, PRIVATE AND NON-PROFIT SECTORS TO TACKLE THE ROOT CAUSES OF POVERTY, WHICH WERE FURTHER EXACERBATED WHEN BUSINESSES AND SCHOOLS BEGAN TO CLOSE IN MARCH OF 2020. WE BUILD ON PROGRAMS AND STRATEGIES THAT IMPACT AND INFLUENCE A GREATER NUMBER OF NEIGHBORS AND COMMUNITIES, ESPECIALLY THOSE MOST IMPACTED, WORKING TOGETHER TO ADDRESS THE IMMEDIATE NEEDS THAT SURFACED. MAKING COMMUNITY IMPACT THROUGH OUR GRANTS, WE INVEST IN LOCAL NONPROFITS AND PROGRAMS WHICH WILL HAVE THE GREATEST IMPACT IN REACHING OUR GOALS TO END POVERTY, EXPANDING THEIR RESOURCES TO MEET THE NEEDS OF THE MOST VULNERABLE PEOPLE IN OUR COMMUNITIES. WE ANNUALLY INVEST IN 150 HIGH-PERFORMING NONPROFIT PARTNERS ALIGNED WITH THE GOALS IN OUR THREE PILLARS, MUCH OF WHICH SHIFTED TO EXPAND SUPPORT TO NEW NONPROFIT PARTNERS. AS WE LOOK TOWARD AN EQUITABLE RECOVERY, WE WILL INVEST IN CAPACITY BUILDING FOR OUR PARTNERS, PROVIDE GRANTS TO ENSURE TRUSTED COMMUNITY ORGANIZATIONS ARE STABLE, AND PRIORITIZE GRANTMAKING TO ORGANIZATIONS THAT ARE LED BY AND SERVE BLACK, BROWN, AND INDIGENOUS COMMUNITIES. THIS IS A PIVOTAL MOMENT IN LOS ANGELES COUNTY TO RECOVER AND REBUILD, AND WE WANT TO PRIORITIZE OUR MOST VULNERABLE. RATHER THAN MAINTAINING INEFFECTIVE MODELS THAT DEEPEN RACIAL AND ECONOMIC INEQUITIES, WE HAVE AN OPPORTUNITY TO TRANSFORM. WE WANT TO CONTINUE MAKING BOLD INVESTMENTS IN EDUCATION, HOMELESS SERVICES, AND STABILITY FOR OUR WORKING FAMILIES.
FORM 990, PART III, LINE 4A	PROGRAM SERVICE ACTIVITY - ENDING HOMELESSNESS THROUGH HOUSING STABILITY GOAL CREATE AND SUSTAIN AN END TO HOMELESSNESS OUR WORK AND RESULTS MORE THAN 66,000 MEN, WOMEN, CHILDREN AND VETERANS DO NOT HAVE A SAFE PLACE TO SLEEP AT NIGHT. UNITED WAY OF GREATER LOS ANGELES WORKS TO ENSURE SAFE, STABLE AND AFFORDABLE NEIGHBORHOODS FOR ANGELENOS TO CALL HOME. TO SUPPORT THIS, UNITED WAY LAUNCHED AN ACCELERATING PERMANENT SUPPORTIVE HOUSING (APSH) COMPETITION TO BUILD AWARENESS AND SUPPORT FOR INNOVATIVE HIGH-QUALITY, LOW-COST, SCALABLE HOUSING SOLUTIONS TO OUR HOMELESSNESS CRISIS. WINNERS OF THIS COMPETITION WERE INVITED TO HIGHLIGHT THE PROGRESS OF THEIR WORK DURING A SHOWCASE UNVEILING HUNDREDS OF UNITS TO BE BUILT AS EARLY AS JANUARY OF 2020. WHILE THESE UNITS WERE BUILT AND CONTINUE TO BE BUILT, THIS WAS JUST A SMALL (BUT LARGE STEP IN THE RIGHT DIRECTION. BEFORE COVID-19 THERE WERE TOO MANY PEOPLE EXPERIENCING HOMELESSNESS IN OUR COUNTY. THE PANDEMIC STRAINED THESE SYSTEMS AND ADDED URGENCY TO GIVE PEOPLE A SAFE PLACE TO SHELTER. OUR IMMEDIATE RESPONSE EFFORTS HELPED TO: - SUPPORT 12 REGIONAL HOMELESS SERVICE PROVIDERS AND SHELTER OPERATORS IN EXPANDING SUPPORT FOR INDIVIDUALS LIVING ON THE STREET AND BRINGING MORE PEOPLE INSIDE TO SAFETY. - WORK CLOSELY WITH HOUSING FOR HEALTH AT THE DEPARTMENT OF HEALTH SERVICES WITH THE SUPPORT OF L.A. CARE HEALTH PLAN TO PURCHASE PERSONAL PROTECTIVE EQUIPMENT TO PROTECT HEALTH SERVICES PROFESSIONALS OUTREACHING TO UNHOUSED RESIDENTS. - TO OUR HOUSING PARTNERS ALONE, WE DISTRIBUTED 148,000 FABRIC MASKS AND NEARLY 20,000 BOTTLES OF HAND SANITIZER. - CREATE 6,000 HEALTH AND HYGIENE KITS FOR INDIVIDUALS EXPERIENCING STREET HOMELESSNESS AND

Return Reference	Explanation
	SHELTERING IN PLACE THROUGHOUT L.A. COUNTY. HELP MAKE NEARLY 6,000 HOSPITALITY KITS TO WELCOME INSIDE THOUSANDS OF HIGHLY VULNERABLE INDIVIDUALS TO HOTEL AND MOTEL ROOMS AS PART OF PROJECT ROOMKEY, AN EFFORT TO SECURE HOTEL AND MOTEL ROOMS FOR VULNERABLE PEOPLE EXPERIENCING HOMELESSNESS TO QUICKLY BRING THEM INDOORS, REDUCING RISK OF COVID EXPOSURE.
FORM 990, PART III, LINE 4B	PROGRAM SERVICE ACTIVITY - HELPING STUDENTS GRADUATE AND PREPARE FOR COLLEGE AND THE WORKFORCE GOAL INCREASE HIGH SCHOOL GRADUATION RATES, ENSURING ALL STUDENTS GRADUATE, PREPARED FOR COLLEGE AND CAREER OUR WORK AND RESULTS UNITED WAY OF GREATER LOS ANGELES FIGHTS FOR GREAT PUBLIC SCHOOLS. SCHOOLS THAT SERVE ALL STUDENTS AND PREPARE THEM TO ACHIEVE IN COLLEGES AND CAREERS. AS PART OF THIS, UWGLA HAS TWO FOUNDATIONAL PROGRAMS TO HELP BRIDGE THE EDUCATION GAP: YOUNG CIVIC LEADERS PROGRAM AND CLASS COALITION. THE YOUNG CIVIC LEADERS PROGRAM (YCLP) THE YOUNG CIVIC LEADERS PROGRAM (YCLP) AIMS TO ELEVATE STUDENT VOICES AROUND KEY EDUCATIONAL EQUITY ISSUES. YCLP IS AN OUT-OF-SCHOOL PROGRAM THAT FOCUSES ON UPLIFTING STUDENTS OF COLOR FROM EACH BOARD DISTRICT, CULTIVATING THEM INTO LEADERS WHO WORK TOWARD INCREASING THE NUMBER OF LAUSD STUDENTS THAT GRADUATE FROM HIGH SCHOOL COLLEGE-ELIGIBLE AND CAREER-READY. IN ADDITION TO ENGAGING IN COMPREHENSIVE ADVOCACY EFFORTS, YCLP DIVERSIFIES STUDENTS' SKILL SETS, DEVELOPS PARTICIPANTS' SOCIAL-EMOTIONAL SKILLS, AND SUPPORTS THEIR ACADEMIC AND PERSONAL SUCCESS. SUCCESS FOR THIS PROGRAM IN 2020: - 100% OF YCLP CLASS OF 2020 ENROLLED EITHER INTO A 2 OR 4 YEAR UNIVERSITY. - 35 YCLP STUDENTS RECEIVED ONE-ON-ONE CASE MANAGEMENT TO SUPPORT THEM NAVIGATE THE PANDEMIC. THE CASE MANAGEMENT SUPPORTED WITH CONNECTING THEM TO RESOURCES IN THEIR NEIGHBORHOOD, SUPPORTING THEIR MENTAL HEALTH AND ASSESSING FINANCIAL NEED. - $12,000 DOLLARS WERE DISTRIBUTED TO THE HIGHEST NEED YCLP STUDENTS TO SUPPORT THEM AND THEIR FAMILIES WITH RENT, UTILITIES, FOOD AND COLLEGE. CLASS (COMMUNITIES FOR LOS ANGELES STUDENT SUCCESS) CLASS (COMMUNITIES FOR LOS ANGELES STUDENT SUCCESS) IS UNITED WAY OF GREATER LOS ANGELES' EDUCATIONAL JUSTICE COALITION OF NONPROFIT ADVOCACY AND COMMUNITY ORGANIZATIONS. WE HAVE FOUGHT FOR KEY POLICY CHANGES AND EQUITABLE SCHOOL EXPERIENCES FOR ALL LOS ANGELES UNIFIED SCHOOL DISTRICT (LAUSD) STUDENTS. A PRIMARY FOCUS FOR UNITED WAY OVER THE LAST 10 YEARS, AND OF "CLASS" SINCE IT BEGAN SEVERAL YEARS AGO, HAS BEEN EQUITY IN ACCESS TO QUALITY A-G COURSES AND STUDENTS' COMPLETION OF THESE COURSES WITH A "C OR BETTER. THE LAUSD SCHOOL BOARD CURRENTLY HAS A GRADUATION REQUIREMENT THAT STUDENTS COMPLETE THEIR A-G COURSES WITH A "D OR BETTER, AND OUR COALITION IS WORKING TO RAISE THE BAR FOR STUDENTS AND SCHOOLS, SO THAT MORE YOUNG PEOPLE CAN APPLY AND SUCCEED IN COLLEGE AND 21ST CENTURY CAREERS. THE COALITION, UNDER THE LEADERSHIP OF UNITED WAY, HAS ALSO DEMANDED INCREASED EQUITY IN SCHOOL DISTRICT BUDGETING AND GREATER TRANSPARENCY AND ACCOUNTABILITY OF LAUSD'S LEADERSHIP. IN 2018, UNITED WAY ACTIVATED LEADERS AND POLICYMAKERS TO COLLABORATE TO INTRODUCE AND PASS A GROUNDBREAKING BOARD OF EDUCATION RESOLUTION FOR EDUCATIONAL EQUITY. THE "CLOSE THE GAP" RESOLUTION SETS EDUCATION ACHIEVEMENT BENCHMARKS, MANDATES KEY SYSTEMATIC SOLUTIONS TO IMPROVE TEACHING CAPACITY AND ENSURES EQUITABLE ACCESS TO RESOURCES FOR OUR LOWER-INCOME STUDENTS SO THEY ARE WELL-EQUIPPED FOR THE FUTURE. THE GRADUATION RATE FOR LAUSD CLASS OF 2019 WAS 78%, AN ALL-TIME HIGH AND CHRONIC ABSENCES WERE DOWN. HOWEVER, COVID-19 DEEPENED AND REVEALED GAPS IN OUR EDUCATION SYSTEM. THE VIRTUAL MODEL PUT EVEN MORE PRESSURE AND ILLUMINATED THE INEQUITIES FACING OUR MOST VULNERABLE STUDENTS. TECHNOLOGY INCLUDING DEVICES AND STABLE INTERNET CONNECTIONS ARE NOT UNIVERSALLY ACCESSIBLE. COMPOUNDING THIS CHALLENGE, IMMIGRANT FAMILIES HAVE TO NAVIGATE AN ENGLISH SPEAKING TECHNOLOGY. WITH A REMOTE SCHOOL SYSTEM, THERE ARE LIMITED OPPORTUNITIES FOR FAMILIES TO PARTNER WITH THE DISTRICT. OUR IMMEDIATE RESPONSE EFFORTS HELPED TO: - SUPPORT 1,000 STUDENTS AND THEIR FAMILIES WITH CASE MANAGEMENT CONNECTING THEM TO LEARNING AND WELLNESS RESOURCES IN THEIR NEIGHBORHOODS, SOCIAL AND EMOTIONAL SUPPORT, AND HELPING THEM CONNECT TO THE TECHNOLOGY THEY NEED TO KEEP LEARNING. IN ADDITION, THESE FAMILIES RECEIVED EMERGENCY FOOD SUPPLIES - PROVIDED $3,000 IN FUNDING TO PURCHASE DEVICES TO CLOSE THE DIGITAL DIVIDE FOR STUDENTS IN HIGH SCHOOL AND THOSE TRANSITIONING TO COLLEGE - PROVIDED $13,000 IN DIRECT RELIEF TO STUDENTS AND FAMILIES TO HELP WITH THE COST OF TUITION, FOOD, RENT AND UTILITY SUPPORT
FORM 990, PART III, LINE 4C	PROGRAM SERVICE ACTIVITY - ENSURING ECONOMIC MOBILITY THROUGH JOBS AND FINANCIAL COACHING. GOAL BREAK THE CYCLE OF INTERGENERATION POVERTY. OUR WORK AND RESULTS UNITED WAY OF GREATER LOS ANGELES AIMS TO CREATE A MORE INCLUSIVE AND FAIR ECONOMY. THIS INCLUDES EQUAL ACCESS TO FUNDING, OPPORTUNITY TO BE ENTREPRENEURIAL, AND SUPPORTIVE ENTRY INTO CURRENT AND EMERGING INDUSTRIES. IN 2019, MORE THAN 1.7 MILLION WORKING FAMILIES IN L.A. STRUGGLED IN POVERTY. COVID-19 SHINED A LIGHT ON THE VULNERABILITIES OF WORKING FAMILIES, ESPECIALLY FAMILIES WITH UNDOCUMENTED MEMBERS WHO COULD NOT ACCESS FEDERAL BENEFITS. OUR ECONOMIC MOBILITY WORK BECAME EVEN MORE CRITICAL TO HELP FAMILIES WEATHER THE ECONOMIC STORM THE PANDEMIC INITIATED. UWGLA ESTABLISHED A PANDEMIC RELIEF FUND TO HELP SUPPORT THE IMMEDIATE NEEDS OF THOSE IMPACTED BY PROVIDING ADDITIONAL AID TO OUR NON-PROFIT PARTNERS, IN ALIGNMENT WITH UNITED WAY'S MISSION TO BREAK THE CYCLE OF POVERTY, THAT EXPERIENCE A DECLINE IN GIVING DUE TO THE PANDEMIC AND ITS IMPACT ON THE ECONOMY AND GIVING CYCLES. THROUGH THESE PARTNERSHIPS, WE WERE ABLE TO: - RENTAL ASSISTANCE TO 250 FAMILIES, HELPING THEM STAY IN THEIR HOMES - ASSIST 160 FAMILIES WITH UTILITIES - PROVIDE DIRECT FINANCIAL ASSISTANCE TO MORE THAN 300 FAMILIES TO MEET BASIC NEEDS LIKE MEDICATION, HYGIENE, AND TRAVEL - PROVIDE MEALS TO 1,861 HOUSEHOLDS AND DISTRIBUTED GROCERIES AND FOOD TO 8,335 FAMILIES
FORM 990, PART VI, SECTION B, LINE 11B	ONCE THE FORM 990 HAS BEEN COMPLETED BY STAFF AND REVIEWED BY PROFESSIONAL TAX PREPARERS, THE DOCUMENT WAS SENT ELECTRONICALLY IN APRIL 2021 TO THE MEMBERS OF THE AUDIT COMMITTEE. THE COMMITTEE MEMBERS REVIEWED THE DOCUMENT AS PART OF A MEETING ON APRIL 15, 2021. THE COMMITTEE THEN REVIEWED AND ACCEPTED THE DOCUMENT. THE FORM 990 WAS THEN SENT ELECTRONICALLY TO EACH BOARD MEMBER. THE FORM 990 IS SCHEDULED TO BE FILED BY MAY 15, 2021.
FORM 990, PART VI, SECTION B, LINE 12C	ANNUALLY, BOARD MEMBERS AND MEMBERS OF CERTAIN COMMITTEES ARE PROVIDED A COPY OF THE CONFLICT OF INTEREST POLICY AND A QUESTIONNAIRE THAT ELICITS RESPONSES TO A VARIETY OF QUESTIONS RELATED TO ANY ACTUAL OR PERCEIVED CONFLICTS OF INTEREST IN THEIR ROLE. THE QUESTIONNAIRES ARE REVIEWED AND ANY POTENTIAL CONFLICTS ARE DISCUSSED AND FURTHER DOCUMENTED. IN THE VERY LIMITED NUMBER OF CASES WHERE A BOARD MEMBER OF THE FIRMS THAT THEY REPRESENT ARE PAID FOR SERVICES, THE BOARD APPROVES THE POTENTIAL CONFLICT OF INTEREST. IN THE CASES WHERE A BOARD MEMBER HAS A RELATIONSHIP WITH AN ORGANIZATION THAT RECEIVES GRANT FUNDING FROM UNITED WAY, THE BOARD MEMBER RECUSES HERSELF/HIMSELF FROM ANY DISCUSSIONS RELATED TO THE POTENTIAL CONFLICT OF INTEREST. STAFF RECEIVE AND SIGN THE SAME POLICY AND QUESTIONNAIRE.
FORM 990,	THE HUMAN RESOURCES COMMITTEE, OF THE BOARD OF UNITED WAY OF GREATER LOS ANGELES, AIMS TO FULLY

Return Reference	Explanation
PART VI, SECTION B, LINE 15	DISCLOSE THE COMPENSATION PAID OUT IN AN OPEN AND TRANSPARENT MANNER WHICH IS CONSISTENT WITH BEST PRACTICES AND APPLICABLE REGULATORY REQUIREMENTS, AND ESTABLISHES A "REBUTTABLE PRESUMPTION" OF REASONABLENESS. TO THAT END, THIS REPORT PROVIDES INFORMATION ON UNITED WAY OF GREATER LOS ANGELES' GOVERNANCE AND OVERSIGHT OF EXECUTIVE COMPENSATION AND GENERAL COMPENSATION PHILOSOPHY. GENERAL COMPENSATION PHILOSOPHY THE PRIMARY OBJECTIVE OF UWGLA'S COMPENSATION POLICY IS TO PROVIDE REASONABLE AND COMPETITIVE TOTAL COMPENSATION OPPORTUNITIES TO EXECUTIVES, CONSISTENT WITH MARKET-BASED COMPENSATION PRACTICES FOR INDIVIDUALS POSSESSING THE EXPERIENCE AND SKILLS NEEDED TO IMPROVE THE OVERALL PERFORMANCE OF THE ORGANIZATION. THE ORGANIZATION'S EXECUTIVE COMPENSATION PROGRAM IS DESIGNED TO: - PROVIDE BASE COMPENSATION AT THE MEDIAN OF THE LOCAL MARKET; OR, NATIONAL MARKET DEPENDING ON THE NATURE OF THE EXECUTIVE POSITION - PROVIDE TOTAL COMPENSATION POTENTIAL TO BE AROUND THE 75TH PERCENTILE THROUGH ITS VARIABLE PERFORMANCE PAY PLAN - BE FLEXIBLE TO REWARD INDIVIDUAL ACCOMPLISHMENTS AS WELL AS ORGANIZATIONAL SUCCESS - ENCOURAGE THE ATTRACTION AND RETENTION OF HIGH CALIBER EXECUTIVES - PROVIDE A COMPETITIVE TOTAL COMPENSATION PACKAGE, INCLUDING BENEFITS - BALANCE THE NEED TO BE COMPETITIVE WITHIN THE LIMITS OF AVAILABLE FINANCIAL RESOURCES - ENSURE THAT PAY IS PERCEIVED TO BE FAIR AND EQUITABLE - ENSURE THAT THE PROGRAM IS EASY TO EXPLAIN, UNDERSTAND AND ADMINISTER - ENSURE THAT PROGRAM COMPLIES WITH STATE AND FEDERAL LEGISLATION, IS CONSISTENT, AND FREE OF DISCRIMINATION IN ORDER TO REINFORCE PAY-FOR-PERFORMANCE AND TO ENSURE A FOCUS ON THE UWGLA MISSION, THE HUMAN RESOURCES COMMITTEE (HR COMMITTEE) BELIEVES APORTION OF EXECUTIVE COMPENSATION SHOULD BE VARIABLE AND TIED TO PERFORMANCE. AS SUCH, THE HR COMMITTEE HAS INSTITUTED A PERFORMANCE PAY PLAN WHICH PROVIDES THE CEO, OTHER CHIEF OFFICERS, AND VICE PRESIDENTS THE OPPORTUNITY TO EARN PERFORMANCE AWARDS BASED ON SUCCESSFULLY PRODUCING THE RESULTS DETERMINED ANNUALLY IN UWGLA'S PERFORMANCE SCORECARD. THE ANNUAL GOALS WHICH FORM THE SCORECARD ARE TIED DIRECTLY TO OUR MISSION OF CREATING PATHWAYS OUT OF POVERTY AND LONG-TERM ORGANIZATIONAL GOALS. THE HR COMMITTEE STRIVES TO PROVIDE MARKET COMPETITIVE BASE SALARIES FOR COMPARABLE POSITIONS AND PERIODICALLY COMMISSIONS AN INDEPENDENT CONSULTING FORM TO REVIEW CEO, OTHER CHIEF OFFICERS, AND VICE PRESIDENTS' COMPENSATION TO ENSURE THE COMPENSATION PROGRAMS AND LEVELS REFLECT THE COMMITTEE'S COMMITMENT TO ALIGN COMPENSATION WITH ORGANIZATION GOALS, OBJECTIVES, AND PERFORMANCE. IN THOSE YEARS WHERE AN INDEPENDENT CONSULTANT IS NOT ENGAGED, THE HUMAN RESOURCES COMMITTEE RELIES ON GENERAL MARKET CONDITIONS TO MAKE ANY CHANGES TO THE EXECUTIVE COMPENSATION PROGRAM. ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONSIBLE FOR EVALUATING THE PERFORMANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL AND ADJUSTMENTS TO THIS COMPENSATION AND BENEFITS, INCLUDING INCENTIVE OR PERFORMANCE PAY AWARDS. THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL ANY NEW COMPENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY CHANGES TO EXISTING PLANS AND PROGRAMS THAT RELATE TO THE CEO, OTHER CHIEF OFFICERS OR THE VICE PRESIDENTS. THAT RELATE TO THE CEO, OTHER CHIEF OFFICERS OR THE VICE PRESIDENTS.
FORM 990, PART VI, SECTION C, LINE 19	ANNUAL FINANCIAL STATEMENTS ARE AVAILABLE THROUGH THE ORGANIZATION'S WEBSITE. WE MAKE OUR CONFLICT OF INTEREST POLICY AND BYLAWS AVAILABLE UPON REQUEST.
FORM 990, PART XI, LINE 9	CHANGE IN ADDITIONAL PENSION LIABILITY- UNITED WAY HAS A DEFINED BENEFIT, NONCONTRIBUTORY PENSION PLAN COVERING SUBSTANTIALLY ALL OF ITS REGULAR EMPLOYEES. ACCOUNTING STANDARDS CODIFICATION TOPIC 715 REQUIRES EMPLOYERS TO RECOGNIZE NON-CASH PERIODIC PENSION EXPENSE, CHANGES IN THE OVERFUNDED STATUS AND ACTUARIAL VALUATION OF THE PLAN IN THE YEAR IN WHICH THE EXPENSE AND CHANGES OCCUR THROUGH CHANGES IN NET ASSETS. THAT AMOUNT WAS ($1,658,773) IN THE CURRENT YEAR.
COVID-19 DISCLOSURE	IN MARCH 2020, THE WORLD HEALTH ORGANIZATION DECLARED THE OUTBREAK OF A NOVEL CORONAVIRUS ("COVID-19") AS A PANDEMIC, WHICH CONTINUES TO SPREAD THROUGHOUT THE UNITED STATES. THE SPREAD OF COVID-19 HAS CAUSED SIGNIFICANT VOLATILITY IN THE US AND INTERNATIONAL MARKETS. THERE IS SIGNIFICANT UNCERTAINTY AROUND THE BREADTH AND DURATION OF BUSINESS DISRUPTIONS RELATES TO COVID-19, AS WELL AS ITS IMPACT ON THE U.S. AND INTERNATIONAL ECONOMIES. WE CANNOT REASONABLY ESTIMATE THE LENGTH AND SEVERITY OF THIS PANDEMIC, BUT WE CURRENTLY ANTICIPATE A DECLINE IN ANNUAL CAMPAIGN GIVING AND AN INCREASE IN UNCOLLECTIBLE PLEDGES OVER THE NEXT FEW YEARS.

Additional Data

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