Form **990**

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.

Department of the Treasury
Internal Revenue Service

OMB No. 1545-0047

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 07-01-2024 , and ending 06-30-2025

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) | Room/suite
515 S FIGUEROA STREET SUITE 900

City or town, state or province, country, and ZIP or foreign postal code
LOS ANGELES, CA 90071

D Employer identification number
95-2274801

E Telephone number
(213) 808-6220

G Gross receipts $ 88,434,749

F Name and address of principal officer:
ELISE BUIK
515 S FIGUEROA STREET SUITE 900
LOS ANGELES,C A 90071

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

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
WE CAN ACCOMPLISH MORE TOGETHER THAN ALONE. BY COMBINING COMMUNITY POWER, (CONT. ON SCH. O) DONATIONS AND NEW SOLUTIONS TO LONG STANDING CHALLENGES WE CAN SUPPORT NEIGHBORS ON A PATHWAY FROM POVERTY TO PROSPERITY.

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	28
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	28
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	83
6	Total number of volunteers (estimate if necessary)	6	1,320
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	30,312,001	37,559,171
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	6,357,232	8,532,607
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,011,875	4,133,229
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	38,681,108	50,225,007
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	28,318,136	21,703,154
	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)	8,469,262	9,093,266
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	357,488	289,700
	b	Total fundraising expenses (Part IX, column (D), line 25) 3,338,674		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	12,485,709	15,590,476
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	49,630,595	46,676,596
	19	Revenue less expenses. Subtract line 18 from line 12	-10,949,487	3,548,411

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	188,168,540	182,513,736
	21	Total liabilities (Part X, line 26)	112,381,464	101,241,354
	22	Net assets or fund balances. Subtract line 21 from line 20	75,787,076	81,272,382

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: 2026-05-07
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 P01390592
Firm's name GRANT THORNTON ADVISORS LLC			Firm's EIN 99-1856619	
Firm's address 53 STATE STREET SUITE 1600 BOSTON, MA 02109			Phone no. (617) 723-7900	

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:

WE CAN ACCOMPLISH MORE TOGETHER THAN ALONE. BY COMBINING COMMUNITY POWER, DONATIONS AND NEW SOLUTIONS TO LONG STANDING CHALLENGES WE CAN SUPPORT NEIGHBORS ON A PATHWAY FROM POVERTY TO PROSPERITY.

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 $ 29,540,681 including grants of $ 14,878,624) (Revenue $ 1,634,837)

SUPPORTING PEOPLE IN CRISIS TAPPING INTO OUR COLLECTIVE ABILITY TO HELP, WE MULTIPLY CONTRIBUTIONS AND HARD WORK INTO IMMEDIATE RELIEF FOR NEIGHBORS WHO NEED FOOD, HOUSING, HEALTHCARE, AND FINANCIAL ASSISTANCE.WE ARE INVESTING TO SUSTAIN AND EXPAND ASSISTANCE TO INDIVIDUALS AND FAMILIES EXPERIENCING THE DAILY CRISIS OF POVERTY. WE HAVE:- SUPPORTED 17,969 HOUSEHOLDS RECEIVED UTILITIES ASSISTANCE & 281,574 MEALS WERE SERVED BY 168 ORGANIZATIONS UNDER EMERGENCY FOOD AND SHELTER PROGRAM (EFSP) THIS PAST YEAR. THE LAST CONTRACTED PERIOD OF EFSP WILL END DEC 2025. WITH FEDERAL CHANGES THERE IS CURRENTLY NO CLEAR PLAN FOR THE CONTINUATION OF EFSP. (CONT. ON SCH. O)- COORDINATED INVESTMENTS IN SITE IMPROVEMENTS AND OPERATIONAL ENHANCEMENTS AT PLACES THAT SUPPORT HOUSEHOLDS WHO ARE UNHOUSED ANT AT-RISK OF HOMELESSNESS. IN THE LAST YEAR, 34 DAYTIME SITES AND 7 SENIOR CENTERS WERE FUNDED SHELTERS, AND AN ADDITIONAL SET OF 8 TARGETED SITES FOR LARGER INVESTMENT, WERE PROVIDED FUNDING FOR SITE IMPROVEMENTS AND OPERATIONAL ENHANCEMENTS IN ORDER TO BETTER SERVE 84K+ PEOPLE EXPERIENCING AND AT-RISK OF HOMELESSNESS. - LAUNCHED IN RESPONSE TO THE WILDFIRES TO RAISE FUNDS FOR DEPLOYMENT. TO DATE THERE HAVE BEEN 33 PARTNERS INVESTED IN ACROSS TWO PHASES OF GRANTMAKING TOTALING $2.725M. - LED EFFORTS TO PASS A LOCAL RESOURCE MEASURE TO SUPPORT HOMELESSNESS SOLUTIONS AND AFFORDABLE HOUSING IN NOVEMBER 2024 WHICH WE THEN HAVE BEEN ACTIVE IN SUPPORTING IMPLEMENTATION OF, INCLUDING COUNTYWIDE GOAL SETTING AND PROGRAM GUIDELINE DEVELOPMENT.

4b (Code:) (Expenses $ 6,795,078 including grants of $ 3,422,447) (Revenue $ 0)

BUILDING SHARED PROSPERITYEVERY NEIGHBORHOOD IN L.A. IS FULL OF DREAMERS AND DOERS WHO HAVE A VISION FOR WHAT THEIR COMMUNITY COULD BE. THAT'S WHY WE WORK WITH LOCAL PARTNERS TO CREATE COMMUNITY-OWNED APPROACHES TO BUILDING WEALTH AND POWER THAT WILL CHANGE THE FUTURE FOR THIS GENERATION AND THE NEXT.WE ARE INVESTING FOR SHARED PROSPERITY EFFORTS THAT CREATE PATHWAYS OF OPPORTUNITY AND EQUITY ACROSS OUR REGION. WE HAVE:- THE AFFORDABLE HOUSING INITIATIVE HAS INVESTED IN 374 AFFORDABLE UNITS FINANCED AT 50% OF THE AVERAGE COST THIS LAST YEAR AND CONTINUES TO SCALE THAT PROGRAM THROUGH LACAHSA, THE HOUSING SOLUTIONS AGENCY WE HELPED CREATE. IT HAS THE POTENTIAL TO CREATE AN (CONT. ON SCH. O) IMPACTFUL SUPPLY OF AFFORDABLE HOUSING AND PREVENT HOMELESSNESS ACROSS OUR REGION.- THE COMMUNITY PROSPERITY INITIATIVE AIMS TO ENGAGE LOCAL COMMUNITY MEMBERS IN BUILDING AN ECONOMY THAT WORKS FOR THEM. OVER THE YEAR, OVER COMMUNITY PROJECT DESIGN WORK WAS COMPLETED ACROSS OF NORTH LONG BEACH, ASSET MAPPING IN FINAL STAGES IN CITY OF SAN FERNANDO, AND WILLOWBROOK, ADDING TO THE EFFORTS IN PICO UNION. A PROSPERITY FUND WAS LAUNCHED WHICH INVESTED IN 12 PROJECTS. EARLY ROUND PROJECTS HAVE ALREADY REPORTED IMPACTING 330+ SMALL BUSINESSES AND MICROENTREPRENUERS THROUGH THEIR EFFORTS. - TO INCREASE COMPLETION AND TRANSFER RATES, SUPPORTED 479 STUDENTS THROUGH WAY2SUCCESS COMMUNITY COLLEGE RESOURCE FAIR, MENTORSHIP PROGRAM, STUDENT SUCCESS FUNDS, AND DISTRIBUTED 6100 COPIES OF OUR 2ND ANNUAL TOOL KIT FOCUSED ON DUAL ENROLLMENT WITH LBCCD, LBUSD, CAMPAIGN FOR COLLEGE OPPORTUNITY, ED TRUST WEST.

4c (Code:) (Expenses $ 3,402,083 including grants of $ 3,402,083) (Revenue $ 51,062)

UNITED WAY OF GREATER LOS ANGELES ENABLES DONORS TO DESIGNATE THEIR GIFTS TO OTHER UNITED WAY OR TO OTHER NONPROFIT ORGANIZATIONS. IN FISCAL YEAR 2024-2025, WE PROCESSED $3,402,083 IN DESIGNATIONS.

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

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** 39,737,842

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 Rev. Proc. 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	Yes	
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		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b	Yes	
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 the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *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 line 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	Yes	
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 on 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	41		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		1c		

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

					Yes	No
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	83			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			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? If "Yes," see instructions and file Form 4720, Schedule N.			15		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			16		No
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			17		

Part VI **Governance, Management, and Disclosure.** *For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.*

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

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year . . . **1a** 28			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent . . . **1b** 28			
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 on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**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 on 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 on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**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 CA

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

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain 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 515 S FIGUEROA STREET SUITE 900 LOS ANGELES, CA 90071 (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 the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, 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 the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) MARTHA SANTANA-CHIN CHAIR	5.00 0.00	X		X				0	0	0
(2) IRENE OH VICE CHAIR	5.00 0.00	X		X				0	0	0
(3) JOHN YAMAMOTO CORPORATE SECRETARY	5.00 0.00	X		X				0	0	0
(4) EDGAR CAMPOS BOARD MEMBER	1.00 0.00	X						0	0	0
(5) ALEX MARTIN CHAVES BOARD MEMBER	1.00 0.00	X						0	0	0
(6) LISA CLERI REALE BOARD MEMBER	1.00 0.00	X						0	0	0
(7) SCOTT COHEN BOARD MEMBER	1.00 0.00	X						0	0	0
(8) KEVIN DEMOFF BOARD MEMBER	1.00 0.00	X						0	0	0
(9) TED DUNN BOARD MEMBER	1.00 0.00	X						0	0	0
(10) RUDY ESPINOZA BOARD MEMBER	1.00 0.00	X						0	0	0
(11) KIM HARRINGTON BOARD MEMBER	1.00 0.00	X						0	0	0
(12) MICHAEL HEADRICK BOARD MEMBER	1.00 0.00	X						0	0	0
(13) MARC HICKMAN BOARD MEMBER	1.00 0.00	X						0	0	0
(14) DARLENE HOPKINS BOARD MEMBER	1.00 0.00	X						0	0	0
(15) SANDRA HRNA BOARD MEMBER - PART YEAR	1.00 0.00	X						0	0	0
(16) ALICE JUAREZ BOARD MEMBER	1.00 0.00	X						0	0	0
(17) STEFANIE KANE 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: Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) STEWART KWOH BOARD MEMBER	1.00 0.00	X						0	0	0
(19) LESLIE LIVESAY BOARD MEMBER	1.00 0.00	X						0	0	0
(20) KAIA REIN-HOFFMAN BOARD MEMBER	1.00 0.00	X						0	0	0
(21) MICHELLE RHONE-COLLINS BOARD MEMBER	1.00 0.00	X						0	0	0
(22) ERIK ROBINSON BOARD MEMBER	1.00 0.00	X						0	0	0
(23) MARIA SALINAS BOARD MEMBER	1.00 0.00	X						0	0	0
(24) ANN SUGAI BOARD MEMBER	1.00 0.00	X						0	0	0
(25) HAMED TAVAJOHI BOARD MEMBER.	1.00 0.00	X						0	0	0
(26) HASSAN WEBBE BOARD MEMBER	1.00 0.00	X						0	0	0
(27) YVONNE WHEELER BOARD MEMBER	1.00 0.00	X						0	0	0
(28) JIM WHITE BOARD MEMBER	1.00 0.00	X						0	0	0
(29) MICHELLE WROAN BOARD MEMBER	1.00 0.00	X						0	0	0
(30) AARON YOHNKE BOARD MEMBER - PART YEAR	1.00 0.00	X						0	0	0
(31) ELISE BUIK PRESIDENT & CEO	50.00 0.00			X				512,413	0	479,649
(32) LINING RECENDEZ VP, FINANCE	50.00 0.00			X				254,186	0	70,186
(33) CHRIS KO VP, IMPACT & STRATEGY	50.00 0.00				X			224,271	0	25,437
(34) THOMAS NEWMAN VP, PUBLIC AFFAIRS	50.00 0.00				X			198,176	0	33,450
(35) ERIN MORTON VP, STRATEGIC PARTNERSHIPS	50.00 0.00				X			195,000	0	14,224
(36) DAVID TRAN DIR., FINANCE & BUSINESS SOLUTIONS	50.00 0.00					X		154,379	0	29,072
(37) XOCHITL FLORES DIRECTOR, PEOPLE & CULTURE	50.00 0.00					X		138,011	0	38,077
(38) SHANNON BIGGS DIRECTOR OF TALENT & STRATEGY	50.00 0.00					X		141,702	0	17,333
(39) EMILY BRADLEY DIR., STRATEGIC INVST	50.00 0.00					X		131,532	0	15,862
(40) HAZEL LOPEZ DIR., CRISIS SOULTIONS	50.00 0.00					X		136,332	0	10,161

	(D)	(E)	(F)
1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	2,086,002	0	733,451

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 20

		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
NM MARKETING 6332 SCALEA CT PLAMDALE, CA 93552	ADVOCACY COMMUNICATION & MAILINGS	742,288
SLAY EVENT MGMT & CONS 1215 W IMPERIAL HIGHWAY SUITE 102 BREA, CA 92821	EVENTS MANAGEMENT	705,885
KPMG 550 SOUTH HOPE ST SUITE 1500 LOS ANGELES, CA 90071	RES. ANALYSIS ON HOMELESS SEC. WORKFORCE	595,000
VERITIMO PO BOX 110 REDWAY, CA 95560	IT MANAGEMENT	486,002
VOXPOP 8564 RUGBY DR WEST HOLLYWOOD, CA 90069	PROGRAMMATIC DIGITAL COMM & DESIGN	445,769

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 13

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 OtherAmt Similar Amounts	1a Federated campaigns	1a 1,564,558				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e 1,582,635				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 34,411,978				
	g Noncash contributions included in lines 1a - 1f:$	1g 417,705				
	h **Total.** Add lines 1a-1f		37,559,171			
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)		8,557,871			8,557,871
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties		265			265
		(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 38,184,478				
	b Less: cost or other basis and sales expenses	7b 38,209,742				
	c Gain or (loss)	7c -25,264				
	d Net gain or (loss)		-25,264			-25,264
	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					
OtherRevenueMiscAmt		Business Code				
	11a ADMIN FEE AND EXPENSE	900099	2,407,548	51,062		2,356,486
	b AHI LOAN FEE INCOME	522200	1,634,837	1,634,837		
	c					
	d All other revenue		90,579			90,579
	e **Total.** Add lines 11a–11d		4,132,964			
	12 **Total revenue.** See instructions		50,225,007	1,685,899	0	10,979,937

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	21,703,154	21,703,154		
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	1,384,150	578,667	425,335	380,148
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	6,196,294	3,437,191	1,082,917	1,676,186
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	607,127	239,069	239,870	128,188
9 Other employee benefits	491,844	319,453	62,303	110,088
10 Payroll taxes	558,701	440,544	50,189	67,968
11 Fees for services (non-employees):				
a Management				
b Legal	2,298		2,298	
c Accounting	147,380		147,380	
d Lobbying	26,000	26,000		
e Professional fundraising services. See Part IV, line 17	144,850			144,850
f Investment management fees	54,344		54,344	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,085,149	4,618,228	348,743	118,178
12 Advertising and promotion	1,431,732	1,289,642	33,130	108,960
13 Office expenses	167,910	85,989	46,854	35,067
14 Information technology	828,422	316,241	370,100	142,081
15 Royalties . .				
16 Occupancy	1,056,896	512,696	353,693	190,507
17 Travel	206,198	98,721	61,560	45,917
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	340,208	271,002	37,801	31,405
20 Interest	5,217,921	5,214,015	2,539	1,367
21 Payments to affiliates	356,428	142,571	139,007	74,850
22 Depreciation, depletion, and amortization . .	92,497	36,999	36,074	19,424
23 Insurance . . .	134,470	54,070	52,260	28,140
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 EXPENSES	252,385	163,352	53,683	35,350
b PROVISION FOR LOAN LOSS	190,238	190,238		
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	46,676,596	39,737,842	3,600,080	3,338,674
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		14,790,793	1	14,077,936
	2	Savings and temporary cash investments		63,601,027	2	37,362,302
	3	Pledges and grants receivable, net		2,974,460	3	1,949,833
	4	Accounts receivable, net		751,319	4	3,733,112
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net		47,670,395	7	54,592,085
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		1,746,780	9	2,991,441
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 2,400,191			
	b	Less: accumulated depreciation	10b 83,876	95,874	10c	2,316,315
	11	Investments—publicly traded securities		41,137,927	11	49,438,481
	12	Investments—other securities. See Part IV, line 11		963,341	12	205,563
	13	Investments—program-related. See Part IV, line 11		3,406,566	13	3,170,627
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		11,030,058	15	12,676,041
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		188,168,540	16	182,513,736
Liabilities	17	Accounts payable and accrued expenses		2,924,407	17	8,320,104
	18	Grants payable		2,960,530	18	2,313,492
	19	Deferred revenue		0	19	0
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		418,695	21	418,695
	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		94,907,792	23	70,248,097
	24	Unsecured notes and loans payable to unrelated third parties		10,045,000	24	12,092,500
	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		1,125,040	25	7,848,466
	26	**Total liabilities.** Add lines 17 through 25		112,381,464	26	101,241,354
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		43,061,676	27	44,826,539
	28	Net assets with donor restrictions		32,725,400	28	36,445,843
		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		75,787,076	32	81,272,382
	33	Total liabilities and net assets/fund balances		188,168,540	33	182,513,736

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	50,225,007
2	Total expenses (must equal Part IX, column (A), line 25)	2	46,676,596
3	Revenue less expenses. Subtract line 2 from line 1	3	3,548,411
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	75,787,076
5	Net unrealized gains (losses) on investments	5	595,809
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	1,341,086
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	81,272,382

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 on 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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	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)

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
2024
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).)

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 on 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	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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	66,980,133	47,937,252	44,559,498	30,312,001	37,559,171	227,348,055
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 **Total.** Add lines 1 through 3	66,980,133	47,937,252	44,559,498	30,312,001	37,559,171	227,348,055
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . .						64,840,542
6 **Public support.** Subtract line 5 from line 4.						162,507,513

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4. .	66,980,133	47,937,252	44,559,498	30,312,001	37,559,171	227,348,055
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	304,919	457,100	1,254,375	5,926,824	8,558,136	16,501,354
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.). .	1,215,232	1,068,000	1,538,466	2,011,137	2,447,065	8,279,900
11 **Total support.** Add lines 7 through 10						252,129,309

12 Gross receipts from related activities, etc. (see instructions)	12	2,655,213

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f) divided by line 11, column (f))	14	64.450 %
15 Public support percentage for 2023 Schedule A, Part II, line 14	15	75.590 %

16a **33 1/3% support test—2024.** 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—2023.** 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—2024.** 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—2023.** 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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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 on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 **Total support.** (Add lines 9, 10c, 11, and 12.). .						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2024 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2024** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2023** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests-2024.** 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—2023.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . . ▶☐

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

Part IV **Supporting Organizations**

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

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in* ***Part VI*** *how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* ***Part VI*** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* ***Part VI*** *what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in* ***Part VI*** *how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in* ***Part VI,*** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* ***Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990) .*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	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 on 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 on 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 on lines 11b and 11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on 11a above?	11b		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to 11a, 11b, or 11c, provide detail in **Part VI**.*	11c		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**:

- a ☐ The organization satisfied the Activities Test. Complete **line 2** below.
- b ☐ The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c ☐ The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

			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 on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in **Part VI** the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	2b		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations?*If "Yes" or "No", provide details in **Part VI.***	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 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

	Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

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

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

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (*prior IRS approval required - provide details in* ***Part VI***)	5	
6 Other distributions (*describe in* ***Part VI***). See instructions	6	
7 **Total annual distributions.** Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* ***Part VI***). See instructions	8	
9 Distributable amount for 2024 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

Section E - Distribution Allocations (see instructions)	**(i)** Excess Distributions	**(ii)** Underdistributions Pre-2024	**(iii)** Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required-- *explain in* ***Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2024:			
a From 2019.			
b From 2020.			
c From 2021.			
d From 2022.			
e From 2023.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, 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 2024. 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 2025.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020.			
b Excess from 2021.			
c Excess from 2022.			
d Excess from 2023.			
e Excess from 2024.			

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)
(Rev. January 2025)
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

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 $33\frac{1}{3}$% 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	Employer identification number
UNITED WAY INC	95-2274801

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

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

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE C
(Form 990)

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

2024

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)		0
b Total lobbying expenditures to influence a legislative body (direct lobbying)		0
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		0
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.

	(a)	(b)
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)** 2021	**(b)** 2022	**(c)** 2023	**(d)** 2024	**(e)** Total
2a Lobbying nontaxable amount	0	0	0	0	
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures	0	0	0	0	
d Grassroots nontaxable amount	0	0	0	0	
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures	0	0	0	0	

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?		No	
d	Mailings to members, legislators, or the public?	Yes		761,607
e	Publications, or published or broadcast statements?		No	
f	Grants to other organizations for lobbying purposes?	Yes		810,000
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		100,059
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	Yes		74,059
i	Other activities?		No	
j	Total. Add lines 1c through 1i			1,745,725
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
PART II-B, LINE 1, LOBBYING ACTIVITIES:	UNITED WAY PARTNERED WITH EXPERTS UNITED FOR HOMELESS AND HOUSING SOLUTIONS, A COALITION OF NONPROFITS, AND THESE GRANTS WERE IN SUPPORT OF MEASURE A. MEASURE A IS A HOMELESSNESS SERVICES AND AFFORDABLE HOUSING BALLOT MEASURE, WHICH WAS PRESENTED TO THE CITIZENS OF LOS ANGELES COUNTY ON THE NOVEMBER 2024 BALLOT. MEASURE A ALLOWS SUPPORT FOR HOMELESS HOUSING AND SERVICES TO SUPPORT PEOPLE CURRENTLY EXPERIENCING HOMELESSNESS IN FINDING PERMANENT SOLUTIONS WHILE DOING EVEN MORE TO ADDRESS THE DRIVERS OF HOMELESSNESS IN LA COUNTY THROUGH AFFORDABLE HOUSING CONSTRUCTION, HOMELESSNESS PREVENTION, AND SUPPORT FOR VULNERABLE RENTERS. MEASURE A IS TO REPEAL AND REPLACE MEASURE H WHICH WAS SET TO EXPIRE IN 2027. AS A RESULT OF THESE EFFORTS AND SUPPORT, MEASURE A WAS APPROVED BY LOS ANGELES COUNTY VOTERS ON THE NOVEMBER 2024 BALLOT. 1D - THESE MAILINGS WERE COMMUNICATIONS PIECES SENT TO VOTERS IN SUPPORT OF THE LOS ANGELES COUNTY MEASURE A, WHICH APPEARED ON THE NOVEMBER 2025 BALLOT. 1F - THESE GRANTS WERE IN SUPPORT OF THE HOMELESSNESS AND HOUSING BALLOT MEASURE FOR LOS ANGELES COUNTY MEASURE A WHICH APPEARED ON THE NOVEMBER 2024 BALLOT. 1G - STAFF MEMBERS AT UNITED WAY OF GREATER LOS ANGELES WORKED WITH HIRED OUTSIDE CONSULTANTS WITH EXPERTISE IN PUBLIC AFFAIRS AND POLICY CHANGE TO HELP PROVIDE STRATEGIC ADVICE AND OUTREACH SUPPORT TO THE ORGANIZATION. DIRECT CONTACT IN THIS TIME PERIOD WAS PRIMARILY RELATED TO THE NOVEMBER 2024 LOS ANGELES COUNTY BALLOT MEASURE. 1H - STAFF MEMBERS AT UNITED WAY OF GREATER LOS ANGELES WORKED WITH HIRED OUTSIDE CONSULTANTS WITH EXPERTISE IN PUBLIC AFFAIRS AND POLICY CHANGE TO HELP ORGANIZE COMMUNITY BASED ORGANIZATIONS AND INSTITUTIONAL PARTNERS TO ADVOCATE FOR SHARED PUBLIC POLICY PRIORITIES. GRASSROOTS ORGANIZING DURING THIS TIME PERIOD WAS PRIMARILY RELATED TO INCREASING SUPPORT FOR THE NOVEMBER 2024 LOS ANGELES COUNTY MEASURE A.

Additional Data

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Software ID:

Software Version:

SCHEDULE D (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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)
☐ Protection of natural habitat
☐ Preservation of open space
☐ Preservation of an historically important land area
☐ Preservation of a certified historic structure

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 July 25, 2006, and not on a historic structure listed in the National Register . . .	2d	

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? . . . . ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? . . . . ☐ Yes ☐ No

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

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

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

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

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

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

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

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

b Assets included in Form 990, Part X . . . . ▶ $ ____________

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	10,413,984	8,901,454	4,514,924	5,222,243	4,046,690
b Contributions	150,000	300,000	3,683,000		
c Net investment earnings, gains, and losses	1,309,190	1,212,530	703,530	-707,319	1,175,553
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	11,873,174	10,413,984	8,901,454	4,514,924	5,222,243

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 Term endowment ▶ ....

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

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

		Yes	No
(i) Unrelated organizations	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				
c Leasehold improvements		1,975,471		1,975,471
d Equipment		32,845		32,845
e Other		391,875	83,876	307,999

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶ 2,316,315

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

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

Part VIII Investments - Program Related.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

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

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

(a) Description	**(b)** Book value
(1)RESTRICTED CASH	8,790,981
(2)RIGHT-OF-USE ASSET - OPERATING LEASE	3,466,365
(3)CUSTODIAN ASSET	418,695
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	12,676,041

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	
LEASE LIABILITY	6,792,744
OTHER POST RETIREMENT PLAN OBLIGATIONS	1,055,722
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	7,848,466

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	47,418,733
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	595,809		
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	595,809
3	Subtract line **2e** from line **1**			3	46,822,924
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	3,402,083		
c	Add lines **4a** and **4b**			4c	3,402,083
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	50,225,007

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	43,274,513
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	43,274,513
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	3,402,083		
c	Add lines **4a** and **4b**			4c	3,402,083
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	46,676,596

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 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 CONSOLIDATED FINANCIAL STATEMENTS. AHI FUND II, LLC AND AHI FUND III, LLC ARE DISREGARDED ENTITIES AND ALL ACTIVITIES ARE TO BE INCLUDED IN THE UNITED WAY'S TAX FILINGS.
FORM 990, 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 $3,402,083.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE G (Form 990)
(Rev. January 2025)

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

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	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 (MWD) 2550 NINTH STREET SUITE 103 BERKELEY, CA 94710	DIRECT MAIL		No	295,936	186,503	109,433
2							
3							
4							
5							
6							
7							
8							
9							
10							
Total . . . . ▶					295,936	186,503	109,433

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.

CA

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.

		(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.

		(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
FORM 990, SCHEDULE G, PART I, LINE 2B:	THE FUNDRAISER WAS PAID $186,503 FOR ITS PROFESSIONAL FUNDRAISING SERVICES AND THIS AMOUNT WAS REPORTED IN PART I, LINE 2B. OF THIS TOTAL AMOUNT, THE FUNDRAISER WAS ALSO PAID $41,653 FOR FUNDRAISING EXPENSES, SUCH AS PRINTING, PAPER, ENVELOPES, POSTAGE, MAILING LIST AND OTHER REIMBURSABLE EXPENSES. FUNDRAISING EXPENSES WERE SEPARATELY IDENTIFIED ON INVOICES.

Additional Data

Return to Form

Software ID:

Software Version:

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

Schedule I (Form 990)
(Rev. January 2025)
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 instructions and the latest information.

OMB No. 1545-0047
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) ALLIANCE FOR A BETTER COMMUNITY 1541 WILSHIRE BLVD SUITE 430 LOS ANGELES,CA 90017	31-1760082	501(C)(3)	12,500	0			SHARED PROSPERITY
(2) BEACON HOUSING INC 5000 EDENHURST AVENUE LOS ANGELES,CA 90039	95-4594474	501(C)(3)	10,000	0			CRISIS SUPPORT
(3) BET TZEDEK LEGAL SERVICES 3250 WILSHIRE BLVD LOS ANGELES,CA 90010	23-7304205	501(C)(3)	300,000	0			CRISIS SUPPORT
(4) BROTHERHOOD CRUSADE 200 EAST SLAUSON AVENUE LOS ANGELES,CA 90011	95-2543819	501(C)(3)	25,000	0			CRISIS SUPPORT
(5) BUILDING SKILLS PARTNERSHIP 828 W WASHINGTON BLVD LOS ANGELES,CA 90015	26-1254255	501(C)(3)	57,000	0			SHARED PROSPERITY
(6) CAUSEIMPACTS LLC 5301 WEST 119TH PLACE INGLEWOOD,CA 90304	82-1357285	501(C)(3)	59,250	0			SHARED PROSPERITY
(7) CENTER FOR NONPROFIT MANAGEMENT 1000 N ALAMEDA ST SUITE 250 LOS ANGELES,CA 90012	95-3357253	501(C)(3)	50,463	0			SHARED PROSPERITY
(8) COALITION FOR HUMANE IMMIGRANT RIGHTS 2533 WEST 3RD STREET SUITE 101 LOS ANGELES,CA 90057	95-4421521	501(C)(3)	82,500	0			CRISIS SUPPORT
(9) COMMUNITY INITIATIVES 1000 BROADWAY SUITE 480 OAKLAND,CA 94607	94-3255070	501(C)(3)	175,000	0			CRISIS SUPPORT
(10) COMMUNITY PARTNERS PO BOX 741265 LOS ANGELES,CA 90074	95-4302067	501(C)(3)	125,000	0			CRISIS SUPPORT
(11) DESTINATION CRENSHAW 777 S FIGUEROA ST 4050 LOS ANGELES,CA 90017	82-3003629	501(C)(3)	75,000	0			SHARED PROSPERITY
(12) DOWNTOWN WOMEN'S CENTER 442 S SAN PEDRO STREET LOS ANGELES,CA 90013	31-1597223	501(C)(3)	17,028	0			CRISIS SUPPORT
(13) EDWARD CHARLES FOUNDATION 915 WILSHIRE BLVD 7TH FLOOR LOS ANGELES,CA 90017	26-4245043	501(C)(3)	101,200	0			CRISIS SUPPORT
(14) EL NIDO FAMILY CENTERS 440 SHATTO PLACE SUITE 417 LOS ANGELES,CA 90020	95-3186429	501(C)(3)	54,700	0			SHARED PROSPERITY
(15) EXPERTS UNITED FOR HOMELESSNESS AND HOUSING SOLUTIONS 777 S FIGUEROA ST STE 4050 LOS ANGELES,CA 90017	93-4121026	501(C)(4)	585,000	0			CRISIS SUPPORT
(16) FERNANDENO TATAVIAM BAND OF MISSION INDIANS 1019 SECOND STREET SAN FERNANDO,CA 91340	38-3735313	501(C)(4)	120,000	0			SHARED PROSPERITY
(17) FIRST CHRISTIAN CHURCH OF BURBANK 221 S SIXTH STREET BURBANK,CA 91501	95-1647822	501(C)(3)	10,000	0			CRISIS SUPPORT
(18) FLINTRIDGE CENTER 236 WEST MOUNTAIN STREET SUITE 106 PASADENA,CA 91103	26-1559274	501(C)(3)	15,000	0			CRISIS SUPPORT
(19) FOOD ACCESS LA 1231 N SPRING ST LOS ANGELES,CA 90012	95-4597000	501(C)(3)	100,000	0			SHARED PROSPERITY
(20) FOOTHILL UNITY CENTER 790 W CHESTNUT AVE MONROVIA,CA 91016	95-4310817	501(C)(3)	15,000	0			CRISIS SUPPORT
(21) FOUNDATION FOR THE LOS ANGELES COMMUNITY COLLEGE 770 WILSHIRE FLOOR 9 LOS ANGELES,CA 90017	95-4106993	501(C)(3)	50,000	0			SHARED PROSPERITY
(22) FOUNTAIN HOUSE INC 425 WEST 47TH STREET NEW YORK,NY 10036	13-1624009	501(C)(3)	249,000	0			CRISIS SUPPORT
(23) FRIENDS IN DEED 444 EAST WASHINGTON BLVD PASADENA,CA 91104	95-1644608	501(C)(3)	25,000	0			CRISIS SUPPORT
(24) FUND FOR GUARANTEED INCOME 450 DULEY RD EL SEGUNDO,CA 90245	86-1909049	501(C)(3)	100,000	0			CRISIS SUPPORT
(25) HABITAT FOR HUMANITY OF GREATER LOS ANGELES 8739 ARTESIA BOULEVARD BELLFLOWER,CA 90706	33-0416470	501(C)(3)	45,000	0			CRISIS SUPPORT
(26) HATHAWAY-SYCAMORES CHILD&FAMILY SERVICES 840 N AVE 66 LOS ANGELES,CA 90042	95-1691005	501(C)(3)	50,000	0			CRISIS SUPPORT
(27) HOLY ASSEMBLY CHURCH OF GOD IN CHRIST 55 E VILLA ST PASADENA,CA 91103	95-2502252	501(C)(3)	10,000	0			CRISIS SUPPORT
(28) HOMEBASE 870 MARKET STREET SUITE 1228 SAN FRANCISCO,CA 94102	94-3148303	501(C)(3)	32,500	0			CRISIS SUPPORT
(29) IDEPSCA 1565 W 14TH STREET LOS ANGELES,CA 90015	95-4431992	501(C)(3)	100,000	0			CRISIS SUPPORT
(30) INCLUSIVE ACTION FOR THE CITY 2900 E CESAR E CHAVEZ LOS ANGELES,CA 90033	27-0584116	501(C)(3)	157,000	0			CRISIS SUPPORT
(31) KOREATOWN YOUTH AND COMMUNITY CENTER 3727 W 6TH ST SUITE 300 LOS ANGELES,CA 90020	95-3779389	501(C)(3)	20,000	0			CRISIS SUPPORT, SHARED PROSPERITY
(32) KOUNKUEY DESIGN INITIATIVE INC 2234 BEVERLY BLVD LOS ANGELES,CA 90057	90-0599471	501(C)(3)	337,500	0			CRISIS SUPPORT
(33) LA FAMILY HOUSING CORPORATION 7843 LANKERSHIM BLVD NORTH HOLLYWOOD,CA 91605	95-3920560	501(C)(3)	425,000	0			CRISIS SUPPORT
(34) LA VOICE 1200 WILSHIRE BLVD SUITE 650 LOS ANGELES,CA 90017	95-4781974	501(C)(3)	200,000	0			CRISIS SUPPORT
(35) LABOR COMMUNITY SERVICES 2130 W JAMES WOODS BLVD LOS ANGELES,CA 90006	95-4147259	501(C)(3)	100,000	0			SHARED PROSPERITY
(36) LA-MAS INC 1159 CYPRESS AVE LOS ANGELES,CA 90065	38-3886677	501(C)(3)	110,000	0			SHARED PROSPERITY
(37) LEAP4WARD LLC 35 ROSITA WAY OROVILLE,CA 95966	33-2134657	N/A	312,000	0			CRISIS SUPPORT
(38) LEGAL AID FOUNDATION OF LOS ANGELES 1550 W 8TH ST LOS ANGELES,CA 90017	95-1684067	501(C)(3)	150,000	0			CRISIS SUPPORT
(39) LIFT INC 999 NORTH CAPITOL ST NE WASHINGTON,DC 20002	52-2168409	501(C)(3)	62,000	0			SHARED PROSPERITY
(40) LONG BEACH CITY COLLEGE FOUNDATION 4902 E CARSON AVE B 12 LONG BEACH,CA 90808	95-3297459	501(C)(3)	50,000	0			SHARED PROSPERITY
(41) LONG BEACH RESCUE MISSION 1430 PACIFIC AVE LONG BEACH,CA 90813	95-2741506	501(C)(3)	117,054	0			CRISIS SUPPORT
(42) LOS ANGELES CITY COLLEGE FOUNDATION 855 N VERMONT AVENUE LOS ANGELES,CA 90029	95-6207819	501(C)(3)	9,350	0			SHARED PROSPERITY
(43) MEET EACH NEED WITH DIGNITY 10641 N SAN FERNANDO RD PACOIMA,CA 91331	23-7306337	501(C)(3)	134,784	0			CRISIS SUPPORT
(44) MEMORIES OF EL MONTE INC 10809 GARVEY AVE EL MONTE,CA 91733	86-2791855	N/A	100,000	0			SHARED PROSPERITY
(45) MOVEMENT INNOVATION COLLABORATIVE 5132 MILES AVE OAKLAND,CA 94618	93-3616624	501(C)(3)	75,000	0			CRISIS SUPPORT
(46) MY TRIBE RISE 13908 E COLORADO 522 PASADENA,CA 91106	85-1805977	501(C)(3)	200,000	0			CRISIS SUPPORT
(47) NATIONAL DAY LABORER ORGANIZING NETWORK 1030 SOUTH ARROYO PARKWAY SUITE 106 PASADENA,CA 91105	20-8802586	501(C)(3)	100,000	0			CRISIS SUPPORT
(48) NEIGHBORHOOD HOUSING SERVICES OF LOS ANGELES 3926 WILSHIRE BLVD SUITE 200 LOS ANGELES,CA 90010	95-3938955	501(C)(3)	112,500	0			CRISIS SUPPORT
(49) NOAHS FOUNDATION 506 S SPRING ST 13308 SMB 10278 LOS ANGELES,CA 90013	85-1712743	501(C)(3)	20,000	0			CRISIS SUPPORT
(50) NORTH VALLEY CARING SERVICES 15453 RAYEN ST NORTH HILLS,CA 91343	95-4444561	501(C)(3)	35,000	0			CRISIS SUPPORT, SHARED PROSPERITY
(51) NPH ACTION FUND POLITICAL ISSUES COMMITTEE 49 STEVENSON ST SUITE 500 SAN FRANCISCO,CA 94105	83-3147694	501(C)(4)	225,000	0			CRISIS SUPPORT
(52) PARTNERSHIP FOR GROWTH LA (PFGLA) 4103 W ADAMS BLVD LOS ANGELES,CA 90018	88-3405493	501(C)(3)	71,000	0			SHARED PROSPERITY
(53) PAVING THE WAY FOUNDATION 44818 FERN AVE STE 105 LANCASTER,CA 93534	01-0852709	501(C)(3)	133,560	0			CRISIS SUPPORT
(54) PEOPLE ASSISTING THE HOMELESS (PATH) 340 N MADISON AVENUE LOS ANGELES,CA 90004	95-3950196	501(C)(3)	10,000	0			CRISIS SUPPORT
(55) PROJECT ANGEL FOOD 922 VINE STREET HOLLYWOOD,CA 90038	95-4115863	501(C)(3)	25,000	0			CRISIS SUPPORT
(56) PROJECT PASSION 500 E WASHINGTON BLVD 7 PASADENA,CA 91104	33-2945854	501(C)(3)	200,000	0			CRISIS SUPPORT
(57) PUEBLO Y SALUD INC 1024 NORTH MACLAY AVE M13 SAN FERNANDO,CA 91340	95-4348471	501(C)(3)	60,000	0			SHARED PROSPERITY
(58) PUKUU CULTURAL COMMUNITY SERVICES 1019 SECOND STREET SAN FERNANDO,CA 91340	95-4657130	501(C)(3)	25,000	0			CRISIS SUPPORT
(59) SAFE PLACE FOR YOUTH PO BOX 578 WASHINGTON BLVD 398 MARINA DEL REY,CA 90292	84-1802637	501(C)(3)	13,514	0			CRISIS SUPPORT
(60) SOCIAL AND ENVIRONMENTAL ENTREPRENEURS 23564 CALABASAS RD SUITE 201 CALABASAS,CA 91302	95-4116679	501(C)(3)	145,000	0			SHARED PROSPERITY
(61) SOCIAL IMPACT FUND 750 WEST 7TH STREET PO BOX 811026 LOS ANGELES,CA 90081	46-1820448	501(C)(3)	250,000	0			CRISIS SUPPORT
(62) SOCIAL JUSTICE PARTNERS LOS ANGELES 360 E2ND ST STE 800 LOS ANGELES,CA 90012	51-0563566	501(C)(3)	250,000	0			CRISIS SUPPORT
(63) SOLIDARITY RESEARCH CENTER 1920 HILLHURST AVE V920 LOS ANGELES,CA 90027	47-2130723	501(C)(3)	140,000	0			SHARED PROSPERITY
(64) SOUTHERN CALIFORNIA GRANTMAKERS 1000 N ALAMEDA ST SUITE 230 LOS ANGELES,CA 90012	95-2831058	501(C)(3)	25,000	0			CRISIS SUPPORT
(65) ST JOHN'S COMMUNITY HEALTH 808 W 58TH ST LOS ANGELES,CA 90037	95-4067758	501(C)(3)	160,723	0			CRISIS SUPPORT
(66) ST JOSEPH CENTER 204 HAMPTON DRIVE VENICE,CA 90291	95-3874381	501(C)(3)	42,028	0			CRISIS SUPPORT
(67) ST LUKE'S PARISH AT LONG BEACH CALIFORNIA 525 E 7TH ST LONG BEACH,CA 90813	95-1768855	501(C)(3)	82,073	0			CRISIS SUPPORT
(68) THE EDUCATION TRUST 1501 K STREET NW SUITE 200 WASHINGTON,DC 20005	52-1982223	501(C)(3)	10,000	0			SHARED PROSPERITY
(69) THE FOUNDATION FOR ECONOMIC DEMOCRACY 291 NIETO AVE LONG BEACH,CA 90803	81-0869372	501(C)(3)	60,000	0			SHARED PROSPERITY
(70) THE HACK FOUNDATION 8605 SANTA MONICA BLVD 86294 WEST HOLLYWOOD,CA 90069	81-2908499	501(C)(3)	25,000	0			CRISIS SUPPORT
(71) THE PEOPLE CONCERN 2116 ARLINGTON AVE STE 100 LOS ANGELES,CA 90018	95-6143865	501(C)(3)	432,813	0			CRISIS SUPPORT
(72) THE SALVATION ARMY 16941 KEEGAN AVE CARSON,CA 90746	94-1156347	501(C)(3)	60,747	0			CRISIS SUPPORT, SHARED PROSPERITY
(73) THE SHAW CTC CREATING JUSTICE LA 900 N ALAMEDA ST UNIT 862005 LOS ANGELES,CA 90086	01-0804429	501(C)(3)	50,000	0			SHARED PROSPERITY
(74) THINKWATTS FOUNDATION 1205 E 100TH STREET LOS ANGELES,CA 90002	83-2224841	501(C)(3)	25,000	0			SHARED PROSPERITY
(75) UNION STATION HOMELESS SERVICES 825 E ORANGE GROVE BLVD PASADENA,CA 91104	95-3958741	501(C)(3)	55,000	0			CRISIS SUPPORT
(76) UNIVERSITY OF SOUTHERN CALIFORNIA PO BOX 77902 LOS ANGELES,CA 90007	95-1642394	501(C)(3)	37,500	0			SHARED PROSPERITY
(77) WALKGOOD INC 5042 WILSHIRE BLVD STE 41 LOS ANGELES,CA 90036	87-2274542	501(C)(3)	50,000	0			CRISIS SUPPORT
(78) WATER DROP 819 W WASHINGTON BLVD PO BOX 15134 LOS ANGELES,CA 90015	85-2327993	501(C)(3)	25,000	0			CRISIS SUPPORT
(79) WATTS LABOR COMMUNITY ACTION COMMITTEE 10950 SOUTH CENTRAL AVE LOS ANGELES,CA 90059	95-2412869	501(C)(3)	75,000	0			CRISIS SUPPORT
(80) WHITTIER AREA FIRST DAY COALITION 12426 WHITTIER BLVD WHITTIER,CA 90602	93-1141844	501(C)(3)	150,000	0			CRISIS SUPPORT
(81) WILLOWBROOK INCLUSIVE NETWORK 1228 E 124TH ST LOS ANGELES,CA 90059	82-1937392	501(C)(3)	97,500	0			SHARED PROSPERITY
(82) WITH LOVE MARKET AND CAFE 1969 S VERMONT AVE LOS ANGELES,CA 90007	46-3776168	N/A	320,000	0			SHARED PROSPERITY

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . ▶ 76

3 Enter total number of other organizations listed in the line 1 table . . . ▶ 6

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)

(Rev. January 2025)

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

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? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	**4c**		No
	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? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		No
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? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		No
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, 1099-MISC compensation, and/or 1099-NEC			**(C)** Retirement and other deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
1 ELISE BUIK PRESIDENT & CEO	(i)	389,000	97,808	25,605	436,891	42,758	992,062	21,447
	(ii)	0	0	0	0	0	0	0
2 LINING RECENDEZ VP, FINANCE	(i)	208,586	38,409	7,191	43,254	26,932	324,372	0
	(ii)	0	0	0	0	0	0	0
3 CHRIS KO VP, IMPACT & STRATEGY	(i)	175,917	13,775	34,579	19,238	6,199	249,708	0
	(ii)	0	0	0	0	0	0	0
4 THOMAS NEWMAN VP, PUBLIC AFFAIRS	(i)	164,677	27,144	6,355	11,611	21,839	231,626	0
	(ii)	0	0	0	0	0	0	0
5 ERIN MORTON VP, STRATEGIC PARTNERSHIPS	(i)	175,941	12,688	6,371	6,428	7,796	209,224	0
	(ii)	0	0	0	0	0	0	0
6 DAVID TRAN DIR., FINANCE & BUSINESS SOLUTIONS	(i)	143,042	11,000	337	9,756	19,316	183,451	0
	(ii)	0	0	0	0	0	0	0
7 XOCHITL FLORES DIRECTOR, PEOPLE & CULTURE	(i)	134,314	3,000	697	21,324	16,753	176,088	0
	(ii)	0	0	0	0	0	0	0
8 SHANNON BIGGS DIRECTOR OF TALENT & STRATEGY	(i)	130,410	11,000	292	8,799	8,534	159,035	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
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 2024 (THE YEAR WE ARE REQUIRED TO USE FOR 6/30/2025 FORM 990 REPORTING), THE LIMITS ON COVERED COMPENSATION ARE ANNUAL INCOME OF $345,000. THIS AMOUNT IS ADJUSTED ANNUALLY FOR INFLATION, IT IS $350,000 IN 2025 AND $360,000 IN 2026. 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 SHOULD RECEIVE AN ANNUAL DISTRIBUTION FROM THIS BRP PLAN. UNITED WAY OF GREATER LOS ANGELES ENGAGE AN ACTUARY FIRM TO CALCULATE THE DISTRIBUTION AMOUNT. IN AUGUST 2024, $21,447 WAS PAID TO MS. BUIK FOR THE ANNUAL DISTRIBUTION. THIS AMOUNT WAS REPORTED IN HER GROSS WAGES IN FORM 2024 W2, AND IT WAS INCLUDED IN "OTHER REPORTABLE COMPENSATION" COLUMN B (III) ON SCHEDULE J, PART II. THIS ENTIRE AMOUNT WAS ALSO 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. IN JULY 2024, THE BOARD APPROVED A SPECIAL COMPENSATION PACKAGE FOR MS. BUIK IN RECOGNITION OF HER 30 YEARS OF DEDICATED SERVICE TO THE UNITED WAY OF GREATER LOS ANGELES. THIS PACKAGE INCLUDED AN ENHANCEMENT TO THE SERP/BRP PLAN BY INCREASING THE PENSION FORMULA BY 25 BASIS POINTS (0.25%). THE PLAN DOCUMENT WAS AMENDED TO REFLECT THIS ENHANCEMENT, EFFECTIVE JULY 1, 2024. THE DEFERRED COMPENSATION CALCULATIONS FOR MS. BUIK'S SERP BENEFIT INCORPORATE THIS AMENDMENT, WHICH INCREASED THE APPLICABLE PLAN FORMULA PERCENTAGE AS OF JULY 1, 2024. AS A RESULT, THE ESTIMATED ACTUARIAL INCREASE OF $239,878 IN HER SERP BENEFIT IS SIGNIFICANTLY HIGHER THAN IN RECENT YEARS. THIS AMOUNT IS REPORTED AS DEFERRED COMPENSATION IN COLUMN C OF SCHEDULE J, PART II. THIS FIGURE REPRESENTS AN ACTUARIAL VALUE INCREASE ONLY IT IS NOT A VESTED BENEFIT AMOUNT AND HAS NOT BEEN PAID TO MS. BUIK.
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 FISCAL YEAR, AND THE RESULTS WERE APPROVED BY THE BOARD EVERY JULY AFTER THE YEAR END. THESE BONUSES WERE 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
2024
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	14	417,705	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 ▶ ( )				

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

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	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 Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
FORM 990, SCHEDULE M, PART I, COLUMN (B):	THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTIONS RECEIVED IN COLUMN (B).

Additional Data

Return to Form

Software ID:

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SCHEDULE O **(Form 990)**
(Rev. January 2025)
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 instructions and the latest information.

OMB No. 1545-0047

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 WE MOVE OUR MOST VULNERABLE NEIGHBORS OUT OF POVERTY AND TOWARDS PROSPERITY 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. OUR APPROACH MEETS THE NEEDS OF TODAY AND CREATES A BETTER TOMORROW THROUGH TWO KEY STRATEGIES: SUPPORTING PEOPLE IN CRISIS AND BUILDING SHARED PROSPERITY. THE PRIMARY FOCUS HAS BEEN: 1. INCREASE TRANSFER AND COMPLETION RATES OF COMMUNITY COLLEGE STUDENTS. 2. PREVENT VULNERABLE FAMILIES AND INDIVIDUALS FROM FALLING INTO HOMELESSNESS. 3. REDUCE STREET AND CHRONIC HOMELESSNESS. 4. EXPAND THE PRODUCTION AND AVAILABILITY OF SUPPORTIVE HOUSING FOR OUR MOST VULNERABLE HOMELESS NEIGHBORS 5. INCREASE THE NUMBER OF VULNERABLE YOUTH AND ADULTS WHO OBTAIN WORKPLACE SKILLS AND ARE CONNECTED TO JOBS. 6. BUILD ECONOMIC EQUITY ACROSS THE REGION BY INCREASING THE ASSETS AND NET WORTH OF LOW-INCOME FAMILIES AND INDIVIDUALS. 7. EXPAND THE CIVIC ENGAGEMENT AND PARTICIPATION OF ALL INDIVIDUALS AND FAMILIES, PARTICULARLY PEOPLE OF COLOR AND YOUTH, TO REDUCE POVERTY AND INEQUITY.
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 2026 TO THE MEMBERS OF THE AUDIT COMMITTEE. THE COMMITTEE MEMBERS REVIEWED THE DOCUMENT AS PART OF A MEETING ON APRIL 13, 2026. 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, 2026.
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 ANNUALLY AS WELL.
FORM 990, PART VI, SECTION B, LINE 15	THE HUMAN RESOURCES COMMITTEE, OF THE BOARD OF UNITED WAY OF GREATER LOS ANGELES, AIMS TO FULLY 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 IN A RANGE BETWEEN 25TH TO 75TH PERCENTILE THROUGH ITS VARIABLE PERFORMANCE PAY PLAN, DEPENDING ON THE NATURE AND EXPERIENCE OF THE EXECUTIVE POSITION - 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 A PORTION 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 AND LONG-TERM ORGANIZATIONAL GOALS. THE HR COMMITTEE STRIVES TO PROVIDE MARKET COMPETITIVE BASE SALARIES FOR COMPARABLE POSITIONS AND PERIODICALLY COMMISSIONS AN INDEPENDENT CONSULTING FIRM 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.
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 IX, LINE 11G:	OTHER FEES INCLUDE BANK AND CREDIT PROCESSING FEES FOR OUR AFFORDABLE HOUSING INITIATIVE PROJECT, DIGITAL COMMUNICATIONS ON OUR ADVOCACY WORK, EVENTS, PRODUCTIONS, COMMUNICATIONS, STRATEGIC PLANNING AND OTHER PROFESSIONAL FEES RELATED TO OUR PROGRAMMATIC WORK. MAJORITY OF THESE EXPENSES ARE FUNDED BY VARIOUS GRANTS.
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 $1,341,086 IN THE CURRENT YEAR.

Additional Data

Return to Form

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Software Version:

SCHEDULE R (Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
Open to Public Inspection

Name of the organization
UNITED WAY INC

Employer identification number
95-2274801

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) AHI FUND II LLC 515 S FIGUEROA ST SUITE 900 LOS ANGELES, CA 90071	PROMOTES THE DEVELOPMENT AND MAINTENANCE OF HOUSING IN LOS ANGELES COUNTY.	DE	6,033,247	80,812,810	UNITED WAY INC
(2) AHI FUND III LLC 515 S FIGUEROA ST SUITE 900 LOS ANGELES, CA 90071	PROMOTES THE DEVELOPMENT AND MAINTENANCE OF HOUSING IN LOS ANGELES COUNTY.	DE	0	0	UNITED WAY INC

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity? Yes	No

Part III **Identification of Related Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	**(b)** Primary activity	**(c)** Legal domicile (state or foreign country)	**(d)** Direct controlling entity	**(e)** Predominant income(related, unrelated, excluded from tax under sections 512-514)	**(f)** Share of total income	**(g)** Share of end-of-year assets	**(h)** Disproprtionate allocations?		**(i)** Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	**(j)** General or managing partner?		**(k)** Percentage ownership
							Yes	**No**		**Yes**	**No**	

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	**(b)** Primary activity	**(c)** Legal domicile (state or foreign country)	**(d)** Direct controlling entity	**(e)** Type of entity (C corp, S corp, or trust)	**(f)** Share of total income	**(g)** Share of end-of-year assets	**(h)** Percentage ownership	**(i)** Section 512(b)(13) controlled entity?	
								Yes	**No**

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

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

			Yes	No
1	During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a	Receipt of **(i)** interest, **(ii)**annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity	**1a**		
b	Gift, grant, or capital contribution to related organization(s)	**1b**		
c	Gift, grant, or capital contribution from related organization(s)	**1c**		
d	Loans or loan guarantees to or for related organization(s)	**1d**		
e	Loans or loan guarantees by related organization(s)	**1e**		
f	Dividends from related organization(s)	**1f**		
g	Sale of assets to related organization(s)	**1g**		
h	Purchase of assets from related organization(s)	**1h**		
i	Exchange of assets with related organization(s)	**1i**		
j	Lease of facilities, equipment, or other assets to related organization(s)	**1j**		
k	Lease of facilities, equipment, or other assets from related organization(s)	**1k**		
l	Performance of services or membership or fundraising solicitations for related organization(s)	**1l**		
m	Performance of services or membership or fundraising solicitations by related organization(s)	**1m**		
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	**1n**		
o	Sharing of paid employees with related organization(s)	**1o**		
p	Reimbursement paid to related organization(s) for expenses	**1p**		
q	Reimbursement paid by related organization(s) for expenses	**1q**		
r	Other transfer of cash or property to related organization(s)	**1r**		
s	Other transfer of cash or property from related organization(s)	**1s**		

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

(a) Name of related organization	**(b)** Transaction type (a-s)	**(c)** Amount involved	**(d)** Method of determining amount involved

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	**(b)** Primary activity	**(c)** Legal domicile (state or foreign country)	**(d)** Predominant income (related, unrelated, excluded from tax under sections 512-514)	**(e)** Are all partners section 501(c)(3) organizations?		**(f)** Share of total income	**(g)** Share of end-of-year assets	**(h)** Disproprtionate allocations?		**(i)** Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	**(j)** General or managing partner?		**(k)** Percentage ownership
				Yes	**No**			**Yes**	**No**		**Yes**	**No**	

Part VII **Supplemental Information**

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

Return Reference	Explanation

Additional Data

Return to Form

Software ID:
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