

NOTICE

GuideStar has been informed by the IRS of processing errors on IRS Forms 990 filed electronically between January 1, 2009, and December 3, 2010, for form year 2008. These processing errors resulted in inaccurate data appearing on the scanned images of the affected returns that are posted on GuideStar and do not reflect the information filed with the IRS.

These errors include:

- Part III, line 1, organization's mission description—may not reflect what was originally submitted by the nonprofit organization.
- Part VIII, line 8a, gross income for special events—values may have been transposed.
- Part IX, line 7c, other salaries and wages, management and general expenses—may show a blank where a value was originally reported.
- Schedule D, Part V, line 3a(ii), endowment funds and possession by related organizations—checkbox values may have been transposed.

GuideStar is working with the IRS to obtain a corrected copy of its form year 2008 Form 990. GuideStar will replace this Form 990 if, and when, the accurate return is made available from the IRS.

For more information, please visit <http://www2.guidestar.org/rxg/help/form-year-2008-returns.aspx>



Form 990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning 10-01-2008 and ending 09-30-2009

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Termination

☐ Amended return

☐ Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization

GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Doing Business As

Number and street (or P O box if mail is not delivered to street address)

Room/suite

420 FIFTH AVENUE

City or town, state or country, and ZIP + 4

NEW YORK, NY 100182798

D Employer identification number

13-1624016

E Telephone number

(212) 852-8000

G Gross receipts \$ 145,898,698

F Name and address of Principal Officer

KATHY CLONINGER

420 FIFTH AVENUE

NEW YORK, NY 10018

H(a) Is this a group return for affiliates?

☐ Yes ☒ No

H(b) Are all affiliates included?

☐ Yes ☐ No

(If "No," attach a list See instructions)

H(c) Group Exemption Number

I Tax-exempt status ☒ 501(c) (3) ☐ (Insert no) ☐ 4947(a)(1) or ☐ 527

J Web site: WWW GIRLSOUTS.ORG

K Type of organization ☒ Corporation ☐ trust ☐ association ☐ other

L Year of Formation 1912

M State of legal domicile NY

Part I Summary			
Activities & Governance	1	Briefly describe the organization's mission or most significant activities GIRL SCOUTING BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE	
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets	
	3	Number of voting members of the governing body (Part VI, line 1a)	3 30
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4 30
	5	Total number of employees (Part V, line 2a)	5 539
	6	Total number of volunteers (estimate if necessary)	6 897,310
	7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a 1,634,956
	b	Net unrelated business taxable income from Form 990-T, line 34	7b -893,239
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 9,534,973 Current Year 6,067,926
	9	Program service revenue (Part VIII, line 2g)	38,692,671 37,692,712
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,149,048 -3,908,592
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	31,751,139 29,561,477
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	82,127,831 69,413,523
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	4,133,308 4,056,631
	14	Benefits paid to or for members (Part IX, column (A), line 4)	509,695 460,748
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	34,688,789 37,276,397
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0
	b	(Total fundraising expenses, Part IX, column (D), line 25 1,625,133)	
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	49,601,715 44,564,214
	18	Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))	88,933,507 86,357,990
	19	Revenue less expenses Subtract line 18 from line 12	-6,805,676 -16,944,467
Net Assets or Fund Balances			Beginning of Year End of Year
	20	Total assets (Part X, line 16)	181,991,241 159,663,224
	21	Total liabilities (Part X, line 26)	19,350,724 40,792,848
	22	Net assets or fund balances Subtract line 21 from line 20	162,640,517 118,870,376

Part II Signature Block

Please Sign Here

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

Signature of officer

Date

Florence Corsello CFO/SENIOR VICE PRESIDENT

Type or print name and title

Paid Preparer's Use Only

Preparer's signature

Date

Check if self-employed

Firm's name (or yours if self-employed), address, and ZIP + 4

EIN

Phone no

May the IRS discuss this return with the preparer shown above? (See instructions)

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2008)

Part III

Statement of Program Service Accomplishments (See the instructions.)

1

Briefly describe the organization's mission

GIRL SCOUTING IS A NONFORMAL, EXPERIENTIAL, AND COOPERATIVE EDUCATION PROGRAM THAT PROMOTES GIRLS' PERSONAL GROWTH AND LEADERSHIP DEVELOPMENT PARTNERING WITH CARING ADULTS, GIRLS DESIGN FUN AND CHALLENGING ACTIVITIES THAT EMPOWER THEM AND RAISE THEIR VOICES WITHIN A LOCAL, NATIONAL, AND GLOBAL SISTERHOOD

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 exempt purpose achievements for each of the organization's three largest program services by expenses

Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts 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 \$ 30,076,504 including grants of \$ 379,803) (Revenue \$ 3,643,798)

SERVICE DELIVERY TO LOCAL COUNCILS PROVIDE DIRECT CONSULTING AND TECHNICAL ASSISTANCE SERVICES TO ALL GIRL SCOUT COUNCILS NATIONWIDE, AND USA GIRL SCOUTS OVERSEAS, TO ASSURE THE DELIVERY OF SERVICES TO GIRLS AND ADULTS IN ACCORDANCE WITH THE MISSION, POLICIES, AND GOALS OF THE ORGANIZATION

4b

(Code) (Expenses \$ 23,344,227 including grants of \$ 3,504,784) (Revenue \$ 0)

PROGRAM DEVELOPMENT AND VOLUNTEER LEARNING RESEARCH, DEVELOP AND EVALUATE GIRL SCOUTS PROGRAM FOR GIRLS, AND TO DELIVER ADULT LEARNING OPPORTUNITIES AND PROVIDE THE NATION'S PREMIERE LEADERSHIP DEVELOPMENT EXPERIENCE

4c

(Code) (Expenses \$ 10,360,942 including grants of \$ 0) (Revenue \$ 0)

COMMUNICATIONS - COMMUNICATE KEY MESSAGES ABOUT GIRL SCOUTING WHICH PROMOTES THE GIRLS SCOUT BRAND AND DISSEMINATES PUBLIC RELATIONS TOOLS AND MATERIALS FOR USE BY GIRL SCOUT COUNCILS

4d

Other program services (Describe in Schedule O)
















(Expenses \$ 14,457,948 including grants of \$ 172,044) (Revenue \$ 0)

4e






Total program service expenses \$ 78,239,621 Must equal Part IX, Line 25, column (B).

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? 	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? If "Yes," complete Schedule C, Part II 	4	Yes	
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III 	5		No
6	Did the organization maintain any donor advised funds or any accounts where 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, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9		No
10	Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable 	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII 	12	Yes	
13	Is the organization a school as 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 U S ?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? If "Yes," complete Schedule F, Part I	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III	16		No
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		No
18	Did the organization report more than \$15,000 total 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 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		No
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 	21	Yes	
22	Did the organization report more than \$5,000 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, questions 3, 4, or 5? 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 questions 24b–24d and complete Schedule K. If "No," go to question 25	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
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		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	Section 501(c)(3) and 501(c)(4) 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	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No

Part IV Checklist of Required Schedules *(Continued)*

		Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee		
a	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> 		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i> 	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> 		No
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> 		No
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> 		No

Part V

Statements Regarding Other IRS Filings and Tax Compliance

			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable	1a86		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes	
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return	2a539		
b	If at least one is reported in 2a, did the organization file all required federal employment tax returns? . . . Note: <i>If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.</i>	2b		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	Yes	
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 the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts .			
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 5a or 5b, did the organization file Form 8886-T, <i>Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction</i> ?	5c		
6a	Did the organization solicit any contributions that were not tax deductible?	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 provide goods or services in exchange for any quid pro quo contribution of \$75 or more?	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, during the year, 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	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.			
a	Did the organization make any taxable distributions under section 4966?	9a		
b	Did the 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		

Part VI

Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section A. Governing Body and Management

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

1a

Enter the number of voting members of the governing body

1a

30

b

Enter the number of voting members that are independent

1b

30

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 organizational documents since the prior Form 990 was filed?

4

No

5

Did the organization become aware during the year of a material diversion of the organization's assets?

5

No

6

Does the organization have members or stockholders?

6

No

7a

Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?

7a

No

b

Are any decisions of the governing body subject to approval by members, stockholders, or other persons?

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

9a

Does the organization have local chapters, branches, or affiliates?

9a

Yes

b

If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?

9b

Yes

10

Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990

10

Yes

11

Is there any officer, director or 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

11

No

Section B. Policies

12a

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

12a

Yes

b

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

12b

Yes

c

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

12c

Yes

13

Does the organization have a written whistleblower policy?

13

Yes

14

Does 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

Describe the process in Schedule O

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," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken 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

AL , AK , AZ , AR , CA , CO , CT , DC , FL , GA , KY , ME , MD , MA , MI , MN , MS , NH , NJ , NM , NY , NC , ND , OH , OK , PA , RI , SC , TN , UT , VA , WA , WV , WI

18

Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☒ own website ☐ another's website ☒ upon request

19

Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.

20

State the name, physical address, and telephone number of the person who possesses the books and records of the organization.
FLORENCE CORSELLO
420 FIFTH AVENUE
NEW YORK, NY 10018
(212) 852-8000

Form 990 (2008)

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

☐ Check this box if the organization did not compensate any officer, director, trustee or key employee

Form 990 (2008)

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)							(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former				
1b Total									3,178,676	0	615,303

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

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
TMA RESOURCES 1919 GALLOWES ROAD SUITE 400 VIENNA, VA 22182	TECHNICAL SERVICES	1,230,762
MINDTREE CONSULTING 15 INDEPENDENCE BOULEVARD SUITE 41 WAYNE, NJ 07059	TECHNICAL SERVICES	1,067,706
HOGAN HARTSON LLP 875 THIRD AVENUE NEW YORK, NY 10022	LEGAL SERVICES	904,527
GRUPPO GALLEGOS 401 EAST OCEAN BOULEVARD 6TH FLOOR LONG BEACH, CA 90802	Mkting/COMMUNICATion	621,979
LOWE PARTNERS WORLDWIDE INC 150 EAST 42ND STREET NEW YORK, NY 10017	MKTING/COMMUNICATion	581,720

2	Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization	
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Part VIII

Statement of Revenue

				(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514				
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a 33,163	6,067,926							
	b	Membership dues	1b								
	c	Fundraising events	1c								
	d	Related organizations . . .	1d								
	e	Government grants (contributions)	1e 1,568,071								
	f	All other contributions, gifts, grants, and similar amounts not included above	4,466,692								
		1f									
	g	Noncash contributions included in lines 1a-1f \$ 2,652									
	h	Total (Add lines 1a-1f)									
Program Service Revenue			Business Code								
	2a	MEETING AND LEARNING EVENTS	721,000	5,174,256	3,643,798	1,530,458					
	b	MEMBERSHIP DUES	624,100	32,518,456			32,518,456				
	c										
	d										
	e										
	f	All other program service revenue									
	g	Total. Add lines 2a-2f									
		\$ 37,692,712									
Other Revenue	3	Investment income (including dividends, interest other similar amounts)		2,829,134			2,829,134				
	4	Income from investment of tax-exempt bond proceeds		0							
	5	Royalties		8,122,461			8,122,461				
	6a	Gross Rents	(i) Real	(ii) Personal							
	b	Less rental expenses									
	c	Rental income or (loss)									
	d	Net rental income or (loss)									
	7a	Gross amount from sales of assets other than inventory	(i) Securities		(ii) Other	-6,737,726		-6,737,726			
		53,116,009									
	b	Less cost or other basis and sales expenses	59,853,735								
	c	Gain or (loss)	-6,737,726								
	d	Net gain or (loss)									
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 Attach Schedule G if total exceeds \$15,000		a	0						
	b	Less direct expenses		b							
	c	Net income or (loss) from fundraising events									
	9a	Gross income from gaming activities See part IV, line 19 Complete Schedule G if total exceeds \$15,000		a	0						
	b	Less direct expenses		b							
	c	Net income or (loss) from gaming activities									
	10a	Gross sales of inventory, less returns and allowances		a	21,246,705			21,246,705			
			37,878,145								
	b	Less cost of goods sold		b 16,631,440							
	c	Net income or (loss) from sales of inventory									
		Miscellaneous Revenue		Business Code							
11a	ADVERTISING/SPONSORSHIP		541,800	104,498		104,498					
b	SOFTWARE MAINTENANCE		541,900	25,666			25,666				
c	INSURANCE RECOVERY		524,298	9,930			9,930				
d	All other revenue _____			52,217			52,217				
e	Total. Add lines 11a-11d										
	\$ 192,311										
12	Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			69,413,523	3,643,798	1,634,956	58,066,843				

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) but are not required to complete columns (B), (C), and (D).					
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 governments and organizations in the U S See Part IV, line 21	4,056,631	4,056,631		
2	Grants and other assistance to individuals in the U S See Part IV, line 22	0			
3	Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	460,748	460,748		
5	Compensation of current officers, directors, trustees, and key employees	2,422,431	1,759,053	451,655	211,723
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	24,134,528	22,134,504		328,102
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,738,605	2,467,336	239,296	31,973
9	Other employee benefits	5,774,896	5,166,496	454,159	154,241
10	Payroll taxes	2,205,937	1,929,520	239,775	36,642
11	Fees for services (non-employees)				
a	Management	129,996		129,996	
b	Legal	914,741		914,741	
c	Accounting	462,318		462,318	
d	Lobbying	192,000		192,000	
e	Professional fundraising See Part IV, line 17	0			
f	Investment management fees	489,498		489,498	
g	Other	11,844,406	11,688,092	59,436	96,878
12	Advertising and promotion	1,206,723	1,173,436	15,187	18,100
13	Office expenses	6,162,924	5,915,786	64,327	182,811
14	Information technology	3,547,694	3,338,306	137,704	71,684
15	Royalties	0			
16	Occupancy	6,128,653	5,772,055	132,351	224,247
17	Travel	3,692,933	3,420,457	208,537	63,939
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0			
19	Conferences, conventions and meetings	3,526,885	3,401,486	17,038	108,361
20	Interest	0			
21	Payments to affiliates	1,553,308	1,553,308		
22	Depreciation, depletion, and amortization	2,693,433	2,149,220	455,723	88,490
23	Insurance	305,506	191,135	114,371	
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a	MISCELLANEOUS	1,713,196	1,662,052	43,202	7,942
b					
c					
d					
e					
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	86,357,990	78,239,621	6,493,236	1,625,133
26	Joint Costs. Check <input type="checkbox"/> if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing	42,562	1 52,834
	2	Savings and temporary cash investments	13,599,494	2 5,633,473
	3	Pledges and grants receivable, net	4,366,555	3 2,704,181
	4	Accounts receivable, net	7,553,211	4 7,126,376
	5	Receivables from current and former officers, directors, trustees, key employees or other related parties <i>Complete Part II of Schedule L</i>		5
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) <i>Complete Part II of Schedule L</i>		6
	7	Notes and loans receivable, net		7
	8	Inventories for sale or use	9,437,869	8 7,827,496
	9	Prepaid expenses and deferred charges	3,462,008	9 1,071,531
	10a	Land, buildings, and equipment cost basis		
		10a 76,308,287		
	b	Less accumulated depreciation <i>Complete Part VI of Schedule D</i>		
		10b 52,903,592	25,129,578	10c 23,404,695
	11	Investments—publicly traded securities	93,121,894	11 87,245,290
	12	Investments—other securities See Part IV, line 11 <i>Complete Part VII of Schedule D</i>	22,413,466	12 22,027,070
	13	Investments—program-related See Part IV, line 11 <i>Complete Part VIII of Schedule D</i>		13
14	Intangible assets		14	
15	Other assets See Part IV, line 11 <i>Complete Part IX of Schedule D</i>	2,864,604	15 2,570,278	
16	Total assets. Add lines 1 through 15 (must equal line 34)	181,991,241	16 159,663,224	
Liabilities	17	Accounts payable and accrued expenses	13,924,917	17 8,149,303
	18	Grants payable		18
	19	Deferred revenue	4,406,322	19 4,635,738
	20	Tax-exempt bond liabilities		20
	21	Escrow account liability <i>Complete Part IV of Schedule D</i>		21
	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons <i>Complete Part II of Schedule L</i>		22
	23	Secured mortgages and notes payable to unrelated third parties		23
	24	Unsecured notes and loans payable		24
	25	Other liabilities <i>Complete Part X of Schedule D</i>	1,019,485	25 28,007,807
	26	Total liabilities. Add lines 17 through 25	19,350,724	26 40,792,848
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27	Unrestricted net assets	127,802,064	27 86,378,450
	28	Temporarily restricted net assets	18,761,811	28 14,870,790
	29	Permanently restricted net assets	16,076,642	29 17,621,136
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30
	31	Paid-in or capital surplus, or land, building or equipment fund		31
	32	Retained earnings, endowment, accumulated income, or other funds		32
	33	Total net assets or fund balances	162,640,517	33 118,870,376
	34	Total liabilities and net assets/fund balances	181,991,241	34 159,663,224

Part XI Financial Statements and Reporting

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> cash <input checked="" type="checkbox"/> accrual <input type="checkbox"/> other		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	No
b	Were the organization's financial statements audited by an independent accountant?	2b Yes	
c	If "Yes" to lines 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	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a Yes	
b	If "Yes," did the organization undergo the required audit or audits?	3b Yes	

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.
Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization GIRL SCOUTS OF THE UNITED STATES OF AMERICA	Employer identification number 13-1624016
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Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only **one** organization)

1	<input type="checkbox"/>	A church, convention of churches, or association of churches described in Section 170(b)(1)(A)(i).
2	<input type="checkbox"/>	A school described in Section 170(b)(1)(A)(ii). (Attach Schedule E)
3	<input type="checkbox"/>	A hospital or a cooperative hospital service organization described in Section 170(b)(1)(A)(iii). (Attach Schedule H)
4	<input type="checkbox"/>	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	<input type="checkbox"/>	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	<input type="checkbox"/>	A federal, state, or local government or governmental unit described in Section 170(b)(1)(A)(v).
7	<input type="checkbox"/>	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	<input type="checkbox"/>	A community trust described in Section 170(b)(1)(A)(vi) (Complete Part II)
9	<input checked="" type="checkbox"/>	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)
10	<input type="checkbox"/>	An organization organized and operated exclusively to test for public safety See Section 509(a)(4). (See instructions)
11	<input type="checkbox"/>	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 that describes the type of supporting organization and complete lines 11e through 11h <div><div>a <input type="checkbox"/> Type I</div><div>b <input type="checkbox"/> Type II</div><div>c <input type="checkbox"/> Type III - Functionally Integrated</div><div>d <input type="checkbox"/> Type III - Other</div></div>
e	<input type="checkbox"/>	By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
f	<input type="checkbox"/>	If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box
g	<input type="checkbox"/>	Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons? <div><div>(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?</div><div>(ii) a family member of a person described in (i) above?</div><div>(iii) a 35% controlled entity of a person described in (i) or (ii) above?</div></div>
h	<input type="checkbox"/>	Provide the following information about the organizations the organization supports

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (See Instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II

Support Schedule for Organizations Described in IRC 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.)

Public Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
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 line 1-3						
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						
6 Public Support subtract line 5 from line 4						

Total Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
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 IV)						
11 Total Support (Add lines 7 through 10)						
12 Gross receipts from related activities, etc (See instructions)					12	
13 First Five Years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Computation of Public Support Percentage						
14 Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f))					14	
15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f					15	
16a 33 1/3% Test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						<input type="checkbox"/>
b 33 1/3% Test - 2007. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						<input type="checkbox"/>
17a 10% Facts and Circumstances Test - 2008. 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 IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization						<input type="checkbox"/>
b 10% Facts and Circumstances Test - 2007. 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 IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization						<input type="checkbox"/>
18 Private Foundation. If the organization did not check the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions						<input type="checkbox"/>

Part IIISupport Schedule for Organizations Described in IRC 509(a)(2)
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	48,020,555	44,680,237	44,371,110	39,993,526	40,248,756	217,314,184
2Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	45,727,328	43,485,203	41,029,687	45,652,162	41,521,943	217,416,323
3Gross receipts from activities that are not an unrelated trade or business under section 513						
4Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5The value of services or facilities furnished by a governmental unit to the organization without charge						
6Total Add lines 1-5	93,747,883	88,165,440	85,400,797	85,645,688	81,770,699	434,730,507
7aAmounts included on lines 1, 2, and 3 received from disqualified persons						
bAmounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
cTotal of lines 7a and 7b						
8Public Support (Subtract line 7c from line 6)						434,730,507

Total Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9Amounts from line 6	93,747,883	88,165,440	85,400,797	85,645,688	81,770,699	434,730,507
10aGross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	9,343,350	9,813,384	13,912,317	13,825,121	12,554,249	59,448,421
bUnrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
cAdd lines 10a and 10b	9,343,350	9,813,384	13,912,317	13,825,121	12,554,249	59,448,421
11Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	402,860	427,538	460,461	531,580	120,115	1,942,554
13Total Support (Add lines 9, 10c, 11 and 12)						496,121,482
14First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here	<input type="checkbox"/>					

Computation of Public Support Percentage		
15Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	15	87 626 %
16Public Support Percentage for 2007 Schedule A, Part IV -A, line 27g	16	87 872 %

Computation of Investment Income Percentage		
17Investment Income Percentage for 2008 (line 10c column (f) divided by line 13 column (f))	17	11 983 %
18Investment Income Percentage from 2007 Schedule A, Part IV -A, line 27h	18	12 127 %
19a33 1/3% Tests - 2008. 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	<input type="checkbox"/>	
b33 1/3% Tests - 2007. 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	<input type="checkbox"/>	
20Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions	<input type="checkbox"/>	

Part IV

Supplemental Information. Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

Facts and Circumstances Test

Additional Data

Software ID:

Software Version:

EIN: 13-1624016

Name: GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
M KATHRYN CLONINGER , CEO	45 0			X				435,352	0	63,058
CONNIE LINDSEY , OFFICER - BOARD OF DIRECTORS	10 0	X						0	0	0
DAVIA TEMIN , OFFICER - BOARD OF DIRECTORS	10 0	X						0	0	0
LINDA P FOREMAN , OFFICER - BOARD OF DIRECTORS	10 0	X						0	0	0
ANGEL RODRIGUEZ , OFFICER - BOARD OF DIRECTORS	10 0	X						0	0	0
LINDA MAZON-GUTIERREZ , OFFICER - BOARD OF DIRECTORS	10 0	X						0	0	0
JOAN WAGNON , OFFICER - BOARD OF DIRECTORS	10 0	X						0	0	0
SYLVIA ACEVEDO , BOARD MEMBER	5 0	X						0	0	0
BARBARA ADACHI , BOARD MEMBER	5 0	X						0	0	0
CATHERINE COUGHLIN , BOARD MEMBER	5 0	X						0	0	0
HARRIETT EDELMAN , BOARD MEMBER	5 0	X						0	0	0
ROCKY EGUSQUIZA , BOARD MEMBER	5 0	X						0	0	0
ELLEN FOX , BOARD MEMBER	5 0	X						0	0	0
LISA GULLERMIN GABLE , BOARD MEMBER	5 0	X						0	0	0
NAN C HILLIS , BOARD MEMBER	5 0	X						0	0	0
MICHELLE HOLIDAY , BOARD MEMBER	5 0	X						0	0	0
JOHN HOM , BOARD MEMBER	5 0	X						0	0	0
MARIE C JOHNS , BOARD MEMBER	5 0	X						0	0	0
INGRID SAUDERS JONES , BOARD MEMBER	5 0	X						0	0	0
KAREN MALONEY , BOARD MEMBER	5 0	X						0	0	0
SHARON H MATTHEWS , BOARD MEMBER	5 0	X						0	0	0
ROBERT MORRIS , BOARD MEMBER	5 0	X						0	0	0
DEBRA NAKATOMI , BOARD MEMBER	5 0	X						0	0	0
SUSAN PETERS , BOARD MEMBER	5 0	X						0	0	0
VIKKI PRYOR , BOARD MEMBER	5 0	X						0	0	0
PATRICIA BOWE ROMINES , BOARD MEMBER	5 0	X						0	0	0
RHEA SCHWARTZ , BOARD MEMBER	5 0	X						0	0	0
SARA SCHWEBEL , BOARD MEMBER	5 0	X						0	0	0
EILEEN SCOTT , BOARD MEMBER	5 0	X						0	0	0
SUSAN L TAYLOR , BOARD MEMBER	5 0	X						0	0	0

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARISA TABIZON THOMPSON , BOARD MEMBER	5 0	X						0	0	0
GAIL M TALBOTT , BOARD MEMBER	5 0	X						0	0	0
FLORENCE N CORSELLO , CFO/SENIOR VICE PRESIDENT	45 0			X	X			361,276	0	70,482
JACLYN E LIBOWITZ , CHIEF OF STAFF	45 0			X				222,420	0	88,210
NORMA I BARQUET , EXEC VICE PRESIDENT	45 0				X			264,197	0	47,421
DELPHIA Y DUCKENS , SENIOR VICE PRESIDENT	45 0				X			209,565	0	39,414
BARRY HOROWITZ , VP & GENERAL MANAGER	45 0				X			246,317	0	51,090
LAUREL J RICHIE , SENIOR VICE PRESIDENT	45 0				X			201,782	0	7,848
MARGIE M WANG , VICE PRESIDENT	45 0				X			215,885	0	40,244
CLAIRE FERRARIN , VICE PRESIDENT	45 0					X		192,726	0	57,985
DEBORAH J LONG , SENIOR VICE PRESIDENT	45 0					X		230,755	0	33,721
ALMESHA PEGUES , DIRECTOR	45 0					X		162,245	0	37,646
LAURIE A WESTLEY , SENIOR VICE PRESIDENT	45 0					X		231,136	0	41,573
MICHAEL WATSON , SENIOR VICE PRESIDENT	45 0					X		205,020	0	36,611

SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

To be completed by organizations described below. Attach to Form 990 or Form 990-EZ

OMB No 1545-0047

2008

Open to Public Inspection

If the organization answered “Yes,” to Form 990, Part IV, Line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities)

- 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,” to Form 990, Part IV, Line 4, or Form 990EZ, Part VI, line 47 (Lobbying Activities)

- 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,” to Form 990, Part IV, Line 5 (Proxy Tax)
- Section 501(c)(4), (5), or (6) organizations complete Part III

Name of the organization GIRL SCOUTS OF THE UNITED STATES OF AMERICA	Employer identification number 13-1624016
---	--

Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations. (See the instructions for Schedule C for details.)

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

Part I-B To be completed by all organizations exempt under section 501(c)(3). (See the instructions for Schedule C for details.)

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 in a section 4955 tax, did it file Form 4720 for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?	<input type="checkbox"/> Yes <input type="checkbox"/> No
b	If "Yes," describe in Part IV	

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3). (See the instructions for Schedule C for details.)

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 internal funds contributed to other organizations for section 527 exempt funtion activities	\$ _____
3	Total of direct and indirect exempt function expenditures. Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b	\$ _____
4	Did the filing organization file Form 1120-POL for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5	State the names, addresses and Employer Identification Number (EIN) of all section 527 political organizations to which payments were made. Enter the amount paid and indicate if the amount was paid from the filing organization's own internal funds or were political contributions received and 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 internal funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-

Part II-A

To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)). (See the instructions for Schedule C for details.)

A

Check

☐

if the filing organization belongs to an affiliated group

B

Check

☐

if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures— (The term "expenditures" means amounts paid or incurred.)		(a) Filing Organization's Totals	(b) Affiliated Group Totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)			
b Total lobbying expenditures to influence a legislative body (direct lobbying)		192,000	
c Total lobbying expenditures (add lines 1a and 1b)		192,000	
d Other exempt purpose expenditures		86,165,990	
e Total exempt purpose expenditures (add lines 1c and 1d)		86,357,990	
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: Not over \$500,000 Over \$500,000 but not over \$1,000,000 Over \$1,000,000 but not over \$1,500,000 Over \$1,500,000 but not over \$17,000,000 Over \$17,000,000 The lobbying nontaxable amount is: 20% of the amount on line 1e \$100,000 plus 15% of the excess over \$500,000 \$175,000 plus 10% of the excess over \$1,000,000 \$225,000 plus 5% of the excess over \$1,500,000 \$1,000,000		1,000,000	
g Grassroots nontaxable amount (enter 25% of line 1f)		250,000	
h Subtract line 1g from line 1a Enter -0- if line g is more than line a			
i Subtract line 1f from line 1c Enter -0- if line f is more than line c			
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 1a through 1f of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
2a Lobbying non-taxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	231,000	247,500	196,000	192,000	866,500
d Grassroots non-taxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line d, column (e))					1,500,000
f Grassroots lobbying expenditures	0	0	0	0	0

Part II-B **To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

		(a)		(b)
		Yes	No	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?			
b	Paid staff or management (include compensation in expenses reported on lines c through i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?			
i	Other activities. If "Yes," describe in Part IV.			
j	Total lines 1c through 1i.			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
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 **To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).** (See the instructions for Schedule C for details.)

		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 carryover lobbying and political expenditures from the prior year?	3	

Part III-B **To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes."** (See the instructions for Schedule C for details.)

1	Dues, assessments and similar amounts from members	1 \$
2	Section 162(e) non-deductible 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 (line 2c total minus 3 and 4)	5 \$

Part IV **Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i. Also, complete this part for any additional information.

Identifier	Return Reference	Explanation

Supplemental Information

[illegible]

SCHEDULE D

(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Employer identification number

13-1624016

Part I

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

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate Contributions to (during year)	
3	Aggregate 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? <div><input type="checkbox"/> Yes<input type="checkbox"/> No</div>	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? <div><input type="checkbox"/> Yes<input type="checkbox"/> No</div>	

Part II

Conservation Easements. Complete if the organization answered "Yes" to 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 pleasure)☐ Preservation of an historically importantly land area☐ Protection of natural habitat☐ Preservation of certified historic structure☐ Preservation of open space

2

Complete lines 2a–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
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds?

☐ Yes☐ No

6

Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year ►

7

Amount of expenses incurred in monitoring, inspecting, and enforcing 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 170(h)(4)(B)(ii)?

☐ Yes☐ No

9

In Part XIV, 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" to Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116, 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) Revenues included in Form 990, Part VIII, line 1

► \$

(ii) Assets included in Form 990, Part X

► \$

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a

Revenues included in Form 990, Part VIII, line 1

► \$

b

Assets included in Form 990, Part X

► \$

For Paperwork Reduction Act Notice, see the Intructions for Form 990

Cat No 52283D

Schedule D (Form 990) 2008

Part III

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

3

Using the organization's 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 XIV

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

Trust, Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to 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 why in Part XIV and complete the following table

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

Endowment Funds. Complete if the organization answered "Yes" to 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	112,384,000				
b Contributions	1,756,000				
c Investment earnings or losses	-1,442,000				
d Grants or scholarships	1,191,000				
e Other expenditures for facilities and programs	4,646,000				
f Administrative expenses					
g End of year balance	106,861,000				

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶ 77 %

b

Permanent endowment ▶ 16 %

c

Term endowment ▶ 8 %

3a

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

(i) unrelated organizations

3a(i)

No

(ii) related organizations

3a(ii)

No

b

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

3b

4

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

Part VI

Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land	0	377,059		377,059
b Buildings	0	51,966,122	31,279,601	20,686,521
c Leasehold improvements	0	1,301,667	1,098,398	203,269
d Equipment	0	22,663,439	20,525,593	2,137,846
e Other				
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				23,404,695

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other See Additional Data		
Total. (Column (b) should equal Form 990, Part X, col (B) line 12) ▶	22,027,070	

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13) ▶		

(a) Description	(b) Book value
DEFERRED GIFTS RECEIVABLE	1,654,346
FUNDS HELD IN TRUST FOR OTHERS	915,932
Total. (Column (b) should equal Form 990, Part X, col.(B) line 15.)	

(a) Description of Liability	(b) Amount
Federal Income Taxes	0
FUNDS HELD IN TRUST	915,933
ACCRUED PENSION LIABILITY	27,091,874
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	28,007,807

Schedule D (Form 990) 2008

Part XIReconciliation of Change in Net Assets from Form 990 to Financial Statements			
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	69,413,523
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	86,357,990
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-16,944,467
4	Net unrealized gains (losses) on investments	4	2,602,791
5	Donated services and use of facilities	5	
6	Investment expenses	6	489,498
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-29,917,964
9	Total adjustments (net) Add lines 4 - 8	9	-26,825,675
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-43,770,142

Part XIIReconciliation of Revenue per Audited Financial Statements With Revenue per Return			
1	Total revenue, gains, and other support per audited financial statements	1	30,390,873
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	2,602,791
b	Donated services and use of facilities	2b	194,000
c	Recoveries of prior year grants	2c	-30,355,224
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	-27,558,433
3	Subtract line 2e from line 1	3	57,949,306
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 XIV)	4b	11,464,217
c	Add lines 4a and 4b	4c	11,464,217
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	69,413,523

Part XIIIReconciliation of Expenses per Audited Financial Statements With Expenses per Return			
1	Total expenses and losses per audited financial statements	1	74,161,015
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	194,000
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	194,000
3	Subtract line 2e from line 1	3	73,967,015
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	489,498
b	Other (Describe in Part XIV)	4b	11,901,477
c	Add lines 4a and 4b	4c	12,390,975
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	86,357,990

Part XIVSupplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation
ENDOWMENT FUNDS	FORM 990, SCHEDULE D, PART V, LINE 4	THE INTENDED USE OF THE ORGANIZATION'S ENDOWMENT FUNDS IS TO DEVELOP, SUPPORT, AND EXTEND THE GIRL SCOUT MOVEMENT
RECONCILIATION OF CHANGE IN NET ASSETS	FORM 990, SCHEDULE D, PART XI, LINE 8	PENSION RELATED EXPENSES OTHER THAN NET PERIODIC PENSION COST -30,164,449 CHANGES IN VALUE OF DEFERRED GIFTS -190,775 PORTION OF INVENTORY CASH/CREDIT SALES THAT WERE REPORTED IN AUDITED FINANCIAL STATEMENTS AS MISCELLANEOUS REVENUE 437,260 TOTAL OTHER -29,917,964
RECONCILIATION OF REVENUE (1)	FORM 990, SCHEDULE D, PART XII, LINE 2D	PENSION RELATED EXPENSES OTHER THAN NET PERIODIC PENSION COST -30,164,449 CHANGE IN VALUE OF DEFERRED GIFTS -190,775 TOTAL OTHER -30,355,224
RECONCILIATION OF REVENUE (2)	FORM 990, SCHEDULE D, PART XII, LINE 4B	ADMINISTRATIVE, MERCHANDISING, WAREHOUSING, ETC EXPENSES OF GIRL SCOUT MERCHANDISE THAT ARE REPORTED AS AN OFFSET OF THE MERCHANDISE REVENUE IN THE AUDITED FINANCIAL STATEMENTS 12,405,012 JULIETTE GORDON LOW BIRTHPLACE SALES AND OTHER INCOME THAT ARE NETTED AGAINST EXPENSES IN THE AUDITED FINANCIAL STATEMENTS 268,125 PORTION OF INVENTORY CASH/CREDIT SALES THAT WERE REPORTED IN AUDITED FINANCIAL STATEMENTS AS MISCELLANEOUS REVENUE -437,260 ELIMINATION OF ENDOWMENT INCOME -771,660 TOTAL OTHER 11,464,217
RECONCILIATION OF EXPENSES	FORM 990, SCHEDULE D, PART XIII, PART 4B	ADMINISTRATIVE, MERCHANDISING, WAREHOUSING, ETC EXPENSES OF GIRL SCOUT MERCHANDISE THAT ARE REPORTED AS AN OFFSET OF THE MERCHANDISE REVENUE IN THE AUDITED FINANCIAL STATEMENTS 12,405,012 JULIETTE GORDON LOW BIRTHPLACE SALES AND OTHER INCOME THAT ARE NETTED AGAINST EXPENSES IN THE AUDITED FINANCIAL STATEMENTS 268,125 ELIMINATION OF ENDOWMENT EXPENSES -771,660 TOTAL OTHER EXPENSES 11,901,477

Additional Data

Software ID:
Software Version:
EIN: 13-1624016
Name: GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Form 990, Schedule D, Part VII - Investments— Other Securities

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
SOMERSET CAPITAL MANAGEMENT	2,530,966	F
GOLDMAN SACHS PEP 2005	501,477	F
GOLDMAN SACHS PEP IX OFFSHORE	341,772	F
HARBOURVEST CAYMEN	709,369	F
HARBOURVEST BUYOUT	473,411	F
QUELLOS STRATEGIC PARTNERS LLC	6,442,604	F
BLACKSTONE HEDGE FUND	169,656	F
BLACKSTONE CREDIT OPPORTUNITY	2,170,266	F
BLACKSTONE PARK AVENUE	5,264,915	F
BLACKROCK GRANITE PROPERTY	3,395,634	F
PREFERRED STOCK	27,000	F

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Grants and Other Assistance to Organizations,
Governments and Individuals in the U.S.

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

OMB No 1545-0047

2008

Open to Public
Inspection

Employer identification number
13-1624016

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 Governments and Organizations in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 if additional space is needed ☐

1(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							

2

Enter total number of section 501(c)(3) and government organizations

120

3

Enter total number of other organizations

0

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Use Schedule I-1 (Form 990) if additional space is needed.

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

Part IV

Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.
See Additional Data Table

Identifier	Return Reference	Explanation
GRANTS PAID	FORM 990, SCHEDULE I, PART II	THE ORGANIZATION MONITORS GRANTS AND SCHOLARSHIPS AWARDED TO VARIOUS GIRL SCOUT COUNCILS, INDIVIDUAL GIRL SCOUT MEMBERS, AND GIRL SCOUT COUNCIL STAFF MEMBERS BY REVIEWING PROGRESS REPORTS FOR GRANTS AND SCHOLARSHIPS. ADDITIONALLY, FINANCIAL STAFF REVIEWS ALL EXPENSES SUBMITTED FOR REIMBURSEMENT FOR ALL GRANTS AND SCHOLARSHIPS TO ENSURE COMPLIANCE WITH OUR POLICIES AND PROCEDURES

Software ID:

Software Version:

EIN: 13-1624016

Name: GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of Connecticut Inc340 Washington Street Hartford, CT 061063317	06-0646756	501 (c)(3)	37,973				Program fulfillment
Girl Scouts of Maine Inc138 Gannett Drive 280 South Portland, ME 041066909	01-0269802	501 (c)(3)	17,125				Program fulfillment
Girl Scouts of Central and Western Massachusetts40 Harkness Avenue East Longmeadow, MA 010281016	04-2103856	501 (c)(3)	10,861				Program fulfillment
Girl Scouts of Eastern Massachusetts Inc95 Berkeley Street Boston, MA 021166229	04-2703281	501 (c)(3)	27,453				Program fulfillment
Girl Scouts of the Green and White Mountains1 Commerce Drive Bedford, NH 031106835	02-0243160	501 (c)(3)	41,403				Program fulfillment
Girl Scouts of Central & Southern New Jersey40 Brace Road Cherry Hill, NJ 080342621	22-1928958	501 (c)(3)	24,167				Program fulfillment
Girl Scouts of the Jersey Shore Inc242 Adelpia Road Farmingdale, NJ 077273525	21-0731966	501 (c)(3)	10,277				Program fulfillment
Girl Scouts Heart of New Jersey Inc120 Valley Road Montclair, NJ 070422399	22-1638950	501 (c)(3)	45,498				Program fulfillment
Girl Scouts of Northern New Jersey Inc95 Newark Pompton Turnpike Riverdale, NJ 074571426	22-1512252	501 (c)(3)	19,300				Program fulfillment
Girl Scouts of Northeastern New York Inc8 Mountain View Avenue Albany, NY 122052804	14-1438466	501 (c)(3)	16,094				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts Heart of the Hudson Inc2 Great Oak Lane Pleasantville, NY 105702110	13-2985898	501 (c)(3)	111,047				Program fulfillment
Girl Scout Council of Greater New York Inc43 West 23rd Street New York, NY 100104283	13-1624014	501 (c)(3)	11,862				Program fulfillment
Girl Scouts of Nassau County Inc110 Ring Road West Garden City, NY 115303296	11-2041443	501 (c)(3)	15,965				Program fulfillment
Girl Scouts of NYPENN Pathways Inc8170 Thompson Road Cicero, NY 13039	16-0844808	501 (c)(3)	6,521				Program fulfillment
Girl Scouts of Suffolk County Inc442 Moreland Road Commack, NY 117255708	11-2164434	501 (c)(3)	53,700				Program fulfillment
Girl Scouts of Western New York Inc70 Jewett Parkway Buffalo, NY 142142322	16-0743096	501 (c)(3)	5,111				Program fulfillment
Girl Scouts of Rhode Island Incorporated125 Charles Street Providence, RI 029042274	05-0300724	501 (c)(3)	15,482				Program fulfillment
Caribe Girl Scout Council Inc500 Calle Elisa Colberg San Juan, PR 009079908	66-0200470	501 (c)(3)	17,844				Program fulfillment
Girl Scouts of the Chesapeake Bay Council Inc501 South College Avenue Newark, DE 197131301	51-0064337	501 (c)(3)	10,249				Program fulfillment
Girl Scout Council of the Nations Capital4301 Connecticut Avenue NW Ste M Washington, DC 200082304	54-0732966	501 (c)(3)	170,741				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of Kentuckiana Inc2115 Lexington Road Louisville, KY 40206	61-0444698	501 (c)(3)	50,780				Program fulfillment
Girl Scouts of Kentucky's Wilderness Road Council 2277 Executive Drive Lexington, KY 405054807	61-0608104	501 (c)(3)	10,995				Program fulfillment
Girl Scouts of Central Maryland Inc4806 Seton Drive Baltimore, MD 212153247	52-0780207	501 (c)(3)	22,389				Program fulfillment
Girl Scouts of North East OhioOne Girl Scout Way Macedonia, OH 440562156	34-0726094	501 (c)(3)	16,749				Program fulfillment
Girl Scouts of Ohio's Heartland Council Inc 1700 WaterMark Drive Columbus, OH 432151097	31-4379475	501 (c)(3)	28,525				Program fulfillment
Girl Scouts of Western Ohio4930 Cornell Road Cincinnati, OH 452421804	31-0679091	501 (c)(3)	22,518				Program fulfillment
Girl Scouts of Eastern Pennsylvania Inc330 Manor Road Miquon, PA 194441741	23-1352309	501 (c)(3)	10,505				Program fulfillment
Girl Scouts Western Pennsylvania30 Isabella Street Suite 207 Pittsburgh, PA 152125862	25-1126094	501 (c)(3)	69,991				Program fulfillment
Girl Scout Commonwealth Council of Virginia Inc 7300 Hanover Green Drive Mechanicsville, VA 231111705	54-0534506	501 (c)(3)	22,792				Program fulfillment
Girl Scouts of Virginia Skyline Council Inc3663 Peters Creek Road NW Roanoke, VA 240192809	54-0737207	501 (c)(3)	14,916				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scout Council of Colonial Coast912 Cedar Road Chesapeake, VA 233227002	54-1158412	501 (c)(3)	12,047				Program fulfillment
Girl Scouts of Southern Alabama Inc3483 Springhill Avenue Mobile, AL 366081522	63-0421430	501 (c)(3)	15,113				Program fulfillment
Girl Scouts of Citrus Council Inc341 North Mills Avenue Orlando, FL 328035753	59-0696293	501 (c)(3)	37,320				Program fulfillment
Girl Scouts of Gateway Council Inc1000 Shearer Street Jacksonville, FL 322056055	59-0637857	501 (c)(3)	5,198				Program fulfillment
Girl Scouts of Gulfcoast Florida Inc4780 Cattlemen Road Sarasota, FL 34233	59-0760212	501 (c)(3)	61,293				Program fulfillment
Girl Scout Council of Tropical Florida Inc 11347 SW 160 Street Miami, FL 331572703	59-0651087	501 (c)(3)	113,950				Program fulfillment
Girl Scouts of West Central Florida Inc5002 West Lemon Street Tampa, FL 336091104	59-0624454	501 (c)(3)	76,219				Program fulfillment
Girl Scouts of Southeast Florida Inc1224 West Indiantown Road Jupiter, FL 334583910	59-0657327	501 (c)(3)	35,167				Program fulfillment
Girl Scout Council of the Florida Panhandle250 Pinewood Drive Tallahassee, FL 323034838	59-0760209	501 (c)(3)	10,890				Program fulfillment
Girl Scouts of Historic Georgia Inc6869 Columbus Road Lizella, GA 310521710	58-0566191	501 (c)(3)	9,522				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of Greater Atlanta Inc5601 North Allen Road Mableton, GA 30126	58-0566190	501 (c)(3)	34,730				Program fulfillment
Girl Scouts of Louisiana-Pines to the Gulf1720 Kaliste Saloom Road Ste C-1 Lafayette, LA 705086140	72-0488660	501 (c)(3)	14,839				Program fulfillment
Girl Scouts Louisiana East Inc841 South Clearview Parkway New Orleans, LA 701213119	72-0453615	501 (c)(3)	7,964				Program fulfillment
Girl Scout Council of Middle Mississippi1471 West County Line Road Jackson, MS 392137842	64-0308410	501 (c)(3)	50,785				Program fulfillment
Girl Scout Council of the Catawba Valley Area Inc 530 4th Street SW Hickory, NC 286022823	56-0529942	501 (c)(3)	16,632				Program fulfillment
Girl Scouts Hornets Nest Council7007 Idlewild Road Charlotte, NC 282125751	56-0563842	501 (c)(3)	90,986				Program fulfillment
Girl Scouts Tarheel Triad Council Inc8818 West Market Street Colfax, NC 27235	56-0543237	501 (c)(3)	11,276				Program fulfillment
Girl Scouts-North Carolina Coastal Pines Inc6901 Pinecrest Road Raleigh, NC 276134538	56-0791500	501 (c)(3)	26,787				Program fulfillment
Girl Scouts of Eastern South Carolina Inc2412 Pisgah Road Florence, SC 295017115	57-0341216	501 (c)(3)	31,539				Program fulfillment
Girl Scouts of South Carolina-Mountains to MidlandFive Independence Pointe Suite 120 Greenville, SC 29615	57-0314433	501 (c)(3)	10,592				Program fulfillment

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of the Appalachian Council Inc 1100 Woodland Avenue Johnson City, TN 376012631	62-0530472	501 (c)(3)	26,907				Program fulfillment
Girl Scouts of Middle Tennessee Inc 4522 Granny White Pike Nashville, TN 372044139	62-0589380	501 (c)(3)	5,284				Program fulfillment
Girl Scouts Heart of the South 2715 Kirby Parkway Suite 1 Memphis, TN 381198238	62-0502197	501 (c)(3)	15,853				Program fulfillment
Girl Scouts of Central Illinois Inc 3020 Baker Drive Springfield, IL 627035918	37-0681529	501 (c)(3)	41,176				Program fulfillment
Girl Scouts of Greater Chicago and Northwest Indiana 222 South Riverside Plaza 2120 Chicago, IL 606066101	36-3871241	501 (c)(3)	45,723				Program fulfillment
Girl Scouts of Central Indiana Inc 1800 North Meridian Street Indianapolis, IN 46202	35-0876381	501 (c)(3)	101,773				Program fulfillment
Girl Scouts of Michigan Shore to Shore 3275 Walker Avenue NW Grand Rapids, MI 495449775	38-1366924	501 (c)(3)	16,031				Program fulfillment
Girl Scouts Heart of Michigan 601 West Maple Street Kalamazoo, MI 490081923	38-1581300	501 (c)(3)	19,829				Program fulfillment
Girl Scouts of Southeastern Michigan 3011 West Grand Boulevard Ste 500 Detroit, MI 482023012	38-1359207	501 (c)(3)	50,426				Program fulfillment
Girl Scouts of Wisconsin - Badgerland Council Inc 2710 Ski Lane Madison, WI 537133267	39-0806331	501 (c)(3)	46,178				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of Minnesota and Wisconsin Lakes and P400 2nd Avenue South Waite Park, MN 563871470	41-0877820	501 (c)(3)	18,689				Program fulfillment
Girl Scouts of Minnesota and Wisconsin River Valle 400 South Robert Street St Paul, MN 551072214	41-0693910	501 (c)(3)	40,426				Program fulfillment
Girl Scouts - Dakota Horizons Inc1101 South Marion Road Sioux Falls, SD 571063466	46-0250744	501 (c)(3)	27,841				Program fulfillment
Girl Scouts of Manitou Council Inc5212 Windward Court Sheboygan, WI 530831857	39-0920672	501 (c)(3)	6,679				Program fulfillment
Girl Scouts of Wisconsin Southeast131 South 69 Street Milwaukee, WI 532141663	39-0892833	501 (c)(3)	17,595				Program fulfillment
Girl Scouts of the Northwestern Great Lakes Inc2430 Finger Road Green Bay, WI 543024210	39-1016314	501 (c)(3)	10,339				Program fulfillment
Girl Scouts - Diamonds of Arkansas Oklahoma and T615 West 29 Street North Little Rock, AR 721142132	71-0309373	501 (c)(3)	6,532				Program fulfillment
Girl Scouts of Colorado 400 South Broadway Denver, CO 802090407	84-0410630	501 (c)(3)	35,577				Program fulfillment
Girl Scouts of Eastern Iowa and Western Illinois 2011 2nd Avenue Rock Island, IL 612018831	42-1008848	501 (c)(3)	6,381				Program fulfillment
Girl Scouts of Greater Iowa10715 Hickman Road Des Moines, IA 503223733	42-0698218	501 (c)(3)	5,331				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of Kansas Heartland Inc360 Lexington Road Wichita, KS 672181700	48-0556718	501 (c)(3)	41,027				Program fulfillment
Girl Scouts of the Missouri Heartland Inc 210 S Ingram Mill Road Springfield, MO 658026100	44-0594943	501 (c)(3)	29,885				Program fulfillment
Girl Scouts of Northeast Kansas and Northwest Miss8383 Blue Parkway Drive Kansas City, MO 641334750	43-0892926	501 (c)(3)	24,966				Program fulfillment
Girl Scouts of Eastern Missouri Inc2300 Ball Drive St Louis, MO 63146	43-0662471	501 (c)(3)	84,555				Program fulfillment
Girl Scouts - Spirit of Nebraska2121 South 44th Street Omaha, NE 681052809	47-0432299	501 (c)(3)	6,919				Program fulfillment
Girl Scouts of New Mexico Trails Inc4000 Jefferson Plaza Northeast Albuquerque, NM 87109	85-6011246	501 (c)(3)	24,113				Program fulfillment
Girl Scouts - Western Oklahoma Inc121 Northeast 50th Street Oklahoma City, OK 731051809	73-0677849	501 (c)(3)	100,994				Program fulfillment
Girl Scouts of Eastern Oklahoma Inc2432 East 51st Street Tulsa, OK 741056002	73-0579240	501 (c)(3)	31,272				Program fulfillment
Girl Scouts of Central Texas Inc12012 Park 35 Circle Austin, TX 78753	74-1109644	501 (c)(3)	102,452				Program fulfillment
Girl Scouts of the Desert Southwest - Southern New 9700 Girl Scout Way El Paso, TX 799243828	74-1189693	501 (c)(3)	51,384				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of the Texas Oklahoma Plains4901 Briarhaven Road Fort Worth, TX 761094499	75-0818162	501 (c)(3)	40,238				Program fulfillment
Girl Scouts of San Jacinto Council3110 Southwest Freeway Houston, TX 770984508	74-6001254	501 (c)(3)	53,302				Program fulfillment
Girl Scouts of Greater South Texas202 East Madison Avenue Harlingen, TX 785504904	74-1256499	501 (c)(3)	13,091				Program fulfillment
Girl Scouts of Northeast Texas6001 Summerside Drive Dallas, TX 75252	75-1101571	501 (c)(3)	9,636				Program fulfillment
Girl Scouts Susitna Council3911 Turnagain Boulevard East Anchorage, AK 995172417	92-6000179	501 (c)(3)	28,925				Program fulfillment
Girl Scouts-Arizona Cactus-Pine Council Inc 119 E Coronado Rd Phoenix, AZ 850041512	86-0133397	501 (c)(3)	37,615				Program fulfillment
Sahuaro Girl Scout Council Inc4300 East Broadway Boulevard Tucson, AZ 857113506	86-0098917	501 (c)(3)	28,483				Program fulfillment
Girl Scouts of Greater Los Angeles801 South Grand Avenue Suite 300 Los Angeles, CA 900174621	95-1644033	501 (c)(3)	45,999				Program fulfillment
Girl Scouts of Central California South4910 East Ashlan Avenue - Suite 105 Fresno, CA 937263021	95-1766795	501 (c)(3)	7,682				Program fulfillment
Girl Scouts of San Geronio Council1751 Plum Lane Redlands, CA 923744533	95-1967727	501 (c)(3)	95,025				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts San Diego-Imperial Council Inc1231 Upas Street San Diego, CA 921035199	95-1644585	501 (c)(3)	85,644				Program fulfillment
Girl Scouts Heart of Central California3005 Gold Canal Drive Rancho Cordova, CA 956706129	94-1582429	501 (c)(3)	41,136				Program fulfillment
Girl Scouts of California's Central Coast801 South Victoria Avenue Suite 20 Ventura, CA 93003	94-1567162	501 (c)(3)	18,164				Program fulfillment
Girl Scouts of Northern California7700 Edgewater Drive 340 Oakland, CA 946213017	94-1551410	501 (c)(3)	62,195				Program fulfillment
Girl Scouts of Hawaii420 Wylle Street Honolulu, HI 968171729	99-0073488	501 (c)(3)	9,507				Program fulfillment
Girl Scouts of Silver Sage Council Inc1410 Etheridge Lane Boise, ID 837048407	82-0259644	501 (c)(3)	12,972				Program fulfillment
Girl Scouts of Montana and Wyoming735 Grand Avenue Billings, MT 59102	81-6001486	501 (c)(3)	26,271				Program fulfillment
Girl Scouts of the Sierra Nevada605 Washington Street Reno, NV 895034328	88-0060580	501 (c)(3)	38,453				Program fulfillment
Girl Scouts of Oregon and Southwest Washington Inc9620 SW Barbur Boulevard Portland, OR 97219	93-0399051	501 (c)(3)	21,041				Program fulfillment
Girl Scouts of Utah445 E 4500 Street Salt Lake City, UT 841073101	87-0221612	501 (c)(3)	41,464				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Girl Scouts of Eastern Washington & Northern Idaho1404 North Ash Street Spokane, WA 992012806	91-0570844	501 (c)(3)	15,241				Program fulfillment
Girl Scouts of Western Washington601 Valley Street Seattle, WA 981094229	91-6060940	501 (c)(3)	65,749				Program fulfillment
Girl Scouts of River Bluffs4 Ginger Creek Pkwy Glen Carbon, IL 62034	37-0811488	501 (c)(3)	12,719				Program fulfillment
Girl Scouts of Rock River Valley2101 Auburn Street Rockford, IL 611034451	36-2167844	501 (c)(3)	9,228				Program fulfillment
Girl Scout Council - Frontier2941 Harris Ave Las Vegas, NV 89101	88-0060273	501 (c)(3)	45,980				Program fulfillment
Girl Scout Council - Green Hills5040 Business Route 20 W Freeport, IL 61032	36-2510154	501 (c)(3)	14,114				Program fulfillment
Girl Scout of Raintree Council223 NW 2nd Street Evansville, IN 47708	35-0876380	501 (c)(3)	10,763				Program fulfillment

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

► Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Employer identification number
13-1624016

Part I		Questions Regarding Compensation	
		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.		
	<input type="checkbox"/> First class or charter travel		
	<input type="checkbox"/> Travel for companions		
	<input type="checkbox"/> Tax idemnification and gross-up payments		
	<input type="checkbox"/> Discretionary spending account		
	<input type="checkbox"/> Housing allowance or residence for personal use		
	<input type="checkbox"/> Payments for business use of personal residence		
	<input type="checkbox"/> Health or social club dues or initiation fees		
	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
b	If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all 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 officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply.		
	<input checked="" type="checkbox"/> Compensation committee		
	<input checked="" type="checkbox"/> Independent compensation consultant		
	<input type="checkbox"/> Form 990 of other organizations		
	<input type="checkbox"/> Written employment contract		
	<input checked="" type="checkbox"/> Compensation survey or study		
	<input checked="" type="checkbox"/> Approval by the board or compensation committee		
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a:		
a	Receive a severance payment or change of control payment?	4a	No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Yes
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c	No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
	501(c)(3) and 501(c)(4) organizations only must complete lines 5-8.		
5	For persons listed in 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	Yes
b	Any related organization?	5b	No
	If "Yes," to line 5a or 5b, describe in Part III.		
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a	The organization?	6a	No
b	Any related organization?	6b	No
	If "Yes," to line 6a or 6b, describe in Part III.		
7	For persons listed in form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.	7	No
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III.	8	No

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in 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) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
M KATHRYN CLONINGER	(i)	352,649	0	82,703	47,553	15,505	498,410	415,679
	(ii)	0	0	0	0	0	0	0
FLORENCE N CORSELLO	(i)	287,339	0	73,937	57,972	12,510	431,758	319,662
	(ii)	0	0	0	0	0	0	0
NORMA I BARQUET	(i)	226,999	0	37,198	37,055	10,366	311,618	234,955
	(ii)	0	0	0	0	0	0	0
DELPHIA Y DUCKENS	(i)	196,106	0	13,459	29,010	10,404	248,979	0
	(ii)	0	0	0	0	0	0	0
CLAIRE FERRARIN	(i)	171,421	0	21,305	39,878	18,107	250,711	0
	(ii)	0	0	0	0	0	0	0
BARRY HOROWITZ	(i)	194,062	30,873	21,382	30,491	20,599	297,407	200,925
	(ii)	0	0	0	0	0	0	0
JACLYN E LIBOWITZ	(i)	200,094	0	22,326	69,702	18,508	310,630	207,367
	(ii)	0	0	0	0	0	0	0
DEBORAH J LONG	(i)	219,173	0	11,582	29,347	4,374	264,476	202,514
	(ii)	0	0	0	0	0	0	0
ALMESHA PEGUES	(i)	148,313	0	13,932	17,699	19,947	199,891	0
	(ii)	0	0	0	0	0	0	0
LAUREL J RICHIE	(i)	185,579	10,000	6,203	0	7,848	209,630	0
	(ii)	0	0	0	0	0	0	0
MARGIE M WANG	(i)	199,916	0	15,969	19,776	20,468	256,129	0
	(ii)	0	0	0	0	0	0	0
LAURIE A WESTLEY	(i)	192,050	0	39,086	31,458	10,115	272,709	207,070
	(ii)	0	0	0	0	0	0	0
MICHAEL WATSON	(i)	172,615	0	32,405	19,037	17,574	241,631	0
	(ii)	0	0	0	0	0	0	0
	(ii)							
	(i)							
	(ii)							

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

Schedule J (Form 990) 2008

Software ID:

Software Version:

EIN: 13-1624016

Name: GIRL SCOUTS OF THE UNITED STATES OF AMERICA

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

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
M KATHRYN CLONINGER	(i)	352,649	0	82,703	47,553	15,505	498,410	415,679
	(ii)	0	0	0	0	0	0	0
FLORENCE N CORSELLO	(i)	287,339	0	73,937	57,972	12,510	431,758	319,662
	(ii)	0	0	0	0	0	0	0
NORMA I BARQUET	(i)	226,999	0	37,198	37,055	10,366	311,618	234,955
	(ii)	0	0	0	0	0	0	0
DELPHIA Y DUCKENS	(i)	196,106	0	13,459	29,010	10,404	248,979	0
	(ii)	0	0	0	0	0	0	0
CLAIRE FERRARIN	(i)	171,421	0	21,305	39,878	18,107	250,711	0
	(ii)	0	0	0	0	0	0	0
BARRY HOROWITZ	(i)	194,062	30,873	21,382	30,491	20,599	297,407	200,925
	(ii)	0	0	0	0	0	0	0
JACLYN E LIBOWITZ	(i)	200,094	0	22,326	69,702	18,508	310,630	207,367
	(ii)	0	0	0	0	0	0	0
DEBORAH J LONG	(i)	219,173	0	11,582	29,347	4,374	264,476	202,514
	(ii)	0	0	0	0	0	0	0
ALMESHA PEGUES	(i)	148,313	0	13,932	17,699	19,947	199,891	0
	(ii)	0	0	0	0	0	0	0
LAUREL J RICHIE	(i)	185,579	10,000	6,203	0	7,848	209,630	0
	(ii)	0	0	0	0	0	0	0
MARGIE M WANG	(i)	199,916	0	15,969	19,776	20,468	256,129	0
	(ii)	0	0	0	0	0	0	0
LAURIE A WESTLEY	(i)	192,050	0	39,086	31,458	10,115	272,709	207,070
	(ii)	0	0	0	0	0	0	0
MICHAEL WATSON	(i)	172,615	0	32,405	19,037	17,574	241,631	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Employer identification number
13-1624016

Identifier	Return Reference	Explanation
TOTAL NUMBER OF VOLUNTEERS	FORM 990, PART I, LINE 6	ALL ADULT MEMBERS, WHO ARE NOT EMPLOYEES OF GIRL SCOUTS OF THE UNITED STATES OF AMERICA, ARE CONSIDERED VOLUNTEERS OF THE ORGANIZATION

Identifier	Return Reference	Explanation
OTHER PROGRAM SERVICES	FORM 990, PART III, LINE 4D	INTERNATIONAL SERVICES PROVIDES OPPORTUNITIES FOR GIRLS AND ADULTS FROM ACROSS BORDERS AND DIVERSE CULTURES TO LIVE, PLAN, AND WORK TOGETHER FOR A PERIOD OF TIME GIRL SCOUTS MERCHANDISE PROVIDES PRODUCTS TO MEMBERS PARTICIPATING IN GIRL SCOUT PROGRAMS AND PROMOTES THE GIRL SCOUT BRAND AND MISSION

Identifier	Return Reference	Explanation
OFFICERS, EMPLOYEES, OR AGENTS OUTSIDE THE U S	FORM 990, PART IV, LINE 14A	THE ORGANIZATION SERVES OVERSEAS COMMITTEES THROUGHOUT THE WORLD THAT SERVE MANY MILITARY AND CIVILIAN LOCATIONS THE ORGANIZATION PAYS THESE EMPLOYEES AS A MATTER OF CONVENIENCE AND IS REIMBURSED 100% BY THE LOCAL OVERSEAS COUNCILS

Identifier	Return Reference	Explanation
POLICIES (1)	FORM 990, PART VI, SECTION A, LINE 10	OUR FORM 990 IS PROVIDED VIA THE BOARD INTRANET TO OUR BOARD MEMBERS AND IS REVIEWED BY THE AUDIT COMMITTEE OF THE NATIONAL BOARD

Identifier	Return Reference	Explanation
POLICIES (2)	FORM 990, PART VI, SECTION B, LINE 12C	EACH EMPLOYEE AND BOARD MEMBER IS REQUIRED TO ANNUALLY COMPLETE A DISCLOSURE FORM THAT REQUIRES DISCLOSURE OF ANY CONFLICTS OF INTEREST THE ORGANIZATION ENSURES EACH EMPLOYEE AND BOARD MEMBER HAS COMPLETED THE FORM AND MAINTAINS THE DOCUMENTATION

Identifier	Return Reference	Explanation
POLICIES (3)	FORM 990, PART VI, SECTION B, LINE 15B	THE ORGANIZATION FOLLOWS A CONSISTENT PROCESS TO DETERMINE SALARIES OF THE CEO AND TOP MANAGEMENT WHICH INCLUDES 1 USING AN INDEPENDENT CONSULTING FIRM WHO PRESENTS RECOMMENDATIONS TO THE CEO AND NATIONAL BOARD EXECUTIVE COMPENSATION COMMITTEE, 2 GATHERING BENCHMARKS, MARKET ASSESSMENTS, AND SALARY RECOMMENDATIONS, 3 DELIBERATING AND DOCUMENTING FINDINGS TO VALIDATE EXECUTIVE COMPENSATION

Identifier	Return Reference	Explanation
DISCLOSURES	FORM 990, PART VI, SECTION C	THE ORGANIZATION PROVIDES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS UPON REQUEST ADDITIONALLY, OUR AUDITED FINANCIAL STATEMENTS ARE AVAILABLE TO THE GENERAL PUBLIC VIA OUR WEBSITE

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Attach to Form 990. To be completed by organizations that answer "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37.
▶ See separate instructions.

OMB No 1545-0047

2008

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Name of the organization
GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Employer identification number
13-1624016

Part I Identification of Disregarded Entities					
(A) Name, address, and EIN 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

Part II Identification of Related Tax-Exempt Organizations					
(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
WORLD FDN FOR GIRL guides & girl scouts 420 fifth avenue 14th floor new york, NY10018 23-7147834	GIRL SCOUTING	NY	501(C)(3)	5	GIRL SCOUTS

Part III Identification of Related Organizations Taxable as a Partnership

(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, investment, unrelated)	(F) Share of total income	(G) Share of end-of- year assets	(H) Disproporionate allocations?		(I) Code V—UBI amount on Box 20 of K-1	(J) General or managing partner?	
							Yes	No		Yes	No

Part IV Identification of Related Organizations Taxable as a Corporation or Trust

(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

Part V

Transactions with Related Organizations

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

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

a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity

b Gift, grant, or capital contribution to other organization(s)

c Gift, grant, or capital contribution from other organization(s)

d Loans or loan guarantees to or for other organization(s)

e Loans or loan guarantees by other organization(s)

f Sale of assets to other organization(s)

g Purchase of assets from other organization(s)

h Exchange of assets

i Lease of facilities, equipment, or other assets to other organization(s)

j Lease of facilities, equipment, or other assets from other organization(s)

k Performance of services or membership or fundraising solicitations for other organization(s)

l Performance of services or membership or fundraising solicitations by other organization(s)

m Sharing of facilities, equipment, mailing lists, or other assets

n Sharing of paid employees

o Reimbursement paid to other organization for expenses

p Reimbursement paid by other organization for expenses

q Other transfer of cash or property to other organization(s)

r Other transfer of cash or property from other organization(s)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

No

No

No

No

No

No

No

No

No

No

No

No

Yes

Yes

No

No

No

No

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 other organization(s)	(B) Transaction type(a-r)	(C) Amount Involved
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		

Schedule R (Form 990) 2008

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.

[illegible]