# 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

2009

Open to Public Inspection

			yea	C Name of organization	g 10-01-200 <del>9</del>	and ending 09-30-20	10	D Employer ide	entification number			
_	eck if ap Iress cha	oplicable Please		GIRL SCOUTS OF THE UI	NITED STATES OF	F AMERICA						
_		label	or	Doing Business As				13-162401 E Telephone no				
_	ne char	type.	See					(212) 852-	8000			
_	ial retur	Instru	ıc-	Number and street (or P 420 FIFTH AVENUE	O box if mail is	not delivered to street add	ress) Room/suite	<b>G</b> Gross receipts				
_	minated		•	City or town state or so	untry and ZID	4						
_	ended r			City or town, state or co NEW YORK, NY 100182		4						
App	olication	pending					1	l				
				me and address of princ CLONINGER	ipal officer		<b>H(a)</b> Is th	ıs a group retur ıtas?	n for □ Yes 🔽 No			
				FTH AVENUE					, 165 / 140			
		IN C	: VV T	ORK,NY 10018			1 ' '	l affiliates includ	·			
Tax	x-exem	pt status 🔽 5	501(c	)(3) <b>◄</b> (insert no)	1947(a)(1) or \( \)	<del>-</del> <sub>527</sub>		o," attach a list ip exemption ni	(see instructions)			
w	ebsit e	:► WWW GIR	RLSC	OUTS ORG				ip exempered in				
Forn	n of org	janization 🔽 Co	rpora	tion Trust Association	Other 🕨		L Year of fo	rmation 1912	¶ State of legal domicile NY			
	rt I	Summary						<b>'</b>				
	1	•		e organization's mission	-		DACTED WILLO	MAKE THE M	NO A RETTER			
ט	1	PLACE	ING	BUILDS GIRLS OF CO	OURAGE, COI	NFIDENCE, AND CHA	RACTER, WHO	MAKE THE WC	ORLD A BELLER			
zovellialite												
Ĭ												
	2	Check this bo	× ►	if the organization di	scontinued its	operations or dispose	d of more than	25% of its net	assets			
) 5			,	members of the govern					28			
Ď	4	Number of ind	eper	ndent voting members (	of the governi	ng body (Part VI, line 1	.b)	. 4	28			
ACHIMINA	5	Total number	ofer	mployees (Part V , line :	2a)				518			
į	6	Total number	ofvo	olunteers (estimate if n		6	887,467					
•	7a	Total gross ur	rela	ted business revenue 1	rom Part VIII	I, column (C), line 12		7:	a1,606,375			
	b	Net unrelated	bus	iness taxable income fi	om Form 990	i-T, line 34		7	b			
	_							or Year	Current Year			
<u>a</u>	8			d grants (Part VIII, lin				6,067,926	6,040,928			
Rayenue	9 10			revenue (Part VIII, lın me (Part VIII, column		37,692,712	41,451,149					
Æ	11			art VIII, column (A), l	•	29,561,477	29,948,662					
	12			dd lines 8 through 11 (	ne							
								69,413,523	80,741,203 6,318,826			
	13			ar amounts paid (Part I		4,056,631 460,748						
	14	•		or for members (Part IX		•	_	· · ·				
\$	15	Salaries, oth	erco	ompensation, employee	e benefits (Pa	rt 1x, column (A), lines	5-	37,276,397	40,118,616			
Expenses	16a	Professional	func	iraısıng fees (Part IX, c	olumn (A), lır	ne 11e)		0	0			
ਡੌ	ь	Total fundraisin	g exp	enses (Part IX, column (D),	line 25) <b>▶</b> 2,000	),541						
_	17	•		(Part IX, column (A), lı				44,564,214 38,661,2				
	18			Add lines 13–17 (mus				86,357,990	85,521,806			
02	19	Revenue less	s ex	penses Subtract line 1	8 from line 12	2		-16,944,467	-4,780,603			
ner Assector Fund Balances								g of Current 'ear	End of Year			
3.5	20	Total assets	(Pa	rt X, line 16)				159,264,320	169,144,421			
E E	21	Total liabiliti	es (I	Part X, line 26)				40,393,944	57,117,314			
	22			nd balances Subtract li	ne 21 from lır	ne 20		118,870,376	112,027,107			
Par	t II	Signature										
				егјигу, I declare that I have correct, and complete Deck								
Sign Iere		***** Signature of	office	er			2011- Date	04-19				
		Florence Cor					<b>~</b>					
		Type or prin										
		Preparer's				Date	Check If	Preparer's identi				
Paid		signature					self- empolyed 🕨 🦵	(see instructions	5)			
	arer's	Fırm's name (or		s 👠 GRANT THORNTON LLE								
Jse (	Only	ıf self-employed address, and ZIF		666 THIRD AVENUE				EIN 🕨				
				NEW YORK, NY 1001	74011			Phone no 🕨 (2	212) 542-9609			
1	- I D (	r C discuss this	rotu	urn with the preparer sh				1	Tyes TNo			

Form **990** (2009)

### Part III Statement of Program Service Accomplishments

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 the prior Form 990	n undertake any signific or 990-EZ?	ant program services du	iring the year which wei	re not listed on	┌ Yes ┌ No
	If "Yes," describe t	hese new services on S	chedule O			
3	Did the organization services?	n cease conducting, or	make sıgnıfıcant change • • • • •	s in how it conducts, an	ny program	┌ Yes ┌ No
	If "Yes," describe t	hese changes on Sched	ule O			
4	Section 501(c)(3)	pt purpose achievement and 501(c)(4) organizat rs, the total expenses, a	ions and section 4947(	a)(1) trusts are require	d to report the amo	•
4a	(Code	) (Expenses \$	27,782,716 including	grants of \$ 2,11	.4,795 ) (Revenue \$	16,161,808 )
	programs and service	D LOCAL COUNCILS PROVIDE s are delivered effectively an N ACCORDANCE WITH THE M	d consistently NATIONWIDE, A	ND USA GIRL SCOUTS OVER		
4b	(Code	) (Expenses \$	24,063,425 including	grants of \$ 4,00	)5,181 ) (Revenue \$	34,311,569 )
		ENT AND VOLUNTEER LEARNI PROVIDE THE NATION'S PRE			OGRAMs FOR GIRLS, AN	ND TO DELIVER ADULT LEARNING
4c	(Code	) (Expenses \$	10,150,654 including	grants of \$	0) (Revenue \$	4,869,885 )
		COMMUNICATE KEY MESSAG LS FOR USE BY GIRL SCOUT C		IICH PROMOTES THE GIRL S	SCOUTS BRAND AND DIS	SEMINATES PUBLIC RELATIONS
4d	Other program se	rvices (Describe in Sch	edule O ) <b>See also Addi</b>	tional Data for Descript	tion	
	(Expenses \$	15,283,824 inc	luding grants of \$	198,850 ) (Rev	venue \$	7,332,579)
4e	Total program sei	vice expenses <b>►</b> \$	77,280,619			

Part TV	Check	klist o	f Reauire	d Sche	dules
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Par	t IV Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes,"</i> 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		
6	Did the organization maintain any donor advised funds or any similar funds or 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, directly or through a related organization, hold assets in term, permanent,or quasi- endowments? <i>If "Yes," complete Schedule D, Part V</i>	10	Yes	
11	Is the organization's answer to any of the following questions "Yes"? If so,complete Schedule D,  Parts VI, VII, VIII, IX, or X as applicable	11	Yes	
	◆ Did the organization report an amount for land, buildings, and equipment in Part X, line10? If "Yes," complete Schedule D, Part VI.			
	◆ Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.			
	◆ Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.			
	◆ Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.			
	◆ Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.			
	◆ Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.			
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12		No
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? Yes No			
	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I	14b		No
15		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 U S ? <i>If "Yes," complete Schedule F, Part III</i>	16		No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		No

Par	t IV Checklist of Required Schedules (continued)			
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States 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 of grants and other assistance to individuals in the United States 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, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to line 25	24a		No
Ь	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) 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		Νο
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		No
26	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, substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part			
	<i>IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes,"</i> complete Schedule L, Part IV	28b		No
С	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or owner? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?  Note. All Form 990 filers are required to complete Schedule O	38	Yes	
		F	orm <b>99</b> 0	(2009)

Part V Statements Regarding Other IRS Filings and Tax Comp	liance
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	outself the second state of the second state o		Yes	No					
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable		163						
ь	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable  1b 0								
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes						
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax  Statements filed for the calendar year ending with or within the year covered by this return								
Ь	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?  Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)	2b	Yes						
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a	Yes						
ь	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					
Ь	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? $\cdot$ .	5a		Νo					
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Νo					
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?	5c							
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?								
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).								
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		No					
	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?								
d	If "Yes," indicate the number of Forms 8282 filed during the year								
	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No					
	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		No					
	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	7h							
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8							
9	Sponsoring organizations maintaining donor advised funds.								
а	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								
	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								
11	Section 501(c)(12) organizations. Enter								
	Gross income from members or shareholders								
Ь	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )								
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								

NEW YORK, NY 10018 (212) 852-8000

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

Se	ction A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body			
b	Enter the number of voting members that are independent 1b 28			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		Νο
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		N o
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		N o
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		N o
ь	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			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		N o
Se	ection B. Policies (This Section B requests information about policies not required by the Internal			
Re	venue Code.)			
			Yes	No
	Does the organization have local chapters, branches, or affiliates?	10a	Yes	
D	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?	10b	Yes	
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11	Yes	
11A	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
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	
С	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?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line a or b, describe the process in Schedule O (See instructions )			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		Νο
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		
Se	ction 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, F MD, MA, MI, MN, MS, NH, NJ, NM, I OK, PA, RI, SC, TN, UT, VA, WA, W	NÝ, N	Ċ,ND,	
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 of which 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 FLORENCE CORSELLO 420 FIFTH AVENUE	ie orga	nızatıor	<b>F</b>

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

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year. Use Schedule J-2 if additional space is needed

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and current key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's current key employees See instructions for definition of "key employee"
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

(A) Name and Title  A verage hours per week  A	Check this box if the organization did		sate any	/ curi	rent	or fo	rmer c	ffice	r, director, trustee	or key employee	
week or director o		A verage hours		Position (check all					Reportable compensation	Reportable compensation	Estimated amount of other
See add'l data			Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organization (W-	organizations (W- 2/1099-	from the organization and related
	See add'l data										
											-
	,										

1b	Total .																	Þ	3,407,688	0	
2	Total number of individuals (including but not limited to those listed above) who received more than																				
	\$100,000 in reportable compensation from the organization ▶62																				

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

### **Section B. Independent Contractors**

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

(A)	(B)	(C)				
Name and business address	Description of services	Compensation				
TMA RESOURCES 1919 GALLOWS ROAD SUITE 400 VIENNA, VA 22182	TECHNICAL SERVICES	1,095,527				
GRUPPO GALLEGOS 401 EAST OCEAN BOULEVARD 6TH FLOOR LONG BEACH, CA 90802	Mkting/COMMUNICATion	1,056,746				
Hogan Lovells LLP 875 Third Avenue NEW YORK, NY 10022	Legal services	957,946				
The Observatory LLC 157 Silvermine Rd NEW CANAAN, CT 06840	MKTNG/COMM	956,450				
Mindtree Consulting 15 Independence BLVD Suite 410 WAYNE, NJ 07059	technical services	858,666				
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ►35						

Page 8

581,893

	art VIII Statement of Revenue								
Part V	<u> </u>	Statement o	of Revenue		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
nts ots	1a	Federated cam	paigns 1a	28,118					
yrai our	b	Membership du	es <b>1b</b>						
ts, g	С	Fundraising eve							
<u>a</u>	d	Related organiz Government grant	zations 1d	2,243,337					
ons, sim	e	_		3,769,473				ļ	
Contributions, gifts, grants and other similar amounts	r g	All other contributions, gifts, grants, and similar amounts not included above  Noncash contributions included in 53,342 lines 1a-1f \$		3,709,473					
Son	h	Total. Add lines	s 1a-1f	▶	6,040,928				
				Business Code					
Program Service Revenue	2a	MEETING AND LEA	RNING EVENTS	721,000	4,374,946	2,832,756	1,542,190		
Reve	b	MEMBERSHIP DUE	S	624,100	37,076,203	37,076,203			
e2	с								
Xer w	d								
E .	e		_						
ogra	f	All other progra	am service revenue						
<u>Ā</u>	g	Total. Add lines	s 2a-2f		41,451,149				
	3	Investment inc	ome (including dividen	ds, interest					
	_		ar amounts)	-	2,103,649			2,103,649	
	4 5			· · · · ·	6,932,854			6,932,854	
		Novarries .	(ı) Real	(II) Personal	, ,				
	6a	Gross Rents	. ,						
	b	Less rental expenses							
	С	Rental income or (loss)							
	d		me or (loss)						
			(ı) Securities	(II) O ther					
	7a	Gross amount from sales of assets other than inventory	64,194,815						
	b	Less cost or other basis and sales expenses	62,998,000						
	С	Gain or (loss)	1,196,815						
	d 8a		ss)	▶	1,196,815			1,196,815	
Other Revenue	<b>5.</b>	events (not inc \$ of contributions	rom fundraising luding sreported on line 1c) ne 18						
her	b	Less direct ex	penses <b>b</b>						
ŏ	С	Net income or (	(loss) from fundraising	events 📂	0				
	9a		rom gaming activities ne 19 a						
	b c		penses <b>b</b> (loss) from gamıng actı	vities	0				
	10a	Gross sales of returns and allo		39 146 745					
	ь	Less cost of a	oods sold <b>b</b>	38,146,745 15,379,863					
	c		(loss) from sales of inve		22,766,882	22,766,882			
		Miscellaneous	s Revenue	Business Code					
	11a	ADVERTISING	S/SPONSORSHIP	541,800	64,185		64,185		
	Ь	SOFTWARE MA	AINTENANCE	541,900	85,168			85,168	
	c	GIFT SHOP SA		453,220	20,368			20,368	
	d		ue		79,205			79,205	
	е 12	Total revenue	See Instructions .	· · · · •	248,926				
		iotai ievellue.	oce instructions .	• •	80,741,203	62,675,841	1,606,375	10,418,059	

	990 (2009)				Page <b>10</b>
Par	t IX Statement of Functional Expenses				
Δ	Section $501(c)(3)$ and $501(c)(4)$ organizations m II other organizations must complete column (A) but are not required to			(D).	
Do n	ot include amounts reported on lines 6b, b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	( <b>D</b> ) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	6,318,826	6,318,826		
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	423,106	423,106		
5	Compensation of current officers, directors, trustees, and key employees	1,909,899	1,299,090	331,928	278,881
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	23,496,826	21,608,694	1,441,322	446,810
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	4,706,676	4,204,743	435,397	66,536
9	Other employee benefits	7,912,249	6,937,325	687,942	286,982
10	Payroll taxes	2,092,966	1,869,767	193,612	29,587
11	Fees for services (non-employees)				
а	Management	130,000		130,000	
ь	Legal	913,169		913,169	
С	Accounting	474,982		474,982	
d	Lobbying	307,000		307,000	
e	Professional fundraising See Part IV, line 17	0			
f	Investment management fees	543,118		543,118	
g	Other	12,090,915	11,914,052	31,746	145,117
12	Advertising and promotion	1,134,817	1,115,592	12,555	6,670
13	Office expenses	1,664,692	1,615,941	22,255	26,496
14	Information technology	5,621,660	5,347,541	61,086	213,033
15	Royalties	0			
16	Occupancy	6,426,349	6,091,514	64,057	270,778
17	Travel	2,957,980	2,841,686	47,146	69,148
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	52,929		7,446	45,483
20	Interest	0			
21	Payments to affiliates	1,485,764	1,485,764		
22	Depreciation, depletion, and amortization	2,990,136	2,386,895	497,115	106,126
23	Insurance	279,688	245,797	33,891	
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 )				
а	MISCELLANEOUS	1,588,059	1,574,286	4,879	8,894
Ь		, ,	, ,	,	,
c					
d					
e f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	85,521,806	77,280,619	6,240,646	2,000,541
26	Joint costs. Check here ► ☐ 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				
	campaign and idinarating solicitation	1		<u> </u>	rm <b>990</b> (2009)

Pa	rt X	Balance Sheet					rage II
					(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing			52,834	1	48,491
	2	Savings and temporary cash investments			5,633,473	2	12,785,894
	3	Pledges and grants receivable, net			2,704,181	3	826,375
	4	Accounts receivable, net			6,727,472	4	7,645,560
	5	Receivables from current and former officers, directors, trustees highest compensated employees Complete Part II of					
		Schedule L				5	
	6	Receivables from other disqualified persons (as defined under sepersons described in section $4958(c)(3)(B)$ Complete Part II of		4958(f)(1)) and	d		
		Schedule L				6	
Assets	7	Notes and loans receivable, net		7			
8	8	Inventories for sale or use			7,827,496	8	7,784,445
⋖	9	Prepaid expenses and deferred charges			1,071,531	9	1,206,838
	10a	Land, buildings, and equipment cost or other basis <i>Complete Part VI of Schedule D</i>	10a	77,371,4	09		
	ь	Less accumulated depreciation	10b	55,893,7	23,404,695	10c	21,477,681
	11	Investments—publicly traded securities			87,245,290	11	93,095,401
	12	Investments—other securities See Part IV, line 11			22,027,070	12	21,968,448
	13	Investments—program-related See Part IV, line 11		13			
	14	Intangible assets		14			
	15	Other assets See Part IV , line 11	2,570,278	15	2,305,288		
	16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34)			159,264,320	16	169,144,421
	17	Accounts payable and accrued expenses .			8,149,303	17	9,990,987
	18	Grants payable				18	
	19	Deferred revenue	4,236,834	19	9,122,030		
10	20	Tax-exempt bond liabilities				20	
je	21	Escrow or custodial account liability Complete Part IV of Schedul	eD.	•		21	
Liabilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified					
ŢŢ		persons Complete Part II of Schedule L		•		22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities Complete Part X of Schedule D			28,007,807	25	38,004,297
	26	Total liabilities. Add lines 17 through 25			40,393,944	26	57,117,314
Sá		Organizations that follow SFAS 117, check here ▶ 🔽 and comp	olete li	nes 27			
ĕ		through 29, and lines 33 and 34.			86,378,450	,,	78 421 242
<u>- ಇ</u>	27	Unrestricted net assets			14,870,790		78,421,242
<u> </u>	28	Temporarily restricted net assets				-	14,626,428
Fund Balances	29	Permanently restricted net assets	d	nlot o	17,621,136	29	10,9/9,43/
		Organizations that do not follow SFAS 117, check here ► an lines 30 through 34.	ia com	piete			
s or	30	Capital stock or trust principal, or current funds				30	
Assets	31	Paid-in or capital surplus, or land, building or equipment fund				31	
455	32	Retained earnings, endowment, accumulated income, or other fu		<del>-</del>		32	
Net /	33	Total net assets or fund balances			118,870,376	<del>                                     </del>	112,027,107
Z	34	Total liabilities and net assets/fund balances			159,264,320		169,144,421
					1 .55,25 .,626		

## Part XI Financial Statements and Reporting

			Yes	No	
1	Accounting method used to prepare the Form 990				
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 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?  If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O				
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both  Separate basis  Consolidated basis  Both consolidated and separated basis				
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? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	Yes		

Form **990** (2009)

OMB No 1545-0047

# **SCHEDULE A**

(Form 990 or 990EZ)

Name of the organization

Department of the Treasury Internal Revenue Service

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

**Public Charity Status and Public Support** 

Attach to Form 990 or Form 990-EZ. See separate instructions.

Inspection Employer identification number

GIRL SCOUTS OF THE UNITED STATES OF AMERICA 13-1624016 Reason for Public Charity Status (All organizations must complete this part.) See instructions The organization is not a private foundation because it is (For lines 1 through 11, check only one box) A church, convention of churches, or association of churches section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E) 2 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). 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 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) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 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 ) A community trust described in section 170(b)(1)(A)(vi) (Complete Part II) An organization that normally receives (1) more than 331/3% 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 331/3% 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 An organization organized and operated exclusively to test for public safety Seesection 509(a)(4). 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 Type III - Other Type I **b** Type II c Type III - Functionally integrated 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) 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 Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons? (i) a person who directly or indirectly controls, either alone or together with persons described in (ii) Yes No 11g(i) and (III) below, the governing body of the the supported organization? (ii) a family member of a person described in (i) above? 11g(ii) (iii) a 35% controlled entity of a person described in (i) or (ii) above? 11g(iii) h Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see	(iv)  Is the organization in col (i) listed in your governing document?		Did you no organizat col (i) of	(v) Did you notify the organization in col (i) of your support?		i) he ition in ganized J S ?	(vii) A mount of support?
		instructions))	Yes	No	Yes	No	Yes	No	
Total									

ınstructions

P	Support Schedule (Complete only if yo					and 170(b)	(1)(A)(vi)
S	ection A. Public Support	a checked tile	DOX OII IIIC 3,	,, or o or rare.	÷·/		
	endar year (or fiscal year beginning	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
	ın)	(a) 2005	( <b>b)</b> 2006	(6) 2007	(d) 2008	(e) 2009	(I) Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not						
	include any "unusual						
_	grants ") Tax revenues levied for the						
2	organization's benefit and either						
	paid to or expended on its						
	behalf						
3	The value of services or facilities						
_	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions by						
	each person (other than a						
	governmental unit or publicly						
	supported organization) included on						
	line 1 that exceeds 2% of the						
	amount shown on line 11, column						
_	(f) <b>Dublic Support</b> Subtract line F from						
6	<b>Public Support.</b> Subtract line 5 from line 4						
S	ection B. Total Support	1		-			
	endar year (or fiscal year beginning	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
	ın)	(a) 2005	( <b>b</b> ) 2000	(6) 2007	(d) 2008	(e) 2009	(1) Total
7	A mounts from line 4						
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties						
	and income from similar						
9	sources Net income from unrelated						
9	business activities, whether or						
	not the business is regularly						
	carried on						
10	Other income (Explain in Part						
	IV ) Do not include gain or loss						
	from the sale of capital assets						
11	Total support (Add lines 7						
4.5	through 10)	/5					
12	Gross receipts from related activities	,	•			12	
13	First Five Years If the Form 990 is f	or the organizati	on's first, second	, third, fourth, or	fifth tax year as a	501(c)(3) orga	inization, ▶□
	check this box and <b>stop here</b>						-1
S	ection C. Computation of Pub	lic Support P	ercentage				
14	Public Support Percentage for 2009			11 column (f))		14	
15	Public Support Percentage for 2008	Schedule A . Pa	rt II. line 14			15	
	33 1/3% support test—2009. If the	•	,	v on line 13 and	line 14 is 33 1/30		k this hox
<b></b>	and <b>stop here.</b> The organization qua	-		·	IIIIC 14 13 33 1/3/	o or more, ence	<b>▶</b> □
ь	33 1/3% support test—2008. If the				5a, and line 15 is	33 1/3% or moi	
	box and <b>stop here.</b> The organization				,		▶
17a	10%-facts-and-circumstances test-	<b>-2009.</b> If the org	anızatıon dıd not	check a box on lı	ne 13, 16a, or 16	b and line 14	
	ıs 10% or more, and ıf the organizat						
	in Part IV how the organization mee	ts the "facts and	l cırcumstances"	test The organiz	ration qualifies as	a publicly supp	
L	organization	_2009 Ifthe c==	onization did net	chack a bay as li	no 12 165 164	or 17a and line	▶□
D	10%-facts-and-circumstances test- 15 is 10% or more, and if the organ	_					
	Explain in Part IV how the organizat						clv
	supported organization						<b>▶</b> ┌
10	Deiveta Farmdation Ifthe averages	on did not obselv	a hay an line 12	16- 16- 17-	17	hay and cas	•

**▶**□

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

(Complete only if you checked the box on line 9 of Part I.)

Se	ection A. Public Support			1			
Cale	ndar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	(c) 2007	( <b>d)</b> 2008	( <b>e)</b> 2009	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")	44,680,237	44,371,110	39,993,526	40,248,756	44,994,937	214,288,56
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	43,485,203	41,029,687	45,652,162	41,521,943	40,979,501	212,668,49
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6 7a	<b>Total.</b> Add lines 1 through 5 A mounts included on lines 1, 2, and 3 received from disqualified	88,165,440	85,400,797	85,645,688	81,770,699	85,974,438	426,957,06
Ь	persons A mounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c 8	Add lines 7a and 7b  Public Support (Subtract line 7c from line 6)						426,957,06
	ection B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	<b>(c)</b> 2007	<b>(d)</b> 2008	(e) 2009	<b>(f)</b> Total
9	A mounts from line 6	88,165,440	85,400,797	85,645,688	81,770,699	85,974,438	426,957,06
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	9,813,384	13,912,317	13,825,121	12,554,249	10,578,663	60,683,73
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c 11	Add lines 10a and 10b  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	9,813,384	13,912,317	13,825,121	12,554,249	10,578,663	60,683,73
12	Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	427,538	460,461	531,580	120,115	248,926	1,788,62
13 14	Total support (Add lines 9, 10c, 11 and 12)  First Five Years If the Form 990 is	98,406,362	99,773,575	100,002,389	94,445,063	96,802,027	489,429,41
	check this box and <b>stop here</b>	-		, cima, iourcii, or	men eax year as a	. 501 (c)(5) Olgal	Zation,   <b>▶</b>
<u>5e</u> 15	ection C. Computation of Pub Public Support Percentage for 200			13 column (fl)		15	87 236 %
16	Public support percentage from 20		•			16	87 626 %
Se	ection D. Computation of Inv	estment Inco	me Percenta	ge			
17 18	Investment income percentage for Investment income percentage fro	<b>2009</b> (line 10c co	lumn (f) dıvıded l	by line 13 columr	n (f))	17	12 399 %
10	investment income percentage iro	<b>2003</b> 3 Ciledule				18	11 983 %

19a 33 1/3% support tests—2009. 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

more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support tests—2008. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

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

Part IV

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

Schedule A (Form 990 or 990-EZ) 2009

DLN: 93493112002141

OMB No 1545-0047

Open to Public Inspection

## **SCHEDULE C** (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527 ► Complete if the organization is described below.

**Political Campaign and Lobbying Activities** 

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

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 990-EZ, Part VI, line 47 (Lobbying Activities), then

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

	ne of the organization . SCOUTS OF THE UNITED STATES OF	AMERICA			identification number	
a rt	I-A Complete if the or	ganization is exempt und	ler section 501/	13-16240		
		-			527 Organization.	
	•	ganization's direct and indirect p	olitical campaign ac	tivities in Part IV		
	Political expenditures			•	\$	
	Volunteer hours					
rt	I-B Complete if the or	ganization is exempt und	ler section 501(	c)(3).		
	Enter the amount of any excis	e tax incurred by the organization	n under section 495	5	<b>-</b> \$	
	Enter the amount of any excis	e tax incurred by organization ma	nagers under sectio	n 4955	<b>-</b> \$	
	If the organization incurred a	section 4955 tax, did it file Form	4720 for this year?		☐ Yes ☐ No	
a	Was a correction made?				┌ Yes	
	If "Yes," describe in Part IV					
art	I-C Complete if the or	ganization is exempt und	ler section 501(	c) except section	501(c)(3).	
	Enter the amount directly exp	ended by the filing organization fo	or section 527 exem	pt function activities	<b>-</b> \$	
	Enter the amount of the filing of exempt funtion activities	organization's funds contributed t	o other organization	s for section 527	<b>-</b> \$	
Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b						
	lotal exempt function expend	tures Add lines 1 and 2 Enter h	ere and on Form 112	20-POL, line 17b	<b>►</b> \$	
	Did the filing organization file State the names, addresses a		r (EIN) of all section	n 527 political organizat	·	
	Did the filing organization file State the names, addresses a were made For each organizate contributions received that we	Form 1120-POL for this year? nd employer identification numbe	r (EIN) of all section from the filing organ d to a separate polit	n 527 political organizat iization's funds Also ent ical organization, such a	tions to which payments ter the amount of political as a separate segregated  om contributions receive	

h Subtract line 1g from line 1a If zero or less, enter -0-i Subtract line 1f from line 1c If zero or less, enter -0-

section 4911 tax for this year?

┌ Yes ┌ No

	Check   If the filing organization belongs to a Check I if the filing organization checked bo	an affiliated group x A and "limited control" provisions apply		
	Limits on Lobbying E (The term "expenditures" means ar	(a) Filing Organization's Totals	<b>(b)</b> Affiliated Group Totals	
1a	Total lobbying expenditures to influence public o			
ь	Total lobbying expenditures to influence a legisl	ative body (direct lobbying)	307,000	
c	Total lobbying expenditures (add lines 1a and 1	307,000		
d	Other exempt purpose expenditures	85,214,806		
e	Total exempt purpose expenditures (add lines 1	85,521,806		
f	Lobbying nontaxable amount Enter the amount to	from the following table in both	1,000,000	
	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
	Not over \$500,000	20% of the amount on line 1e		
	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000		
	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000		
	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000		
	Over \$17,000,000	\$1,000,000		

# 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 2a through 2f on page 4.)

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting

	Lobbying Expenditures During 4-Year Averaging Period							
	Calendar year (or fiscal year beginning in)	(a) 2006	<b>(b)</b> 2007	<b>(c)</b> 2008	( <b>d)</b> 2009	<b>(e)</b> Total		
<u>2a</u>	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	247,500	196,000	192,000	307,000	942,500		
_d	Grassroots non-taxable amount	250,000	250,000	250,000	250,000	1,000,000		
е 	Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000		
f	Grassroots lobbying expenditures	0	0	0		0		

che	dule C (Form 990 or 990-EZ) 200						Page 3
Pa	rt II-B Complete if the or (election under se	rganization is exempt under ection 501(h)).	section 501(c)(3) and has I				
			-	(;	a)	(b)	
				Yes	No	A mo	unt
1		anization attempt to influence foreign t to influence public opinion on a legis					
а	Volunteers?						
b	Paid staff or management (includ	e compensation in expenses reported	l on lines 1c through 1i)?				
c	Media advertisements?						
d	Mailings to members, legislators	, or the public?					
е	Publications, or published or broa	adcast statements?					
f	Grants to other organizations for	lobbying purposes?					
g	Direct contact with legislators, th	neır staffs, government officials, or a l	egislative body?				
h	Rallies, demonstrations, seminar	s, conventions, speeches, lectures, c	rany sımılar means?				
i	Other activities? If "Yes," descri	ibe in Part IV					
j	Total lines 1c through 1i						
2a	Did the activities in line 1 cause	the organization to be not described	n section 501(c)(3)?				
Ь	If "Yes," enter the amount of any	tax incurred under section 4912					
c	If "Yes," enter the amount of any	tax incurred by organization manage	rs under section 4912				
d	If the filing organization incurred	a section 4912 tax, did it file Form 4	720 for this year?				
Par	t III-A Complete if the or 501(c)(6).	ganization is exempt under	section 501(c)(4), section !	501(c	)(5), o		
	W					Yes	s No
1		nore) dues received nondeductible by			-	2	
2	=	n-house lobbying expenditures of \$2,0			-	3	
3		ryover lobbying and political expendit		-01/-	\(\( \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		
26H	501(c)(6) if BOTH	rganization is exempt under Part III-A, lines 1 and 2 are					ion
	answered "Yes".						
1	Dues, assessments and similar a			1			
2	expenses for which the section 5	bbbying and political expenditures (do 27(f) tax was paid).	o not include amounts of political				
a	Current year	(. , para).		2a			
ь	Carryover from last year			2b			
c	Total			2c			
3	Aggregate amount reported in se	ction 6033(e)(1)(A) notices of nonde	ductible section 162(e) dues	3			
4	If notices were sent and the amo	unt on line 2c exceeds the amount or	line 3, what portion of the excess				
	does the organization agree to ca political expenditure next year?	arryover to the reasonable estimate o	f nondeductible lobbying and	4			
5	Taxable amount of lobbying and p	political expenditures (see instruction	ıs)	5			
Pä	rt IV Supplemental Info	ormation					
	mplete this part to provide the des o, complete this part for any addit	criptions required for Part I-A, line 1, ional information	Part I-B, line 4, Part I-C, line 5, an	d Part	II-B, lıne	11	
	Ident if ier	Return Reference	Explana	t ion			

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DLN: 93493112002141

OMB No 1545-0047

Open to Public Inspection

# SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

# **Supplemental Financial Statements**

► Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12. ► Attach to Form 990. ► See separate instructions.

**Employer identification number** Name of the organization GIRL SCOUTS OF THE UNITED STATES OF AMERICA 13-1624016 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 Total number at end of year

Aggregate contributions to (during year) 3 Aggregate grants from (during year) Aggregate value at end of year

Did the organization inform all donors and donor advisors in writing that the assets held in donor advised □ No funds are the organization's property, subject to the organization's exclusive legal control?

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 for any other purpose conferring impermissible private benefit

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. pose(s) of conservation excoments held by the organization (shock all that apply)

Pur	pose(s) of conservation easements held by the organization (check	Kanı	that apply)
$\Box$	Preservation of land for public use (e g , recreation or pleasure)	Γ	Preservation of an historically importantly land area
Γ	Protection of natural habitat	Γ	Preservation of a certified historic structure
Г	Preservation of open space		

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

Total number of conservation easements

Total acreage restricted by conservation easements Number of conservation easements on a certified historic structure included in (a)

Number of conservation easements included in (c) acquired after 8/17/06

Held at the End of the Year 2a 2b 2c 2d

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

Number of states where property subject to conservation easement is located 🛌

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

Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year 🕨

A mount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$ \_\_\_\_\_\_

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

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.

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

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

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

Revenues included in Form 990, Part VIII, line 1

Assets included in Form 990, Part X For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990

Cat No 52283D

Schedule D (Form 990) 2009

Par	Organizations Maintaining Co	ollections of Art	<u>, His</u>	torical Tr	<u>eas</u>	ures, or (	<u> </u>	<u>r Similar</u>	Asse	ets (co.	ntınued)
3	Using the organization's accession and other items (check all that apply)	r records, check an	y of th	ie following t	that a	re a sıgnıfıc	ant ι	ıse of ıts col	lectio	n	
а	Public exhibition		d	┌ Loan	orexo	hange prog	rams	;			
b	Scholarly research		e	┌ Other	-						
С	Preservation for future generations										
4	Provide a description of the organization's c Part XIV	ollections and expla	ın hov	v they furthe	rthe	organizatio	n's e	xempt purpo	se in		
5	During the year, did the organization solicit assets to be sold to raise funds rather than			•				nılar	Γ	Yes	┌ No
Pa	rt IV Escrow and Custodial Arrang Part IV, line 9, or reported an ar					n answere	ed "Y	es" to Forı	n 990	0,	
1a	Is the organization an agent, trustee, custoo included on Form 990, Part X?	dian or other interme	ediary	for contribu	tions	or other as:	sets	not	Г	Yes	┌ No
b	If "Yes," explain the arrangement in Part XI	V and complete the	follow	ing table		[			A mou	unt	
c	Beginning balance						1c				
d	Additions during the year					ļ	1d				
e	Distributions during the year						1e				
f	Ending balance						1f				
2a	Did the organization include an amount on F	orm 990. Part X. line	e 21?			L			Г	Yes	Г№
ь	If "Yes," explain the arrangement in Part XIV	•							·		,
	rt V Endowment Funds. Complete		n ans	wered "Ye	s" to	Form 990	, Pai	rt IV, line 1	LO.		
		(a)Current Year		)Prior Year				)Three Years E		<b>e)</b> Four Ye	ars Back
1a	Beginning of year balance	106,861,000		112,384,00	0						
b	Contributions	877,000		1,756,00	0						
c	Investment earnings or losses	9,503,000		-1,442,00	_						
d	Grants or scholarships	1,699,000		1,191,00	0						
е	Other expenditures for facilities and programs	5,776,000		4,646,00	0						
f	Administrative expenses										
g	End of year balance	109,766,000		106,861,00	0						
2	Provide the estimated percentage of the yea	ar end balance held a	as								
а	Board designated or quasi-endowment 🕨	74 000 % %									
ь	Permanent endowment 🕨 17 000 % %	)									
c	Term endowment ► 9000 % %										
3а	Are there endowment funds not in the posse	ssion of the organiz	atıon t	that are held	and	admınıstere	d for	the			
	organization by							Г		Yes	No
	(i) unrelated organizations				•		•	-	3a(i)		No_
	(ii) related organizations If "Yes" to 3a(ii), are the related organization						•		3a(ii)		N o
4	Describe in Part XIV the intended uses of the				•		•	L	3b		
	t VI Investments—Land, Building				90 F	Part X line	10				
	Description of investment	<u> </u>	<u> </u>	(a) Cost or basis (investi	other	(b)Cost or o	ther	(c) Accumula		( <b>d</b> ) Boo	k value
1a	Land					.37	7,059		-+		377,059
	Buildings					51,96	•	32,86	1,591	19	,104,531
	Leasehold improvements						1,667	-	0,497		161,170
	Equipment					23,72		21,89	<del>`                                    </del>	1	,834,921
	Other						,	,	<del>/ - · -  </del>		, ,
_								1	- 1		

21,477,681

	Form 990, Part X, line 12	
<ul><li>(a) Description of security or category (including name of security)</li></ul>	( <b>b)</b> Book value	<b>(c)</b> Method of valuation Cost or end-of-year market value
Financial derivatives		
Closely-held equity interests		
O ther INTERNATIONAL	3,914,833	F
		_
PRIVATE EQUITY	2,938,031	
HEDGE FUNDS	11,715,977	F
REAL ESTATE	3,372,607	F_
SHORT TERM INVESTMENT	27,000	F
SHOKI TEKM INVESTMENT	27,000	<u>'</u>
Total. (Column (b) should equal Form 990, Part X, col (B) line 12 )		
Part VIII Investments—Program Related. See	Form 990, Part X, line 1	
(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 )		
Part IX Other Assets. See Form 990, Part X, lin		(A) Paralisasina
(a) Descrip	LIOII	(b) Book value
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1.	5,)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1.  Part X Other Liabilities. See Form 990, Part X		
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	, line 25. (b) A mount 0	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	, line 25. (b) A mount 0	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes  FUNDS HELD IN TRUST	, line 25. (b) A mount 0 820,605	

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	
Par	t XIII Reconciliation of Revenue per Audited Financial Statements With Revenue p	er Re	turn
1	Total revenue, gains, and other support per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains on investments		
ь	Donated services and use of facilities		
c	Recoveries of prior year grants		
d	Other (Describe in Part XIV) 2d		
e	Add lines 2a through 2d	2e	
3	Subtract line <b>2e</b> from line <b>1</b>	3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIV) 4b		
c	Add lines <b>4a</b> and <b>4b</b>	4c	
5	Total Revenue Add lines <b>3</b> and <b>4c.</b> (This should equal Form 990, Part I, line 12)	5	
Part	Reconciliation of Expenses per Audited Financial Statements With Expenses	per F	leturn
1	Total expenses and losses per audited financial statements	<sub>1</sub>	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities		
ь	Prior year adjustments	1	
c	Other losses	1	
d	Other (Describe in Part XIV) 2d	1	
e	Add lines <b>2a</b> through <b>2d</b>	2e	
3	Subtract line <b>2e</b> from line <b>1</b>	3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
ь	Other (Describe in Part XIV) 4b		
c	Add lines <b>4a</b> and <b>4b</b>	4c	
5	Total expenses Add lines <b>3</b> and <b>4c.</b> (This should equal Form 990, Part I, line 18)	5	
	t XIV Supplemental Information		
Con	aplete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Pa	art IV , I	nes 1b and 2b,

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information

Ident if ier	Return Reference	Explanation
	FORM 990, SCHEDULE D, PART V, LINE 4	
	FORM 990, SCHEDULE D, PART XI, LINE 8	PENSION RELATED EXPENSES OTHER THAN NET PERIODIC PENSION COST \$-8,863,469 CHANGES IN VALUE OF DEFERRED GIFTS \$20,602 TOTAL OTHER \$- 8,842,867
	FORM 990, SCHEDULE D, PART XII, LINE 4B	ADMINISTRATIVE, MERCHANDISING, WAREHOUSING, ETC EXPENSES OF GIRL SCOUT MERCHANDISE \$12,437,674 JULIETTE GORDON LOW BIRTHPLACE cost of SALES \$-203,508
	FORM 990, SCHEDULE D, PART XIII, PART 4B	ADMINISTRATIVE, MERCHANDISING, WAREHOUSING, ETC EXPENSES OF GIRL SCOUT MERCHANDISE \$12,437,674 JULIETTE GORDON LOW BIRTHPLACE cost of SALES \$-203,508
FIN 48 Footnote	Part X, Line 2	The Organization adopted new guidance that clarifies the accounting for uncertainty in tax positions taken or expected to be taken in a tax return, including issues relating to financial statement recognition and measurement. This standard provides that the tax effects from an uncertain tax position can be recognized in the consolidated financial statements only if the position is "more-likely-than-not" to be sustained if the position were to be challenged by a taxing authority. The standard also provides guidance on measurement, classification, interest and penalties, and disclosure. This standard had no material impact on the accompanying consolidated financial statements. The tax years ended 2007, 2008, and 2009 are still open to audit for both federal and state purposes. The Organization has processes presently in place to ensure the maintenance of its tax-exempt status, to identify and report unrelated income, to determine its filing and tax obligations in jurisdictions for which it has nexus, and to identify and evaluate other matters that

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DLN: 93493112002141

OMB No 1545-0047

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

Department of the Treasury Internal Revenue Service

Schedule I

(Form 990)

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

Inspection

Employer identification number Name of the organization GIRL SCOUTS OF THE UNITED STATES OF AMERICA 13-1624016 **General Information on Grants and Assistance** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to 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 **(b)** EIN (c) IRC Code (a) Name and address of (d) A mount of cash (e) A mount of non-(f) Method of (g) Description of (h) Purpose of grant valuation non-cash assistance or assistance organization section grant cash or government ıf applıcable assistance (book, FMV, appraisal, other) See Additional Data Table

	`	,											
Part III	Grants	and Other	r Assistar	ce to Individ	luals in the	United States.	Complete if th	ne organization	answered	"Yes" t	to Form 990,	Part IV,	line 22.
	Use Sch	edule I-1 (	Form 990)	if additional sp	oace is need	ed.							

(a)Type of grant or assistance	<b>(b)</b> Number of recipients	<b>(c)</b> A mount of cash grant	(d)A mount 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.
---

Ident if ier	Return Reference	Explanation
GRANTS PAID	FORM 990, SCHEDULE I, PART	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

Form 990,Schedule I, Par	<u>rt II, Grants an</u>	<u>d Other Assistance</u>	<u>≥ to Governments</u>	<u>and Organizations</u>	<u>s in the United Sta</u>	tes	
(a) Name and address of organization or government	<b>(b)</b> EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount 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 of Raintree Council 223 NW 2nd Street Evansville, IN 47708	35-0876380	501 (c)(3)	6,739				Program fulfillment
Girl Scouts of Northeast Texas6001 Summerside Drive Dallas,TX 75252	75-1101571	501 (c)(3)	8,417				Program fulfillment
Girl Scouts of Shawnee Council Inc153 McMillan Court Martinsburg, WV 254013752	52-0608013	501 (c)(3)	10,067				Program fulfillment
GS of Central & Western Massachuset40 Harkness Avenue East Longmeadow, MA 010281016	04-2317694	501 (c)(3)	10,745				Program fulfillment
Gırl Scouts of Central and Western Massachusetts I40 Harkness Avenue East Longmeadow, MA 010281016	04-2103856	501 (c)(3)	10,758				Program fulfillment
Girl Scouts of Southwest Indiana Inc223 NW 2nd Street Evansville,IL 47708	35-0876380	501 (c)(3)	11,623				Program fulfillment
Girl Scouts of North-Central Alabama Inc105 Heatherbrooke Park Drive Birmingham, AL 352428008	63-0288834	501 (c)(3)	13,588				Program fulfillment
Gırl Scouts of Sılver Sage Council Inc1410 Etheridge Lane Boise, ID 837048407	82-0259644	501 (c)(3)	13,653				Program fulfillment
Gırl Scouts of Southeast Florida Inc1224 West Indiantown Road Jupiter, FL 334583910	59-0657327	501 (c)(3)	13,755				Program fulfillment
Girl Scouts of Rhode Island Incorporated125 Charles Street Providence,RI 029042274	05-0300724	501 (c)(3)	17,109				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 **(b)** EIN (c) IRC Code section (d) A mount of cash (e) A mount of non-(f) Method of (q) Description of organization ıf applicable grant cash valuation non-cash assistance Girl Scouts of New Mexico 85-6011246 501 (c)(3) Trails Inc4000 lefferson 19,358 Plaza Northeast Albuquerque, NM 87109 Girl Scouts of the 39-1016314 501 (c)(3)

19,559

19,659

20,474

20,837

21,096

21,599

21,629

21,876

or government				assistance	(book, FMV, appraisal, other)	
GS of Minnesota & Wisco Lakes & Pines400 2Nd A venue South Waite Park, MN 563871470	41-0877820	501 (c)(3)	17,497			
Curl Cooute of Nove Movees	05 6011346	E01 (-)(2)				

501 (c)(3)

Northwestern Great Lakes

Alabama Inc3483 Springhill

Garden City, NY 115303296

Girl Scouts Louisiana East

Inc841 South Clearview

Girl Scouts of Kentucky's

Wilderness Road Council

121 Northeast 50Th Street

Caribe Girl Scout Council Inc

Shore Inc242 Adelphia Road

Farmingdale, NJ 077273525

500 Calle Elisa Colberg

San Juan, PR 009079908 Girl Scouts of the Jersev

2277 Executive Drive Lexington, KY 405054807 GS of Western Oklahoma Inc.

Oklahoma City, OK 731051809

Mobile. AL 366081522 Girl Scouts of Nassau County

Inc110 Ring Road West

63-0421430

11-2041443

72-0453615

61-0608104

73-0677849

66-0200470

21-0731966

Inc2430 Finger Road Green Bay, WI 543024210 Girl Scouts of Southern

Avenue

Parkway New Orleans, LA 701213119

(h) Purpose of grant or assistance

Program fulfillment

Program fulfillment Program fulfillment Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States (c) IRC Code section (d) A mount of cash (g) Description of **(b)** EIN (e) A mount of non-(f) Method of (a) Name and address of organization

organization or government		ıf applıcable	grant	cash assistance	valuation (book, FMV, appraisal, other)	non-cash assistance	orassistance
Gırl Scouts of the Sierra Nevada605 Washington Street Reno, NV 895034328	88-0060580	501 (c)(3)	22,320				Program fulfillment
GS of Southern Illinois4 Ginger Creek Parkway Glen Carbon,IL 620343537	37-0811488	501 (c)(3)	23,057				Program fulfillment
Girl Scouts of Louisiana- Pines to the Gulf1720 Kaliste Saloom Road Ste C1 Lafayette, LA 705086140	72-0488660	501 (c)(3)	23,376				Program fulfillment
Gırl Scouts of Montana and Wyoming735 Grand Avenue Billings,MT 59102	81-6001486	501 (c)(3)	23,763				Program fulfillment
Girl Scouts of Maine Inc138 Gannett Drive 280 South Portland, ME 041066909	01-0269802	501 (c)(3)	24,959				Program fulfillment
Gırl Scouts of Mıddle Tennessee Inc4522 Granny White Pike Nashville,TN 372044139	62-0589380	501 (c)(3)	25,115				Program fulfillment
GS of the Green & White Mountains1 Commerce Drive Bedford,NH 031106835	02-0243160	501 (c)(3)	25,412				Program fulfillment
Gırl Scouts of the Mıssourı	44-0594943	501 (c)(3)					Program fulfillment

(h) Purpose of grant

Program fulfillment

Wyoming735 Grand Avenue   Billings, MT 59102	Kaliste Saloom Road Ste C1 Lafayette, LA 705086140					
Sannett Drive 280   South Portland, ME   O41066909	Wyoming735 Grand Avenue	81-6001486	501 (c)(3)	23,763		Program fulfillment
Tennessee Inc4522 Granny White Pike Nashville, TN 372044139  GS of the Green & White Mountains1 Commerce Drive Bedford, NH 031106835  Girl Scouts of the Missouri Heartland Inc210 S Ingram Mill Road Springfield, MO 658026100  Girl Scouts - Diamonds of Arkansas O klahoma and Te 615 West 29 Street North Little Rock, AR	Gannett Drive 280 South Portland, ME	01-0269802	501 (c)(3)	24,959		Program fulfillment
Mountains1 Commerce Drive Bedford, NH 031106835  Girl Scouts of the Missouri Heartland Inc210 S Ingram Mill Road Springfield, MO 658026100  Girl Scouts - Diamonds of Arkansas O klahoma and Te 615 West 29 Street North Little Rock, AR	Tennessee Inc4522 Granny White Pike	62-0589380	501 (c)(3)	25,115		Program fulfillment
Heartland Inc210 S Ingram Mill Road Springfield, MO 658026100  Girl Scouts - Diamonds of Arkansas O klahoma and Te 615 West 29 Street North Little Rock, AR	Mountains1 Commerce Drive	02-0243160	501 (c)(3)	25,412		Program fulfillment
Arkansas Oklahoma and Te 615 West 29 Street North Little Rock, AR	Heartland Inc210 S Ingram Mıll Road	44-0594943	501 (c)(3)	26,112		Program fulfillment
	Arkansas Oklahoma and Te 615 West 29 Street	71-0309373	501 (c)(3)	27,379		Program fulfillment

27,590

Girl Scouts of Virginia

Peters Creek Road NW Roanoke, VA 240192809

Skyline Council Inc3663

54-0737207

501 (c)(3)

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States (a) Name and address of **(b)** EIN (c) IRC Code section (d) A mount of cash (e) A mount of non-(f) Method of (q) Description of (h) Purpose of grant valuation organization ıf applıcable arant cash non-cash assistance or assistance (book, FMV, appraisal, or government assistance other) Girl Scouts of Greater Iowa 42-0698218 501 (c)(3) Program fulfillment 10715 Hickman Road 28,360 Des Moines, IA 503223733 Girl Scouts of Black Diamond 55-0420373 501 (c)(3) Program fulfillment Council Inc210 Hale Street 29,403 Charleston, WV 253012208 Girl Scouts of Southern 88-0060273 501 (c)(3) Program fulfillment Nevada Inc2941 Harris 30,097 Avenue Las Vegas, NV 891012309 54-0534506 Program fulfillment Girl Scout Commonwealth 501 (c)(3) Council of Virginia Inc7300 30,290 Hanover Green Drive Mechanics ville, VA 231111705 Girl Scout Council of Greater 13-1624014 Program fulfillment 501 (c)(3) New York Inc43 West 23rd 30,805 Street New York, NY 100104283 GS of the Southern 62-0505206 501 (c)(3) Program fulfillment Appalachians 1567 Downtown 30,949 West Blvd Knoxville, TN 37918 Girl Scouts of Greater South 74-1256499 501 (c)(3) Program fulfillment Texas202 East Madison 31,666 Avenue Harlingen, TX 785504904 Girl Scouts of Michigan Shore 38-1366924 501 (c)(3) Program fulfillment to Shore 3275 Walker Avenue 31,991 NW Grand Rapids, MI 495449775 Girl Scouts of Central & 22-1928958 501 (c)(3) Program fulfillment Southern New Jersey40 32,455 Brace Road Cherry Hill, NJ 080342621 Girl Scouts of Central 95-1766795 501 (c)(3) Program fulfillment California South4910 East 32,950 Ashlan Avenue Suite 105 Fresno, CA 937263021

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) A mount of cash grant	(e) A mount 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 the Florida Panhandle250 Pinewood Drive Tallahassee, FL 323034838	59-0760209	501 (c)(3)	33,369				Program fulfillment		
Gırl Scouts of Eastern Washıngton & Northern Idaho 1404 North Ash Street Spokane, WA 992012806	91-0570844	501 (c)(3)	33,897				Program fulfillment		
GS of Greater Mississippi 1471 West County Line Road Jackson, MS 392137842	64-0384222	501 (c)(3)	34,449				Program fulfillment		
Girl Scouts Heart of the South 2715 Kirby Parkway Suite 1 Memphis,TN 381198238	62-0502197	7 501 (c)(3)	34,907				Program fulfillment		
Girl Scouts - Dakota Horizons Inc1101 South Marion Road Sioux Falls,SD 571063466	46-0250744	501 (c)(3)	35,138				Program fulfillment		
GS of Central & Southern New Jersey40 Brace Road Cherry Hill,NJ 080342621	22-1928958	501 (c)(3)	35,581				Program fulfillment		
Girl Scouts of Kentuckiana Inc2115 Lexington Road Louisville, KY 40206	61-0444698	501 (c)(3)	36,482				Program fulfillment		
Girl Scouts Heart of Michigan 601 West Maple Street Kalamazoo, MI 490081923	38-1581300	501 (c)(3)	37,337				Program fulfillment		
Girl Scouts of Central Illinois Inc3020 Baker Drive Springfield, IL 627035918	37-0681529	501 (c)(3)	37,367				Program fulfillment		
Girl Scouts Hornets Nest Council7007 Idlewild Road Charlotte, NC 282125751	56-0563842	501 (c)(3)	37,564				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 (b) EIN (c) IRC Code section (d) A mount of cash (e) A mount of non-(f) Method of (q) Description of (h) Purpose of grant organization ıf applicable grant cash valuation non-cash assistance or assistance (book, FMV, appraisal, or government assistance other) 54-1158412 501 (c)(3) Program fulfillment Girl Scout Council of Colonial Coast912 Cedar Road 37,790 Chesapeake, VA 233227002 Girl Scouts of Northeast 75-1101571 501 (c)(3) Program fulfillment Texas6001 Summerside 37,886 Drive Dallas.TX 75252 Program fulfillment Girl Scouts of Hawaii420 99-0073488 501 (c)(3) Wyllie Street 38,798 Honolulu. HI 968171729 Girl Scouts of Historic 58-0566191 501 (c)(3) Program fulfillment Georgia Inc6869 Columbus 39,251 Road Lizella, GA 310521710 501 (c)(3) Program fulfillment Girl Scouts of Mount To 57-0314433 MidlandsInc5 Independence 39,567 PointSte 120 Greenville, SC 29615 501 (c)(3) Program fulfillment Girl Scouts Heart of New 22-1638950 Jersey Inc120 Valley Road 40,122 Montclair, NJ 070422399 Girl Scouts in the Heart of 24-0795960 501 (c)(3) Program fulfillment Pennsylvania Inc350 Hale 40,582 Avenue Harrisburg, PA 171041518 Girl Scouts of the Green and 02-0243160 501 (c)(3) Program fulfillment White Mountains 1 Commerce 41,036 Drive Bedford.NH 031106835 36-3871241 501 (c)(3) Program fulfillment GS of Great Chicago & Northw Indiana222 South Riverside 41,600 Plaza2120 Chicago, IL 606066101 501 (c)(3) Girl Scouts of Oregon and 93-0399051 Program fulfillment Southwest Washington Inc 41,821 9620 SW Barbur Boulevard

Portland, OR 97219

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States (a) Name and address of **(b)** EIN (c) IRC Code section (d) A mount of cash (e) A mount of non-(f) Method of (q) Description of (h) Purpose of grant valuation organization ıf applıcable arant cash non-cash assistance or assistance (book, FMV, appraisal, or government assistance other) Girl Scouts of Southwest 74-1109759 501 (c)(3) Program fulfillment Texas811 North Coker Loop 41,888 San Antonio, TX 78216 Program fulfillment Girl Scouts of Utah445 E 87-0221612 501 (c)(3) 4500 Street 41,962 Salt Lake City, UT 841073101 Girl Scouts of Eastern 23-1352309 Program fulfillment 501 (c)(3) Pennsylvania Inc330 Manor 42,277 Road Miquon, PA 194441741 Girl Scouts of Northeast 43-0892926 501 (c)(3) Program fulfillment Kansas and Northwest Miss 42,290 8383 Blue Parkway Drive Kansas City, MO 641334750 GS Carolinas Peaks to 56-0577629 501 (c)(3) Program fulfillment Piedmont Inc8818 West 42,549 Market Street Colfax.NC 27235 Girl Scouts of Western New 16-0743096 501 (c)(3) Program fulfillment York Inc70 Jewett Parkway 42,685 Buffalo, NY 142142322 Girl Scouts of Eastern South 57-0341216 501 (c)(3) Program fulfillment Carolina Inc2412 Pisgah 43,743 Road Florence, SC 295017115 42-1008848 501 (c)(3) Girl Scouts of Eastern Iowa Program fulfillment and Western Illinois I2011 43,922 2nd Avenue Rock Island, IL 612018831 Girl Scouts of NYPENN 16-0844808 501 (c)(3) Program fulfillment Pathways Inc8170 44,015 Thompson Road Cicero, NY 13039 Girl Scouts of the Texas 75-0818162 501 (c)(3) Program fulfillment Oklahoma Plains4901 44,873 Briarhaven Road Fort Worth, TX 761094499

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States **(b)** EIN (c) IRC Code section (d) Amount of cash (e) Amount of non- (f) Method of (a) Name and address of

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	( <b>d)</b> A mount of cash grant	(e) A mount 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 Northern Indiana-Michiana 10008 Dupont Circle Drive East Fort Wayne, IN 46825	35-1054339	501 (c)(3)	45,434				Program fulfillment
Girl Scouts of Northeastern New York Inc8 Mountain View Avenue Albany, NY 122052804	14-1438466	501 (c)(3)	45,959				Program fulfillment
Gırl Scouts of North East OhioOne Gırl Scout Way Macedonia,OH 440562156	34-0726094	501 (c)(3)	47,137				Program fulfillment
Gırl Scouts - Western Oklahoma Inc121 Northeast 50th Street Oklahoma Cıty, OK 731051809	73-0677849	501 (c)(3)	47,231				Program fulfillment
Girl Scouts of Wisconsin - Badgerland Council Inc2710 Ski Lane Madison, WI 537133267	39-0806331	501 (c)(3)	47,303				Program fulfillment
Girl Scouts of the Desert Southwest - Southern New 9700 Girl Scout Way El Paso,TX 799243828	74-1189693	501 (c)(3)	48,006				Program fulfillment
Tongass Alaska Gırl Scout Councıl316 West 11th Street Juneau, AK 998011510	92-0028530	501 (c)(3)	48,294				Program fulfillment
Girl Scouts of Connecticut Inc340 Washington Street Hartford, CT 061063317	06-0646756	501 (c)(3)	48,523				Program fulfillment
Girl Scouts of Suffolk County Inc442 Moreland Road Commack, NY 117255708	11-2164434	501 (c)(3)	48,730				Program fulfillment
Girl Scouts - Spirit of Nebraska2121 South 44th Street Omaha, NE 681052809	47-0432299	501 (c)(3)	51,065				Program fulfillment

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States (c) IRC Code section (d) A mount of cash (a) Name and address of (b) EIN (e) A mount of non-(f) Method of (g) Description of (h) Purpose of grant ıf applıcable grant valuation organization cash non-cash assistance or assistance (book, FMV, appraisal, or government assistance other) 501 (c)(3) GS of Northern Illinois 12 36-2358083 Program fulfillment N124 Coombs Road 51,302 Elgin, IL 601248000 Girl Scout Council of Orange 23-7395094 501 (c)(3) Program fulfillment County 9500 Toledo Way Iment Iment lment Iment Iment

County9500 Toledo Way Irvine,CA 92618			52,710		
Girl Scouts of Eastern Oklahoma Inc2432 East 51st Street Tulsa,OK 741056002	73-0579240	501 (c)(3)	52,840		Program fulfillment
Girl Scouts of Gateway Council Inc1000 Shearer Street Jacksonville,FL 322056055	59-0637857	501 (c)(3)	53,448		Program fulfillment
Girl Scouts of Central Indiana Inc1800 North Meridian Street Indianapolis, IN 46202	35-0876381	501 (c)(3)	53,795		Program fulfillment
Girl Scouts of Colorado400 South Broadway Denver, CO 802090407	84-0410630	501 (c)(3)	54,869		Program fulfillment
Girl Scouts Heart of Central California3005 Gold Canal Drive Rancho Cordova, CA 956706129	94-1582429	501 (c)(3)	55,024		Program fulfillment
Girl Scouts of California's Central Coast801 South Victoria Avenue Suite 202	94-1567162	501 (c)(3)	56,637		Program fulfillment

60,090

61,483

Program fulfillment

Program fulfillment

Ventura, CA 93003 Girl Scouts of Central

Drive

Road

Maryland Inc4806 Seton

Girl Scouts of Kansas Heartland Inc360 Lexington

Wichita, KS 672181700

Baltimore, MD 212153247

52-0780207

48-0556718

501 (c)(3)

501 (c)(3)

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States (c) IRC Code section (d) Amount of cash **(b)** EIN (e) A mount of non-(a) Name and address of (f) Method of (g) Description of organization

organization or government	. ,	ıf applıcable	grant	cash assistance	valuation (book, FMV, appraisal, other)	non-cash assistance	or assistance
Gırl Scouts of Greater Atlanta Inc5601 North Allen Road Mableton, GA 30126	58-0566190	501 (c)(3)	61,666				Program fulfillment
Girl Scouts of Citrus Council Inc341 North Mills Avenue Orlando,FL 328035753	59-0696293	501 (c)(3)	61,682				Program fulfillment
Girl Scouts of Wisconsin Southeast131 South 69 Street Milwaukee, WI 532141663	39-0892833	501 (c)(3)	61,795				Program fulfillment
Girl Scouts of Western Ohio 4930 Cornell Road Cincinnati, OH 452421804	31-0679091	501 (c)(3)	61,933				Program fulfillment
Girl Scouts of Western Pennsylvania30 Isabella Street Suite 207 Pittsburgh, PA 152125862	25-1126094	501 (c)(3)	61,948				Program fulfillment
Girl Scouts San Diego- Imperial Council Inc1231 Upas Street San Diego, CA 921035199	95-1644585	501 (c)(3)	63,441				Program fulfillment
Girl Scouts of Ohio's Heartland Council Inc1700 WaterMark Drive Columbus, OH 432151097	31-4379475	501 (c)(3)	63,672				Program fulfillment
Sahuaro Girl Scout Council Inc4300 East Broadway Boulevard Tucson, AZ 857113506	86-0098917	501 (c)(3)	67,436				Program fulfillment
Girl Scouts of San Jacinto Council3110 Southwest Freeway Houston,TX 770984508	74-6001254	501 (c)(3)	70,991				Program fulfillment
Girl Scout Council of Tropical Florida Inc11347 SW 160 Street Miami, FL 331572703	59-0651087	501 (c)(3)	71,901				Program fulfillment

(h) Purpose of grant

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 grant

(d) A mount of cash grant

(e) A mount of non-cash assistance or government

(b) EIN

(c) IRC Code section if applicable grant

(d) A mount of cash cash valuation (book. FMV. appraisal.

organization or government	(b) LIN	if applicable	grant	cash assistance	valuation (book, FMV , appraisal, other)	non-cash assistance	or assistance
Gırl Scouts of West Central Florıda Inc5002 West Lemon Street Tampa,FL 336091104	59-0624454	501 (c)(3)	74,579				Program fulfillment
Girl Scouts of San Gorgonio Council1751 Plum Lane Redlands, CA 923744533	95-1967727	501 (c)(3)	75,640				Program fulfillment
Gırl Scouts of Gulfcoast Florıda Inc4780 Cattlemen Road Sarasota, FL 34233	59-0760212	501 (c)(3)	77,718				Program fulfillment
Gırl Scout Council - Frontier 2941 Harris Ave Las Vegas, NV 89101	88-0060273	501 (c)(3)	83,954				Program fulfillment
Girl Scouts of Southeastern Michigan3011 West Grand Boulevard Ste 500 Detroit, MI 482023012	38-1359207	501 (c)(3)	89,282				Program fulfillment
Girl Scouts-North Carolina Coastal Pines Inc6901 Pinecrest Road Raleigh, NC 276134538	56-0791500	501 (c)(3)	91,637				Program fulfillment
GS of Minnesota and Wisconsin River400 South Robert St StPaul, MN 551072214	41-0877820	501 (c)(3)	93,002				Program fulfillment
Girl Scouts of Northern New Jersey Inc95 Newark Pompton Turnpike Riverdale, NJ 074571426	22-1512252	501 (c)(3)	100,777				Program fulfillment
Girl Scouts-Arizona Cactus- Pine Council Inc119 E Coronado Rd Phoenix,AZ 850041512	86-0133397	501 (c)(3)	101,060				Program fulfillment
Girl Scouts of Central Texas Inc12012 Park 35 Circle Austin, TX 78753	74-1109644	501 (c)(3)	103,832				Program fulfillment
1							

(h) Purpose of grant

<b>b)</b> EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non-	(f) Method of	(g) Description of	(h) Purpose of grant
5-1644033	<u> </u>		cash assistance	valuation (book, FMV, appraisal, other)	non-cash assistance	or assistance
	3 501 (c)(3)	106,649				Program fulfillment
3-0662471	501 (c)(3)	115,491				Program fulfillment
36-3871241	501 (c)(3)	116,984				Program fulfillment
1-6060940	501 (c)(3)	133,790				Program fulfillment
.3-2985898	501 (c)(3)	134,049				Program fulfillment
4-1551410	501 (c)(3)	144,824				Program fulfillment
34-0732966	5 501 (c)(3)	146,895				Program fulfillment
		244,500				Program fulfillment
36	-3871241 -6060940 -2985898 -1551410	-3871241 501 (c)(3) -6060940 501 (c)(3) -2985898 501 (c)(3) -1551410 501 (c)(3)	-3871241 501 (c)(3) 116,984  -6060940 501 (c)(3) 133,790  -2985898 501 (c)(3) 134,049  -1551410 501 (c)(3) 144,824  -0732966 501 (c)(3) 146,895	-3871241 501 (c)(3) 116,984	-3871241 501 (c)(3) 116,984 -6060940 501 (c)(3) 133,790 -2985898 501 (c)(3) 134,049 -1551410 501 (c)(3) 144,824 -0732966 501 (c)(3) 146,895	115,491 -3871241 501 (c)(3) 116,984 -6060940 501 (c)(3) 133,790 -2985898 501 (c)(3) 134,049 -1551410 501 (c)(3) 144,824 -0732966 501 (c)(3)

efile GRAPHIC print - DO NOT PROCESS | As Filed Data -**Compensation Information** 

DLN: 93493112002141

OMB No 1545-0047

Schedule J (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

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

► Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Employer identification number

GIR	L SCOUTS OF THE UNITED STATES OF AMERICA			12 1624016			
Da	rt I Questions Regarding Compensation	,		13-1624016			
٠	Questions Regarding compensation	<u> </u>				Yes	Νο
1a	Check the appropriate box(es) if the organization prov	vided ai	ny of the following to or for a person li	sted in Form		103	110
	990, Part VII, Section A, line 1a Complete Part III						
	First-class or charter travel	Γ	Housing allowance or residence for	personal use			
	Travel for companions	Г	Payments for business use of perso	nal residence			
	Tax idemnification and gross-up payments		Health or social club dues or initiati				
	Discretionary spending account		Personal services (e g , maid, chauf	feur, chef)			
b	If any of the boxes in line 1a are checked, did the orgonic reimbursement orprovision of all the expenses descr	_		•	1b		
2	Did the organization require substantiation prior to re officers, directors, trustees, and the CEO/Executive				2		
3	Indicate which, if any, of the following the organization organization organization.						
	✓ Compensation committee		Written employment contract				
	✓ Independent compensation consultant	<u> </u>	, ,				
	Form 990 of other organizations	<u>  -                                   </u>	Approval by the board or compensa	tion committee			
4	During the year, did any person listed in Form 990, For a related organization	Part VII	, Section A , line 1a with respect to th	ne filing organization			
а	Receive a severance payment or change-of-control [	paymen	t?		4a	Yes	
Ь	Participate in, or receive payment from, a supplemen	ntal non	qualified retirement plan?		4b	Yes	
c	Participate in, or receive payment from, an equity-ba	ased co	mpensation arrangement?		4c	Yes	
	If "Yes" to any of lines 4a-c, list the persons and pro	ovide th	e applicable amounts for each item ii	n Part III			
	Only 501(c)(3) and 501(c)(4) organizations only mu	st comp	olete lines 5-9.				
5	For persons listed in form 990, Part VII, Section A, compensation contingent on the revenues of	lıne 1a,	did the organization pay or accrue as	ту			
а	The organization?				5a	Yes	
b	Any related organization?				5b		Νo
	If "Yes," to line 5a or 5b, describe in Part III						
6	For persons listed in form 990, Part VII, Section A, compensation contingent on the net earnings of	lıne 1a,	did the organization pay or accrue ai	ıy			
а	The organization?				6a		Νo
b	Any related organization?				6b		Νo
	If "Yes," to line 6a or 6b, describe in Part III						
7	For persons listed in Form 990, Part VII, Section A, payments not described in lines 5 and 6? If "Yes," d			n-fixed	7		No
8	Were any amounts reported in Form 990, Part VII, p subject to the initial contract exception described in in Part III				8		No
9	If "Yes" to line 8, did the organization also follow the	rebutta	able presumption procedure describe	d ın Regulatıons			

## 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)(1)-(111) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name	'	(B) Breakdown of	f W-2 and/or 1099-MIS	SC compensation	(C) Retirement and		(E) Total of columns	
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ
M KATHRYN CLONINGER	(I) (II)	363,498 0	94,692 0	91,018	57,493 0	14,436 0	621,137	
Florence N Corsello	(1) (11)	292,436 0	43,723 0	79,595 0	70,790	12,974 0	499,518	
NORMA I BARQUET	(ı) (ıı)	14,662 0	-	280,590	332	708 0	296,292	
DELPHIA Y DUCKENS	(ı) (ıı)	201,754 0	18,537 0	13,732	32,539	9,606 0	276,168	
CLAIRE FERRARIN	(ı) (ıı)	176,107 0	0	22,601	40,413	18,541 0	257,662	
BARRY HOROWITZ	(ı) (ıı)	200,613	1	23,418	34,130	21,079 0	279,240	
JACLYN E LIBO WITZ	(ı) (ıı)	206,514	21,919	23,623	52,602	18,415 0	323,073	
DEBORAH J LONG	(ı) (ıı)	216,698 0	23,652	11,749	30,135	13,666 0	295,900	
LAUREL J RICHIE	(ı) (ıı)	239,607 0	20,794	8,790	14,086	11,146 0	294,423	
MARGIE M WANG	(ı) (ıı)	206,001	0	22,511	24,901	21,377 0	274,790	
LAURIE A WESTLEY	(ı) (ıı)	197,553 0	24,272	41,152	34,948	8,335 0	306,260	
Michael Watson	(ı) (ıı)	171,009 0	21,689 0	33,179	21,069	18,172 0	265,118	
			<del>                                     </del>				<u> </u>	
		<del>                                     </del>	<u> </u>		<del>                                     </del>		<del>                                     </del>	<del> </del>

### Part III Supplemental Information

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

Ident if ier	Ret urn Ref erence	Explanation
INFORMATION (1)	FORM 990, SCHEDULE J, PART I, LINE 4B	SUPPLEMENTAL NONQUALIFIED RETIREMENT PLAN K CLONINGER - \$45,827, F CORSELLO - \$39,056, L Westley \$651
INFORMATION (2)	1 '	Senior leadership team incentive compensation is based on performance targets including revenue and other metrics approved by the GSUSA compensation committee
Compensation information (3)		Other taxable compensation paid to Norma Barquet included severance, accrued vacation and other payments in connection with her termination

Schedule J (Form 990) 2009

13-1624016

OMB No 1545-0047

Open to Public Inspection

## **SCHEDULE M** (Form 990)

Department of the Treasury

▶Complete if the organization answered "Yes" on Form 990, Part IV, lines 29 or 30. ► Attach to Form 990.

**NonCash Contributions** 

Internal Revenue Service Name of the organization **Employer identification number** GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Pa	rt I Types of Property							
		(a) Check If applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line	<b>(d</b> Method of de reven	etermır	ning	
1	Art-Works of art	аррисавио		-9				
_	Art—Historical treasures .							
	Art—Fractional interests							
4	Books and publications							
-	Clothing and household							
-	goods							
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property							
9	Securities—Publicly traded .	Х	3	4,537	FMV			
10	Securities—Closely held stock	•						
11	Securities—Partnership, LLC, or trust interests							
12	Securities—Miscellaneous .							
13	Qualified conservation contribution—Historic structures							
14	Qualified conservation contribution—Other							
15	Real estate—Residential .							
16	Real estate—Commercial							
17	Real estate—Other							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies .							
	Taxidermy							
	Historical artifacts							
	Scientific specimens							
	Archeological artifacts							
	Other ► ( telescopes )	X	1	48,805	FMV			
	O ther ▶()							
	O ther ▶()							
	Other • ()							
29	Number of Forms 8283 receive for which the organization com				29	1	Yes	No No
30a	During the year, did the organiz	zation receiv	e by contribution any prope	rty reported in Part I. lines	1-28 that it			
	must hold for at least three yea							
	for exempt purposes for the en					30a		No
b	If "Yes," describe the arranger					Jua		
31	Does the organization have a g	ıft acceptan	ce policy that requires the r	review of any non-standard	contributions?	31	Yes	
32a	Does the organization hire or u	se third part	ies or related organizations	to solicit, process, or sell i	non-cash	32a		Νο
b 33	If "Yes," describe in Part II  If the organization did not repo  describe in Part II	rt revenues	ın column (c) for a type of p	roperty for which column (a	) is checked,	32a		IN U

Page 2

#### Part II

**Supplemental Information.** Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Identifier Return Reference Explanation

Schedule M (Form 990) 2009

Software ID: **Software Version:** 

**EIN:** 13-1624016

Name: GIRL SCOUTS OF THE UNITED STATES OF AMERICA

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DLN: 93493112002141

**SCHEDULE 0** 

(Form 990)

Department of the Treasury Internal Revenue Service

# **Supplemental Information to Form 990**

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information. ► Attach to Form 990.

OMB No 1545-0047 2009

Open to Public Inspection

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

Employer identification number

13-1624016

ldentifier	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

ldentifier	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 Program materials TO MEMBERS PARTICIPATING IN GIRL SCOUT PROGRAMS AND PROMOTES THE GIRL SCOUT BRAND AND MISSION

ldentifier	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

ldentifier	Return Reference	Explanation
POLICIES (1)	FORM 990, PART VI, SECTION A, LINE 11	OUR FORM 990 IS PROVIDED VIA THE BOARD INTRANET TO OUR BOARD MEMBERS AND IS REVIEWED BY THE AUDIT COMMITTEE OF THE NATIONAL BOARD

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

ldentifier	Return Reference	Explanation
POLICIES (3)	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

ldentifier	Return Reference	Explanation
DISCLOSURE	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 and Form 990 ARE AVAILABLE TO THE GENERAL PUBLIC VIA OUR WEBSITE

ldentifier	Return Reference	Explanation
Form 990, Part X, Line 4		The adjustment was made to the opening balance of accounts receivable and deferred income reducing each by \$398,904. Accounts receivable was recorded for memberships dues not earned and deferred revenue for memberships dues not collected during the first few days of the next fiscal year.

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

DLN: 93493112002141

OMB No 1545-0047

2009

Open to Public Inspection

Schedule R (Form 990) 2009

**Employer identification number** 

# **SCHEDULE R** (Form 990)

Name of the organization

Department of the Treasury Internal Revenue Service

**Related Organizations and Unrelated Partnerships** 

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37. ► Attach to Form 990. ► See separate instructions.

IRL SCOUTS OF THE UNITED STATES OF AMERICA				13-1624016	
Part I Identification of Disregarded Entities (Complete	ıf the organızatıon a	nswered "Yes" on	Form 990, Part I	/, line 33.)	
(a) Name, address, and EIN of disregarded entity	<b>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income Er	<b>(e)</b> nd-of-year assets	<b>(f)</b> Direct controlling entity
Part II Identification of Related Tax-Exempt Organization or more related tax-exempt organizations during the	ions (Complete ıf th tax year.)	ne organization ans	swered "Yes" on F	Form 990, Part I\	/, line 34 because it had one
(a) Name, address, and EIN of related organization	<b>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public chanty statu (if section 501(c)(3)	(f) S Direct controlling entity
VORLD FDN FOR GIRL guides & girl scouts					
120 fifth avenue 14th floor new york, NY 10018 13-7147834	GIRL SCOUTING	NY	501(c)(3)		5 GIRL SCOUTS

Cat No 50135Y

(a) Name, address, and EIN of related organization	<b>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end asset		(h Disprop allocat	rtionate	Code \ amount in	box 20 of ule K-1	<b>(j</b> Gener mana parti	ral or nging
								Yes	No			Yes	No
												1	
Part IV Identification 34 beautification 34 beautification (a) Name, address, and EIN of	cause it had one	d Organiz or more r (b) Primary a	elated organization	(c) Legal domicile (state or foreign country)	r <b>Trust</b> (Complete ration or trust duri (d) Direct controlling entity	ef the organi ng the tax ye (e) Type of entity (C corp, S corp, or trust)	zation a ar.) (f) Share of incon	total	Sh end-	(g) are of of-year ssets	(h) Percentage ownership	<u> </u>	
		1											

Pa	Irt V Transactions With Related Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, II	ne 34, 35, or 36.)			
	Note. Complete line 1 if any entity is listed in Parts II, III or IV			Yes	No
<b>1</b> D	ouring the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV	>			
а	Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity		1a		No
Ь	Gift, grant, or capital contribution to other organization(s)		<b>1</b> b		No
c	Gift, grant, or capital contribution from other organization(s)		<b>1</b> c		No
d	Loans or loan guarantees to or for other organization(s)		1d		No
e	Loans or loan guarantees by other organization(s)		1e		No
f	Sale of assets to other organization(s)		<b>1</b> f		No
g	Purchase of assets from other organization(s)		<b>1</b> g		No
h	Exchange of assets		1h		No
i	Lease of facilities, equipment, or other assets to other organization(s)		<b>1</b> i		No
j	Lease of facilities, equipment, or other assets from other organization(s)		1j		No
k	Performance of services or membership or fundraising solicitations for other organization(s)		1k		No
1	Performance of services or membership or fundraising solicitations by other organization(s)		11		No
m	Sharing of facilities, equipment, mailing lists, or other assets		1m	Yes	
n	Sharing of paid employees		1n	Yes	
o	Reimbursement paid to other organization for expenses		10		No
P	Reimbursement paid by other organization for expenses		<b>1</b> p		No
q	O ther transfer of cash or property to other organization(s)		<b>1</b> q		No
г	O ther transfer of cash or property from other organization(s)		<b>1</b> r		No
	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 thresh	nolds		
	(a) Name of other organization	<b>(b)</b> Transaction type(a-r)		(c) it involv	ed
(1) (2)					
(3)					
(4)					
(5)					
(6)					
(0)					

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

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

(a) Name, address, and EIN of entity	<b>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations?		<b>(e)</b> Share of end-of-year assets		rtionate tions?	(g) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	Gene man part	iag ing tner?
			Yes	No		Yes	No		Yes	No
										+
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#### **Additional Data**

Software ID:

**Software Version:** 

**EIN:** 13-1624016

Name: GIRL SCOUTS OF THE UNITED STATES OF AMERICA

### Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other progran	n services				
(Code	) (Expenses \$	15,283,824	ıncludıng grants of \$	198,850 ) (Revenue \$	7,332,579 )
See Attachment 1					

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Compensated Employees, and Independent Contractors												
<b>(A)</b> Name and Title	(B) Average hours per	Posi t	tion ( that a	che	)	_	ı	( <b>D)</b> Reportable compensation from the	<b>(E)</b> Reportable compensation from related	<b>(F)</b> Estimated amount of other compensation		
	week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organization (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	from the organization and related organizations		
CONNIE LINDSEY	100	Х						0	0	0		
national president DAVIA TEMIN	100	Х						0	0	0		
first vice president LINDA P FOREMAN	100	V						0	0	0		
Second vice president LINDA MAZON-GUTIERREZ	10 0	X										
secretary	10 0	Х						0	0	0		
JOAN WAGNON treasurer	10 0	Х						0	0	0		
SYLVIA ACEVEDO BOARD MEMBER	5 0	х						0	0	0		
BARBARA ADACHI BOARD MEMBER	5 0	Х						0	0	0		
CATHERINE COUGHLIN BOARD MEMBER	5 0	Х						0	0	0		
HARRIETT EDELMAN BOARD MEMBER	5 0	Х						0	0	0		
ROCKY EGUSQUIZA BOARD MEMBER	5 0	Х						0	0	0		
ELLEN FO X BO ARD MEMBER	5 0	Х						0	0	0		
LISA GUILLERMIN GABLE BOARD MEMBER	5 0	Х						0	0	0		
NAN C HILLIS BOARD MEMBER	5 0	Х						0	0	0		
MICHELLE HOLIDAY BOARD MEMBER	5 0	Х						0	0	0		
JOHN HOM BOARD MEMBER	5 0	Х						0	0	0		
MARIE C JOHNS BOARD MEMBER-until Aug 2010	5 0	Х						0	0	0		
INGRID SAUDERS JONES BOARD MEMBER	5 0	Х						0	0	0		
KAREN MALONEY BOARD MEMBER	5 0	Х						0	0	0		
SHARON H MATTHEWS BOARD MEMBER	5 0	Х						0	0	0		
ROBERT MORRIS BOARD MEMBER	5 0	Х						0	0	0		
DEBRA NAKATOMI BOARD MEMBER	5 0	Х						0	0	0		
SUSAN PETERS BOARD MEMBER	5 0	Х						0	0	0		
VIKKI PRYOR BOARD MEMBER-until Sep 2010	5 0	Х						0	0	0		
PATRICIA BOWE ROMINES BOARD MEMBER	5 0	Х						0	0	0		
RHEA SCHWARTZ BOARD MEMBER	5 0	Х						0	0	0		

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Compensated Employees, and Independent Contractors												
(A) Name and Title	(B) Average hours	Posi t	tion ( hat a	(che		_		(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other		
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	from the organization (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations		
SARA SCHWEBEL BOARD MEMBER	5 0	х						0	0	0		
EILEEN SCOTT	5 0	×						0	0	0		
BOARD MEMBER	30							Ŭ				
MARISA TABIZON THOMPSON BOARD MEMBER	5 0	×						0	0	0		
GAIL M TALBOTT BOARD MEMBER	5 0	Х						0	0	0		
mıtchell martın Board member	5 0	Х						0	0	0		
M KATHRYN CLONINGER CEO	45 0			х				549,208	0	71,929		
Florence N Corsello CFO/Senior vice president	45 0			х				415,754	0	83,764		
DELPHIA Y DUCKENS SENIOR VICE PRESIDENT	45 0				х			234,023	0	42,145		
BARRY HOROWITZ VP & GENERAL MANAGER	45 0				х			224,031	0	55,209		
JA CLYN E LIBO WITZ CHIEF OF STAFF	45 0				х			252,056	0	71,017		
LAUREL J RICHIE SENIOR VICE PRESIDENT	45 0				х			269,191	0	25,232		
MARGIE M WANG VICE PRESIDENT	45 0				х			228,512	0	46,278		
NORMA I BARQUET EXEC VICE PRESIDENT	45 0					х		295,252	0	1,040		
CLAIRE FERRARIN VICE PRESIDENT	45 0					х		198,708	0	58,954		
DEBORAH J LONG SENIOR VICE PRESIDENT	45 0					Х		252,099	0	43,801		
LAURIE A WESTLEY SENIOR VICE PRESIDENT	45 0					х		262,977	0	43,283		
Michael Watson Senior vice president	45 0					х		225,877	0	39,241		