

Form **990**
 Department of the Treasury
 Internal Revenue Service

Return of Organization Exempt From Income Tax

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

▶ Do not enter social security numbers on this form as it may be made public
 ▶ Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047
2014
Open to Public Inspection

A For the 2014 calendar year, or tax year beginning 10-01-2014, and ending 09-30-2015

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization GIRL SCOUTS OF GREATER LOS ANGELES Doing business as Number and street (or P O box if mail is not delivered to street address) Room/suite 801 S GRAND AVENUE SUITE 300 City or town, state or province, country, and ZIP or foreign postal code LOS ANGELES, CA 900174621	D Employer identification number 95-1644033 E Telephone number (213) 213-0123 G Gross receipts \$ 34,972,041
F Name and address of principal officer ELISABETH L LUTTGENS 801 S GRAND AVENUE SUITE 300 LOS ANGELES, CA 900174621		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶
I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.GIRLSGOUTSLA.ORG		
K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation 1958 M State of legal domicile CA

Part I Summary

1	Briefly describe the organization's mission or most significant activities AS THE LARGEST GIRL-SERVING NONPROFIT IN SOUTHERN CALIFORNIA, GSGLA BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE				
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets				
3	Number of voting members of the governing body (Part VI, line 1a)	3		23	
4	Number of independent voting members of the governing body (Part VI, line 1b)	4		23	
5	Total number of individuals employed in calendar year 2014 (Part V, line 2a)	5		261	
6	Total number of volunteers (estimate if necessary)	6		24,076	
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a		1,800	
7b	Net unrelated business taxable income from Form 990-T, line 34	7b		-63	
8	Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	Prior Year		Current Year	
9		1,435,009	2,227,603		
10		1,376,469	1,302,364		
11		213,547	2,391,565		
12		12,430,547	15,134,174		
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	161,414	155,356		
14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	9,091,463	9,952,706		
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0		
b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 627,001				
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	6,012,980	6,460,957		
18	Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	15,265,857	16,569,019		
19	Revenue less expenses Subtract line 18 from line 12	189,715	4,486,687		
20	Total assets (Part X, line 16) Total liabilities (Part X, line 26) Net assets or fund balances Subtract line 21 from line 20	Beginning of Current Year		End of Year	
21		24,262,141	27,893,241		
22		2,962,345	3,012,221		
		21,299,796	24,881,020		

Part II Signature Block

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

Sign Here	***** Signature of officer	2016-05-11 Date
	ELISABETH LUTTGENS CEO Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name LISA M CUMMINGS CPA	Preparer's signature LISA M CUMMINGS CPA	Date	Check <input type="checkbox"/> if self-employed	PTIN P00043433
	Firm's name ▶ COHNREZNICK LLP			Firm's EIN ▶ 22-1478099	
	Firm's address ▶ 400 CAPITOL MALL SUITE 900 SACRAMENTO, CA 95814			Phone no (916) 442-9100	

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

SEE SCHEDULE O

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

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

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

If "Yes," describe these changes on Schedule O

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

4a (Code) (Expenses \$ 7,048,595 including grants of \$ 57,226) (Revenue \$ 1,262,504)
MISSION DELIVERY PROGRAMS - SEE SCHEDULE O

4b (Code) (Expenses \$ 4,418,379 including grants of \$ 98,130) (Revenue \$ 647,542)
GIRL & VOLUNTEER DEVELOPMENT PROGRAM - SEE SCHEDULE O

4c (Code) (Expenses \$ 2,605,529 including grants of \$) (Revenue \$ 14,155,241)
BUSINESS & FINANCIAL LITERACY PROGRAM - SEE SCHEDULE O

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

4e Total program service expenses 14,072,503

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	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? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with columns for question number, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited transactions, and charitable contributions.

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

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (23); 1b Enter the number of voting members included in line 1a, above, who are independent (23); 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? (No); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (Yes); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (Yes); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (Yes); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? (Yes); b Each committee with authority to act on behalf of the governing body? (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 (No).

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? (Yes); 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? (Yes); 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (Yes); 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (Yes); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (Yes); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done (Yes); 13 Did the organization have a written whistleblower policy? (Yes); 14 Did the organization have a written document retention and destruction policy? (Yes); 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official (Yes); b Other officers or key employees of the organization (Yes); 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? (No); 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed CA
18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [] Own website [] Another's website [X] Upon request [] Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
20 State the name, address, and telephone number of the person who possesses the organization's books and records. CONNIE HANSTEDT

801 S GRAND AVENUE SUITE 300
LOS ANGELES, CA 900174621 (213) 213-0123

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

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

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	883,257	0	70,274

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **▶**5

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation
TECHMD 3525 HYLAND AVE SUITE 235 COSTA MESA, CA 92626	3RD PARTY OUTSOURCED IT VENDOR SERVICES	327,344

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **▶**1

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns 1a					
	b	Membership dues 1b					
	c	Fundraising events 1c					
	d	Related organizations 1d					
	e	Government grants (contributions) 1e	448,599				
	f	All other contributions, gifts, grants, and similar amounts not included above 1f	1,779,004				
	g	Noncash contributions included in lines 1a-1f \$	455				
	h	Total. Add lines 1a-1f	2,227,603				
Program Service Revenue	2a	PROGRAM FEES					
		Business Code					
		900099	1,302,364	1,302,364			
	b						
	c						
	d						
	e						
	f	All other program service revenue					
g	Total. Add lines 2a-2f	1,302,364					
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)	216,187			216,187	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	(i) Real	76,567			
			(ii) Personal	3,322			
			b Less rental expenses	0			
			c Rental income or (loss)	76,567			
	d	Net rental income or (loss)	79,889		1,800	78,089	
	7a	Gross amount from sales of assets other than inventory	(i) Securities	2,549,420			
			(ii) Other	2,391,017			
			b Less cost or other basis and sales expenses	2,306,129			
			c Gain or (loss)	243,291			
	d	Net gain or (loss)	2,175,378			2,175,378	
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18					
	a						
	b	Less direct expenses b					
	c	Net income or (loss) from fundraising events					
	9a	Gross income from gaming activities See Part IV, line 19					
a							
b	Less direct expenses b						
c	Net income or (loss) from gaming activities						
10a	Gross sales of inventory, less returns and allowances	a	25,869,134				
		b Less cost of goods sold b	11,151,276				
		c Net income or (loss) from sales of inventory	14,717,858	14,717,858			
	Miscellaneous Revenue	Business Code					
11a	OTHER INCOME	900099	336,427	45,065		291,362	
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d		336,427				
12	Total revenue. See Instructions		21,055,706	16,065,287	1,800	2,761,016	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A)

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic individuals. See Part IV, line 22	155,356	155,356		
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	842,750	714,568	95,989	32,193
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	6,780,256	5,748,979	772,271	259,006
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	928,027	786,874	105,702	35,451
9	Other employee benefits	875,301	742,168	99,697	33,436
10	Payroll taxes	526,372	446,311	59,954	20,107
11	Fees for services (non-employees)				
a	Management				
b	Legal	149,349	126,633	17,011	5,705
c	Accounting	53,500	45,362	6,094	2,044
d	Lobbying				
e	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	466,149	395,248	53,094	17,807
12	Advertising and promotion	211,593	179,410	24,100	8,083
13	Office expenses	335,496	284,467	38,213	12,816
14	Information technology	289,624	245,572	32,988	11,064
15	Royalties				
16	Occupancy	1,085,492	920,389	123,638	41,465
17	Travel	271,343	230,072	30,906	10,365
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	34,724	29,443	3,955	1,326
20	Interest	43,800	37,138	4,989	1,673
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	866,183	734,437	98,658	33,088
23	Insurance	372,494	315,838	42,427	14,229
24	Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a	PROGRAM SUPPLIES	1,223,825	1,037,681	139,394	46,750
b	REPAIRS & MAINTENANCE	877,918	744,387	99,994	33,537
c	OTHER EXPENSES	179,467	152,170	20,441	6,856
d					
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	16,569,019	14,072,503	1,869,515	627,001
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash-non-interest-bearing	2,066,733	1	4,201,112
	2 Savings and temporary cash investments	312,181	2	3,326,458
	3 Pledges and grants receivable, net	606,092	3	522,634
	4 Accounts receivable, net	91,412	4	96,581
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	332,197	8	285,266
	9 Prepaid expenses and deferred charges	350,694	9	245,248
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 15,959,939		
	b Less accumulated depreciation	10b 8,032,206	8,552,674	10c 7,927,733
	11 Investments—publicly traded securities	11,515,600	11	11,191,172
	12 Investments—other securities See Part IV, line 11		12	
	13 Investments—program-related See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets See Part IV, line 11	434,558	15	97,037
16 Total assets. Add lines 1 through 15 (must equal line 34)	24,262,141	16	27,893,241	
Liabilities	17 Accounts payable and accrued expenses	993,690	17	1,337,204
	18 Grants payable		18	
	19 Deferred revenue	126,861	19	189,186
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D	116,910	21	113,028
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	362,440	23	232,562
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	1,362,444	25	1,140,241
	26 Total liabilities. Add lines 17 through 25	2,962,345	26	3,012,221
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	20,063,769	27	23,576,546
	28 Temporarily restricted net assets	1,094,461	28	1,162,865
	29 Permanently restricted net assets	141,566	29	141,609
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	21,299,796	33	24,881,020	
34 Total liabilities and net assets/fund balances	24,262,141	34	27,893,241	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	21,055,706
2	Total expenses (must equal Part IX, column (A), line 25)	2	16,569,019
3	Revenue less expenses Subtract line 2 from line 1	3	4,486,687
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	21,299,796
5	Net unrealized gains (losses) on investments	5	-905,463
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	24,881,020

Part XII Financial Statements and Reporting

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

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

Additional Data

Software ID:

Software Version:

EIN: 95-1644033

Name: GIRL SCOUTS OF GREATER LOS ANGELES

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) BETSEY BREWER CHAIR (END 4/2015)	5 00	X		X				0	0	0
(1) PATRICIA CRIDER CHAIR (EFFECTIVE 4/2015)	5 00	X		X				0	0	0
(2) ELSA MACIAS PHD VICE CHAIR	2 00	X		X				0	0	0
(3) LEANNE RODGERS VICE CHAIR	2 00	X		X				0	0	0
(4) MAXINE HARRIS SECRETARY	2 00	X		X				0	0	0
(5) KATHRYN NIELSEN TREASURER	2 00	X		X				0	0	0
(6) DAVID BATTAGLIA DIRECTOR	2 00	X						0	0	0
(7) STEVE BOLKOVATZ DIRECTOR (EFFECTIVE 3/2015)	2 00	X						0	0	0
(8) GAIL BOYLE DIRECTOR	2 00	X						0	0	0
(9) GABRIELLE BULLOCK DIRECTOR	2 00	X						0	0	0
(10) LANA BYKOVA DIRECTOR	2 00	X						0	0	0
(11) BONNIE CLINTON DIRECTOR (END 5/2015)	2 00	X						0	0	0
(12) TONY KAUFMAN DIRECTOR	2 00	X						0	0	0
(13) CHET KRONENBERG DIRECTOR	2 00	X						0	0	0
(14) JON LAMOTHE DIRECTOR	2 00	X						0	0	0
(15) MEGAN MARTIN DIRECTOR	2 00	X						0	0	0
(16) GINA MCLEOD DIRECTOR	2 00	X						0	0	0
(17) JANA MONROE DIRECTOR (EFFECTIVE 1/2015)	2 00	X						0	0	0
(18) FRANCES MORENO DIRECTOR (EFFECTIVE 3/2015)	2 00	X						0	0	0
(19) MICHAEL MULCAHY DIRECTOR	2 00	X						0	0	0
(20) LYNNE SCARBORO DIRECTOR	2 00	X						0	0	0
(21) APRIL SPENCER DIRECTOR	2 00	X						0	0	0
(22) KARIN BERGER STELLAR DIRECTOR (EX-OFFICIO)	2 00	X						0	0	0
(23) SHELLEY THOMPSON DIRECTOR	2 00	X						0	0	0
(24) FRANK WU DIRECTOR	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(26) GAIL CARPENTER DIRECTOR (END 8/2015)	2 00	X						0	0	0
(1) VINCENT MALCOLM DIRECTOR (END 7/2015)	2 00	X						0	0	0
(2) ELISABETH L LUTTGENS CHIEF EXECUTIVE OFFICER	50 00			X				274,966	0	36,079
(3) BRENDA J ZAMZOW CHIEF FIN & ADMIN OFFICER	50 00			X				186,474	0	13,331
(4) CAROL DEDRICH CHIEF EXTERNAL RELATIONS OFFICER	50 00				X			163,439	0	2,806
(5) SHANNON JOHNSTON CHIEF MISSION DELIVERY OFFICER	50 00				X			155,426	0	10,230
(6) DAVID COREY DIRECTOR OF RETAIL & PRODUCT SALES	50 00					X		102,952	0	7,828

SCHEDULE A
(Form 990 or 990EZ)

Public Charity Status and Public Support

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2014

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
GIRL SCOUTS OF GREATER LOS ANGELES

Employer identification number
95-1644033

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

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	1,642,215	1,613,871	1,823,151	1,435,009	2,227,603	8,741,849
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1,642,215	1,613,871	1,823,151	1,435,009	2,227,603	8,741,849
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)						389,514
6 Public support. Subtract line 5 from line 4						8,352,335

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
7 Amounts from line 4	1,642,215	1,613,871	1,823,151	1,435,009	2,227,603	8,741,849
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	334,787	322,739	336,186	373,260	216,187	1,583,159
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	6,600	98,401	14,549	360,273	45,065	524,888
11 Total support. Add lines 7 through 10						10,849,896
12 Gross receipts from related activities, etc. (see instructions)					12	67,945,087
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2014 (line 6, column (f) divided by line 11, column (f))	14	76.980 %
15 Public support percentage for 2013 Schedule A, Part II, line 14	15	70.050 %
16a 33 1/3% support test—2014. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input checked="" type="checkbox"/>		
b 33 1/3% support test—2013. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2014. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2013. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2014 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2013 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2014 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2013 Schedule A, Part III, line 17	18	

- 19a 33 1/3% support tests—2014.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶
- b 33 1/3% support tests—2013.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶
- 20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶

Part IV Supporting Organizations

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part II of Schedule L (Form 990).		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
b Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
c Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
10a Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer b below.		
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.		

Part IV Supporting Organizations (continued)**Section B. Type I Supporting Organizations**

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

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

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

	Yes	No
1		

Section D. All Type III Supporting Organizations

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

	Yes	No
1		
2		
3		

Section E. Type III Functionally-Integrated Supporting Organizations

- 1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (**see instructions**)
- a** The organization satisfied the Activities Test. Complete **line 2** below.
- b** The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c** The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).

2 Activities Test **Answer (a) and (b) below.**

- a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*
- b** Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*

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

- a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in Part VI.*
- b** Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

	Yes	No
2a		
2b		
3a		
3b		

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

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

Section A - Adjusted Net Income

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

Section B - Minimum Asset Amount

	(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1	
a Average monthly value of securities	1a	
b Average monthly cash balances	1b	
c Fair market value of other non-exempt-use assets	1c	
d Total (add lines 1a, 1b, and 1c)	1d	
e Discount claimed for blockage or other factors (explain in detail in Part VI) _____		
2 Acquisition indebtedness applicable to non-exempt use assets	2	
3 Subtract line 2 from line 1d	3	
4 Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6 Multiply line 5 by .035	6	
7 Recoveries of prior-year distributions	7	
8 Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount

		Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2 Enter 85% of line 1	2	
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4 Enter greater of line 2 or line 3	4	
5 Income tax imposed in prior year	5	
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2014 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2014	(iii) Distributable Amount for 2014
1 Distributable amount for 2014 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2014 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2014			
a From 2009. _____			
b From 2010. _____			
c From 2011. _____			
d From 2012. _____			
e From 2013. _____			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2014 distributable amount			
i Carryover from 2009 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2014 from Section D, line 7 \$ _____			
a Applied to underdistributions of prior years			
b Applied to 2014 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2014, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2014 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 Excess distributions carryover to 2015. Add lines 3j and 4c			
8 Breakdown of line 7			
a From 2010. _____			
b From 2011. _____			
c From 2012. _____			
d From 2013. _____			
e From 2014. _____			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference	Explanation

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2014

Open to Public Inspection

Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury Internal Revenue Service

Name of the organization GIRL SCOUTS OF GREATER LOS ANGELES

Employer identification number

95-1644033

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

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors...?, 6 Did the organization inform all grantees...?

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

Form with multiple sections: 1 Purpose(s) of conservation easements, 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution..., 3 Number of conservation easements modified..., 4 Number of states where property subject to conservation easement is located..., 5 Does the organization have a written policy..., 6 Staff and volunteer hours..., 7 Amount of expenses incurred..., 8 Does each conservation easement..., 9 In Part XIII, describe how the organization reports...

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.

Form with multiple sections: 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report..., 1b If the organization elected, as permitted under SFAS 116 (ASC 958), to report..., 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain...

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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a** Public exhibition
- b** Scholarly research
- c** Preservation for future generations
- d** Loan or exchange programs
- e** Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table

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

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

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

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	190,036	176,535	166,078	151,807	144,159
b Contributions	43				25
c Net investment earnings, gains, and losses	-8,456	21,535	13,173	14,271	7,623
d Grants or scholarships	5,616	5,154			
e Other expenditures for facilities and programs	3,138	2,880	2,716		
f Administrative expenses					
g End of year balance	172,869	190,036	176,535	166,078	151,807

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

- a** Board designated or quasi-endowment
 - b** Permanent endowment 81.920 %
 - c** Temporarily restricted endowment 18.080 %
- The percentages in lines 2a, 2b, and 2c should equal 100%

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

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

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

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

Part VI Land, Buildings, and Equipment. Complete if the organization answered 'Yes' to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,054,863		2,054,863
b Buildings		8,028,732	4,497,403	3,531,329
c Leasehold improvements		937,479	742,916	194,563
d Equipment		2,226,413	1,438,378	788,035
e Other		2,712,452	1,353,509	1,358,943
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				7,927,733

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	20,150,243
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	-905,463
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	-905,463
3	Subtract line 2e from line 1	3	21,055,706
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	21,055,706

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return. Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	16,569,019
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	16,569,019
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	16,569,019

Part XIII Supplemental Information

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

Return Reference	Explanation
PART IV, LINE 2B	GIRL SCOUT MEMBERSHIP DUES ARE PAID TO GSGLA AS CUSTODIAN FOR GIRL SCOUTS OF THE USA (GSUSA) THESE FUNDS ARE TRANSFERRED 100% TO GSUSA APPROXIMATELY 20% OF TOTAL CUSTODIAL FUNDS ARE HELD FOR LOCAL GIRL SCOUT TROOPS OR GROUPS FOR THEIR USE AS OF FISCAL YEAR END 9/30/15, THE FUND HAS A BALANCE OF \$113,028
PART V, LINE 4	THE INTENDED USES OF THE ORGANIZATION'S ENDOWMENT FUNDS ARE FOR CAMPERSHIPS, SCHOLARSHIPS AND GENERAL USES
PART X, LINE 2	THE COUNCIL IS A NOT-FOR-PROFIT ORGANIZATION EXEMPT FROM INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE AND SECTION 23701(D) OF THE REVENUE AND TAXATION CODE OF CALIFORNIA ACCORDINGLY, NO PROVISION FOR INCOME TAXES IS INCLUDED IN THE ACCOMPANYING FINANCIAL STATEMENTS THE COUNCIL HAS NO UNRECOGNIZED TAX BENEFITS AT SEPTEMBER 30, 2015

Schedule I (Form 990)

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

OMB No 1545-0047

2014

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Attach to Form 990.

Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

Name of the organization GIRL SCOUTS OF GREATER LOS ANGELES

Employer identification number

95-1644033

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section if applicable, (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation, (g) Description of non-cash assistance, (h) Purpose of grant or assistance.

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

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
(1) ASSISTANCE FOR PROGRAM FEES	175	57,226			
(2) MEMBERSHIP ASSISTANCE	6542	98,130			

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

Return Reference	Explanation
PART I, LINE 2	THE MEMBERSHIP AND PROGRAM DEPARTMENTS OF GIRL SCOUTS OF GREATER LOS ANGELES ARE RESPONSIBLE FOR REVIEWING AND APPROVING ALL FINANCIAL AID REQUESTS APPROVAL IS BASED ON ESTABLISHED FINANCIAL AID CRITERIA FOR LARGER REQUESTS A COMMITTEE IS INVOLVED FINANCIAL AID IS GIVEN TO ASSIST MEMBERS WHO CANNOT AFFORD EXPENSES ASSOCIATED WITH GIRL SCOUTING, SUCH AS GSUSA MEMBERSHIP DUES OF \$15, PROGRAM ACTIVITIES AND CAMP

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2014

Open to Public Inspection

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

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, line 23.**

▶ **Attach to Form 990.**

▶ **Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.**

Department of the Treasury
Internal Revenue Service

Name of the organization
GIRL SCOUTS OF GREATER LOS ANGELES

Employer identification number

95-1644033

Part I Questions Regarding Compensation

- 1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.
- | | |
|---|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization

- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of

- a** The organization?
- b** Any related organization?
- If "Yes," to line 5a or 5b, describe in Part III

6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of

- a** The organization?
- b** Any related organization?
- If "Yes," to line 6a or 6b, describe in Part III

7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		No
4b		No
4c		No
5a		No
5b		No
6a		No
6b		No
7		No
8		No
9		

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

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 ELISABETH L LUTTGENS, CHIEF EXECUTIVE OFFICER	(i)	266,045	0	8,921	0	36,079	311,045	0
	(ii)	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0
2 BRENDA J ZAMZOW, CHIEF FIN & ADMIN OFFICER	(i)	186,177	0	297	0	13,331	199,805	0
	(ii)	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0
3 CAROL DEDRICH, CHIEF EXTERNAL RELATIONS OFFICER	(i)	163,126	0	313	0	2,806	166,245	0
	(ii)	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0
4 SHANNON JOHNSTON, CHIEF MISSION DELIVERY OFFICER	(i)	151,360	0	4,066	0	10,230	165,656	0
	(ii)	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0	..... 0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II

Also complete this part for any additional information

Return Reference	Explanation
PART I, LINE 3	THE ORGANIZATION HAS AN EXECUTIVE COMPENSATION COMMITTEE COMPOSED OF THREE BOARD MEMBERS THE COMMITTEE RECOMMENDS ANY CHANGES TO COMPENSATION BASED ON DISCUSSION OF STUDIES FROM AN INDEPENDENT COMPENSATION CONSULTANT AND OTHER RELEVANT DATA

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.

OMB No 1545-0047

2014

**Open to Public
Inspection**

Name of the organization
GIRL SCOUTS OF GREATER LOS ANGELES

Employer identification number

95-1644033

Return Reference	Explanation
FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION	<p>AS THE LARGEST GIRL-SERVING NONPROFIT IN SOUTHERN CALIFORNIA, GSGLA BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE WITH THE HELP OF OVER 20,000 VOLUNTEERS AND IN COLLABORATION WITH SCHOOLS AND NONPROFIT ORGANIZATIONS, WE SERVE OVER 40,000 GIRLS IN GRADES K-12 GSGLA REACHES GIRLS THROUGHOUT LOS ANGELES COUNTY AND PARTS OF SAN BERNARDINO, VENTURA, AND KERN COUNTIES AND IS ACTIVELY SEEKING VOLUNTEERS TO SUPPORT ITS MISSION GSGLA CONNECTS WITH WOMEN WHO GREW UP AS GIRL SCOUTS SO THAT THEY CAN SUPPORT ITS MISSION, VOLUNTEER AND BECOME ROLE MODELS TO GIRLS WHO WILL BE THE NEXT GENERATION OF LEADERS AFTER CELEBRATING 100 YEARS OF SERVICE TO GIRLS, GIRL SCOUTS CONTINUES TO STAY RELEVANT TO THE NEEDS OF SOCIETY BY EMPOWERING GIRLS AND YOUNG WOMEN THE NATIONAL "TOGETHERTHERE" BILLION-DOLLAR CAMPAIGN IS DEDICATED TO TRANSFORMING THE LEADERSHIP LANDSCAPE AND BREAKING DOWN THE BARRIERS THAT HINDER GIRLS FROM ACHIEVING SUCCESS GSGLA ANNUALLY HOLDS THE "TOGETHERTHERE" LUNCHEON IN HONOR AND CELEBRATION OF WOMEN WHO GREW UP AS GIRL SCOUTS AND NOW HOLD INFLUENTIAL LEADERSHIP POSITIONS WHILE INSPIRING ABOUT 100 OF OUR GOLD AWARD HIGH SCHOOL GIRL SCOUTS (THE NEXT GENERATION OF LEADERS) THE EVENT IS MORE THAN A LUNCHEON, THE WOMEN AND GIRLS PARTICIPATE IN NETWORKING AND MENTORING SESSIONS, AND THE GIRLS HAVE AN OPPORTUNITY TO MEET WITH EXECUTIVES FROM MANY ORGANIZATIONS, INCLUDING TOYOTA FINANCIAL SERVICES, PRINCESS CRUISES, ERNST & YOUNG, WESTFIELD CORPORATION, CITIZENS BUSINESS BANK, NESTLE, DELOITTE, CAPITAL GROUP, HERBALIFE, LITTLE BROWNIE BAKERS, KPMG, PARK WEST, LOYOLA MARYMOUNT UNIVERSITY, SEYFARTH SHAW, UPS, WARNER BROS ENTERTAINMENT, MORRIS & BERGER, AIG, WELLS FARGO, RALPHS/FOOD4LESS, SOUTHERN CALIFORNIA GAS COMPANY, CUSHMAN & WAKEFIELD, THE RULE COMPANY - AN INTEGRO COMPANY, UNION BANK, BANK OF THE WEST, VACO, AECOM, TELEDYNE CONTROLS, PALMER & CAY, GIBSON DUNN & CRUTCHER, AND PILLSBURY OUR ANNUAL GOLD AWARD CEREMONY CELEBRATED 274 GOLD AWARD GIRL SCOUTS THE GOLD AWARD IS THE HIGHEST HONOR A GIRL CAN ACHIEVE IN GIRL SCOUTING AND IT TAKES HIGH SCHOOL GIRL SCOUTS OVER 80 HOURS OF PROJECT MANAGEMENT, COMMUNITY SERVICE AND LEADERSHIP APPLICATION TO EARN THIS PRESTIGIOUS AWARD FOR A CENTURY GIRL SCOUTS HAS ENGAGED AND INSPIRED GENERATIONS OF LEADERS GSUSA'S TRIED AND PROVEN PROGRAMS HAVE HELPED DEVELOP THE LEADERSHIP SKILLS OF MORE THAN 50 MILLION WOMEN WHO HAVE GONE ON TO SHAPE THE COURSE OF OUR NATION'S HISTORY IN ADDITION TO SHATTERING BARRIERS AND TRANSFORMING CULTURE, WOMEN SUCH AS MADELINE ALBRIGHT, LAURA BUSH, HILARY RODHAM CLINTON, BARBARA WALTERS, AND VERA WANG HAVE PROUDLY WORN THE GIRL SCOUT TREFOIL GSGLA CONTINUES IN THIS GRAND TRADITION, PROVIDING GIRLS AND YOUNG WOMEN WITH THE VALUES, LIFE SKILLS, AND TOOLS THEY NEED TO DISCOVER WHO THEY CAN BE, WHAT THEY CAN DO, AND HOW EACH CAN CHANGE THE WORLD</p>

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE</p>	<p>MISSION DELIVERY PROGRAMS GIRL SCOUT PROGRAMS PROVIDE EXPERIENCE IN LEADERSHIP DEVELOPMENT, LIFE SKILLS AND COMMUNITY SERVICE. THEY ARE GIRL-LED, COOPERATIVE AND INTERACTIVE, AND EACH FALLS UNDER ONE OF FOLLOWING AREAS: LEADERSHIP, STEAM - SCIENCE, TECHNOLOGY, ENGINEERING, ARTS & MATH, OUTDOOR ADVENTURE, AND HEALTHY LIVING. LEADERSHIP - A CORNERSTONE OF GIRL SCOUTS IS LEADERSHIP DEVELOPMENT. DISCOVER + CONNECT + TAKE ACTION = LEADERSHIP. IN GIRL SCOUTS, GIRLS DISCOVER AND LEARN SKILLS WHILE EXPLORING THEIR INTERESTS AND CONNECTING WITH OTHERS IN ORDER TO TAKE ACTION TO MAKE THE WORLD A BETTER PLACE. THE HIGHEST ACHIEVEMENT IN GIRLS SCOUTS IS THE GOLD AWARD. THE GOLD AWARD IS A TWO YEAR UNDERTAKING AND REQUIRES A HIGH SCHOOL GIRL SCOUT TO COMPLETE LEADERSHIP TRAINING, DEVELOP A LARGE-SCALE "TAKE ACTION" PROJECT THAT HAS LASTING IMPACT, AND DEDICATE A MINIMUM OF 80 HOURS TO PLANNING AND IMPLEMENTATION WHILE MANAGING THE PROJECT AND ITS VOLUNTEERS. LEADERSHIP EXCELLENCE IS ALSO REFLECTED IN THE SILVER AWARD FOR CADETTES (GIRLS IN MIDDLE SCHOOL) AND THE BRONZE AWARD FOR JUNIORS (GIRLS IN GRADES 4-5). STEAM - SCIENCE, TECHNOLOGY, ENGINEERING, ARTS, MATH (STEAM) - GIRL SCOUTS HAS A STRONG HISTORY OF DEVELOPING PIONEERS IN STEAM FIELDS. MANY OF OUR GIRLS ARE PART OF AWARD-WINNING GSGLA ROBOTICS TEAMS, WHERE GIRLS BUILD THEIR COMFORT LEVEL AND MASTERY OF SCIENCE AND TECHNOLOGY WHILE ENGAGING WITH OTHER GIRLS TO UNDERSTAND TEAM DYNAMICS. IN AN ALL-GIRL ENVIRONMENT, GIRL SCOUTS ENCOURAGES GIRLS TO OPEN THEIR MINDS AND INTERESTS TO FIELDS STEREOTYPICALLY UNDERREPRESENTED BY WOMEN. THROUGH OPPORTUNITIES SUCH AS LEARNING ABOUT FORENSIC SCIENCE, ROCKETRY OR PRODUCT ENGINEERING, GSGLA ENCOURAGES GIRLS TO EXPLORE, ENJOY AND EXPERIENCE STEAM PROGRAMS IN A SUPPORTIVE AND FUN ENVIRONMENT. GSGLA IS OPENING GIRLS' UNDERSTANDING OF TECHNOLOGY AS WELL AS RESPONDING TO INCREASED DEMANDS FOR ARTS PROGRAMS. GIRL SCOUTING PROVIDES OPPORTUNITIES FOR GIRLS TO EXPLORE THEATER, DANCE AND TRADITIONS AND CUSTOMS FROM OTHER COUNTRIES WITH AN INTENT TO EXPAND GIRLS' EXPOSURE TO, AWARENESS OF AND APPRECIATION FOR A WIDE VARIETY OF ARTISTIC EXPRESSIONS AND DIVERSE CULTURES. "DESTINATIONS" IS A POPULAR EXPERIENCE FOR OLDER GIRLS WHO WANT TO EXPERIENCE LIFE IN OTHER PARTS OF THE WORLD. OUTDOOR ADVENTURE - THROUGH ENVIRONMENTALLY FOCUSED PROJECTS AND OUTDOOR FUN AT CAMP, GIRL SCOUTS GIVE GIRLS AN APPRECIATION OF THE EARTH AND A PHILOSOPHY OF SOCIAL RESPONSIBILITY. OUTDOOR ACTIVITIES AND CAMPING ALSO BUILD A GIRL'S SELF ESTEEM AND CONFIDENCE BY EXPOSING HER TO NEW ENVIRONMENTS AND ACTIVITIES. IN A WORLD WHERE ENVIRONMENTAL ISSUES ARE GROWING AND THE NATURAL OUTDOORS ARE SHRINKING, GSGLA FOCUSES ON INSPIRING GIRLS OF ALL AGES AND BACKGROUNDS TO EMBRACE THEIR SURROUNDINGS AND PROTECT THE WORLD TO MAKE IT A BETTER PLACE. CAMP ADVENTURES VARY FROM NATURE HIKES AND HORSEBACK RIDING IN THE MOUNTAINS TO SAILING AND SURFING ON THE COAST. AND OUR "GREEN" INITIATIVES HAVE SPARKED HUNDREDS OF IMPACTFUL GIRL SCOUT SERVICE PROJECTS. WELLNESS & HEALTHY LIVING - GIRL SCOUTS HELPS GIRLS BUILD SKILLS, KNOWLEDGE AND BEHAVIORS THAT GIRLS NEED FOR HEALTHFUL LIVING. KNOWING THAT GIRLS AT TIMES STRUGGLE WITH POOR BODY IMAGE AND LOW SELF-ESTEEM, GIRL SCOUTS OFFERS INNOVATIVE PROGRAMS IN HEALTH AND WELL-BEING TO INSTILL POSITIVE HEALTH CHOICES AND ENCOURAGE PHYSICAL AND EMOTIONAL CONFIDENCE. GSGLA PROGRAMS ENCOURAGE FITNESS, ANTI-BULLYING, A POSITIVE SELF-IMAGE, SUPPORTIVE RELATIONSHIPS AND AN OVERALL HEALTHY LIFESTYLE.</p>

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4B, DESCRIPTION OF PROGRAM SERVICE</p>	<p>GIRL AND VOLUNTEER DEVELOPMENT PROGRAM ENHANCING AND INCREASING GIRL AND VOLUNTEER OUTREACH AND DEVELOPMENT ARE TOP PRIORITIES TO DELIVERING AND ACHIEVING THE GIRL SCOUT MISSION GIRL DEVELOPMENT - GIRL SCOUTS FOCUSES ON DELIVERING PROGRAMS TO GIRLS IN K-12TH GRADES THROUGHOUT THE GREATER LOS ANGELES AREA REGARDLESS OF THEIR SOCIAL, RELIGIOUS, ETHNIC OR FINANCIAL BACKGROUNDS GIRL SCOUTS HELPS DEVELOP ALL GIRLS TO BE CONFIDENT, COURAGEOUS AND TO HELP GIVE THEM TOOLS TO OVERCOME LIFE'S OBSTACLES GSGLA DEVELOPED GIRL PROGRAMS AND VOLUNTEER TRAINING TO BEST MATCH THE NEEDS OF THE COMMUNITY AND AGE LEVEL OF THE GIRLS AND WHILE CONTINUING TO ENHANCE PROGRAMS AND SERVICES THROUGHOUT GREATER LOS ANGELES, GSGLA IS FOCUSING MORE AND MORE ATTENTION ON UNDERSERVED COMMUNITIES LAST YEAR GSGLA PROVIDED 3,400 UNDERSERVED GIRLS, THROUGHOUT THE DIVERSE COMMUNITIES OF LOS ANGELES, A SAFE ENVIRONMENT WHERE THEY WERE ENCOURAGED TO EXPLORE AND EXCEL WITH THE HELP FROM POSITIVE ROLE MODELS THESE PROGRAMS TOOK PLACE AT TITLE I SCHOOLS, LOCAL COMMUNITY CENTERS AND PUBLIC AND TRANSITIONAL HOUSING FACILITIES IN ADDITION, GSGLA ALSO PROVIDED FINANCIAL ASSISTANCE TO ABOUT 6,000 LOW-INCOME GIRLS IN TROOPS TO HELP OFFSET COSTS FOR PROGRAM ACTIVITIES, CAMP, AND MEMBERSHIP FEES THIS ASSISTANCE ALLOWED UNDERSERVED GIRLS TO PARTICIPATE IN ENRICHING EXPERIENCES THAT ARE AGE-APPROPRIATE AND HELP DEVELOP LIFE SKILLS AND LEADERSHIP WHILE FOCUSED ON ENHANCING THEIR VALUES, SELF-ESTEEM, CONFIDENCE, AND INDIVIDUALITY AT THE SAME TIME, VOLUNTEER RECRUITMENT AND DEVELOPMENT WAS ENHANCED BY COLLABORATING AND COORDINATING WITH LOCAL COMMUNITY ORGANIZATIONS AND CENTERS TO ENSURE GIRL SCOUTING BECAME AN INTEGRAL AND CONSISTENT PART OF THE COMMUNITY VOLUNTEER DEVELOPMENT WITH OVER 20,000 REGISTERED ADULT MEMBERS, VOLUNTEER DEVELOPMENT AND TRAINING ARE CRITICAL TO THE GIRL SCOUT MISSION BECAUSE VOLUNTEERS DELIVER THE VAST MAJORITY OF PROGRAMMING FOR OVER 43,000 GIRL SCOUTS GSGLA VOLUNTEERS ARE A DIVERSE GROUP OF WOMEN AND MEN, COMING FROM A WIDE VARIETY OF BACKGROUNDS SUCH AS PROFESSIONALS, RECENT COLLEGE STUDENTS, RETIREES, AND PARENTS MANY GREW UP AS GIRL SCOUTS BUT NOT ALL IN ORDER TO BE A VOLUNTEER, IT IS NOT A REQUIREMENT TO HAVE BEEN A GIRL SCOUT GSGLA VOLUNTEERS GO THROUGH VARIOUS TRAININGS IN ORDER TO BE EQUIPPED TO TEACH AND TRAIN GIRLS OR OTHER VOLUNTEERS AT THE TROOP, SERVICE UNIT, REGION OR COUNCIL LEVEL THESE TRAININGS, OFFERED MONTHLY, QUARTERLY OR ANNUALLY BASED ON THE SUBJECT, ARE DELIVERED BY STAFF OR QUALIFIED VOLUNTEERS EITHER IN PERSON OR ON WEBINARS SOME OF THE TOPICS INCLUDE INTRODUCTION TO GIRL SCOUTS, TROOP LEADER TRAINING (ALL AGE LEVELS K-12), OUTDOOR TROOP CAMPING, ALL ASPECTS OF THE COOKIE PROGRAM TRAINING, SERVICE UNIT MANAGER TRAINING, ADULT EDUCATOR TRAINING, SPECIAL EVENT TRAINING, AND FIRST AID AND CPR FOR ADULT AND CHILD THE MISSION DELIVERY TEAM RECRUITS VOLUNTEERS, PROVIDES ASSISTANCE, INTERVIEWS AND ASSESSES FIT WITH POSITION, MONITORS CRIMINAL BACKGROUND CHECKS, AND EVALUATES AND RECOGNIZES ACHIEVEMENTS OF VOLUNTEERS VOLUNTEERS ARE RECOGNIZED NOT ONLY AT THE TROOP AND SERVICE UNIT LEVELS, BUT EACH YEAR AT THE VOLUNTEER RECOGNITION CEREMONY, GSGLA RECOGNIZES VOLUNTEERS WITH NATIONAL AWARDS FOR THEIR OUTSTANDING SERVICE VOLUNTEERS GAIN TOOLS THAT NOT ONLY BENEFIT GIRLS THROUGHOUT THE COMMUNITY, BUT THESE TRAININGS AND TOOLS ALSO BENEFIT THE VOLUNTEERS BY EXPANDING THEIR KNOWLEDGE AND SKILLSET IN SUCH THINGS AS PLANNING, MANAGING, ORGANIZING, AND FACILITATING THE VOLUNTEER IS HEAVILY INVOLVED IN THE DEVELOPMENT OF GIRLS, AND A MAJOR PART OF THE EXPERIENCE IS ORGANIZING COMMUNITY SERVICE PROJECTS THROUGH THESE COMMUNITY SERVICE PROJECTS, THE GIRL SCOUT VOLUNTEER IS NOT ONLY TEACHING GIRLS THE IMPORTANCE OF GIVING BACK, BUT THE GIRL SCOUT VOLUNTEERS ARE ALSO LIFTING UP THEIR COMMUNITIES</p>

Return Reference	Explanation
FORM 990, PART III, LINE 4C, DESCRIPTION OF PROGRAM SERVICE	BUSINESS & FINANCIAL LITERACY PROGRAM TEACHING GIRLS BUSINESS AND FINANCIAL LITERACY SKILLS AND GIVING THEM VALUABLE ENTREPRENEURIAL EXPERIENCES IS WHY MANY OF OUR GIRL SCOUTS HAVE BECOME SUCCESSFUL BUSINESS LEADERS THE GIRL SCOUT COOKIE PROGRAM IS THE LARGEST FINANCIAL LITERACY PROGRAM IN THE WORLD FOR GIRLS IT HAS BEEN A CORNERSTONE PROGRAM IN GIRL SCOUTS FOR 99 YEARS THIS PROGRAM AS WELL AS THE FALL PRODUCT PROGRAM, HELP GIRLS BUILD CONFIDENCE WHILE LEARNING BUSINESS AND MARKETING SKILLS, GOAL-SETTING, DECISION MAKING, MONEY MANAGEMENT, CUSTOMER SERVICE AND BUSINESS ETHICS BY PARTICIPATING IN MONEY-EARNING, FINANCIAL LITERACY PROJECTS, OVER 30,000 GIRLS HERE IN THE GREATER LOS ANGELES AREA BUILD REAL-WORLD SKILLS THAT ALSO BENEFIT THEIR TROOP/GROUP, COUNCIL AND COMMUNITY THESE FINANCIAL EDUCATION PROGRAMS HELP GIRLS GAIN THE CONFIDENCE AND SKILLS TO BECOME SUCCESSFUL BUSINESS LEADERS AND ENTREPRENEURS AND TAKE CONTROL AND MANAGE THEIR FINANCIAL FUTURES

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	GSGLA HAS ONE CLASS OF VOTING MEMBERS ANY INDIVIDUAL 14 YEARS OF AGE AND OVER WHO IS A MEMBER OF THE GIRL SCOUT MOVEMENT AND IS A CURRENTLY REGISTERED MEMBER OF GSUSA AND AFFILIATED WITH THE COUNCIL, INCLUDING STAFF OF THE COUNCIL, IS A VOTING MEMBER OF THE COUNCIL

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	ALL MEMBERS IN GOOD STANDING OF THE COUNCIL SHALL BE ENTITLED TO AN EQUAL VOTE CONCERNING THE FOLLOWING MATTERS PRESENTED TO THE MEMBERS FOR A VOTE - ELECTION OF OFFICERS AND DIRECTORS AND MEMBERS OF THE BOARD DEVELOPMENT COMMITTEE OF THE COUNCIL, - IN APPROPRIATE YEARS, ELECTION OF DELEGATES AND ALTERNATES TO THE NATIONAL COUNCIL OF THE GSUSA, - ANY PROPOSED CHANGES OR AMENDMENTS TO THE BY LAWS, PURSUANT TO ARTICLE XVI OR PROPOSED AMENDMENTS TO THE COUNCIL'S ARTICLES OF INCORPORATION, - ON THE DISPOSITION OF ALL OR SUBSTANTIALLY ALL OF THE COUNCIL'S ASSETS, - ON ANY MERGER AND ITS PRINCIPAL TERMS AND ANY AMENDMENT OF THOSE TERMS, - ON ANY ELECTION TO DISSOLVE THE COUNCIL, AND - IF SUCH MATTERS ARISE, TO REMOVE WITHOUT CAUSE ANY DIRECTOR, OR TO FILL THE VACANCY, OF ANY DIRECTOR REMAINING UNFILLED AT THE TIME OF ANY MEETING OF THE MEMBERS IN ADDITION, ALL MEMBERS HAVE THE RIGHT TO PROVIDE INPUT ON KEY ISSUES AFFECTING THE COUNCIL AND THE GIRL SCOUT MOVEMENT AND CONSIDER SUCH OTHER PROPER BUSINESS AS MAY BE PUT BEFORE THE MEMBERSHIP IN ADDITION, ALL MEMBERS SHALL HAVE THE RIGHTS AFFORDED MEMBERS UNDER THE CALIFORNIA NONPROFIT PUBLIC BENEFIT CORPORATION LAW

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B	DECISIONS OF THE GOVERNING BODY SUBJECT TO APPROVAL BY MEMBERS ARE CHANGES TO THE ORGANIZATION'S BYLAWS AND THE SLATE OF BOARD OF DIRECTORS MEMBERS THIS APPROVAL IS IN THE FORM OF A VOTE AT THE COUNCIL'S ANNUAL MEETING HELD EACH SPRING AT THE ANNUAL MEETING, THE MEMBERS SHALL - ELECT THE ELECTED OFFICERS OF THE COUNCIL, MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD DEVELOPMENT COMMITTEE, AND IN APPROPRIATE YEARS, DELEGATES AND ALTERNATES TO THE NATIONAL COUNCIL OF THE GIRL SCOUTS OF THE UNITED STATES OF AMERICA, - CONSIDER AND VOTE ON ANY PROPOSED AMENDMENTS TO THE COUNCIL BYLAWS, - PROVIDE INPUT ON KEY ISSUES AFFECTING THE COUNCIL AND THE GIRL SCOUT MOVEMENT, AND, - CONDUCT SUCH OTHER PROPER BUSINESS AS MAY FROM TIME TO TIME COME BEFORE THE COUNCIL

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11	THE AUDIT COMMITTEE MEETS WITH THE AUDITORS TO REVIEW AND DISCUSS A DRAFT OF THE FORM 990 ONCE APPROVED BY THE AUDIT COMMITTEE, THE FORM IS PRESENTED TO THE BOARD OF DIRECTORS FOR REVIEW AND DISCUSSION THE RETURN IS THEN ELECTRONICALLY FILED

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	<p>GSGLA'S SENIOR MANAGEMENT TEAM MEMBERS, BOARD MEMBERS, AND COMMITTEE MEMBERS ARE REQUIRED TO SIGN AN ANNUAL CONFLICT OF INTEREST STATEMENT REQUIRING THEM TO DISCLOSE INTERESTS THAT COULD GIVE RISE TO CONFLICTS GSGLA CONTINUES TO REGULARLY AND CONSISTENTLY MONITOR AND ENFORCE COMPLIANCE WITH THE POLICY A PERSON WHO HAS A CONFLICT OF INTEREST IS NOT PERMITTED TO PARTICIPATE IN OR TO HEAR THE BOARD'S OR COMMITTEE'S DISCUSSION OF THE MATTER EXCEPT TO DISCLOSE MATERIAL FACTS AND TO RESPOND WITH QUESTIONS FURTHERMORE, SUCH PERSON IS NOT PERMITTED TO ATTEMPT TO EXERT HIS OR HER PERSONAL INFLUENCE WITH RESPECT TO THE MATTER, EITHER AT OR OUTSIDE THE MEETING A PERSON WHO HAS A CONFLICT OF INTEREST WITH RESPECT TO A CONTRACT OR TRANSACTION THAT WILL BE VOTED ON AT A MEETING WILL NOT BE COUNTED IN DETERMINING THE PRESENCE OF A QUORUM FOR PURPOSES OF A VOTE THE PERSON HAVING A CONFLICT OF INTEREST MAY NOT VOTE ON THE CONTRACT OR TRANSACTION AND MAY NOT BE PRESENT IN THE MEETING ROOM WHEN THE VOTE IS TAKEN, UNLESS THE VOTE IS BY SECRET BALLOT SUCH PERSON'S INELIGIBILITY TO VOTE WILL BE REFLECTED IN THE MINUTES OF THE MEETING</p>

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE ORGANIZATION HAS AN EXECUTIVE COMPENSATION COMMITTEE COMPOSED OF THREE BOARD MEMBERS. THE COMMITTEE RECOMMENDS ANY CHANGES TO COMPENSATION BASED ON DISCUSSION OF STUDIES FROM AN INDEPENDENT COMPENSATION CONSULTANT AND OTHER RELEVANT DATA.

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	GSGLA MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY , WHISTLEBLOWER POLICY , FINANCIAL STATEMENTS AND INFORMATIONAL RETURNS AVAILABLE ON THE GSGLA WEBSITE AT WWW GIRLSOUTSLA.ORG THE INFORMATIONAL RETURNS ARE ALSO MADE AVAILABLE TO THE PUBLIC THROUGH WWW GUIDESTAR.ORG, A PUBLIC WEBSITE.

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THE PROCESS OF OVERSEEING THE AUDIT AND SELECTING AN INDEPENDENT ACCOUNTANT HAS NOT CHANGED FROM THE PRIOR YEAR