

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/foi/m990

OMB No 1545-0047
2015
Open to Public Inspection

A For the 2015 calendar year, or tax year beginning 10-01-2015, and ending 09-30-2016

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 \$ 37,731,404
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		L Year of formation 1958 M State of legal domicile CA
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 ▶		

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 2015 (Part V, line 2a)	5	275
6	Total number of volunteers (estimate if necessary)	6	24,422
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	9,550
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	2,227,603	1,979,196
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,302,364	1,518,343
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,391,565	1,697,401
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	15,134,174	16,069,209
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	21,055,706	21,264,149
	14 Benefits paid to or for members (Part IX, column (A), line 4)	155,356	217,382
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0	0
	16a Professional fundraising fees (Part IX, column (A), line 11e)	9,952,706	9,875,645
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 898,912	0	0
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	6,460,957	6,321,171
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	16,569,019	16,414,198	
19 Revenue less expenses Subtract line 18 from line 12	4,486,687	4,849,951	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	27,893,241	32,826,386
	22 Net assets or fund balances Subtract line 21 from line 20	3,012,221	2,531,163
		24,881,020	30,295,223

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 ELISABETH LUTTGENS CEO Type or print name and title	2017-05-12 Date		
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 1200 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 AccomplishmentsCheck 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 \$	6,160,824	including grants of \$	58,651)	(Revenue \$	1,512,639)
MISSION DELIVERY PROGRAMS - SEE SCHEDULE O							
















4b	(Code)	(Expenses \$	4,534,880	including grants of \$	158,731)	(Revenue \$	697,964)
MISSION DELIVERY OUTREACH & VOLUNTEER DEVELOPMENT PROGRAMS - SEE SCHEDULE O							

4c	(Code)	(Expenses \$	2,650,815	including grants of \$)	(Revenue \$	15,298,296)
BUSINESS & FINANCIAL LITERACY PROGRAMS - SEE SCHEDULE O							

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

4e	Total program service expenses ▶	13,346,519					
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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> 	Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? 	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> 		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> 		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> 		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> 	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> 	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> 	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> 		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> 		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> 		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> 	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> 	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> 	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> 		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)

Table with 3 columns: Question ID, Question Text, and Answer. Rows include questions 21 through 38, covering topics like grant reporting, tax-exempt bond issues, and organizational structure. Includes a 'Note' at the bottom regarding Form 990 filers.

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, description, sub-part, amount, and Yes/No columns. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited tax shelter transactions, deductible contributions, and 501(c)(7), (12), and (29) organizations.

Part VI Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O		
1b	Enter the number of voting members included in line 1a, above, who are independent		
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		
8a	a The governing body?	Yes	
8b	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.)

		Yes	No
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?		
15a	a The organization's CEO, Executive Director, or top management official	Yes	
15b	b Other officers or key employees of the organization	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		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 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
▶ JOANNE MATHEW 801 S GRAND AVENUE SUITE 300 LOS ANGELES, CA 900174621 (626) 677-2396

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			
See Additional Data Table										
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							860,104	0	21,768	

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 3750 SOUTH SUSAN STREET SOUTH COAST METRO, CA 92704	OUTSOURCED IT SVCS	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) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns 1a _____					
	b Membership dues 1b _____					
	c Fundraising events 1c _____					
	d Related organizations 1d _____					
	e Government grants (contributions) 1e _____ 4,830					
	f All other contributions, gifts, grants, and similar amounts not included above 1f _____ 1,974,366					
	g Noncash contributions included in lines 1a-1f \$ _____ 3,673					
	h Total. Add lines 1a-1f ▶		1,979,196			
Program Service Revenue	2a PROGRAM FEES _____ Business Code 900099	1,518,343	1,518,343			
	b _____					
	c _____					
	d _____					
	e _____					
	f All other program service revenue _____					
	g Total. Add lines 2a-2f ▶		1,518,343			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶	317,151			317,151	
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties ▶					
	6a Gross rents	(i) Real 66,330				
		(ii) Personal 2,773				
		b Less rental expenses 0				
		c Rental income or (loss) 66,330 2,773				
	d Net rental income or (loss) ▶		69,103			69,103
	7a Gross amount from sales of assets other than inventory	(i) Securities 3,576,072				
		(ii) Other 2,384,379				
		b Less cost or other basis and sales expenses 3,519,097				
		c Gain or (loss) 56,975 1,323,275				
	d Net gain or (loss) ▶		1,380,250			1,380,250
	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						
	b Less cost of goods sold b					
	c Net income or (loss) from sales of inventory ▶		15,939,317	15,939,317		
Miscellaneous Revenue	Business Code					
11a OTHER INCOME _____ 900099	51,239	51,239				
b ADVERTISING REVENUE _____ 541800	9,550		9,550			
c _____						
d All other revenue						
e Total. Add lines 11a-11d ▶		60,789				
12 Total revenue. See Instructions ▶		21,264,149	17,508,899	9,550	1,766,504	

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	217,382	217,382		
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	741,140	600,768	99,239	41,133
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	6,889,066	5,584,277	922,446	382,343
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	791,710	641,760	106,010	43,940
9	Other employee benefits	926,498	751,019	124,058	51,421
10	Payroll taxes	527,231	427,374	70,596	29,261
11	Fees for services (non-employees)				
a	Management				
b	Legal	60,031	50,835	8,398	798
c	Accounting	58,520	49,555	8,187	778
d	Lobbying				
e	Professional fundraising services. See Part IV, line 17				
f	Investment management fees	71,076	60,187	9,944	945
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	453,646	360,860	59,618	33,168
12	Advertising and promotion	257,835	209,001	34,524	14,310
13	Office expenses	320,041	259,426	42,853	17,762
14	Information technology	425,878	345,217	57,025	23,636
15	Royalties				
16	Occupancy	1,521,307	1,233,171	203,703	84,433
17	Travel	229,852	186,318	30,777	12,757
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	52,398	42,474	7,016	2,908
20	Interest	20,822	16,878	2,788	1,156
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	767,846	622,416	102,815	42,615
23	Insurance	288,946	234,219	38,690	16,037
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	SUPPLIES & RECOGNITIONS	1,541,476	1,249,520	206,404	85,552
b	OTHER EXPENSES	149,109	120,867	19,966	8,276
c	OTHER EQUIPMENT	102,388	82,995	13,710	5,683
d					
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	16,414,198	13,346,519	2,168,767	898,912
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	4,201,112	1	4,824,127
	2 Savings and temporary cash investments	3,326,458	2	5,354,382
	3 Pledges and grants receivable, net	522,634	3	597,919
	4 Accounts receivable, net	96,581	4	76,596
	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	285,266	8	318,428
	9 Prepaid expenses and deferred charges	245,248	9	307,317
	10a Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	10a 17,720,542		
	b Less: accumulated depreciation	10b 8,225,764	7,927,733	10c 9,494,778
	11 Investments—publicly traded securities	11,191,172	11	11,852,839
	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	97,037	15	0
16 Total assets. Add lines 1 through 15 (must equal line 34)	27,893,241	16	32,826,386	
Liabilities	17 Accounts payable and accrued expenses	1,337,204	17	1,244,597
	18 Grants payable		18	
	19 Deferred revenue	189,186	19	123,368
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	113,028	21	69,675
	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	232,562	23	208,353
	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	1,140,241	25	885,170
	26 Total liabilities. Add lines 17 through 25	3,012,221	26	2,531,163
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	23,576,546	27	28,692,405
	28 Temporarily restricted net assets	1,162,865	28	1,461,209
	29 Permanently restricted net assets	141,609	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	24,881,020	33	30,295,223	
34 Total liabilities and net assets/fund balances	27,893,241	34	32,826,386	

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	21,264,149
2	Total expenses (must equal Part IX, column (A), line 25)	2	16,414,198
3	Revenue less expenses Subtract line 2 from line 1	3	4,849,951
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	24,881,020
5	Net unrealized gains (losses) on investments	5	564,252
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	30,295,223

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			
CHERYL HUNDLEY VICE CHAIR (EFFECTIVE 8/2016)	2 00	X		X				0	0	0
ELSA MACIAS VICE CHAIR (END 4/2016)	2 00	X		X				0	0	0
JANA MONROE SECRETARY (EFFECTIVE 9/2016)	2 00	X		X				0	0	0
KATHRYN E NIELSEN TREASURER	2 00	X		X				0	0	0
LEANNE RODGERS VICE CHAIR (END 8/2016)	2 00	X		X				0	0	0
MAXINE HARRIS SECRETARY (END 9/2016)	2 00	X		X				0	0	0
PATRICIA ACRIDER CHAIR	5 00	X		X				0	0	0
SHELLEY THOMPSON VICE CHAIR (EFFECTIVE 4/2016)	2 00	X		X				0	0	0
ANTHONY H KAUFMAN DIRECTOR	2 00	X						0	0	0
APRIL SPENCER 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			
CHET A KRONENBERG DIRECTOR	2 00	X						0	0	0
DAVID A BATTAGLIA DIRECTOR	2 00	X						0	0	0
ELENA SACCA SMITH DIRECTOR (EFFECTIVE 11/2015)	2 00	X						0	0	0
EVELYNNE B SCARBORO DIRECTOR	2 00	X						0	0	0
FRANCES MORENO DIRECTOR	2 00	X						0	0	0
FRANK WU DIRECTOR	2 00	X						0	0	0
GABRIELLE BULLOCK DIRECTOR (END 4/2016)	2 00	X						0	0	0
GAIL I BOYLE DIRECTOR	2 00	X						0	0	0
GINA MCLEOD DIRECTOR	2 00	X						0	0	0
JON LAMOTHE DIRECTOR (END 4/2016)	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			
KARIN BERGER STELLAR EX OFFICIO	2 00	X						0	0	0
LISA GREER DIRECTOR (EFFECTIVE 1/2016)	2 00	X						0	0	0
MEGAN MARTIN DIRECTOR	2 00	X						0	0	0
MICHAEL B MULCAHY DIRECTOR	2 00	X						0	0	0
MICHELLE REAGAN DIRECTOR (EFFECTIVE 6/2016)	2 00	X						0	0	0
MICHELLE WROAN DIRECTOR (EFFECTIVE 1/2016)	2 00	X						0	0	0
STEVE BOLKOVATZ DIRECTOR	2 00	X						0	0	0
SVETLANA BYKOVA DIRECTOR	2 00	X						0	0	0
TANIA L VAN HERLE DIRECTOR (EFFECTIVE 3/2016)	2 00	X						0	0	0
BRENDA J ZAMZOW CHIEF FIN & ADMIN OFFICER	50 00			X				172,496	0	7,911

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			
ELISABETH L LUTTGENS CHIEF EXECUTIVE OFFICER	50 00			X				271,599	0	7,934
CAROL DEDRICH CHIEF EXTERNAL RELATIONS OFFICER	50 00				X			166,515	0	2,100
CHRISTINE DEAN DIRECTOR OF FUND DEVELOPMENT	50 00					X		110,244	0	1,756
SHANNON JOHNSTON CHIEF MISSION DELIVERY OFFICER	50 00					X		139,250	0	2,067

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.

2015

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).
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).
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).
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).
8 A community trust described in section 170(b)(1)(A)(vi).
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...
10 An organization organized and operated exclusively to test for public safety.
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...
a Type I. A supporting organization operated, supervised, or controlled by its supported organization(s)...
b Type II. A supporting organization supervised or controlled in connection with its supported organization(s)...
c Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s)...
d Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated...
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).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row at the bottom.

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)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any unusual grants.)	1,613,871	1,823,151	1,435,009	2,227,603	1,979,196	9,078,830
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	1,613,871	1,823,151	1,435,009	2,227,603	1,979,196	9,078,830
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)						474,596
6 Public support. Subtract line 5 from line 4						8,604,234

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
7 Amounts from line 4	1,613,871	1,823,151	1,435,009	2,227,603	1,979,196	9,078,830
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	322,739	336,186	373,260	216,187	317,151	1,565,523
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.)	98,401	14,549	360,273	45,065	51,239	569,527
11 Total support. Add lines 7 through 10						11,213,880

12 Gross receipts from related activities, etc. (see instructions) **12** 72,955,583

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f))	14	76.730%
15 Public support percentage for 2014 Schedule A, Part II, line 14	15	76.980%

16a 33 1/3% support test—2015. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support test—2014. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

17a 10%-facts-and-circumstances test—2015. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

b 10%-facts-and-circumstances test—2014. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

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

(Complete only if you checked the box on line 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)2011	(b)2012	(c)2013	(d)2014	(e)2015	(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)2011	(b)2012	(c)2013	(d)2014	(e)2015	(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 2015 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2014 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2014 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2015. 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—2014. 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? <i>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.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
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)? <i>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.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part II of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		
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? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

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

- 1** 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

- 1** Net short-term capital gain
- 2** Recoveries of prior-year distributions
- 3** Other gross income (see instructions)
- 4** Add lines 1 through 3
- 5** Depreciation and depletion
- 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)
- 7** Other expenses (see instructions)
- 8** **Adjusted Net Income** (subtract lines 5, 6 and 7 from line 4)

	(A) Prior Year	(B) Current Year (optional)
1		
2		
3		
4		
5		
6		
7		
8		

Section B - Minimum Asset Amount

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

	(A) Prior Year	(B) Current Year (optional)
1		
1a		
1b		
1c		
1d		
2		
3		
4		
5		
6		
7		
8		

Section C - Distributable Amount

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

		Current Year
1		
2		
3		
4		
5		
6		

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2015 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-2015	(iii) Distributable Amount for 2015
1 Distributable amount for 2015 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2015 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2015			
a			
b			
c			
d From 2013. _____			
e From 2014. _____			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2015 distributable amount			
i Carryover from 2010 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2015 from Section D, line 7			
\$ _____			
a Applied to underdistributions of prior years			
b Applied to 2015 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2015, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2015 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 Excess distributions carryover to 2016. Add lines 3j and 4c			
8 Breakdown of line 7			
a			
b			
c Excess from 2013. _____			
d From 2014. _____			
e From 2015. _____			

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 A, PART II, LINE 10, EXPLANATION OF OTHER INCOME	OTHER INCOME - 2011 AMOUNT \$ 98,401 2012 AMOUNT \$ 14,549 2013 AMOUNT \$ 360,273 2014 AMOUNT \$ 45,065 2015 AMOUNT \$ 51,239

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047
2015
Open to Public Inspection

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

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" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? <input type="checkbox"/> Yes <input type="checkbox"/> No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? <input type="checkbox"/> Yes <input type="checkbox"/> No	

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)

Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register

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

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

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

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

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

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

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

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

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

(ii) Assets included in Form 990, Part X ▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

(continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

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

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

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

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

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

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

Part V Endowment Funds. Complete if the organization answered "Yes" 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	172,869	190,036	176,535	166,078	151,807
b Contributions		43			
c Net investment earnings, gains, and losses	12,899	-8,456	21,535	13,173	14,271
d Grants or scholarships	8,795	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	176,973	172,869	190,036	176,535	166,078

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 ▶ 80 020 %
 - c** Temporarily restricted endowment ▶ 19 980 %
- The percentages on lines 2a, 2b, and 2c should equal 100%

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

- (i)** unrelated organizations
- (ii)** related organizations

	Yes	No
3a(i)		No
3a(ii)		No
3b		

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

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		2,992,820		2,992,820
b Buildings		9,048,806	4,517,131	4,531,675
c Leasehold improvements		946,317	814,751	131,566
d Equipment		2,280,496	1,676,735	603,761
e Other		2,452,103	1,217,147	1,234,956
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				9,494,778

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	21,809,825
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a	564,252	
b	Donated services and use of facilities	2b	52,500	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	616,752
3	Subtract line 2e from line 1		3	21,193,073
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	71,076	
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	71,076
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	21,264,149

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	16,395,622
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a	52,500	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	52,500
3	Subtract line 2e from line 1		3	16,343,122
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	71,076	
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	71,076
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	16,414,198

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 9/30/16, THE FUND HAS A BALANCE OF \$69,675

Part XIII Supplemental Information (continued)

Return Reference	Explanation
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, 2016

Schedule I (Form 990)

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

OMB No 1545-0047

2015

Open to Public Inspection

Complete if the organization answered "Yes," on 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.

Department of the Treasury Internal Revenue Service

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" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

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 (book, FMV, appraisal, other), (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" on Form 990, Part IV, line 22
 Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
(1) ASSISTANCE FOR PROGRAM FEES	179	58,651			
(2) MEMBERSHIP ASSISTANCE	10582	158,731			

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)

Department of the Treasury
Internal Revenue Service

Compensation Information

OMB No 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
 ▶ **Attach to Form 990.**

2015
Open to Public Inspection

▶ **Information about Schedule J (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 Questions Regarding Compensation

	Yes	No								
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <table border="0"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax indemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)</td> </tr> </table>	<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 indemnification 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)		
<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 indemnification 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)									
<p>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.</p>	1b									
<p>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?</p>	2									
<p>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.</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input checked="" type="checkbox"/> Independent compensation consultant</td> <td><input checked="" type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input checked="" type="checkbox"/> Form 990 of other organizations</td> <td><input checked="" type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>	<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 checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee				
<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 checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee									
<p>4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization:</p> <p>a Receive a severance payment or change-of-control payment?</p>	4a	No								
<p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p>	4b	No								
<p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>	4c	No								
<p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p>										
<p>5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p>a The organization?</p>	5a	No								
<p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>	5b	No								
<p>6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p>a The organization?</p>	6a	No								
<p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>	6b	No								
<p>7 For persons listed on 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.</p>	7	No								
<p>8 Were any amounts reported on 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.</p>	8	No								
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	9									

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 BRENDA J ZAMZOW CHIEF FIN & ADMIN OFFICER	(i)	172,137 -----	0 -----	359 -----	0 -----	7,911 -----	180,407 -----	0 -----
	(ii)	0	0	0	0	0	0	0
2 ELISABETH L LUTTGENS CHIEF EXECUTIVE OFFICER	(i)	252,066 -----	0 -----	19,533 -----	0 -----	7,934 -----	279,533 -----	0 -----
	(ii)	0	0	0	0	0	0	0
3 CAROL DEDRICH CHIEF EXTERNAL RELATIONS OFFICER	(i)	165,939 -----	0 -----	576 -----	0 -----	2,100 -----	168,615 -----	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 BOTH BOARD MEMBERS AND COMMUNITY MEMBERS. THE COMMITTEE RECOMMENDS ANY CHANGES TO COMPENSATION BASED ON DISCUSSION OF STUDIES FROM AN INDEPENDENT COMPENSATION CONSULTANT, AND LOCAL MARKET AND NATIONAL COMPARATIVE DATA.

**SCHEDULE O
(Form 990 or
990-EZ)**

Supplemental Information to Form 990 or 990-EZ

2015

**Open to Public
Inspection**

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.

Department of the
Treasury
Internal Revenue
Service

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

OUR GIRLS ARE GO-GETTERS, INNOVATORS, RISK-TAKERS, AND LEADERS. GIRL SCOUTS OF GREATER LOS ANGELES'S (GSGLA) LONGSTANDING PRESENCE IN THE COMMUNITY MAKES IT THE OLDEST, LARGEST, AND MOST ACTIVE GIRL SERVING NONPROFIT ORGANIZATION IN OUR REGION. GIRL SCOUTS BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE. WITH THE SUPPORT OF OVER 24,000 VOLUNTEERS, GSGLA SERVES OVER 40,000 GIRLS IN GRADES K-12. OUR PROGRAMS IMPROVE GIRLS' LIVES THROUGH THE GIRL SCOUT LEADERSHIP EXPERIENCE (GSLE). GSLE ENGAGES GIRLS IN THREE KEY ACTIVITIES: DISCOVERING WHO THEY ARE AND WHAT THEY VALUE, CONNECTING WITH OTHERS, AND TAKING ACTION TO MAKE THE WORLD A BETTER PLACE. OUR NATIONALLY-ALIGNED MOVEMENT'S OUTCOMES INCLUDE SKILL MASTERY IN GOAL SETTING, DECISION MAKING, MONEY MANAGEMENT, PEOPLE SKILLS, AND BUSINESS ETHICS. EVERY ACTIVITY IN GIRL SCOUTING IS DESIGNED TO GRANT OUR GIRLS THE SKILLS AND TOOLS TO GROW INTO PASSIONATE LEADERS OF COURAGE, CONFIDENCE, AND CHARACTER. GIRL SCOUTS' PROGRAMS ADDRESS THE NEED TO NURTURE AND ENRICH GIRLS' LIVES, BUT ALSO TO BREAK TRADITIONAL FEMALE ROLES BY EDUCATING AND EMPOWERING GIRLS. OUR FOUR PROGRAM PILLARS ARE STEM (SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH) EDUCATION, OUTDOOR EXPERIENCE, LIFE SKILLS, AND ENTREPRENEURSHIP. WE DELIVER HANDS-ON STEM EXPERIENCES TO DEVELOP YOUNG GIRLS' INTEREST AND CONFIDENCE IN THE SCIENCES WITH AN EFFORT TO CLOSE THE FIELD'S PERSISTENT UNDERREPRESENTATION OF WOMEN. WE DEVELOP GIRLS' ENTREPRENEURIAL SKILLS THROUGH BUSINESS AND FINANCIAL LITERACY, USING TANGIBLE EXAMPLES SUCH AS GIRL SCOUTS' COOKIE PROGRAM, THE WORLD'S LEADING ENTREPRENEURIAL PROGRAM FOR GIRLS, TO TEACH FOUNDATIONAL BUSINESS AND LEADERSHIP SKILLS. WE DEMONSTRATE HEALTHY RELATIONSHIPS, STRONG SELF-ESTEEM AND POSITIVE BODY IMAGE AND FOSTER PERSONAL UNDERSTANDING OF THE IMPORTANCE OF RESPECTING SELF AND OTHERS. WE ENRICH AND BROADEN GIRLS' EXPERIENCES THROUGH OUTDOOR ADVENTURE AND ENVIRONMENTAL AWARENESS-A GIRL SCOUT CORNERSTONE PROGRAM THAT IS INCREASINGLY RELEVANT TODAY IN A GLOBAL SOCIETY CONSCIOUS OF THE FRAGILITY OF OUR PLANET. BY EMPOWERING GIRLS AS LEADERS IN ALL OF THESE WAYS, GIRL SCOUTS MAXIMIZES THEIR PERSONAL GROWTH, COGNITIVE DEVELOPMENT, AND POTENTIAL FOR ECONOMIC SUCCESS ALL WHILE PROVIDING THE GIRL SCOUT LEADERSHIP EXPERIENCE.

Return Reference	Explanation
FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE	MISSION DELIVERY PROGRAMS GIRL SCOUTS UNIQUELY PREPARES GIRLS FOR A LIFETIME OF LEADERSHIP THROUGH ACCESS TO THOUSANDS OF GIRL-LED EXPERIENCES, SKILL BUILDING OPPORTUNITIES, AND KEY CONNECTIONS GIRL SCOUTS NOT ONLY LEARN INNOVATIVE AND RELEVANT SKILLS (LIKE CODING, PUBLIC SPEAKING OR BUDGETING), BUT THEY ARE ALSO GAINING THE GRIT, PROBLEM-SOLVING, AND EMPATHY THEY NEED TO OVERCOME CHALLENGES THROUGHOUT THEIR WHOLE LIVES-USUALLY AS LEADERS IN THEIR FIELDS GIRLS ARE INSPIRED TO REALIZE THEIR FULL POTENTIAL THROUGH THE GIRL SCOUT LEADERSHIP EXPERIENCE, WHICH INVOLVES THREE PROCESSES-GIRL-LED, COOPERATIVE LEARNING, AND LEARNING BY DOING THIS SERVES AS THE BACKBONE FOR OUR FOUR PILLARS OF PROGRAM DELIVERY ENTREPRENEURSHIP, LIFE SKILLS, OUTDOOR AND STEM GIRL SCOUT PROGRAM OUTCOMES INCLUDE STRONG SENSE OF SELF, POSITIVE VALUES, CHALLENGE SEEKING, HEALTHY RELATIONSHIPS AND COMMON PROBLEM SOLVING 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 THE 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)

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4B, DESCRIPTION OF PROGRAM SERVICE</p>	<p>MISSION DELIVERY OUTREACH & VOLUNTEER DEVELOPMENT PROGRAMS AT GSGLA, INCREASING GIRL AND VOLUNTEER MEMBERSHIP IS A TOP PRIORITY, AND PROVIDING AFTERSCHOOL AND OUTREACH PROGRAMS IN UNDERSERVED NEIGHBORHOODS ARE CRITICAL TO THE MISSION AND FUTURE OF THE MOVEMENT GSGLA PROVIDES GIRL PROGRAMS AND VOLUNTEER TRAINING TO BEST MATCH THE NEEDS OF EACH COMMUNITY AND THE APPROPRIATE AGE LEVEL OF GIRLS GSGLA CONTINUES TO GROW OUR IMPACT IN LOW-INCOME AND UNDERSERVED COMMUNITIES WHILE CONTINUING TO ENHANCE PROGRAMS AND SERVICES THROUGHOUT GREATER LOS ANGELES TODAY WE SERVE OVER 11,500 UNDERSERVED GIRLS AND PLAN TO GROW BY 8% OVER THE NEXT THREE YEARS BY REACHING MORE GIRLS, WE WILL HELP LOS ANGELES' DIVERSE COMMUNITIES MEET THE EVER-CHANGING CHALLENGES OF TODAY'S SOCIETY, AND HAVE A POSITIVE IMPACT IN THESE COMMUNITIES OUR PROGRAMS TAKE PLACE AT TITLE I SCHOOLS, LOCAL COMMUNITY CENTERS AND PUBLIC & 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 AND LEADERSHIP SKILLS WHILE FOCUSED ON ENHANCING THEIR VALUES, SELF-ESTEEM, CONFIDENCE AND INDIVIDUALITY AT THE SAME TIME, VOLUNTEER RECRUITMENT 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 WITH OVER 24,000 REGISTERED ADULT MEMBERS, VOLUNTEER DEVELOPMENT AND TRAINING ARE CRITICAL TO THE GIRL SCOUT MISSION BECAUSE VOLUNTEERS DELIVER THE VAST MAJORITY OF PROGRAMMING FOR OVER 40,000 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 AND MANY EVEN GREW UP AS GIRL SCOUTS 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 THROUGH 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 TRAINING 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</p>

Return Reference	Explanation
FORM 990, PART III, LINE 4C, DESCRIPTION OF PROGRAM SERVICE	BUSINESS & FINANCIAL LITERACY PROGRAMS 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 NEARLY 100 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, PEOPLE SKILLS AND BUSINESS ETHICS BY PARTICIPATING IN MONEY-EARNING, FINANCIAL LITERACY PROJECTS, OVER 30,000 GIRLS HERE IN THE GREATER LOS ANGELES AREA BUILD REAL-LIFE 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 TO 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	<p>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 BYLAWS, 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</p>

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	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

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE ORGANIZATION HAS AN EXECUTIVE COMPENSATION COMMITTEE COMPOSED OF BOTH BOARD MEMBERS AND COMMUNITY MEMBERS. THE COMMITTEE RECOMMENDS ANY CHANGES TO COMPENSATION BASED ON DISCUSSION OF STUDIES FROM AN INDEPENDENT COMPENSATION CONSULTANT, AND LOCAL MARKET AND NATIONAL COMPARATIVE 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 GIRLSGOUTSLA.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
2CTHE PROCESS OF OVERSEEING THE AUDIT AND SELECTING AN INDEPENDENT ACCOUNTANT HAS NOT
CHANGED FROM THE PRIOR YEAR