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.

▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 01-01-2021 , and ending 12-31-2021

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
UNITED WAY WORLDWIDE

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
701 NORTH FAIRFAX STREET

City or town, state or province, country, and ZIP or foreign postal code
ALEXANDRIA, VA 22314

D Employer identification number
13-1635294

E Telephone number
(703) 836-7100

G Gross receipts $ 121,086,069

F Name and address of principal officer:
ANGELA WILLIAMS
701 NORTH FAIRFAX STREET
ALEXANDRIA,VA 22314

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number ▶

I Tax-exempt status: ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.UNITEDWAY.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1932

M State of legal domicile: NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
TO IMPROVE LIVES BY MOBILIZING CARING POWER OF COMMUNITIES AROUND THE WORLD TO ADVANCE COMMON GOOD.BRIEF MISSION (CONTINUED)UNITED WAY FIGHTS FOR PEOPLE TO GET BETTER JOBS AND ACHIEVE FINANCIALSTABILITY, FOR STUDENTS TO GRADUATE HIGH SCHOOL READY FOR COLLEGE ANDCAREERS, AND FOR INDIVIDUALS TO LEAD HEALTHIER LIVES.

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	13
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	12
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	286
6	Total number of volunteers (estimate if necessary)	6	75
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	203,785,891	68,676,336
	9	Program service revenue (Part VIII, line 2g)	50,251,873	43,083,684
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	356,873	984,465
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	820,134	684,338
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	255,214,771	113,428,823
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	168,967,971	41,487,394
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	35,937,892	33,010,911
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶2,115,901		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	46,373,275	34,746,589
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	251,279,138	109,244,894
	19	Revenue less expenses. Subtract line 18 from line 12	3,935,633	4,183,929

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	81,962,158	83,810,591
	21	Total liabilities (Part X, line 26)	44,081,371	36,782,070
	22	Net assets or fund balances. Subtract line 21 from line 20	37,880,787	47,028,521

Part II Signature Block

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

Sign Here

▶ Signature of officer — Date: 2022-11-04

▶ BRUCE FRIEDMAN SVP, FINANCE AND CONTROLLER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN P00847851
Firm's name ▶ GRANT THORNTON LLP			Firm's EIN ▶ 36-6055558	
Firm's address ▶ 1000 WILSON BLVD SUITE 1400 ARLINGTON, VA 22209			Phone no. (703) 847-7500	

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

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:

SEE SCHEDULE O

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

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

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

If "Yes," describe these changes on Schedule O.

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

4a (Code:) (Expenses $ 11,785,418 including grants of $ 11,462,014) (Revenue $ 0)

SEE SCHEDULE O

4b (Code:) (Expenses $ 24,968,511 including grants of $ 8,044,215) (Revenue $ 426,221)

SEE SCHEDULE O

4c (Code:) (Expenses $ 20,328,058 including grants of $ 58,204) (Revenue $ 2,341,851)

SEE SCHEDULE O

(Code:) (Expenses $ 38,673,805 including grants of $ 21,922,961) (Revenue $ 40,315,612)

BRAND STRATEGY AND MARKETING - THE UNITED WAY WORLDWIDE BRAND STRATEGY AND MARKETING TEAM PROVIDES SUPPORT TO MEMBER UNITED WAYS IN ALL BRAND IDENTITY AND CONSISTENCY MATTERS INCLUDING MARKETING, ADVERTISING, AND OTHER PROMOTIONAL OPPORTUNITIES DESIGNED TO PROMOTE INDIVIDUAL PARTICIPATION IN ADVANCING THE COMMON GOOD IN THEIR LOCAL COMMUNITY AND TO STRENGTHEN TRUST FOR THE UNITED WAY BRAND AROUND THE WORLD. IT ALSO PROMOTES MEDIA AND PUBLIC RELATIONS; MANAGES THE "LIVE UNITED" CAMPAIGN THROUGH PRODUCTION OF VIDEO, TELEVISION, RADIO, PRINT MEDIA AND OTHER COLLATERAL MATERIALS; MAINTAINS THE UNITED WAY/NATIONAL FOOTBALL LEAGUE PARTNERSHIP INCLUDING PRO-BONO MEDIA, THE CHARACTER PLAYBOOK PROGRAM, AND THE MAN OF THE YEAR PROGRAM; MAINTAINS THE UNITED WAY/PUBLIC SERVICE ANNOUNCEMENT PARTNERSHIP INCLUDING PRODUCTION AND PLACEMENT OF PUBLIC SERVICE ANNOUNCEMENTS IN TELEVISION, RADIO, AND PRINT MEDIA; AND PROMOTES STRONG INTERNAL COMMUNICATIONS FOR THE LEADERSHIP OF THE ORGANIZATION AND THE NETWORK.INVESTOR RELATIONS - THE UNITED WAY WORLDWIDE INVESTOR RELATIONS TEAM PROVIDES RELATIONSHIP MANAGEMENT SUPPORT AND SKILLS TRAINING FOR MEMBER UNITED WAYS AND UNITED WAY NETWORK-WIDE PROGRAMS INCLUDING GLOBAL CORPORATE LEADERSHIP, INTERNATIONAL CORPORATE SOCIAL RESPONSIBILITY, MAJOR GIVING, THE "ALEXIS DE TOCQUEVILLE" PROGRAM, PLANNED GIVING, COMMUNITY AND PUBLIC SECTOR CAMPAIGNS.INTERNATIONAL NETWORK - THE UNITED WAY INTERNATIONAL NETWORK TEAM PROVIDES GOVERNANCE, RESOURCE DEVELOPMENT, PROGRAM, AND CAPACITY BUILDING SUPPORT AND TRAINING TO UNITED WAY MEMBERS THROUGHOUT THE WORLDWIDE NETWORK OUTSIDE THE UNITED STATES OF AMERICA. WITH REGIONAL OFFICE IN COLUMBIA, GHANA, HONG KONG, CHINA, AND SWITZERLAND, NETWORK STAFF WORK CLOSELY WITH MEMBER UNITED WAY STAFF AND VOLUNTEER BOARD MEMBERS THROUGH THE WORLD TO ADVANCE THE UNITED WAY MISSION IN 40+ COUNTRIES.LEARNING, CONFERENCING & TALENT MANAGEMENT - THIS TEAM PROVIDES TRAINING PROGRAMS AND LEARNING OPPORTUNITIES FOR UNITED WAY VOLUNTEERS, STAFF, AND PARTNERS THROUGH NATIONAL CONFERENCES, REGIONAL MEETINGS, WEBINARS, SOCIAL MEDIA PLATFORMS, VIRTUAL TRAININGS, IN-PERSON TRAININGS, AND OTHER LEARNING/DEVELOPMENTAL OFFERINGS.CAMPAIGN OPERATIONS - THIS TEAM MANAGES NATIONAL FISCAL AGENT RELATIONSHIPS WITH A NUMBER OF FOR-PROFIT COMPANIES THAT PROVIDE WORKPLACE FUNDRAISING CAMPAIGN PLEDGE PROCESSING, AT A SELECT NUMBER OF PARTICIPATING COMPANIES, ON BEHALF OF AND IN COOPERATION WITH MEMBER PARTICIPATING UNITED WAYS.PUBLIC RELATIONS - THIS TEAM CREATES AND OVERSEES THE UNITED WAY NETWORK'S INTERNAL COMMUNICATIONS STRATEGY AND PLAN. THE PRIMARY FOCUS IS ON MAINTAINING A COMMUNICATIONS PROGRAM THAT IS A TWO-WAY PARTNERSHIP BETWEEN MEMBER UNITED WAYS AND PARTICIPATING COMPANIES.PROMOTIONAL MATERIAL SALES - IN 2013, UNITED WAY WORLDWIDE BEGAN TO PROVIDE LICENSING RIGHTS TO SELECT VENDORS TO SELL PROMOTIONAL PRODUCTS BEARING THE UNITED WAY BRAND AND TRADEMARKS IN ORDER TO ENSURE THE FULL VALUE OF ITS TRADEMARK IS MAINTAINED FOR THE BENEFIT OF ALL UNITED WAYMEMBERS. THIS TEAM ALSO FACILITATES THE PRODUCTION AND SALE OF A LIMITED NUMBER OF UNITED WAY BRANDED PRODUCTS, SUCH AS THE BORN LEARNING TRAIL KIT, THAT ARE NOT AVAILABLE FROM ALTERNATIVE VENDORS.IMPACT, STRATEGY AND INNOVATION - UNITED WAY WORLDWIDE SEEKS TO MAKE A POSITIVE DIFFERENCE AND HAVE A MEASURABLE IMPACT OF ENDURING CONSEQUENCE BY FOCUSING ON ACCESS TO EDUCATION, FINANCIAL STABILITY, AND HEALTHY LIVING. THE IMPACT, STRATEGY, AND INNOVATION TEAM PROVIDES THOUGHT LEADERSHIP, TRAINING, AND SUPPORT FOR COMMUNITY IMPACT PROGRAM SOLUTIONS AND PRODUCTS THROUGH THE EXECUTION OF THE UNITED WAY BUSINESS MODEL AT THE LOCAL COMMUNITY LEVEL. IT ALSO SUPPORTS MEMBER UNITED WAYS' DEVELOPMENT OF STRATEGIC PLANS BASED ON AN IMPACT GROWTH IMPERATIVE, MANAGEMENT OF STRATEGIC INITIATIVES, AND CREATION OF CAPACITY TO SCALE INNOVATION ACROSS THE UNITED WAY NETWORK.

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

(Expenses $ 38,673,805 including grants of $ 21,922,961) (Revenue $ 40,315,612)

4e **Total program service expenses** ▶ 95,755,792

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions.	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4	Yes	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D,* Part I	6	Yes	
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9	Yes	
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15	Yes	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I.* See instructions.	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	

Part IV **Checklist of Required Schedules** *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L,* Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L,* Part I	25b		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L,* Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33	Yes	
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b	Yes	
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V **Statements Regarding Other IRS Filings and Tax Compliance**

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

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	101			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

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

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 286			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.		2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a	Yes	
b	If "Yes," enter the name of the foreign country: ▶ CA, SZ, HK, WZ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		No
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		No
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		No
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.		13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		15	Yes	
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		No
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.		17		

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

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

Section A. Governing Body and Management

		Line		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.	1a	13		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	12		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3			No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			No
6	Did the organization have members or stockholders?	6		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?	7a		Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		Yes	
b	Each committee with authority to act on behalf of the governing body?	8b		Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*	9			No

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ AL,AK,AZ,CA,CO,CT,FL,GA,HI,IL,KS,KY,LA,ME,MD,MA,MI,MN,MS,MO,NH,NJ,NM,NY,NC,ND,OH,OK,OR,PA,RI,SC,TN,UT,VA,WA,WV,WI

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

☑ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
▶BRUCE FRIEDMAN 701 N FAIRFAX STREET ALEXANDRIA,VA 22314 (703) 836-7100

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) NEERAJ MEHTA BOARD MEM/INTERIM CEO (3/1-10/15/21)	40.00 0.00	X		X				448,247	0	0
(2) DR JULIETTE TUAKLI CHAIR OF THE BOARD	2.00 0.00	X		X				0	0	0
(3) MARY MACK AT-LARGE BOARD MEMBER, FMR TREASURER	2.00 0.00	X		X				0	0	0
(4) MIKE HAYDE TREAS & CHAIR FIN CMTE, FMR AT LARGE	2.00 0.00	X		X				0	0	0
(5) LUIS JAVIER CASTRO CHAIR OF AUDIT COMMITTEE	2.00 0.00	X						0	0	0
(6) ANTHONY EARLEY CHAIR OF EXECUTIVE COMP. COMMITTEE	2.00 0.00	X						0	0	0
(7) MARIAME MCINTOSH ROBINSON CHAIR MEMB. ACCOUNTABILITY CMTE	2.00 0.00	X						0	0	0
(8) DAVID PRESCHLACK CHAIR OF GOVERNANCE COMMITTEE	2.00 0.00	X						0	0	0
(9) MARK BITZER AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(10) SHARAN BURROW AT-LARGE BOARD MEM. (BEG 5/11/21)	1.00 0.00	X						0	0	0
(11) MICHELE PARMELEE AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(12) HU SHULI AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(13) TONI TOWNES-WHITLEY AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(14) BRIAN GALLAGHER CHIEF EXEC. OFFICER (TO 02/09/21)	40.00 0.00			X				3,180,985	0	441,161
(15) MARK SUTTON CHIEF FINANCIAL OFFICER	40.00 0.00			X				331,865	0	54,658
(16) PATRICIA TURNER SR VP & GEN. COUNSEL (TO 12/17/21)	40.00 0.00			X				300,799	0	47,882
(17) ANGELA WILLIAMS CHIEF EXEC. OFFICER (BEG 10/15/21)	40.00 0.00			X				171,539	0	6,001

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) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) STANLEY LITTLE CHIEF EXPERIENCE OFFICER	40.00 0.00				X			400,011	0	40,004
(19) JOSE FERRAO INTERNATIONAL PRESIDENT	40.00 0.00				X			341,787	0	63,472
(20) LEE LOVE CHIEF INVESTOR RELATIONS OFFICER	40.00 0.00				X			316,270	0	63,086
(21) SUZANNE MCCORMICK US NETWORK PRESIDENT	40.00 0.00				X			243,275	0	55,309
(22) LORI MALCOLM CHIEF CULTURE OFFICER (TO 03/28/21)	40.00 0.00				X			189,633	0	8,400
(23) WILLIAM BROWNING CHIEF STRATEGY OFFICER (TO 04/02/21)	40.00 0.00				X			172,194	0	19,500
(24) STEVE TAYLOR SENIOR VP & COUNSEL, PUBLIC POLICY	40.00 0.00					X		313,057	0	56,307
(25) JOHN TAYLOR CHIEF INFORMATION & TECH. OFFICER	40.00 0.00					X		275,625	0	38,450
(26) KEVIN CLAYBON SR VP, DATA INSIGHTS & RESEARCH	40.00 0.00					X		247,407	0	56,969
(27) CHRISTINA MACVEIGH SR VP, NETWORK ENGAGEMENT	40.00 0.00					X		256,196	0	41,008
(28) BRIAN LACHANCE SR VP, CHIEF OF STAFF	40.00 0.00					X		247,247	0	47,028

	(D)	(E)	(F)
1b Sub-Total ▶			
c Total from continuation sheets to Part VII, Section A ▶			
d Total (add lines 1b and 1c) ▶	7,436,137	0	1,039,235

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 ▶ 114

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SALESFORCEORG 50 FREEMONT STREET SAN FRANCISCO, CA 94105	DIGITAL PLATFORM SERVICES	7,270,056
BEYOND THE HORIZON TECHNOLOGY 3200 MAIN STREET DALLAS, TX 75226	DIGITAL INTEGRATION	6,083,863
IBM CORPORATION 3039 CORNWALLIS RD RESEARCH TRIANGLE, NC 27709	DIGITAL PLATFORM SERVICES	1,100,000
UPPURPOSE INC 3461 RINGSBY CT STE 115 DENVER, CO 80216	DIGITAL PLATFORM SERVICES	1,017,975
COMMUNITY COUNSELLING SERVICE CO LLC 527 MANDISON AVE 5TH FLR NEW YORK, NY 10022	CONSULTING SERVICES	685,000

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 ▶ 83

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 12,855				
b Membership dues . . .	1b 4,600,901				
c Fundraising events . . .	1c				
d Related organizations	1d				
e Government grants (contributions)	1e 4,902,240				
f All other contributions, gifts, grants, and similar amounts not included above	1f 59,160,340				
g Noncash contributions included in lines 1a - 1f:$	1g 749,404				
h **Total.** Add lines 1a-1f . . . . ▶		68,676,336			
Program Service Revenue	**Business Code**				
2a MEMBERSHIP DUES	900099	38,295,075	38,295,075		
b SERVICE INCOME	900099	3,223,437	3,223,437		
c OTHER	813410	730,591	730,591		
d COURSE TUITION AND CONFERENCES	900099	627,335	627,335		
e PROMOTIONAL MATERIAL SALES	900099	207,246	207,246		
f All other program service revenue.					
g **Total.** Add lines 2a–2f. . . . . ▶		43,083,684			

Other Revenue			(A)	(B)	(C)	(D)
3 Investment income (including dividends, interest, and other similar amounts) . . . ▶			253,569			253,569
4 Income from investment of tax-exempt bond proceeds ▶						
5 Royalties . . . . ▶			371,323			371,323
	(i) Real	(ii) Personal				
6a Gross rents	6a 313,015					
b Less: rental expenses	6b 0					
c Rental income or (loss)	6c 313,015					
d Net rental income or (loss) . . . . ▶			313,015			313,015
	(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory	7a 8,388,142					
b Less: cost or other basis and sales expenses	7b 7,657,246					
c Gain or (loss)	7c 730,896					
d Net gain or (loss) . . . . ▶			730,896			730,896
8a Gross income from fundraising events (not including $ ______ of contributions reported on line 1c). See Part IV, line 18	8a					
b Less: direct expenses	8b					
c Net income or (loss) from fundraising events . . ▶						
9a Gross income from gaming activities. See Part IV, line 19 . . .	9a					
b Less: direct expenses	9b					
c Net income or (loss) from gaming activities . . ▶						
10a Gross sales of inventory, less returns and allowances . . .	10a					
b Less: cost of goods sold . .	10b					
c Net income or (loss) from sales of inventory . . ▶						
Miscellaneous Revenue	**Business Code**					
11a						
b						
c						
d All other revenue						
e **Total.** Add lines 11a–11d . . . . ▶						
12 **Total revenue.** See instructions . . . . . . ▶			113,428,823	43,083,684	0	1,668,803

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	11,116,073	11,116,073		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	30,371,321	30,371,321		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	6,810,190	6,103,592	494,026	212,572
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	21,543,017	18,051,205	2,441,339	1,050,473
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	983,118	800,739	117,365	65,014
9 Other employee benefits	1,907,849	1,553,923	227,760	126,166
10 Payroll taxes	1,766,737	1,438,989	210,914	116,834
11 Fees for services (non-employees):				
a Management				
b Legal	544,684	450,896	86,916	6,872
c Accounting	215,512	178,404	34,389	2,719
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	27,671	22,907	4,415	349
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	25,042,839	20,730,774	3,996,107	315,958
12 Advertising and promotion	36,061	29,852	5,754	455
13 Office expenses	2,307,683	1,972,483	257,495	77,705
14 Information technology	753,344	627,817	89,965	35,562
15 Royalties				
16 Occupancy	729,515	501,265	204,869	23,381
17 Travel	69,005	65,060	2,265	1,680
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	228,694	215,620	7,507	5,567
20 Interest	213,381	168,637	35,668	9,076
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,459,690	1,230,374	163,798	65,518
23 Insurance	338,623	125,861	212,762	
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 BAD DEBT EXPENSES	2,779,887		2,779,887	
b				
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	109,244,894	95,755,792	11,373,201	2,115,901
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing		9,539,133	1	16,895,079
	2	Savings and temporary cash investments		1,464,571	2	425,620
	3	Pledges and grants receivable, net		10,091,941	3	12,903,127
	4	Accounts receivable, net		10,253,249	4	5,726,656
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		778,878	9	2,360,967
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 56,968,870			
	b	Less: accumulated depreciation	10b 33,863,645	24,483,099	10c	23,105,225
	11	Investments—publicly traded securities		15,825,072	11	12,697,901
	12	Investments—other securities. See Part IV, line 11			12	
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets		275,000	14	275,000
	15	Other assets. See Part IV, line 11		9,251,215	15	9,421,016
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		81,962,158	16	83,810,591
Liabilities	17	Accounts payable and accrued expenses		11,584,541	17	13,272,944
	18	Grants payable			18	
	19	Deferred revenue		4,346,666	19	7,353,531
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		6,775,399	21	7,451,542
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties		1,620,908	23	351,749
	24	Unsecured notes and loans payable to unrelated third parties		4,841,489	24	0
	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		14,912,368	25	8,352,304
	26	**Total liabilities.** Add lines 17 through 25		44,081,371	26	36,782,070
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☑ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		1,950,089	27	11,525,277
	28	Net assets with donor restrictions		35,930,698	28	35,503,244
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		37,880,787	32	47,028,521
	33	Total liabilities and net assets/fund balances		81,962,158	33	83,810,591

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	113,428,823
2	Total expenses (must equal Part IX, column (A), line 25)	2	109,244,894
3	Revenue less expenses. Subtract line 2 from line 1	3	4,183,929
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	37,880,787
5	Net unrealized gains (losses) on investments	5	-48,064
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	5,011,869
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	47,028,521

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization’s financial statements compiled or reviewed by an independent accountant?	2a		No
	If ‘Yes,’ check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization’s financial statements audited by an independent accountant?	2b	Yes	
	If ‘Yes,’ check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☑ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

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

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)

9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:

10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations . . . .

g Provide the following information about the supported organization(s).

(i) Name of supported organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1- 10 above (see instructions))	**(iv)** Is the organization listed in your governing document?		**(v)** Amount of monetary support (see instructions)	**(vi)** Amount of other support (see instructions)
			Yes	**No**		
Total						

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	136,340,447	174,461,785	196,680,596	203,785,891	68,676,336	779,945,055
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge. .						
4 **Total.** Add lines 1 through 3	136,340,447	174,461,785	196,680,596	203,785,891	68,676,336	779,945,055
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . .						52,414,278
6 **Public support.** Subtract line 5 from line 4.						727,530,777

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4. .	136,340,447	174,461,785	196,680,596	203,785,891	68,676,336	779,945,055
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	1,462,050	1,453,755	1,371,323	1,051,479	937,907	6,276,514
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.). .						
11 **Total support.** Add lines 7 through 10						786,221,569

12 Gross receipts from related activities, etc. (see instructions) . . . . | 12 | 226,979,646

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f) divided by line 11, column (f)) . . . . | 14 | 92.540 %

15 Public support percentage for 2020 Schedule A, Part II, line 14 . . . . | 15 | 89.930 %

16a **33 1/3% support test—2021.** 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—2020.** 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—2021.** 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—2020.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶☐

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

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 **Total support.** (Add lines 9, 10c, 11, and 12.). .						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2021** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2020** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2021.** 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—2020.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in **Part VI** when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use*.	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in **Part VI,** including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in **Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990) .*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in **Part VI.***	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in **Part VI.***	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in **Part VI.***	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).*	10b		

Part IV Supporting Organizations (continued)

			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	**11a**		
b	A family member of a person described on 11a above?	**11b**		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to 11a, 11b, or 11c, provide detail in* ***Part VI.***	**11c**		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

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

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

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

			Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**2a**		
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	**2b**		

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

			Yes	No
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations?*If "Yes" or "No", provide details in* ***Part VI.***	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	**3b**		

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

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

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

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1		
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (*explain in detail in* ***Part VI***):			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

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

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

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (*prior IRS approval required - provide details in* ***Part VI***)	5	
6 Other distributions (*describe in* ***Part VI***). See instructions	6	
7 **Total annual distributions.** Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* ***Part VI***). See instructions	8	
9 Distributable amount for 2021 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

Section E - Distribution Allocations (see instructions)	**(i)** Excess Distributions	**(ii)** Underdistributions Pre-2021	**(iii)** Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required-- *explain in* ***Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2021:			
a From 2016.			
b From 2017.			
c From 2018.			
d From 2019.			
e From 2020.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
7 **Excess distributions carryover to 2022.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017.			
b Excess from 2018.			
c Excess from 2019.			
d Excess from 2020.			
e Excess from 2021.			

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

Facts And Circumstances Test

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE C (Form 990) Department of the Treasury Internal Revenue Service	**Political Campaign and Lobbying Activities** **For Organizations Exempt From Income Tax Under section 501(c) and section 527** ▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ. ▶Go to www.irs.gov/Form990 for instructions and the latest information.	OMB No. 1545-0047 **2021** **Open to Public Inspection**

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

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

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization	Employer identification number
UNITED WAY WORLDWIDE	13-1635294

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."

2 Political campaign activity expenditures. See instructions ▶ $

3 Volunteer hours for political campaign activities. See instructions

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

	(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1					
2					
3					
4					
5					
6					

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)	101,597	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	273,041	
c Total lobbying expenditures (add lines 1a and 1b)	374,638	
d Other exempt purpose expenditures	108,870,256	
e Total exempt purpose expenditures (add lines 1c and 1d)	109,244,894	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000	

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000	
h Subtract line 1g from line 1a. If zero or less, enter -0-.	0	
i Subtract line 1f from line 1c. If zero or less, enter -0-.	0	

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2018	**(b)** 2019	**(c)** 2020	**(d)** 2021	**(e)** Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	338,624	347,512	375,750	374,638	1,436,524
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	107,715	94,241	101,898	101,597	405,451

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

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	59	
2	Aggregate value of contributions to (during year)	12,210,633	
3	Aggregate value of grants from (during year)	11,031,474	
4	Aggregate value at end of year	7,762,422	

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

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? . . . . ☑ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education)
☐ 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	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register . . .	2d	

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

		(a) Current year	**(b)** Prior year	**(c)** Two years back	**(d)** Three years back	**(e)** Four years back
1a	Beginning of year balance	15,787,066	5,663,568	4,663,051	6,379,454	5,797,753
b	Contributions . . .	897,418	9,622,145	281,882	181,413	74,824
c	Net investment earnings, gains, and losses	682,440	1,517,900	870,535	-343,354	620,914
d	Grants or scholarships . . .				1,554,462	
e	Other expenditures for facilities and programs . . .	12,070,778	1,016,547	151,900		76,070
f	Administrative expenses					37,967
g	End of year balance	5,296,146	15,787,066	5,663,568	4,663,051	6,379,454

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

a Board designated or quasi-endowment ▶ 9.330 %

b Permanent endowment ▶ 90.670 %

c Term endowment ▶ ....

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

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

			Yes	**No**
	(i) Unrelated organizations . . .	**3a(i)**		No
	(ii) Related organizations . . .	**3a(ii)**		No
b	If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . .	**3b**		

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

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

	Description of property	**(a)** Cost or other basis (investment)	**(b)** Cost or other basis (other)	**(c)** Accumulated depreciation	**(d)** Book value
1a	Land		2,102,080		2,102,080
b	Buildings		41,560,870	21,362,179	20,198,691
c	Leasehold improvements				0
d	Equipment		8,023,017	7,751,469	271,548
e	Other		5,282,903	4,749,997	532,906

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶ 23,105,225

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

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

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

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

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

(a) Description	(b) Book value
(1)CUSTODIAL FUNDS (EFSP, YOURCAUSE, FRONTSTREAM)	7,005,386
(2)OTHER ASSETS	1,055,530
(3)CASH VALUE OF LIFE INSURANCE	478,560
(4)CHARITABLE GIFT ANNUITY	446,156
(5)DEFERRED COMPENSATION CUSTODIAL ASSETS	435,384
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* ▶	9,421,016

Part X Other Liabilities.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.
See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	8,352,304

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☑

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

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

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

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:	EXPLANATION OF ESCROW AGREEMENT IN 1983, A NATIONAL BOARD WAS CONVENED TO OVERSEE DISTRIBUTION OF FUNDS THROUGH THE EMERGENCY FOOD AND SHELTER PROGRAM (EFSP), A SEPARATE CONGRESSIONALLY AUTHORIZED PROGRAM OF DEPARTMENT OF HOMELAND SECURITY'S FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA), AND UWW WAS APPOINTED FISCAL AGENT. AS FISCAL AGENT, UWW IS THE CUSTODIAN OF THE FUNDS AND IS RESPONSIBLE FOR THE ADMINISTRATION AND DISBURSEMENT OF GRANTS AS DIRECTED BY THE NATIONAL BOARD. EFSP IS NOT CONSOLIDATED INTO THE ORGANIZATION'S FINANCIAL STATEMENTS. SINCE 1983, U.S. CONGRESS HAS ALLOCATED MORE THAN $4.50 BILLION TO THE FEMA TO PROVIDE EMERGENCY FOOD AND SHELTER TO NEEDY INDIVIDUALS THROUGHOUT THE COUNTRY. UWW CHARGED CERTAIN ADMINISTRATIVE EXPENSES TO EFSP TOTALING $321,456 AND $317,965 FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020, RESPECTIVELY. AS OF DECEMBER 31, 2021 AND 2020, UNDISTRIBUTED BALANCES OF $4,604,653 AND $4,099,804, RESPECTIVELY, WERE INCLUDED IN THE CUSTODIAL FUNDS WITH A CORRESPONDING LIABILITY IN THE CONSOLIDATED STATEMENTS OF FINANCIAL POSITION OF UWW. UWW ALSO MAINTAINS TWO FISCAL AGENT AGREEMENTS WITH THIRD PARTIES ON BEHALF OF ITS MEMBERS TO PROVIDE DONATION PROCESSING SERVICES RELATED TO CERTAIN EMPLOYEE GIVING CAMPAIGNS FEDERATED FUNDRAISING CAMPAIGNS). BECAUSE THESE CAMPAIGNS ARE CONSIDERED "FUNDRAISING ACTIVITY" OF UWW'S MEMBERS, UWW RECORDS NO REVENUE FROM THE TRANSACTIONS BUT DOES RECORD COLLECTED FUNDS, NOT YET DISTRIBUTED BY THE THIRD-PARTY PROCESSORS, AS A CUSTODIAL ASSET AND CUSTODIAL LIABILITY. AS OF DECEMBER 31, 2021, AND 2020, THE FUND'S MARKET VALUE OF $2,400,733 AND $2,111,617, RESPECTIVELY, IS INCLUDED IN CUSTODIAL FUNDS.
PART V, LINE 4:	INTENDED USES OF ENDOWMENT FUNDS BOARD DESIGNATED QUASI-ENDOWMENT - UWW'S BOARD HAS DESIGNATED FUNDS BE SET ASIDE TO ESTABLISH AND MAINTAIN A QUASI-ENDOWMENT FOR THE PURPOSE OF SECURING THE ORGANIZATION'S LONG-TERM FINANCIAL VIABILITY AND CONTINUING TO MEET THE NEEDS OF THE ORGANIZATION. DONOR RESTRICTED PERMANENT ENDOWMENT - THE ORGANIZATION'S DONOR RESTRICTED ENDOWMENT CONSISTS OF TWO FUNDS, ONE ESTABLISHED FOR THE PURPOSE OF PROVIDING HOME CARE AND ASSISTED LIVING TO THE ELDERLY POOR, WITH SPECIFIC REFERENCE TO ASSISTING OLDER PEOPLE TO REMAIN IN THEIR OWN HOMES, AND THE OTHER ESTABLISHED FOR THE PURPOSE OF PROVIDING GENERAL OPERATIONAL SUPPORT FOR THE ORGANIZATION.
PART X, LINE 2:	FIN 48 (ASC 740) FOOTNOTE UWW FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT. THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS "MORE-LIKELY-THAN-NOT" TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AUTHORITY. THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED. UWW HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☑ Yes ☐ No

2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activites per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

	(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in the region	**(f)** Total expenditures for and investments in the region
(1)	CENTRAL AMERICA AND THE CARIBBEAN	0	1	GRANTMAKING		461,481
(2)	EAST ASIA AND THE PACIFIC	2	4	GRANTMAKING		3,343,501
(3)	EUROPE (INCLUDING ICELAND & GREENLAND)	1	4	GRANTMAKING		4,897,753
(4)	SOUTH AMERICA	0	3	GRANTMAKING		1,765,728
(5)	MIDDLE EAST AND NORTH AFRICA	0	0	GRANTMAKING		217,551
(6)	NORTH AMERICA	1	0	GRANTMAKING		817,158
(7)	RUSSIA AND NEIGHBORING STATES	0	0	GRANTMAKING		204,030
(8)	SOUTH ASIA	0	0	GRANTMAKING		18,117,002
(9)	SUB-SAHARAN AFRICA	0	1	GRANTMAKING		547,117
(10)	SUB-SAHARAN AFRICA	0	0	INVESTMENTS		5,387,758
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total	4	12			29,824,204
b	Total from continuation sheets to Part I . . .	0	1			5,934,875
c	**Totals** (add lines 3a and 3b)	4	13			35,759,079

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than $5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)		SOUTH ASIA	EDUCATION	40,000	WIRE TRANSFER	0		
(2)		SOUTH ASIA	EDUCATION	424,000	WIRE TRANSFER	0		
(3)		SOUTH AMERICA	HEALTH & HUMAN SERVICES	13,000	WIRE TRANSFER	0		
(4)		CENTRAL AMERICA & THE CARIBBEAN	HUMAN & SOCIAL SERVICES, DISASTER RELIEF & PUBLIC SAFETY	28,944	WIRE TRANSFER	0		
(5)		EUROPE	COMMUNITY DEVELOPMENT, EDUCATION, GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF, PUBLIC SAFETY	465,970	WIRE TRANSFER	0		
(6)		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	75,000	WIRE TRANSFER	0		
(7)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	17,335	WIRE TRANSFER	0		
(8)		SOUTH AMERICA	NUTRITION / FOOD SECURITY	20,000	WIRE TRANSFER	0		
(9)		EUROPE	EDUCATION	100,000	WIRE TRANSFER	0		
(10)		RUSSIA & NEIGHBORING STATES	DISASTER RELIEF & PUBLIC SAFETY	174,030	WIRE TRANSFER	0		
(11)		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	10,000	WIRE TRANSFER	0		
(12)		NORTH AMERICA	NUTRITION / FOOD SECURITY	23,710	WIRE TRANSFER	0		
(13)		SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	13,575	WIRE TRANSFER	0		
(14)		SOUTH AMERICA	EDUCATION, GENERAL CHARITABLE OPERATIONS	78,269	WIRE TRANSFER	0		
(15)		EAST ASIA & PACIFIC	ENVIRONMENT	20,000	WIRE TRANSFER	0		
(16)		SOUTH AMERICA	INCOME / POVERTY REDUCTION	35,000	WIRE TRANSFER	0		
(17)		NORTH AMERICA	NUTRITION / FOOD SECURITY	250,000	WIRE TRANSFER	0		
(18)		NORTH AMERICA	NUTRITION / FOOD SECURITY	40,000	WIRE TRANSFER	0		
(19)		EUROPE	HUMAN & SOCIAL SERVICES, EDUCATION	150,000	WIRE TRANSFER	0		
(20)		EUROPE	GENERAL CHARITABLE OPERATIONS	10,000	WIRE TRANSFER	0		
(21)		NORTH AMERICA	HUMAN & SOCIAL SERVICES	10,000	WIRE TRANSFER	0		
(22)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	17,075	WIRE TRANSFER	0		
(23)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	16,876	WIRE TRANSFER	0		
(24)		NORTH AMERICA	HUMAN & SOCIAL SERVICES	8,122	WIRE TRANSFER	0		
(25)		NORTH AMERICA	HUMAN & SOCIAL SERVICES	13,417	WIRE TRANSFER	0		
(26)		SOUTH AMERICA	EDUCATION	21,000	WIRE TRANSFER	0		
(27)		EAST ASIA & PACIFIC	HEALTH	17,000	WIRE TRANSFER	0		
(28)		EAST ASIA & PACIFIC	COMMUNITY DEVELOPMENT	45,000	WIRE TRANSFER	0		
(29)		EUROPE	EDUCATION	40,000	WIRE TRANSFER	0		
(30)		EAST ASIA & PACIFIC	HEALTH, EDUCATION, NUTRITION, FOOD SECURITY, HUMAN & SOCIAL SERVICES, GENERAL CHARITABLE OPERATIONS	126,721	WIRE TRANSFER	0		
(31)		EAST ASIA & PACIFIC	HEALTH	10,818	WIRE TRANSFER	0		
(32)		EUROPE	ENVIRONMENT	10,800	WIRE TRANSFER	0		
(33)		NORTH AMERICA	EDUCATION	15,000	WIRE TRANSFER	0		
(34)		SOUTH AMERICA	EDUCATION, COMMUNITY DEVELOPMENT	183,077	WIRE TRANSFER	0		
(35)		EAST ASIA & PACIFIC	HEALTH	2,000,000	WIRE TRANSFER	0		
(36)		SOUTH AMERICA	NUTRITION / FOOD SECURITY, DISASTER RELIEF & PUBLIC SAFETY	306,714	WIRE TRANSFER	0		
(37)		MIDDLE EAST & NORTH AFRICA	HEALTH	54,500	WIRE TRANSFER	0		
(38)		NORTH AMERICA	EDUCATION	10,000	WIRE TRANSFER	0		
(39)		EUROPE	COMMUNITY DEVELOPMENT	37,000	WIRE TRANSFER	0		
(40)		EAST ASIA & PACIFIC	ENVIRONMENT	19,692	WIRE TRANSFER	0		
(41)		EUROPE	EDUCATION & GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	51,910	WIRE TRANSFER	0		
(42)		SOUTH AMERICA	ARTS & HUMANITIES	28,095	WIRE TRANSFER	0		
(43)		NORTH AMERICA	HUMAN & SOCIAL SERVICES & GENERAL CHARITABLE OPERATIONS	53,300	WIRE TRANSFER	0		
(44)		NORTH AMERICA	NUTRITION / FOOD SECURITY	10,000	WIRE TRANSFER	0		
(45)		SOUTH AMERICA	ARTS & HUMANITIES	30,000	WIRE TRANSFER	0		
(46)		RUSSIA & NEIGHBORING STATES	EDUCATION	7,000	WIRE TRANSFER	0		
(47)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	35,000	WIRE TRANSFER	0		
(48)		CENTRAL AMERICA & CARIBBEAN	NUTRITION / FOOD SECURITY, COMMUNITY DEVELOPMENT, DISASTER RELIEF & PUBLIC SAFETY	165,307	WIRE TRANSFER	0		
(49)		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY	5,714	WIRE TRANSFER	0		
(50)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS, HEALTH, EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	294,949	WIRE TRANSFER	0		
(51)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	7,935	WIRE TRANSFER	0		
(52)		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	90,953	WIRE TRANSFER	0		
(53)		SOUTH ASIA	EDUCATION	20,000	WIRE TRANSFER	0		
(54)		SOUTH ASIA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY, INCOME/ POVERTY REDUCTION	43,281	WIRE TRANSFER	0		
(55)		SOUTH AMERICA	EDUCATION	245,551	WIRE TRANSFER	0		
(56)		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY, INCOME/ POVERTY REDUCTION, COMMUNITY DEVELOPMENT	36,664	WIRE TRANSFER	0		
(57)		NORTH AMERICA	EDUCATION	12,000	WIRE TRANSFER	0		
(58)		NORTH AMERICA	NUTRITION / FOOD SECURITY	24,826	WIRE TRANSFER	0		
(59)		NORTH AMERICA	NUTRITION / FOOD SECURITY	9,485	WIRE TRANSFER	0		
(60)		NORTH AMERICA	COMMUNITY DEVELOPMENT	25,000	WIRE TRANSFER	0		
(61)		SOUTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY	5,714	WIRE TRANSFER	0		
(62)		EUROPE	GENERAL CHARITABLE OPERATIONS	271,367	WIRE TRANSFER	0		
(63)		EUROPE	GENERAL CHARITABLE OPERATIONS	20,000	WIRE TRANSFER	0		
(64)		EUROPE	EDUCATION	9,346	WIRE TRANSFER	0		
(65)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	6,689	WIRE TRANSFER	0		
(66)		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	20,000	WIRE TRANSFER	0		
(67)		EAST ASIA & PACIFIC	HUMAN & SOCIAL SERVICES	30,000	WIRE TRANSFER	0		
(68)		SOUTH ASIA	HEALTH	50,000	WIRE TRANSFER	0		
(69)		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	30,000	WIRE TRANSFER	0		
(70)		NORTH AMERICA	NUTRITION / FOOD SECURITY & GENERAL CHARITABLE OPERATIONS	14,035	WIRE TRANSFER	0		
(71)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	34,385	WIRE TRANSFER	0		
(72)		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	56,000	WIRE TRANSFER	0		
(73)		NORTH AMERICA	EDUCATION, GENERAL CHARITABLE OPERATIONS	33,750	WIRE TRANSFER	0		
(74)		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	55,000	WIRE TRANSFER	0		
(75)		SOUTH AMERICA	INCOME / POVERTY REDUCTION	10,000	WIRE TRANSFER	0		
(76)		SOUTH ASIA	HUMAN & SOCIAL SERVICES, DISASTER RELIEF & PUBLIC SAFETY	170,000	WIRE TRANSFER	0		
(77)		SOUTH ASIA	COMMUNITY DEVELOPMENT	29,239	WIRE TRANSFER	0		
(78)		EAST ASIA & PACIFIC	ENVIRONMENT	35,000	WIRE TRANSFER	0		
(79)		EAST ASIA & PACIFIC	EDUCATION	10,000	WIRE TRANSFER	0		
(80)		EAST ASIA & PACIFIC	EDUCATION	19,000	WIRE TRANSFER	0		
(81)		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	9,400	WIRE TRANSFER	0		
(82)		SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	35,035	WIRE TRANSFER	0		
(83)		SOUTH ASIA	NUTRITION / FOOD SECURITY	40,000	WIRE TRANSFER	0		
(84)		EAST ASIA & PACIFIC	EDUCATION	40,552	WIRE TRANSFER	0		
(85)		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	284,000	WIRE TRANSFER	0		
(86)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	266,667	WIRE TRANSFER	0		
(87)		MIDDLE EAST & NORTH AFRICA	EDUCATION, NUTRITION / FOOD SECURITY	75,500	WIRE TRANSFER	0		
(88)		NORTH AMERICA	EDUCATION, GENERAL CHARITABLE OPERATIONS	9,377	WIRE TRANSFER	0		
(89)		MIDDLE EAST & NORTH AFRICA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	46,500	WIRE TRANSFER	0		
(90)		NORTH AMERICA	INCOME / POVERTY REDUCTION	174,480	WIRE TRANSFER	0		
(91)		EAST ASIA & PACIFIC	COMMUNITY DEVELOPMENT	10,025	WIRE TRANSFER	0		
(92)		EUROPE	HEALTH	9,346	WIRE TRANSFER	0		
(93)		NORTH AMERICA	COMMUNITY DEVELOPMENT	10,000	WIRE TRANSFER	0		
(94)		EAST ASIA & PACIFIC	INCOME / POVERTY REDUCTION	21,226	WIRE TRANSFER	0		
(95)		EAST ASIA & PACIFIC	EDUCATION	10,000	WIRE TRANSFER	0		
(96)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY, INCOME/ POVERTY REDUCTION	161,000	WIRE TRANSFER	0		
(97)		EAST ASIA & PACIFIC	COMMUNITY DEVELOPMENT	45,668	WIRE TRANSFER	0		
(98)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	380,000	WIRE TRANSFER	0		
(99)		NORTH AMERICA	ENVIRONMENT	125,000	WIRE TRANSFER	0		
(100)		NORTH AMERICA	INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS	23,951	WIRE TRANSFER	0		
(101)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	25,000	WIRE TRANSFER	0		
(102)		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	15,500	WIRE TRANSFER	0		
(103)		SOUTH AMERICA	ANIMAL WELFARE	10,000	WIRE TRANSFER	0		
(104)		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY /ENVIRONMENT/ INCOME/ POVERTY	68,000	WIRE TRANSFER	0		
(105)		EUROPE	HEALTH	480,000	WIRE TRANSFER	0		
(106)		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	10,000	WIRE TRANSFER	0		
(107)		SOUTH AMERICA	EDUCATION, HUMAN & SOCIAL SERVICES	40,340	WIRE TRANSFER	0		
(108)		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	25,000	WIRE TRANSFER	0		
(109)		NORTH AMERICA	INCOME / POVERTY REDUCTION & GENERAL CHARITABLE OPERATIONS	42,516	WIRE TRANSFER	0		
(110)		SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	39,762	WIRE TRANSFER	0		
(111)		NORTH AMERICA	HEALTH	50,000	WIRE TRANSFER	0		
(112)		EUROPE	GENERAL CHARITABLE OPERATIONS	15,000	WIRE TRANSFER	0		
(113)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	10,000	WIRE TRANSFER	0		
(114)		EUROPE	INCOME / POVERTY REDUCTION	118,182	WIRE TRANSFER	0		
(115)		EAST ASIA & PACIFIC	DISASTER RELIEF & PUBLIC SAFETY	25,000	WIRE TRANSFER	0		
(116)		EUROPE	HEALTH	50,000	WIRE TRANSFER	0		
(117)		EAST ASIA & PACIFIC	GENERAL CHARITABLE OPERATIONS, EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	69,250	WIRE TRANSFER	0		
(118)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	5,420	WIRE TRANSFER	0		
(119)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	350,000	WIRE TRANSFER	0		
(120)		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	25,500	WIRE TRANSFER	0		
(121)		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	28,334	WIRE TRANSFER	0		
(122)		NORTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY	25,690	WIRE TRANSFER	0		
(123)		SOUTH ASIA	EDUCATION	70,000	WIRE TRANSFER	0		
(124)		EAST ASIA & PACIFIC	EDUCATION	31,000	WIRE TRANSFER	0		
(125)		EAST ASIA & PACIFIC	EDUCATION	50,000	WIRE TRANSFER	0		
(126)		EAST ASIA & PACIFIC	EDUCATION	64,000	WIRE TRANSFER	0		
(127)		EAST ASIA & PACIFIC	ENVIRONMENT	30,000	WIRE TRANSFER	0		
(128)		EAST ASIA & PACIFIC	ENVIRONMENT	30,000	WIRE TRANSFER	0		
(129)		EAST ASIA & PACIFIC	ENVIRONMENT	24,000	WIRE TRANSFER	0		
(130)		SOUTH ASIA	ENVIRONMENT	10,000	WIRE TRANSFER	0		
(131)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY, INCOME/ POVERTY REDUCTION	75,000	WIRE TRANSFER	0		
(132)		SOUTH ASIA	EDUCATION	32,000	WIRE TRANSFER	0		
(133)		NORTH AMERICA	EDUCATION	20,000	WIRE TRANSFER	0		
(134)		EAST ASIA & PACIFIC	GENERAL CHARITABLE OPERATIONS	30,000	WIRE TRANSFER	0		
(135)		EUROPE	EDUCATION & GENERAL CHARITABLE OPERATIONS	24,600	WIRE TRANSFER	0		
(136)		EUROPE	INCOME / POVERTY REDUCTION	19,697	WIRE TRANSFER	0		
(137)		EUROPE	EDUCATION	40,000	WIRE TRANSFER	0		
(138)		EUROPE	GENERAL CHARITABLE OPERATIONS	24,379	WIRE TRANSFER	0		
(139)		EUROPE	INCOME / POVERTY REDUCTION	674,100	WIRE TRANSFER	0		
(140)		NORTH AMERICA	EDUCATION	10,000	WIRE TRANSFER	0		
(141)		EUROPE	EDUCATION	50,000	WIRE TRANSFER	0		
(142)		SUB-SAHARAN AFRICA	DISASTER RELIEF & PUBLIC SAFETY	236,667	WIRE TRANSFER	0		
(143)		EAST ASIA & PACIFIC	EDUCATION	46,000	WIRE TRANSFER	0		
(144)		SUB-SAHARAN AFRICA	HUMAN & SOCIAL SERVICES	30,000	WIRE TRANSFER	0		
(145)		NORTH AMERICA	ENVIRONMENT & GENERAL CHARITABLE OPERATIONS	21,348	WIRE TRANSFER	0		
(146)		NORTH AMERICA	NUTRITION / FOOD SECURITY	10,000	WIRE TRANSFER	0		
(147)		NORTH AMERICA	NUTRITION / FOOD SECURITY	10,000	WIRE TRANSFER	0		
(148)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	14,778	WIRE TRANSFER	0		
(149)		NORTH AMERICA	HEALTH / GENERAL CHARITABLE OPERATIONS	10,423	WIRE TRANSFER	0		
(150)		EUROPE	GENERAL CHARITABLE OPERATIONS	107,828	WIRE TRANSFER	0		
(151)		EAST ASIA & PACIFIC	HEALTH	12,042	WIRE TRANSFER	0		
(152)		EAST ASIA & PACIFIC	ENVIRONMENT	9,937	WIRE TRANSFER	0		
(153)		SOUTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY	89,000	WIRE TRANSFER	0		
(154)		SOUTH AMERICA	DISASTER RELIEF & PUBLIC SAFETY, EDUCATION, GENERAL CHARITABLE OPERATIONS	212,714	WIRE TRANSFER	0		
(155)		NORTH AMERICA	EDUCATION & GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	104,770	WIRE TRANSFER	0		
(156)		SUB-SAHARAN AFRICA	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	19,800	WIRE TRANSFER	0		
(157)		SUB-SAHARAN AFRICA	DISASTER RELIEF & PUBLIC SAFETY	16,050	WIRE TRANSFER	0		
(158)		NORTH AMERICA	EDUCATION & GENERAL CHARITABLE OPERATIONS	42,374	WIRE TRANSFER	0		
(159)		EUROPE	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	26,936	WIRE TRANSFER	0		
(160)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	392,000	WIRE TRANSFER	0		
(161)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	207,993	WIRE TRANSFER	0		
(162)		SOUTH ASIA	EDUCATION & GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	9,238,627	WIRE TRANSFER	0		
(163)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	475,459	WIRE TRANSFER	0		
(164)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	316,056	WIRE TRANSFER	0		
(165)		SOUTH ASIA	EDUCATION, COMMUNITY DEVELOPMENT, DISASTER RELIEF & PUBLIC SAFETY	2,604,191	WIRE TRANSFER	0		
(166)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	2,463,133	WIRE TRANSFER	0		
(167)		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY	9,999	WIRE TRANSFER	0		
(168)		SOUTH ASIA	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	447,422	WIRE TRANSFER	0		
(169)		SOUTH AMERICA	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	28,694	WIRE TRANSFER	0		
(170)		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	9,000	WIRE TRANSFER	0		
(171)		SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS, DISASTER RELIEF & PUBLIC SAFETY	110,000	WIRE TRANSFER	0		
(172)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	75,000	WIRE TRANSFER	0		
(173)		EUROPE	EDUCATION, DISASTER RELIEF & PUBLIC SAFETY	41,092	WIRE TRANSFER	0		
(174)		CENTRAL AMERICA & THE CARIBBEAN	DISASTER RELIEF & PUBLIC SAFETY	5,714	WIRE TRANSFER	0		
(175)		EUROPE	NUTRITION / FOOD SECURITY/ OPERATIONS/ COMMUNITY DEVELOPMENT/ EDUCATION/ INCOME/ POVERTY REDUCTION/ DISASTER RELIEF/ PUBLIC SAFETY	226,057	WIRE TRANSFER	0		
(176)		NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	103,150	WIRE TRANSFER	0		
(177)		EUROPE	DISASTER RELIEF & PUBLIC SAFETY	50,000	WIRE TRANSFER	0		
(178)		EAST ASIA & PACIFIC	EDUCATION	30,000	WIRE TRANSFER	0		
(179)		EUROPE	EDUCATION	20,000	WIRE TRANSFER	0		
(180)		EAST ASIA & PACIFIC	NUTRITION / FOOD SECURITY	38,095	WIRE TRANSFER	0		
(181)		EUROPE	EDUCATION	75,000	WIRE TRANSFER	0		
(182)		SOUTH ASIA	DISASTER RELIEF & PUBLIC SAFETY	133,333	WIRE TRANSFER	0		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 182

3 Enter total number of other organizations or entities . . . . ▶

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . ☑ Yes ☐ No

2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . ☐ Yes ☑ No

3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . ☑ Yes ☐ No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . ☐ Yes ☑ No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . ☑ Yes ☐ No

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . ☐ Yes ☑ No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

ReturnReference	Explanation
PART I, LINE 2:	PROCEDURES FOR MONITORING USE OF GRANT FUNDS GRANTEES ARE REQUIRED TO SUBMIT A NARRATIVE PROPOSAL AND BUDGET ABOUT THE PROJECT FOR WHICH FUNDING IS BEING REQUESTED, IN ORDER TO BE CONSIDERED FOR FUNDING. WHEN FUNDS ARE AWARDED, THE GRANTEE IS REQUIRED TO SIGN A BINDING CONTRACT WHICH ESTABLISHES THE PURPOSE OF THE FUNDING AND REQUIRES THE SUBMISSION OF AN INTERIM AND FINAL FINANCIAL REPORT, ALONG WITH THE NARRATIVE REPORTS, DETAILING THE ACTUAL EXPENSES AND DESCRIBING THE ACTUAL USAGE OF THE AWARDED FUNDS. THE FINANCIAL REPORTS MUST BE SIGNED BY AUTHORIZED FINANCE PERSONNEL OF THE GRANTEE ORGANIZATION. THESE REPORTS ARE THEN REVIEWED BY THE UNITED WAY WORLDWIDE MANAGER OVERSEEING THE PROJECT(S), AND THEN COMPARED TO THE ORIGINAL PROPOSAL SUBMITTED WHEN THE FUNDING WAS REQUESTED.
PART I, LINE 3:	INVESTMENT IN EAST ASIA AND THE PACIFIC UNITED WAY WORLDWIDE HAS A 100% INVESTMENT IN UNITED WAY WORLDWIDE (ASIA) LIMITED, A TAX EXEMPT ENTITY IN HONG KONG. SEE SCHEDULE R, PART II. AS A WHOLLY OWNED SUBSIDIARY, INVESTMENT IN UNITED WAY (ASIA) LIMITED IS CARRIED AT A VALUE OF $0.00 AND ITS EXPENSES REPORTED AS FOREIGN GRANT EXPENSE ON SCHEDULE F.
PART III ACCOUNTING METHOD:	
SCHEDULE F, PART I, LINE 3	METHOD TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS RUSSIA AND NEIGHBORING STATES: OTHER ALL OTHER REGIONS: ACCRUAL
SCHEDULE F, PART II	POPULATION OF GRANTS TO ORGANIZATIONS OUTSIDE THE U.S. SCHEDULE F, PART II, LINE 1 INCLUDES A LIST OF EACH INDIVIDUAL GRANT TO THE ORGANIZATIONS THAT CUMULATIVELY RECEIVED MORE THAN $5,000 FROM UWW. SCHEDULE F, PART II, LINE 2 IS THE COUNT OF UNIQUE ORGANIZATIONS THAT CUMULATIVELY RECEIVED MORE THAN $5,000 IN 2021 FROM UWW. SCHEDULE F, PART II, LINE 1 METHOD TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS ALL REGIONS: ACCRUAL

Additional Data

Software ID:

Software Version:

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(45) UNITED WAY OF CENTRAL NEW MEXICO 2340 ALAMO AVE SE 2ND FL ALBUQUERQUE,NM 87106	85-0277138	501(C)(3)	129,750	0			HEALTH, GENERAL CHARITABLE OPERATIONS
(46) UNITED WAY OF CENTRAL OHIO 360 S 3RD ST COLUMBUS,OH 432155412	31-4393712	501(C)(3)	85,392	0			EDUCATION, COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
(47) UNITED WAY OF CENTRAL WEST VIRGINIA ONE UNITED WAY SQUARE CHARLESTON,WV 25301	55-0402755	501(C)(3)	20,000	0			DISASTER RELIEF
(48) UNITED WAY OF CONNECTICUT 1344 SILAS DEANE HWY ROCKY HILL,CT 060671342	06-1084194	501(C)(3)	53,536	0			HEALTH & HUMAN SERVICES, DISASTER RELIEF
(49) UNITED WAY OF DANE COUNTY INC PO BOX 7548 MADISON,WI 537077548	39-0817532	501(C)(3)	10,000	0			HEALTH & HUMAN SERVICES
(50) UNITED WAY OF DELAWARE 625 N ORANGE ST WILMINGTON,DE 198011785	51-0073399	501(C)(3)	19,000	0			GENERAL CHARITABLE OPERATIONS
(51) UNITED WAY OF EAST CENTRAL IOWA 317 7TH AVE SE 401 CEDAR RAPIDS,IA 52401	42-0861239	501(C)(3)	7,500	0			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
(52) UNITED WAY OF EAST TENNESSEE HIGHLANDS PO BOX 4039 JOHNSON CITY,TN 376024039	62-6001105	501(C)(3)	33,250	0			GENERAL CHARITABLE OPERATIONS
(53) UNITED WAY OF FRANKLIN COUNTY PO BOX 47 CHAMBERSBURG,PA 172010047	25-1730590	501(C)(3)	19,000	0			GENERAL CHARITABLE OPERATIONS
(54) UNITED WAY OF FREDERICK COUNTY INC 629 NMARKET STREET FREDERICK,MD 21701	52-0607973	501(C)(3)	90,000	0			HEALTH & HUMAN SERVICES
(55) UNITED WAY OF FRESNO AND MADERA COUNTIES 4949 EAST KINGS CANYON ROAD FRESNO,CA 937273812	94-1156514	501(C)(3)	10,000	0			DISASTER RELIEF
(56) UNITED WAY OF GREATER ATLANTA 40 COURTLAND ST NE STE 300 ATLANTA,GA 30303	58-0566194	501(C)(3)	327,446	0			HEALTH & HUMAN SERVICES, DISASTER RELIEF, COMMUNITY ENGAGEMENT AND GENERAL CHARITABLE OPERATIONS
(57) UNITED WAY OF GREATER CINCINNATI 2400 READING RD CINCINNATI,OH 452021458	31-0537502	501(C)(3)	33,390	0			GENERAL CHARITABLE OPERATIONS
(58) UNITED WAY OF GREATER CLEVELAND 1331 EUCLID AVE CLEVELAND,OH 441151819	34-6516654	501(C)(3)	34,000	0			HEALTH & HUMAN SERVICES
(59) UNITED WAY OF GREATER HIGH POINT INC 815 PHILLIPS AVE HIGH POINT,NC 272624805	56-0547486	501(C)(3)	10,450	0			GENERAL CHARITABLE OPERATIONS
(60) UNITED WAY OF GREATER HOUSTON 50 WAUGH DRIVE HOUSTON,TX 77007	74-1167964	501(C)(3)	254,872	0			HEALTH, HUMAN & SOCIAL SERVICES, INCOME / POVERTY REDUCTION
(61) UNITED WAY OF GREATER KANSAS CITY 801 WEST 47TH STREET SUITE 500 KANSAS CITY,MO 641121377	44-0545812	501(C)(3)	92,500	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(62) UNITED WAY OF GREATER KINGSPORT INC 301 LOUIS STREET STE 201 KINGSPORT,TN 37660	62-0481461	501(C)(3)	9,500	0			GENERAL CHARITABLE OPERATIONS
(63) UNITED WAY OF GREATER LOS ANGELES 1150 S OLIVE ST SUITE T500 LOS ANGELES,CA 90015	95-2274801	501(C)(3)	61,953	0			INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS
(64) UNITED WAY OF GREATER MILWAUKEE & WAUKESHA COUNTY 225 W VINE ST MILWAUKEE,WI 532123935	39-0806190	501(C)(3)	96,000	0			COMMUNITY ENGAGEMENT, INCOME / POVERTY REDUCTION, HEALTH
(65) UNITED WAY OF GREATER PHILADELPHIA AND SOUTHERN NEW JERSEY PO BOX 15760 PHILADELPHIA,PA 19103	23-1556045	501(C)(3)	130,020	0			DISASTER RELIEF, HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(66) UNITED WAY OF GREATER RICHMOND & PETERSBURG PO BOX 11807 RICHMOND,VA 23230	23-7375346	501(C)(3)	15,010	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(67) UNITED WAY OF GREATER ST LOUIS INC 910 NORTH 11TH STREET SAINT LOUIS,MO 63101	43-0714167	501(C)(3)	135,270	0			HEALTH & HUMAN SERVICES, COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
(68) UNITED WAY OF GREATER TRIANGLE INC PO BOX 110387 RESEARCH TRIANGLE PARK,NC 27709	56-1949103	501(C)(3)	125,000	0			HEALTH
(69) UNITED WAY OF JACKSON COUNTY 536 N JACKSON STREET JACKSON,MI 49201	38-1368341	501(C)(3)	25,000	0			HEALTH & HUMAN SERVICES
(70) UNITED WAY OF KENTUCKY PO BOX 4653 LOUISVILLE,KY 402040653	31-1106795	501(C)(3)	21,000	0			DISASTER RELIEF, INCOME / POVERTY REDUCTION
(71) UNITED WAY OF KING COUNTY 720 SECOND AVENUE SEATTLE,WA 981041702	91-0565555	501(C)(3)	420,080	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(72) UNITED WAY OF LAKE COUNTY INC 330 SOUTH GREENLEAF STREET GURNEE,IL 600313389	36-2167949	501(C)(3)	20,000	0			DISASTER RELIEF
(73) UNITED WAY OF LANCASTER COUNTY 630 JANET AVE LANCASTER,PA 17601	23-1352093	501(C)(3)	15,010	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(74) UNITED WAY OF LINCOLN & LANCASTER COUNTY 238 S 13TH ST STE 100 LINCOLN,NE 68508	47-0376624	501(C)(3)	40,544	0			HEALTH & HUMAN SERVICES, COMMUNITY ENGAGEMENT
(75) UNITED WAY OF LONG ISLAND 819 GRAND BOULEVARD DEER PARK,NY 117295703	11-6042392	501(C)(3)	110,780	0			HEALTH & HUMAN SERVICES, INCOME / POVERTY REDUCTION
(76) UNITED WAY OF LOWNDES COUNTY PO BOX 266 COLUMBUS,MS 397030266	64-0567987	501(C)(3)	5,530	0			GENERAL CHARITABLE OPERATIONS
(77) UNITED WAY OF MADISON COUNTY INC 701 ANDREW JACKSON WAY HUNTSVILLE,AL 35801	63-0366294	501(C)(3)	44,080	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(78) UNITED WAY OF MASSACHUSETTS BAY AND MERRIMACK VALLEY 51 SLEEPER STREET BOSTON,MA 02210	04-2382233	501(C)(3)	70,518	0			INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS
(79) UNITED WAY OF METROPOLITAN CHICAGO 333 SOUTH WABASH AVENUE 30TH FLOOR CHICAGO,IL 60604	30-0200478	501(C)(3)	24,778	0			GENERAL CHARITABLE OPERATIONS
(80) UNITED WAY OF METROPOLITAN DALLAS INC 1800 N LAMAR STREET DALLAS,TX 75202	75-6005352	501(C)(3)	49,538	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(81) UNITED WAY OF MIDLAND COUNTY 220 WEST MAIN ST STE 100 MIDLAND,MI 486405137	38-1434224	501(C)(3)	25,000	0			DISASTER RELIEF
(82) UNITED WAY OF NEW YORK CITY 205 EAST 42ND STREET 12TH FLOOR NEW YORK,NY 10017	13-2617681	501(C)(3)	654,739	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(83) UNITED WAY OF NORTH CAROLINA 1130 KILDARE FARM ROAD SUITE 100 CARY,NC 27511	56-0564547	501(C)(3)	45,000	0			DISASTER RELIEF, HUMAN & SOCIAL SERVICES
(84) UNITED WAY OF NORTHEAST FLORIDA INC 40 E ADAMS STREET SUITE 200 JACKSONVILLE,FL 32202	59-0637825	501(C)(3)	83,780	0			HEALTH, COMMUNITY ENGAGEMENT, HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(85) UNITED WAY OF NORTHERN UTAH 2955 HARRISON BOULEVARD SUITE 201 OGDEN,UT 84403	87-0224251	501(C)(3)	19,000	0			GENERAL CHARITABLE OPERATIONS
(86) UNITED WAY OF NORTHWEST ALABAMA PO BOX 1228 FLORENCE,AL 356311228	63-0873878	501(C)(3)	20,000	0			HEALTH & HUMAN SERVICES, DISASTER RELIEF
(87) UNITED WAY OF NORTHWEST ARKANSAS 100 PARKWOOD ST LOWELL,AR 72745	71-0305700	501(C)(3)	102,721	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(88) UNITED WAY OF NORTHWEST LOUISIANA 820 JORDAN STREET SUITE 370 SHREVEPORT,LA 71101	72-0503930	501(C)(3)	5,700	0			GENERAL CHARITABLE OPERATIONS
(89) UNITED WAY OF ORANGE COUNTY PO BOX 1583 ORANGE,TX 776311583	74-6023140	501(C)(3)	11,370	0			DISASTER RELIEF, GENERAL CHARITABLE OPERATIONS
(90) UNITED WAY OF PENNSYLVANIA 20 ERFORD ROAD SUITE 215 LEMOYNE,PA 17043	23-1672348	501(C)(3)	20,000	0			INCOME / POVERTY REDUCTION
(91) UNITED WAY OF PIERCE COUNTY PO BOX 2215 TACOMA,WA 984012215	91-0650669	501(C)(3)	80,557	0			HEALTH, HUMAN & SOCIAL SERVICES, COMMUNITY ENGAGEMENT
(92) UNITED WAY OF SALT LAKE 257 E 200 SOUTH SUITE 300 SALT LAKE CITY,UT 841118099	87-0227091	501(C)(3)	262,768	0			HEALTH & HUMAN SERVICES, GENERAL CHARITABLE OPERATIONS
(93) UNITED WAY OF SAN ANTONIO AND BEXAR COUNTY PO BOX 898 SAN ANTONIO,TX 782930898	74-1272381	501(C)(3)	36,270	0			COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
(94) UNITED WAY OF SAN LUIS OBISPO COUNTY PO BOX 14309 SAN LUIS OBISPO,CA 934064309	95-3459538	501(C)(3)	7,500	0			DISASTER RELIEF
(95) UNITED WAY OF SOUTHEAST LOUISIANA 2515 CANAL STREET NEW ORLEANS,LA 701196435	72-0471369	501(C)(3)	208,202	0			HUMAN & SOCIAL SERVICES, COMMUNITY ENGAGEMENT, GENERAL CHARITABLE OPERATIONS
(96) UNITED WAY OF SOUTHERN CAMERON COUNTY 634 EAST LEVEE ST BROWNSVILLE,TX 78520	74-1241385	501(C)(3)	150,000	0			HUMAN & SOCIAL SERVICES
(97) UNITED WAY OF SOUTHERN MAINE 550 FOREST AVE SUITE 100 PORTLAND,ME 04101	01-0241767	501(C)(3)	40,000	0			INCOME / POVERTY REDUCTION
(98) UNITED WAY OF SOUTHERN NEVADA PO BOX 30910 LAS VEGAS,NV 89173	88-0071328	501(C)(3)	170,000	0			INCOME / POVERTY REDUCTION, HUMAN & SOCIAL SERVICES
(99) UNITED WAY OF SOUTHWEST GEORGIA PO BOX 70429 ALBANY,GA 317080429	58-0655156	501(C)(3)	5,425	0			GENERAL CHARITABLE OPERATIONS
(100) UNITED WAY OF SOUTHWESTERN PENNSYLVANIA PO BOX 735 PITTSBURGH,PA 152300735	28-1043578	501(C)(3)	45,489	0			HEALTH
(101) UNITED WAY OF SUMMIT COUNTY 37 N HIGH ST AKRON,OH 44308	34-1169257	501(C)(3)	64,734	0			DISASTER RELIEF, HUMAN & SOCIAL SERVICES
(102) UNITED WAY OF TARRANT COUNTY PO BOX 4448 FORT WORTH,TX 761640448	75-0858360	501(C)(3)	6,800	0			HUMAN & SOCIAL SERVICES, COMMUNITY ENGAGEMENT
(103) UNITED WAY OF THE BAY AREA 550 KEARNEY STREET SUITE 1000 SAN FRANCISCO,CA 94108	94-1312348	501(C)(3)	33,280	0			INCOME / POVERTY REDUCTION, GENERAL CHARITABLE OPERATIONS
(104) UNITED WAY OF THE COASTAL EMPIRE INC 428 BULL STREET SAVANNAH,GA 314014963	58-0623603	501(C)(3)	6,260	0			GENERAL CHARITABLE OPERATIONS
(105) UNITED WAY OF THE DUTCHESS - ORANGE REGION 75 MARKET STREET POUGHKEEPSIE,NY 12601	06-1045698	501(C)(3)	42,000	0			HEALTH, HUMAN, & SOCIAL SERVICES, COMMUNITY ENGAGEMENT
(106) UNITED WAY OF THE EASTERN PANHANDLE 24 DISTRICT WAY SUITE 201 MARTINSBURG,WV 25404	55-6024725	501(C)(3)	9,500	0			GENERAL CHARITABLE OPERATIONS
(107) UNITED WAY OF THE MIDLANDS 1805 HARNEY ST OMAHA,NE 681021908	47-0376605	501(C)(3)	69,520	0			HEALTH, HUMAN & SOCIAL SERVICES, GENERAL CHARITABLE

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of noncash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
PART I, LINE 2:	PROCEDURES FOR MONITORING USE OF GRANT FUNDS GRANTEES ARE REQUIRED TO SUBMIT A NARRATIVE PROPOSAL AND BUDGET ABOUT THE PROJECT FOR WHICH FUNDING IS BEING REQUESTED, IN ORDER TO BE CONSIDERED FOR FUNDING. WHEN FUNDS ARE AWARDED, THE GRANTEE IS REQUIRED TO SIGN A BINDING CONTRACT WHICH ESTABLISHES THE PURPOSE OF THE FUNDING AND REQUIRED THE SUBMISSION OF AN INTERIM AND FINAL FINANCIAL REPORT, ALONG WITH THE NARRATIVE REPORTS, DETAILING THE ACTUAL EXPENSES AND DESCRIBING THE ACTUAL USAGE OF THE AWARDED FUNDS. THE FINANCIAL REPORTS MUST BE SIGNED BY AUTHORIZED FINANCE PERSONNEL OF THE GRANTEE ORGANIZATION. THESE REPORTS ARE REVIEWED BY THE DESIGNATED UNITED WAY WORLDWIDE MANAGER OVERSEEING THE PROJECT(S), AND THEN COMPARED TO THE ORIGINAL PROPOSAL SUBMITTED WHEN THE FUNDING WAS REQUESTED.

Additional Data

Return to Form

Software ID:
Software Version:

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☑ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**	Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☑ Compensation committee ☐ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☑ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**	Yes	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**	Yes	
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	**4c**		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	**5a**		No
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		No
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**		No
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**	Yes	
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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

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

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

(A) Name and Title		**(B)** Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			**(C)** Retirement and other deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
1 BRIAN GALLAGHER CHIEF EXEC. OFFICER (TO 02/09/21)	**(i)**	82,175	210,000	2,888,810	435,562	5,599	3,622,146	2,083,193
	(ii)	0	0	0	0	0	0	0
2 NEERAJ MEHTA BOARD MEM/INTERIM CEO (3/1-10/15/21)	**(i)**	442,625	0	5,622	0	0	448,247	0
	(ii)	0	0	0	0	0	0	0
3 STANLEY LITTLE CHIEF EXPERIENCE OFFICER	**(i)**	387,333	0	12,678	2,314	37,690	440,015	0
	(ii)	0	0	0	0	0	0	0
4 JOSE FERRAO INTERNATIONAL PRESIDENT	**(i)**	289,386	0	52,401	22,209	41,263	405,259	0
	(ii)	0	0	0	0	0	0	0
5 MARK SUTTON CHIEF FINANCIAL OFFICER	**(i)**	322,245	0	9,620	22,127	32,531	386,523	0
	(ii)	0	0	0	0	0	0	0
6 LEE LOVE CHIEF INVESTOR RELATIONS OFFICER	**(i)**	309,587	0	6,683	11,031	52,055	379,356	0
	(ii)	0	0	0	0	0	0	0
7 STEVE TAYLOR SENIOR VP & COUNSEL, PUBLIC POLICY	**(i)**	286,793	15,000	11,264	21,804	34,503	369,364	0
	(ii)	0	0	0	0	0	0	0
8 PATRICIA TURNER SR VP & GEN. COUNSEL (TO 12/17/21)	**(i)**	254,218	0	46,581	25,338	22,544	348,681	0
	(ii)	0	0	0	0	0	0	0
9 JOHN TAYLOR CHIEF INFORMATION & TECH. OFFICER	**(i)**	269,319	0	6,306	19,638	18,812	314,075	0
	(ii)	0	0	0	0	0	0	0
10 KEVIN CLAYBON SR VP, DATA INSIGHTS & RESEARCH	**(i)**	243,294	0	4,113	9,508	47,461	304,376	0
	(ii)	0	0	0	0	0	0	0
11 SUZANNE MCCORMICK US NETWORK PRESIDENT	**(i)**	221,652	0	21,623	24,484	30,825	298,584	0
	(ii)	0	0	0	0	0	0	0
12 CHRISTINA MACVEIGH SR VP, NETWORK ENGAGEMENT	**(i)**	250,804	0	5,392	8,605	32,403	297,204	0
	(ii)	0	0	0	0	0	0	0
13 BRIAN LACHANCE SR VP, CHIEF OF STAFF	**(i)**	237,246	0	10,001	28,711	18,317	294,275	0
	(ii)	0	0	0	0	0	0	0
14 LORI MALCOLM CHIEF CULTURE OFFICER (TO 03/28/21)	**(i)**	71,046	0	118,587	8,150	250	198,033	0
	(ii)	0	0	0	0	0	0	0
15 WILLIAM BROWNING CHIEF STRATEGY OFFICER (TO 04/02/21)	**(i)**	70,766	0	101,428	6,569	12,931	191,694	0
	(ii)	0	0	0	0	0	0	0
16 ANGELA WILLIAMS CHIEF EXEC. OFFICER (BEG 10/15/21)	**(i)**	125,448	40,000	6,091	0	6,001	177,540	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 1A	THE PRESIDENT & CHIEF EXECUTIVE OFFICER AND A SMALL NUMBER OF OTHER EMPLOYEES WHO ROUTINELY TRAVEL OVERSEAS MAY BE REIMBURSED FOR BUSINESS CLASS AIR TRAVEL (FIRST CLASS IF THERE ARE ONLY TWO CLASSES) WHEN TRAVELING FOR BUSINESS PURPOSES ON FLIGHTS LONGER THAN FOUR HOURS. BECAUSE FREQUENT/EXTENSIVE WORLD TRAVEL IS A REQUIREMENT FOR THESE POSITIONS, THIS BENEFIT IS NOT CONSIDERED COMPENSATION AND IS THEREFORE TREATED AS NON-TAXABLE.
PART I, LINE 3	THE COMPENSATION COMMITTEE ("THE COMMITTEE") OF THE BOARD OF TRUSTEES OF UNITED WAY WORLDWIDE ("UWW") IS RESPONSIBLE FOR GOVERNANCE AND OVERSIGHT OF COMPENSATION AND BENEFITS PROGRAMS FOR THE UWW CHIEF EXECUTIVE OFFICER AND OTHER EXECUTIVE LEVEL STAFF ("EXECUTIVES"), AND FOR ENSURING THAT THE COMPENSATION POLICIES OF UWW ARE CONSISTENT WITH AND IN SUPPORT OF THE ORGANIZATION'S MISSION, VALUES AND GOALS. ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONSIBLE FOR EVALUATING THE PERFORMANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL ANY ADJUSTMENTS TO HIS OR HER COMPENSATION AND BENEFITS, INCLUDING INCENTIVE AWARDS. THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL INCENTIVE AWARDS AND ANY ADJUSTMENTS TO THE COMPENSATION AND BENEFITS OF THE OTHER EXECUTIVES, WITH INPUT AND RECOMMENDATIONS FROM THE CEO. FINALLY, THE COMMITTEE IS RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL ANY NEW COMPENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY CHANGES TO EXISTING PLANS AND PROGRAMS THAT RELATE TO THE CEO OR THE EXECUTIVES. THE COMMITTEE ENGAGES A THIRD-PARTY CONSULTANT TO PROVIDE COMPENSATION DATA FROM COMPARABLE ORGANIZATIONS. THE COMMITTEE REVIEWS AND DISCUSSES THAT DATA BEFORE DETERMINING THE COMPENSATION OF THE CEO AND EXECUTIVES. SUCH DECISION IS DOCUMENTED CONTEMPORANEOUSLY BY THE COMMITTEE.
PART I, LINES 4A-B	THE AMOUNTS ACCRUED PRIOR TO 2021 IN THE AMOUNT OF $2,083,193 HAVE BEEN PREVIOUSLY REPORTED AS DEFERRED COMPENSATION ON PRIOR YEARS' FORM 990S. THIS AMOUNT WAS INCLUDED IN THE AMOUNT PAID IN 2021, WHEN THE CEO LEFT. WHEN DETERMINING REASONABLE COMPENSATION FOR ITS CHIEF EXECUTIVE, THE BOARD OF UNITED WAY WORLDWIDE DETERMINED THAT A SUPPLEMENTAL DEFERRED RETIREMENT PLAN WAS THE BEST INCENTIVE TO RETAIN AND ATTRACT THE LEADERSHIP IT FELT THE ORGANIZATION NEEDED AT THAT TIME. THE FOLLOWING INDIVIDUALS RECEIVED A SEVERANCE PAYMENT PURSUANT TO THE POLICIES AND PROCEDURES OF UNITED WAY WORLDWIDE UPON SEPARATION. THE SEVERANCE PAYMENTS ARE INCLUDED IN SCHEDULE J, PART II, COLUMN (B)(III) AS PART OF OTHER REPORTABLE COMPENSATION: BRIAN GALLAGHER $497,692 LORI MALCOLM $84,326 WILLIAM BROWNING $73,407
PART I, LINE 7	THE EXECUTIVE MANAGEMENT TEAM IS PAID A BONUS BASED UPON A COMBINATION OF INDIVIDUAL PERFORMANCE, EXECUTIVE MANAGEMENT TEAM PERFORMANCE AND PERFORMANCE OF THE ORGANIZATION. THE METRICS CONSIDERED ARE NOT REVENUE BASED. THE BOARD CONSIDERS THE METRICS AND ARRIVES AT THE BONUS AMOUNT - IT IS NOT A MATRIX BASED ON A SCORE BUT SOMEWHAT DISCRETIONARY.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures .				
3 Art—Fractional interests . .				
4 Books and publications . .				
5 Clothing and household goods				
6 Cars and other vehicles . .				
7 Boats and planes				
8 Intellectual property . . .				
9 Securities—Publicly traded .	X	28	749,404	FAIR MARKET VALUE
10 Securities—Closely held stock .				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous . .				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other . . .				
15 Real estate—Residential .				
16 Real estate—Commercial . .				
17 Real estate—Other . . .				
18 Collectibles				
19 Food inventory . . .				
20 Drugs and medical supplies .				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens . .				
24 Archeological artifacts . . .				
25 Other ▶ (____________)				
26 Other ▶ (____________)				
27 Other ▶ (____________)				
28 Other ▶ (____________)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement | 29 |

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		No
b If "Yes," describe in Part II.			
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
PART I, COLUMN (B):	SECURITIES - PUBLICLY TRADED REPORTING THE NUMBER OF CONTRIBUTIONS ON SCHEDULE M, PART I, LINE 9.

Additional Data

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SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Return Reference	Explanation
FORM 990, PART III, LINE 1	ORGANIZATION'S MISSION FOR 135 YEARS, THE UNITED WAY NETWORK HAS SERVED AS A VEHICLE FOR VOLUNTEERS, DONORS, PARTNERS AND ADVOCATES WHO SEEK TO CHANGE LIVES AND COMMUNITIES THROUGH SERVICE, COLLABORATION AND IMPACT. AS ONE OF THE WORLD'S LARGEST PRIVATELY FUNDED CHARITIES, THE UNITED WAY NETWORK SERVES 95% OF U.S. COMMUNITIES AND 37 COUNTRIES AND TERRITORIES. IT IMPACTS MORE THAN 48 MILLION PEOPLE EVERY YEAR. UWW SEEKS TO SUPPORT THE NETWORK IN ADVANCING THE COLLECTIVE MISSION OF UNITED WAY TO IMPROVE LIVES BY MOBILIZING THE CARING POWER OF COMMUNITIES AROUND THE WORLD.
FORM 990, PART III, LINE 4A	PROGRAM SERVICE ACTIVITY 1 DONOR ADVISED GIVING (DOMESTIC AND INTERNATIONAL) - THE UNITED WAY DONOR ADVISED GIVING PROGRAM (DAF & IDAG) FACILITATES GRANTS TO DOMESTIC AND INTERNATIONAL ORGANIZATIONS, BASED ON RECOMMENDATIONS BY PROGRAM CONTRIBUTORS, THAT MEET PROGRAMMATIC OR GEOGRAPHIC INTERESTS OF BOTH THE DONOR AND UNITED WAY WORLDWIDE. THROUGH DAF AND IDAG, DONORS CAN PROVIDE FUNDING FOR GRANTS TO A VARIETY OF CHARITABLE/NON-GOVERNMENTAL ORGANIZATIONS, SUCH AS SCHOOLS, ORPHANAGES, HOSPITALS, COMMUNITY DEVELOPMENT AND RESEARCH CENTERS AND A NETWORK OF UNITED WAYS IN THE UNITED STATES OF AMERICA AND OTHER COUNTRIES AROUND THE WORLD. GRANTS CAN BE USED FOR CHARITABLE PURPOSES IN A PARTICULAR COUNTRY, REGION, OR FIELD OF INTEREST AND SUPPORT A SPECIFIC CHARITABLE ORGANIZATION INSIDE OR OUTSIDE THE UNITED STATES.
FORM 990, PART III, LINE 4B	PROGRAM SERVICE ACTIVITY 2 U.S. NETWORK - THE UNITED WAY WORLDWIDE U.S. NETWORK TEAM PROVIDES GOVERNANCE, RESOURCES DEVELOPMENT, PROGRAM AND CAPACITY BUILDING SUPPORT AND TRAINING TO UNITED WAY MEMBERS WITHIN THE UNITED STATES OF AMERICA. IN ADDITION, THE U.S. NETWORK TEAM SUPPORTS MEMBER GRANT DISTRIBUTIONS SERVICES, COMMUNITY BUILDING, NATIONAL AGENCIES' SUPPORT, VOLUNTEER DEVELOPMENT, EARLY CHILDHOOD DEVELOPMENT, FINANCIAL STABILITY, 2-1-1 INITIATIVE AND BORN LEARNING. IT ALSO PROVIDES REGIONAL AND NATIONAL SUPPORTIVE SERVICES TO MEMBER UNITED WAYS, SUCH AS CRISIS RESPONSE TECHNICAL SUPPORT AND DISASTER LONG-TERM RECOVERY FUND MANAGEMENT.
FORM 990, PART III, LINE 4C	DIGITAL SERVICES - THE UNITED WAY WORLDWIDE DIGITAL SERVICES TEAM PROVIDES LEADERSHIP TO THE UNITED WAY NETWORK IN DESIGN, CREATION, AND IMPLEMENTATION OF DIGITAL TECHNOLOGY BASED DONOR ENGAGEMENT STRATEGIES. THROUGH THE USE OF STATE OF THE ART DIGITAL TECHNOLOGIES THAT LEVERAGE THE NETWORK'S DATA RESOURCES, THE DIGITAL SERVICES TEAM MAKES POSSIBLE SECURE, PERSONALIZED, REAL-TIME PHILANTHROPY THAT INCREASES GIVING, ADVOCACY, AND VOLUNTEERISM.
FORM 990, PART VI, SECTION A, LINE 6	CLASSES OF MEMBERS OR STOCKHOLDERS THE ORGANIZATION HAS ONE CLASS OF MEMBERS. MEMBER RIGHTS AND RESPONSIBILITIES ARE DEFINED IN THE MEMBERSHIP LICENSE AGREEMENT. EACH MEMBER HAS ONE VOTE ON MATTERS REQUIRING MEMBER APPROVAL PER THE BYLAWS.
FORM 990, PART VI, SECTION A, LINE 7A	MEMBERS OR STOCKHOLDERS ELECTING MEMBERS OF GOVERNING BODY NOMINEES TO THE BOARD OF TRUSTEES MUST BE APPROVED BY THE MEMBERSHIP, BY A MAJORITY VOTE.
FORM 990, PART VI, SECTION A, LINE 7B	DECISIONS REQUIRING APPROVAL BY MEMBERS OR STOCKHOLDERS MEMBERS MUST ALSO APPROVE ANY AMENDMENTS TO THE BYLAWS OF THE ORGANIZATION OR ANY EXTRAORDINARY BUSINESS EVENT SUCH AS A MERGER OR SALE OF SUBSTANTIALLY ALL OF THE CORPORATE ASSETS.
FORM 990, PART VI, SECTION B, LINE 11B	REVIEW OF FORM 990 BY GOVERNING BODY THE ORGANIZATION'S FORM 990 UNDERGOES A NUMBER OF INTERNAL AND EXTERNAL REVIEWS BEFORE IT IS FILED WITH THE IRS. THE RETURN IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM AND THEN REVIEWED BY: THE ORGANIZATION'S EXECUTIVE VICE PRESIDENT & CFO, AND BY THE AUDIT COMMITTEE OF THE BOARD. LASTLY, IT IS SENT TO ALL BOARD MEMBERS BEFORE IT IS FILED.
FORM 990, PART VI, SECTION B, LINE 12C	CONFLICT OF INTEREST POLICY THE CONFLICT OF INTEREST POLICY IS INCLUDED IN THE ORGANIZATION'S CODE OF ETHICS AND ENFORCED BY THE ETHICS OFFICER. ANNUALLY ALL STAFF, AND BOARD MEMBERS ARE REQUIRED TO READ AND CERTIFY TO COMPLIANCE WITH THE CODE OF ETHICS. BOARD MEMBERS ARE REQUIRED ANNUALLY TO FILE WITH THE ETHICS OFFICER A CONFLICT OF INTEREST DECLARATION FORM. THE ETHICS OFFICER USES THE INFORMATION TO ENSURE THAT ANY BOARD MEMBERS WHO HAS A CONFLICT OF INTEREST IN ANY BUSINESS BEFORE THE BOARD IS RECUSED FROM PARTICIPATING IN THAT DECISION AND VOTE.
FORM 990, PART VI, SECTION B, LINE 15	PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL THE COMPENSATION COMMITTEE ("THE COMMITTEE") OF THE BOARD OF TRUSTEES OF UNITED WAY WORLDWIDE ("UWW") IS RESPONSIBLE FOR GOVERNANCE AND OVERSIGHT OF COMPENSATION AND BENEFITS PROGRAMS FOR THE UWW CHIEF EXECUTIVE OFFICER AND OTHER EXECUTIVE LEVEL STAFF ("EXECUTIVES"), AND FOR ENSURING THAT THE COMPENSATION POLICIES OF UWW ARE CONSISTENT WITH AND IN SUPPORT OF THE ORGANIZATION'S MISSION, VALUES AND GOALS. ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONSIBLE FOR EVALUATING THE PERFORMANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL ANY ADJUSTMENTS TO HIS OR HER COMPENSATION AND BENEFITS, INCLUDING INCENTIVE AWARDS. THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL INCENTIVE AWARDS AND ANY ADJUSTMENTS TO THE COMPENSATION AND BENEFITS OF THE OTHER EXECUTIVES, WITH INPUT AND RECOMMENDATIONS FROM THE CEO. FINALLY, THE COMMITTEE IS RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL ANY NEW COMPENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY CHANGES TO EXISTING PLANS AND PROGRAMS THAT RELATE TO THE CEO OR THE EXECUTIVES. THE

Return Reference	Explanation
	COMMITTEE ENGAGES A THIRD-PARTY CONSULTANT TO PROVIDE COMPENSATION DATA FROM COMPARABLE ORGANIZATIONS. THE COMMITTEE REVIEWS AND DISCUSSES THAT DATA BEFORE DETERMINING THE COMPENSATION OF THE CEO AND EXECUTIVES. SUCH DECISION IS DOCUMENTED CONTEMPORANEOUSLY BY THE COMMITTEE.
FORM 990, PART VI, SECTION C, LINE 19	REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC THE ORGANIZATION'S GOVERNING DOCUMENTS, CODE OF ETHICS/CONFLICT OF INTEREST POLICY, AUDITED FINANCIAL STATEMENTS, AND FILED IRS FORM 990 ARE AVAILABLE ON ITS WEBSITE (WWW.UNITEDWAY.ORG).
FORM 990, PART VII, SECTION A	LIST OF NON-VOTING U.S.A. BOARD MEMBERS IN ADDITION TO THE VOTING MEMBERS OF THE UNITED WAY WORLDWIDE BOARD OF TRUSTEES, THE FOLLOWING INDIVIDUALS ARE MEMBERS OF THE U.S.A. BOARD OF TRUSTEES: NEERAJ MEHTA, CHAIR OF THE USA BOARD; CYNTHIA FIGUEROA, CHAIR, US MEMBERSHIP ACCOUNTABILITY COMMITTEE (TERM ENDED 5/11/21); JAKE SILVOLA FINCH, CHAIR, US MEMBERSHIP ACCOUNTABILITY COMMITTEE (EFFECTIVE 5/11/21); KATHERINE QUINN, CHAIR, US NOMINATING COMMITTEE; MARK HOWARD, AT-LARGE BOARD MEMBER; ORV KIMBROUGH, AT-LARGE BOARD MEMBER (TERM BEGAN 5/11/21); REKHA MISRA, AT-LARGE BOARD MEMBER (TERM BEGAN 5/11/21); SUSAN SOMERSILLE JOHNSON, AT-LARGE BOARD MEMBER; MARY CATHRYN RICKER, AT-LARGE BOARD MEMBER (TERM ENDED 5/11/21); DAVID SHAFFER, AT-LARGE BOARD MEMBER; LIZ SHULER, AT-LARGE BOARD MEMBER (TERM BEGAN 5/11/21); BYRON SPRUELL, AT-LARGE BOARD MEMBER; DEANNA STRABLE, AT-LARGE BOARD MEMBER; DR. REGINA CUNINGHAM, AT-LARGE BOARD MEMBER (TERM ENDED 1/20/21); JOHN J. DOONER, JR., EMERITUS BOARD MEMBER.
FORM 990, PART IX, LINE 11G	CONSULTING SERVICES: PROGRAM SERVICE EXPENSES 17,804,667. MANAGEMENT AND GENERAL EXPENSES 3,432,065. FUNDRAISING EXPENSES 271,360. TOTAL EXPENSES 21,508,092. CONTRACT SERVICES & TEMP SERVICES: PROGRAM SERVICE EXPENSES 2,200,945. MANAGEMENT AND GENERAL EXPENSES 424,259. FUNDRAISING EXPENSES 33,545. TOTAL EXPENSES 2,658,749. PROFESSIONAL SERVICES: PROGRAM SERVICE EXPENSES 342,926. MANAGEMENT AND GENERAL EXPENSES 66,103. FUNDRAISING EXPENSES 5,227. TOTAL EXPENSES 414,256. OTHER PURCHASED SERVICES: PROGRAM SERVICE EXPENSES 382,236. MANAGEMENT AND GENERAL EXPENSES 73,680. FUNDRAISING EXPENSES 5,826. TOTAL EXPENSES 461,742.
FORM 990, PART XI, LINE 9:	PENSION-RELATED CHANGES 2,649,177. GAIN ON DEBT EXTINGUISHMENT 2,180,000. GAIN ON CASUALTY 182,692.

Additional Data

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SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) UNITED WAY DIGITAL HOLDINGS LLC 701 N FAIRFAX STREET ALEXANDRIA, VA 22314 81-5211422	SOFTWARE	DE	0	7,033	UNITED WAY WORLDWIDE

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity? Yes	No
(1)UNITED WAY WORLDWIDE (ASIA) LIMITED ROOM 1906 19/F LEE GARDEN ON CAUSEWAY BAY HK	SEE PART VII	HK	501(C)(3)	LINE 7	UNITED WAY WORLDWIDE	Yes	
(2)UNITED WAY OF THE BAY AREA (TO 63021) 550 KEARNY ST STE 1000 SAN FRANCISCO, CA 941082524 94-1312348	PROVIDE EMPLOYMENT, HOUSING & STABILITY RESOURCES.	CA	501(C)(3)	LINE 7	UNITED WAY WORLDWIDE	Yes	

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1)FRONTSTREAM HOLDINGS LLC 11480 COMMERCE PARK DR SUITE 300 RESTON, VA 201911575 38-3913855	FUNDRAISING CAMPAIGN PLEDGE PROCESSING	DE	N/A	C					No
(2)UPPURPOSE INC 3461 RINGSBY CT STE 115 DENVER, CO 80216 83-3452153	SOFTWARE DEVELOPMENT	CO	UNITED WAY WORLDWIDE	C	3,928	400,133	100.000 %	Yes	

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

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

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

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

(a) Name of related organization	**(b)** Transaction type (a-s)	**(c)** Amount involved	**(d)** Method of determining amount involved
(1)UNITED WAY WORLDWIDE (ASIA) LIMITED	B	317,893	ACTUAL PAYMENTS
(2)UPPURPOSE INC	M	1,017,975	ACTUAL PAYMENTS
(3)UNITED WAY OF THE BAY AREA	L	582,796	ACTUAL PAYMENTS
(4)UNITED WAY OF THE BAY AREA	P	125,275	ACTUAL PAYMENTS
(5)UNITED WAY OF THE BAY AREA	E	120,000	AMOUNT OWED

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

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

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

Part VII Supplemental Information

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

Return Reference	Explanation
SCHEDULE R, PART II, COLUMN (B):	UNITED WAY WORLDWIDE (ASIA) LIMITED'S PRIMARY ACTIVITY IS LEADERSHIP AND SUPPORT FOR THE UWW NETWORK MEMBERS IN THE ASIA PACIFIC REGION.

Additional Data

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Software ID:
Software Version: