

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 foundation): 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

2022

Open to Public Inspection

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

C Name of organization
WORLD EDUCATION SERVICES INC
Doing business as
Number and street (or P.O. box if mail is not delivered to street address) Room/suite
ONE BATTERY PARK PLAZA
City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10004

F Name and address of principal officer:
ESTHER T BENJAMIN
ONE BATTERY PARK PLAZA
NEW YORK, NY 10004

D Employer identification number
23-7396384
E Telephone number
(212) 219-7307
G Gross receipts \$ 98,711,226

H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
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.WES.ORG

K Form of organization: Corporation Trust Association Other

L Year of formation: 1974

M State of legal domicile: NY

Part I Summary			
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: HELP PEOPLE THRIVE IN NEW PLACES AND HELP SOCIETY SEE THE VALUE OF PEOPLE'S EDUCATION & EXPERIENCE.		
	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	13
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	280
Revenue	6 Total number of volunteers (estimate if necessary)	6	0
	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
Expenses	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	315,841	0
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	102,853,117	97,997,750
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	4,450,707	659,199
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,361	48,074
		107,632,026	98,705,023
Net Assets or Fund Balances	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	4,543,474	10,935,240
	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)	43,855,957	46,585,537
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25)		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	22,794,460	28,091,805
	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	71,193,891	85,612,582
	19 Revenue less expenses. Subtract line 18 from line 12	36,438,135	13,092,441
		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	221,911,530	205,422,025
	21 Total liabilities (Part X, line 26)	30,263,633	31,021,391
	22 Net assets or fund balances. Subtract line 21 from line 20	191,647,897	174,400,634

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
JOHN VERMAATEN CEO & EXEC. DIR.
Type or print name and title

2023-11-13
Date

Paid Preparer Use Only

Print/Type preparer's name
Firm's name
Firm's address

Preparer's signature
EISNER ADVISORY GROUP LLC
733 THIRD AVENUE
NEW YORK, NY 100172703

Date
Check if self-employed
PTIN P01306891
Firm's EIN 87-1353108
Phone no. (212) 949-8700

May the IRS discuss this return with the preparer shown above? See Instructions. Yes No

For Paperwork Reduction Act Notice, see the separate instructions. Cat. No. 11282Y Form 990 (2022)

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:

WES HELPS PEOPLE LEARN, WORK, AND THRIVE IN NEW PLACES AND HELPS SOCIETY RECOGNIZE THE VALUE OF PEOPLE'S EDUCATION AND EXPERIENCE.

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 \$ 53,022,745 including grants of \$) (Revenue \$ 97,997,750)

CREDENTIAL EVALUATION PRODUCTION:WES EVALUATES ACADEMIC CREDENTIALS FROM MORE THAN 48,000 INSTITUTIONS IN 203 COUNTRIES AND TERRITORIES AROUND THE WORLD. WES'S INDUSTRY-STANDARD REPORTS ARE RECOGNIZED BY THOUSANDS OF ACADEMIC INSTITUTIONS, LICENSING BODIES, AND EMPLOYERS THROUGHOUT THE UNITED STATES OF AMERICA AND CANADA. IN 2022, WES EVALUATED CREDENTIAL EVALUATIONS FOR: IMMIGRATION (62%), EDUCATION (28%), EMPLOYMENT (5%), AND PROFESSIONAL LICENSING (5%). IN 2021, WES EVALUATED CREDENTIAL EVALUATIONS FOR: IMMIGRATION (71%), EDUCATION (22%), EMPLOYMENT (3%), AND PROFESSIONAL LICENSING (4%).

4b

(Code:) (Expenses \$ 5,448,302 including grants of \$) (Revenue \$)

GLOBAL TALENT BRIDGE:WES GLOBAL TALENT BRIDGE ("GTB") IS DEDICATED TO HELPING SKILLED IMMIGRANTS FULLY UTILIZE THEIR TALENTS AND EDUCATION IN THE UNITED STATES OF AMERICA AND CANADA. GTB JOINS INSTITUTIONAL PARTNERS, COMMUNITY-BASED ORGANIZATIONS, AND POLICYMAKERS TO HELP SKILLED IMMIGRANTS USE THEIR SKILLS, LEVERAGE THEIR TRAINING, AND ACHIEVE THEIR ACADEMIC AND PROFESSIONAL GOALS.

4c

(Code:) (Expenses \$ 13,551,764 including grants of \$ 10,935,240) (Revenue \$)

GRANTMAKING: THE MARIAM ASSEFA FUND:THE WES MARIAM ASSEFA FUND SEEKS TO CATALYZE ECONOMIC INCLUSION, OPPORTUNITIES, AND MOBILITY IN SUPPORT OF IMMIGRANTS AND REFUGEES IN THE UNITED STATES OF AMERICA AND CANADA. THROUGH GRANT MAKING, IMPACT INVESTING, PARTNERSHIPS, AND FIELD-BUILDING, THE MARIAM ASSEFA FUND SUPPORTS EFFORTS TO BRING ABOUT INCLUSIVE ECONOMIES AND TO ENSURE THAT ALL IMMIGRANTS AND REFUGEES CAN ACHIEVE THEIR GOALS AND THRIVE.

4d

Other program services (Describe in Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e

Total program service expenses 72,022,811

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	No
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	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 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	No
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	No
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 Yes	
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	No
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)?	11f Yes	
12a If "Yes," complete Schedule D, Part XI. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a Yes	
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	No
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?	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	Yes
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	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	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?	33	No
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	No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	No
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	
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	105
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)						
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	280			
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		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: C A						
5a		Did the organization have 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				
9		Sponsoring organizations maintaining donor advised funds.						
a		Did the sponsoring organization make any taxable distributions under section 4966?		9a				
b		Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b				
10		Section 501(c)(7) organizations. Enter:						
a		Initiation fees and capital contributions included on Part VIII, line 12		10a				
b		Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b				
11		Section 501(c)(12) organizations. Enter:						
a		Gross income from members or shareholders		11a				
b		Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b				
12a		Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a				
b		If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b				
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?		13a				
		Note. See the instructions for additional information the organization must report on Schedule O.						
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?		15			No	
16		Is the organization subject to the section 4968 excise tax on net investment income?		16			No	
17		Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
		If "Yes," complete Form 6069.						

Part VI

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

☒

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	13	
1b	Enter the number of voting members included in line 1a, above, who are independent	13	
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	No
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	No
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	8a	Yes
8b	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.)

	Yes	No
10a	10a	Yes
10b	10b	Yes
11a	11a	Yes
12a	12a	Yes
12b	12b	Yes
12c	12c	Yes
13	13	Yes
14	14	Yes
15a	15a	Yes
15b	15b	Yes
16a	16a	No
16b	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed: CA, IL, NY

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:
JOHN VERMAATEN ONE BATTERY PARK PLAZA NEW YORK, NY 10004 (212) 219-7307

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, box 6 of 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 (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) AUDREY HENDLEY CHAIR	2.00	X		X				0	0	0
(2) LYNN SHOTWELL VICE CHAIR (THRU 3/2022)	1.00	X		X				0	0	0
(3) HELEN HAYWARD SECRETARY	1.00	X		X				0	0	0
(4) SAMUEL ARTMANN TREASURER	1.00	X		X				0	0	0
(5) ANN BULLER TRUSTEE	1.00	X						0	0	0
(6) MISHA ESIPOV TRUSTEE	1.00	X						0	0	0
(7) CAROLINE GAYLE TRUSTEE	1.00	X						0	0	0
(8) SIDNEY R HARGO TRUSTEE	1.00	X						0	0	0
(9) JOANNA HARRIES TRUSTEE	1.00	X						0	0	0
(10) SHAKTI JAUHAR TRUSTEE	1.00	X						0	0	0
(11) DEWAYNE MATTHEWS TRUSTEE	1.00	X						0	0	0
(12) FERIDUN HAMDULLAHPUR TRUSTEE	1.00	X						0	0	0
(13) MARYANA ISKANDER TRUSTEE (THRU 3/2022)	1.00	X						0	0	0
(14) FRANCISCO MARMOLEJO TRUSTEE	1.00	X						0	0	0
(15) AARON WILLIAMS TRUSTEE	1.00	X						0	0	0
(16) ESTHER T BENJAMIN CEO & EXECUTIVE DIRECTOR	40.00			X				806,772	0	38,164
(17) CHERYL TOTO CHIEF OPERATIONS OFFICER	40.00			X				463,707	0	30,409

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/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
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) JOHN VERMAATEN CHIEF FINANCIAL OFFICER	40.00			X				417,244	0	42,955
(19) SHAMIRA MADHANY MANAGING DIRECTOR, WES CANADA	40.00			X				308,763	0	25,713
(20) ABBIE J COWAN CHIEF PEOPLE OFFICER (AS OF 12/2022)	40.00			X				16,040	0	481
(21) BIREN SHAH CHIEF TECHNOLOGY OFFICER	40.00				X			363,030	0	41,164
(22) MONICA K MUNN CHIEF SOCIAL IMPACT OFFICER	40.00				X			351,251	0	28,673
(23) HOLLY SANDERS CHIEF TRANSFORMATION OFFICER	40.00				X			349,600	0	30,158
(24) PAUL FELTMAN DEPUTY EXECUTIVE DIRECTOR, GTB	40.00				X			342,048	0	39,589
(25) MEGAN BLACKBURN SIR. DIRECTOR, STRATEGY & PLANNING, COS	40.00				X			279,264	0	36,707
(26) NEGASH YUSUF CXC EVALUATOR	40.00					X		331,755	0	14,098
(27) YUKI INOUE CXC EVALUATOR	40.00					X		298,360	0	30,838
(28) ERNEST WURZBACH SR. DIRECTOR OF TECHNOLOGY	40.00					X		260,473	0	25,355
(29) NEJAT AHMED SR. DIRECTOR , CORPORATE CONTROLLER	40.00					X		259,820	0	36,019
(30) LOULADEY ASSEFA CXC EVALUATOR	40.00					X		245,877	0	19,645

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A . . .			
d Total (add lines 1b and 1c)	5,094,004	0	439,968

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 ▶ 107

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ALVAREZ & MARSAL HOLDINGS LLC 600 MADISON AVE NEW YORK, NY 10022	PROJECT MANAGEMENT	2,923,182
AMERICAN CUSTOMER CARE INC 225 NORTH MAIN ST SUITE 500 BRISTOL, CT 06010	OUTSOURCE CALL CENTR	2,446,880
FIVE ELEMENT ANALYTICS LLC 2174 HEWLETT AVENUE SUITE 205A MERRICK, NY 11566	BUSINESS CONSULTANT	463,000
CPRIME INC 115 E MAPLE AVE LANGHORNE, PA 19047	BUSINESS CONSULTANT	433,707
TBT MANAGEMENT CONSULTING LLC PO BOX 356 ISLIP, NY 11751	IT INFRASTRUCTURE & SUPPORT	405,505

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 ▶ 24

Part VIII

Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants, and Other Similar Amounts			1a	Federated campaigns	1a		
			b	Membership dues	1b		
			c	Fundraising events	1c		
			d	Related organizations	1d		
			e	Government grants (contributions)	1e		
			f	All other contributions, gifts, grants, and similar amounts not included above	1f		
			g	Noncash contributions included in lines 1a - 1f:\$	1g		
						h Total. Add lines 1a-1f ▶	
Program Service Revenue	2a	CREDENTIAL EVALUATIONS	Business Code				
			611710	97,997,750	97,997,750		
	b						
	c						
	d						
	e						
	f	All other program service revenue.					
g Total. Add lines 2a-2f.			97,997,750				
Other Revenue	3		Investment income (including dividends, interest, and other similar amounts)	665,402			665,402
	4		Income from investment of tax-exempt bond proceeds				
	5		Royalties				
	6a	Gross rents	(i) Real	(ii) Personal			
	b	Less: rental expenses	6b				
	c	Rental income or (loss)	6c				
	d		Net rental income or (loss)				
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
	b	Less: cost or other basis and sales expenses	7b		6,203		
	c	Gain or (loss)	7c		-6,203		
	d		Net gain or (loss)	-6,203	-6,203		
	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					
Other	11a		OTHER INCOME	Business Code			
			900099	48,074	48,074		
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d		48,074			
12		Total revenue. See instructions		98,705,023	98,039,621	0	665,402

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	6,750,295	6,750,295		
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.	4,184,945	4,184,945		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	4,152,087	2,318,616	1,833,471	
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	33,873,503	27,033,376	6,840,127	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,156,419	1,811,392	345,027	
9 Other employee benefits	3,668,176	3,117,098	551,078	
10 Payroll taxes	2,735,352	2,297,696	437,656	
11 Fees for services (non-employees):				
a Management				
b Legal	373,168	53,945	319,223	
c Accounting	154,651		154,651	
d Lobbying	32,274	32,274		
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	2,423		2,423	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	8,318,564	7,906,271	412,293	
12 Advertising and promotion	1,090,974	1,012,294	78,680	
13 Office expenses	213,474	122,353	91,121	
14 Information technology	2,153,253	1,786,497	366,756	
15 Royalties				
16 Occupancy	1,639,725	1,377,369	262,356	
17 Travel	1,160,165	571,423	588,742	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	790,430	542,277	248,153	
23 Insurance	96,371		96,371	
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 RECRUITMENT&CALL CENTER	3,849,296	3,477,617	371,679	
b POSTAGE & PRINTING	3,333,434	3,326,375	7,059	
c CREDIT CARD & BANK FEES	2,262,124	2,235,855	26,269	
d REPAIRS & MAINTENANCE	1,979,815	1,790,033	189,782	
e All other expenses	641,664	274,810	366,854	
25 Total functional expenses. Add lines 1 through 24e	85,612,582	72,022,811	13,589,771	0
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)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		2,408,995	1	2,770,683	
	2	Savings and temporary cash investments		42,246,259	2	51,755,062	
	3	Pledges and grants receivable, net		116,825	3		
	4	Accounts receivable, net		67,063	4	287,631	
	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		1,050,216	9	1,268,057	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	3,808,185			
	b	Less: accumulated depreciation	10b	3,352,104	778,015	10c	456,081
	11	Investments—publicly traded securities		8,459,149	11	8,586,413	
	12	Investments—other securities. See Part IV, line 11		164,983,618	12	135,816,011	
	13	Investments—program-related. See Part IV, line 11		1,250,000	13	750,000	
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		551,390	15	3,732,087	
16	Total assets. Add lines 1 through 15 (must equal line 33)		221,911,530	16	205,422,025		
Liabilities	17	Accounts payable and accrued expenses		9,825,841	17	11,289,377	
	18	Grants payable		599,441	18	3,439,144	
	19	Deferred revenue		19,443,433	19	12,807,935	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	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			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		394,918	25	3,484,935	
	26	Total liabilities. Add lines 17 through 25		30,263,633	26	31,021,391	
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		191,531,072	27	174,400,634	
	28	Net assets with donor restrictions		116,825	28	0	
	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		191,647,897	32	174,400,634	
	33	Total liabilities and net assets/fund balances		221,911,530	33	205,422,025	

Part XI

Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	98,705,023
2	Total expenses (must equal Part IX, column (A), line 25)	2	85,612,582
3	Revenue less expenses. Subtract line 2 from line 1	3	13,092,441
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	191,647,897
5	Net unrealized gains (losses) on investments	5	-29,922,081
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	-417,623
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	174,400,634

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? 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		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	Yes	
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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		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.		

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

2022

Open to Public Inspection

Name of the organization

WORLD EDUCATION SERVICES INC

Employer identification number

23-7396384

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .						
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						
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) . . .						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4. . .						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on . . .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
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 2022 (line 6, column (f) divided by line 11, column (f))	14	
15 Public support percentage for 2020 Schedule A, Part II, line 14	15	
16a 33 1/3% support test—2022. 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—2021. 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—2022. 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—2021. 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 IIISupport 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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")		643,750	2,210,038	315,841		3,169,629
2Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	70,033,928	82,893,585	90,727,512	102,853,117	97,997,750	444,505,892
3Gross receipts from activities that are not an unrelated trade or business under section 513						
4Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5The value of services or facilities furnished by a governmental unit to the organization without charge						
6Total. Add lines 1 through 5	70,033,928	83,537,335	92,937,550	103,168,958	97,997,750	447,675,521
7aAmounts included on lines 1, 2, and 3 received from disqualified persons						0
bAmounts 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.						0
cAdd lines 7a and 7b.						0
8Public support. (Subtract line 7c from line 6.)						447,675,521

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9Amounts from line 6.	70,033,928	83,537,335	92,937,550	103,168,958	97,997,750	447,675,521
10aGross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	1,980,399	696,047	550,974	235,823	665,402	4,128,645
bUnrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
cAdd lines 10a and 10b.	1,980,399	696,047	550,974	235,823	665,402	4,128,645
11Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	26,876	83,836	17,921	12,361	41,871	182,865
13Total support. (Add lines 9, 10c, 11, and 12.)	72,041,203	84,317,218	93,506,445	103,417,142	98,705,023	451,987,031
14First 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

15Public support percentage for 2022 (line 8, column (f) divided by line 13, column (f))	15	99.050 %
16Public support percentage from 2021 Schedule A, Part III, line 15	16	98.800 %

Section D. Computation of Investment Income Percentage

17Investment income percentage for 2022 (line 10c, column (f) divided by line 13, column (f))	17	0.910 %
18Investment income percentage from 2021 Schedule A, Part III, line 17	18	1.170 %
19a33 1/3% support tests—2022. 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	☒	
b33 1/3% support tests—2021. 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	☐	
20Private 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? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer 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).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (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? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990) .</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		

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?		
b	A family member of a person described on 11a above?		
c	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

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? <i>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.</i>		
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? <i>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.</i>		

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)? <i>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).</i>		

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?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

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

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 (<i>explain in detail in Part VI</i>): | |
| 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 2022 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-2022	(iii) Distributable Amount for 2022
1	Distributable amount for 2022 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2022 (reasonable cause required-- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2022:		
a	From 2017.		
b	From 2018.		
c	From 2019.		
d	From 2020.		
e	From 2021.		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2022 distributable amount		
i	Carryover from 2017 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2022 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2022 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2022, 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 2022. 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 2023. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2018.		
b	Excess from 2019.		
c	Excess from 2020.		
d	Excess from 2021.		
e	Excess from 2022.		

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

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART III, LINE 12, OTHER INCOME:	OTHER INCOME CONSISTS OF AMERICAN EXPRESS PURCHASING CARD CASH REWARDS AND OTHER VARIOUS MISCELLANEOUS INCOME.

Additional Data

[Return to Form](#)

Software ID:

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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 WORLD EDUCATION SERVICES INC	Employer identification number 23-7396384
--	--

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)	3,246													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	29,028													
c	Total lobbying expenditures (add lines 1a and 1b)	32,274													
d	Other exempt purpose expenditures	71,990,537													
e	Total exempt purpose expenditures (add lines 1c and 1d)	72,022,811													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		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.		
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.														
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	3,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					4,500,000
c Total lobbying expenditures		3,622	51,779	32,274	87,675
d Grassroots nontaxable amount		250,000	250,000	250,000	750,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,125,000
f Grassroots lobbying expenditures		2,200	8,997	3,246	14,443

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)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 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
PART II-A, LINE 1C	WES STAFF ENGAGE IN A WIDE RANGE OF ADVOCACY ACTIVITIES TO FURTHER THEIR MISSION TO ADVANCE THE GLOBAL MOBILITY AND INTEGRATION OF PEOPLE INTO ACADEMIC AND PROFESSIONAL SETTINGS BY EVALUATING AND ADVOCATING FOR THE RECOGNITION OF INTERNATIONAL EDUCATIONAL QUALIFICATIONS AND ENABLING INDIVIDUALS TO FULLY UTILIZE THEIR EDUCATION. WES'S WORK INCLUDES EFFORTS TO EDUCATE MEMBERS OF CONGRESS, THEIR STAFF, AND THE PUBLIC ON IMMIGRANT INTEGRATION ISSUES AND IMMIGRANT ACCESS TO WORK. WES ADVOCATES FOR REMOVING UNNECESSARY BARRIERS TO EMPLOYMENT FOR IMMIGRANTS, ESPECIALLY THOSE WHO ARE INTERNATIONALLY TRAINED AND/OR EDUCATED. DURING 2022, WES'S STAFF AND CONSULTANTS ADVOCATED FOR FEDERAL LEGISLATION TO PROMOTE THE SOCIAL AND ECONOMIC INCLUSION OF IMMIGRANTS, REFUGEES, AND INTERNATIONAL STUDENTS IN THE U.S. SPECIFICALLY, WES LED EFFORTS TO INCREASE FUNDING FOR PROGRAMS TO ADDRESS BARRIERS OF ENTRY TO THE WORKFORCE FOR IMMIGRANTS AND REFUGEES WHO HOLD HEALTH CARE CREDENTIALS FROM OUTSIDE THE U.S., AND TO CONDUCT A COMPREHENSIVE STUDY AT THE FEDERAL LEVEL OF THE BARRIERS TO COMMENSURATE EMPLOYMENT FACING IMMIGRANTS AND REFUGEES WHO HOLD CREDENTIALS FROM OUTSIDE THE U.S. WES ALSO SUPPORTED EFFORTS TO ESTABLISH A NATIONAL OFFICE OF NEW AMERICANS. ON THE INTERNATIONAL STUDENT FRONT, WES EDUCATED POLICY MAKERS AND ADVOCATED FOR LEGISLATION THAT IMPLEMENTED INCLUSIVE POLICIES THAT WOULD NOT DETER U.S. COLLEGES AND UNIVERSITIES FROM RECRUITING INTERNATIONAL STUDENTS.

Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization WORLD EDUCATION SERVICES INC	Employer identification number 23-7396384
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Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ 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.	
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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

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:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2

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

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

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:

(i) Unrelated organizations

(ii) Related organizations

b

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

	Yes	No
3a(i)		
3a(ii)		
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				
b Buildings				
c Leasehold improvements		1,557,662	1,176,647	381,015
d Equipment		1,489,526	1,414,460	75,066
e Other		760,997	760,997	0
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				456,081

Schedule D (Form 990) 2021

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) LIMITED PARTNERSHIP	135,079,069	F
(B) PREFERRED SHARES	667,858	F
(C) LIMITED LIABILITY COMPANY	69,084	F
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	135,816,011	

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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

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	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	3,484,935

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	68,362,896
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-29,922,081
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	-417,623
e	Add lines 2a through 2d	2e	-30,339,704
3	Subtract line 2e from line 1	3	98,702,600
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	2,423
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	2,423
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	98,705,023

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	85,610,159
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	85,610,159
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	2,423
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	2,423
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	85,612,582

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 X, LINE 2:	WES IS SUBJECT TO THE PROVISIONS OF THE FINANCIAL ACCOUNTING STANDARDS BOARD'S ACCOUNTING STANDARDS CODIFICATION ("ASC") TOPIC 740, INCOME TAXES, AS IT RELATES TO ACCOUNTING AND REPORTING FOR UNCERTAINTY IN INCOME TAXES. BECAUSE OF WES'S GENERAL NOT-FOR-PROFIT STATUS, MANAGEMENT BELIEVES ASC TOPIC 740 HAS NOT HAD, AND IS NOT ANTICIPATED TO HAVE, A MATERIAL IMPACT ON WES'S FINANCIAL STATEMENTS.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	FOREIGN CURRENCY TRANSLATION LOSS OF \$417,623. -417,623.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

SCHEDULE F
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
WORLD EDUCATION SERVICES INC

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

2022

Open to Public Inspection

Employer identification number
23-7396384

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 or 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 Activities 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) NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	1	117	PROGRAM SERVICES	EVALUATIONS	16,130,134
(2) NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	1	117	GRANTMAKING		4,184,945
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	2	234			20,315,079
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	2	234			20,315,079

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)			NORTH AMERICA	QUEBEC GRANTS	113,080	WIRE	0		FMV
(2)			NORTH AMERICA	DIRECT SOLICITED GRANT	220,809	WIRE	0		FMV
(3)			NORTH AMERICA	CAPACITY BUILDING GRANT/DONATION GRANT	145,681	WIRE	0		FMV
(4)			NORTH AMERICA	GENERAL OPEN CALL GRANT	161,655	WIRE	0		FMV
(5)			NORTH AMERICA	GENERAL OPEN CALL GRANT	153,766	WIRE	0		FMV
(6)			NORTH AMERICA	COVID RESPONSE QUEBEC GRANTS	134,294	WIRE	0		FMV
(7)			NORTH AMERICA	COVID RESPONSE GRANT	104,407	WIRE	0		FMV
(8)			NORTH AMERICA	COVID RESPONSE GRANT	15,122	WIRE	0		FMV
(9)			NORTH AMERICA	DIRECT SOLICITED GRANT	227,066	WIRE	0		FMV
(10)			NORTH AMERICA	COMMUNICATION & INFLUENCE DONATION	61,325	WIRE	0		FMV
(11)			NORTH AMERICA	GENERAL OPEN CALL GRANT	159,200	WIRE	0		FMV
(12)			NORTH AMERICA	COVID RESPONSE GRANT	15,225	WIRE	0		FMV
(13)			NORTH AMERICA	COVID RESPONSE & SOLICITED GRANT	136,108	WIRE	0		FMV
(14)			NORTH AMERICA	CAPACITY BUILDING GRANT/DONATION GRANT	8,175	WIRE	0		FMV
(15)			NORTH AMERICA	COVID REPOSE GRANT	15,129	WIRE	0		FMV
(16)			NORTH AMERICA	COVID RESPONSE & GENERAL OPEN CALL GRANT	135,362	WIRE	0		FMV
(17)			NORTH AMERICA	IMPACT INVESTING GRANT	20,127	WIRE	0		FMV
(18)			NORTH AMERICA	DIRECTED SOLICITED & COVD RESPONSE	204,415	WIRE	0		FMV
(19)			NORTH AMERICA	QUEBEC GRANTS	119,171	WIRE	0		FMV
(20)			NORTH AMERICA	GENERAL OPEN CALL GRANT	123,770	WIRE	0		FMV
(21)			NORTH AMERICA	COVID RESPONSE & CAPACITY BUILDING GRANT	68,406	WIRE	0		FMV
(22)			NORTH AMERICA	DIRECT SOLICITED GRANT	98,927	WIRE	0		FMV
(23)			NORTH AMERICA	COVID RESPONSE & CAPACITY BUILDING GRANT/DONATION	23,330	WIRE	0		FMV
(24)			NORTH AMERICA	DIRECT SOLICITED GRANT	56,935	WIRE	0		FMV
(25)			NORTH AMERICA	CANADA EMPLOYER PRACTICES ROUND 1	12,469	WIRE	0		FMV
(26)			NORTH AMERICA	CANADA EMPLOYER PRACTICES ROUND 2	158,881	WIRE	0		FMV
(27)			NORTH AMERICA	COVID RESPONSE	15,299	WIRE	0		FMV
(28)			NORTH AMERICA	COVID RESPONSE & CANADA OPEN CALL GRANT	159,621	WIRE	0		FMV
(29)			NORTH AMERICA	QUEBEC GRANTS	113,766	WIRE	0		FMV
(30)			NORTH AMERICA	COVID RESPONSE& CANADA OPEN CALL GRANT	178,700	WIRE	0		FMV
(31)			NORTH AMERICA	SOLICITED GRANT & CAPACITY	120,113	WIRE	0		FMV

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)
				BUILDING GRANT/DONATION					
(32)			NORTH AMERICA	COVID RESPONSE & EMPLOYER PRACTICES	171,849	WIRE	0		FMV
(33)			NORTH AMERICA	COVID RESPONSE & DIRECT SOLICITED GRANT	202,629	WIRE	0		FMV
(34)			NORTH AMERICA	CANADA EMPLOYER PRACTICES ROUND 2	157,017	WIRE	0		FMV
(35)			NORTH AMERICA	COVIDCAN - COVID RESPONSE	26,661	WIRE	0		FMV
(36)			NORTH AMERICA	GENERAL OPEN CALL GRANT	189,065	WIRE	0		FMV
(37)			NORTH AMERICA	CANADA EMPLOYER PRACTICES ROUND 2	157,390	WIRE	0		FMV

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

37

3 Enter total number of other organizations or entities

0

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

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.

[illegible]

Additional Data

Software ID:

Software Version:

Schedule I (Form 990)	Grants and Other Assistance to Organizations, Governments and Individuals in the United States Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22. ▶ Attach to Form 990. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
		2022
		Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
WORLD EDUCATION SERVICES INC

Employer identification number
23-7396384

Part I General Information on Grants and Assistance

1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

(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
(1) AFRICAN BRIDGE NETWORK INC 258 DERBY STREET UNIT 1 NEWTON,MA 02465	47-4507235	501(C)(3)	50,000	0			EMPLOYER PRACTICES GRANT
(2) ART FOR CHARITY ASSOCIATION 51 WATERVIEW CT STATEN ISLAND,NY 10305	82-2103220	501(C)(3)	10,000	0			FUND AMBASSADORS 3.0 DONATION
(3) ARTISTS ATHLETES ACTIVISTS 9 BLEECKER ST NEW YORK,NY 10012	83-0530322	501(C)(3)	40,000	0			NYC ASYLUM SEEKERS GRANT
(4) BUILDING SKILLS PARTNERSHIP 828 W WASHINGTON BLVD LOS ANGELES,CA 90015	26-1254255	501(C)(3)	20,000	0			COVID 19 RESPONSE GRANT
(5) CENTER FOR CIVIC POLICY 625 SILVER AVE SW 320 ALBUQUERQUE,NM 87102	01-0869701	501(C)(3)	100,000	0			EMPLOYER PRACTICES GRANT
(6) CENTER FOR FAMILY LIFE IN SUNSET PARK 443 39TH STREET BROOKLYN,NY 11232	11-2777066	501(C)(3)	40,000	0			COVID RESPONSE GRANT
(7) CENTER FOR SOUTHEAST ASIANS 270 ELMWOOD AVE PROVIDENCE,RI 02907	22-2914654	501(C)(3)	150,000	0			EMPLOYER PRACTICES GRANT
(8) CIRCLE OF HEALTH INTERNATIONAL 411 W MONROE STREET AUSTIN,TX 78704	65-1213326	501(C)(3)	20,000	0			COVID RESPONSE GRANT
(9) CODE THE DREAM 315 CALVIN RD RALEIGH,NC 27605	26-3275886	501(C)(3)	220,000	0			OPPORTUNITY CHALLENGE GRANT
(10) COMMON FUTURE 2323 BROADWAY OAKLAND,CA 94612	20-1544255	501(C)(3)	200,000	0			IMPACT INVESTMENT GRANT
(11) COMMUNITY CREDIT LAB 450 ALASKAN WAY S SUITE 200 SEATTLE,WA 98104	84-1899948	501(C)(3)	100,000	0			IMPACT INVESTMENT GRANT
(12) COMMUNITY SERVICES AGENCY COMSA 16500 SHAWAND AVE STE 108 GREEN BAY,WI 54303	82-0864722	501(C)(3)	70,000	0			AFGHAN GOS & COVID RESPONSE US
(13) DEMOCRACY AT WORK INSTITUTE 57 POST STREET SUITE 602 SAN FRANCISCO,CA 94104	27-5265123	501(C)(3)	100,000	0			CAPACITY BUIDLING
(14) ECHOING GREEN 462 SEVENTH AVE 13TH FL NEW YORK CITY,NY 10018	13-3424419	501(C)(3)	1,127,260	0			ECHOING GREEN PARTNERSHIP
(15) ENCUESTRO (LAPLAZA DE ENCUESTRO GATHERING PLACE) 907 4TH ST SW ALBUQUERQUE,NM 87102	27-2016727	501(C)(3)	240,000	0			COVID RESPONSE & OPPORTUNITY CHALLENGE GRANT
(16) FACE FOUNDATION 972 FIFTH AVE NEW YORK,NY 10075	13-6165672	501(C)(3)	10,000	0			FUND AMBASSADORS 3.0 GRANT
(17) FORDHAM UNIVERSITY 441 E FORDHAM ROAD FMH 512 BRONX,NY 10458	13-1740451	501(C)(3)	50,000	0			NYC ASYLUM SEEKERS GRANT
(18) FUNDERS TOGETHER TO END HOMELESSNESS INC 89 SOUTH STREET SUITE 803 BOSTON,MA 02111	27-3033048	501(C)(3)	75,000	0			SOLICITED GRANT
(19) FRIENDS OF THE AMERICAN UNIVERSITY OF AFGHANISTAN 1901 PENNSYLVANIA AVE NW SUITE 207 WASHINGTON,DC 20006	26-3639601	501(C)(3)	15,000	0			LEADERS CIRCLE SPONSORSHIP
(20) GRANNIES RESPONDABUELAS RESPONDEN INC PO BOX 1106 BEACON,NY 12508	83-3932245	501(C)(3)	20,000	0			NYC ASYLUM SEEKERS GRANT
(21) IMMIGRANT ADVOCATES RESPONSE COLLABORATIVE 150 STATE STREET 4TH FL ALBANY,NY 12207	85-0595592	501(C)(3)	70,000	0			AGHAN GOS/NYC ASYLUM SEEKERS GRANT
(22) INCLUSIVE ACTION FOR THE CITY 333 S HOPE STREET 43RD FLOOR LOS ANGELES,CA 90071	27-0584116	501(C)(3)	240,000	0			COVID RESPONSE GRANT & OPPORTUNITY CHALLENGE
(23) INTENTIONAL MEDIA LLC 6 MERCER STREET SUITE 24 PRINCETON,NJ 08540	61-1819093	501(C)(3)	25,000	0			SPONSORSHIP
(24) INTERNATIONAL RESCUE COMMITTEE 122 E 42ND STREET 12TH FLOOR NEW YORK,NY 10168	13-5660870	501(C)(3)	20,000	0			COVID 19 RESPONSE GRANT
(25) IRC'S CENTER FOR ECONOMIC OPPORTUNITY INC 122 E 42ND ST FL12 NEW YORK,NY 10168	45-3686069	501(C)(3)	75,000	0			IMPACT INVESTMENT GRANT
(26) JOBS FOR THE FUTURE 88 BROAD ST FL 8 BOSTON,MA 02110	06-1164568	501(C)(3)	1,776,000	0			RURAL IMMIGRANT SUCCESS GRANT & SPONSORSHIP CONVENING SHIFT 2022
(27) MANY LANGUAGES ONE VOICE 3166 MOUNT PLEASANT STREET NW WASHINGTON,DC 20010	27-4415158	501(C)(3)	20,000	0			COVID19 RESPONSE GRANT
(28) MISSION ASSET FUND 3269 MISSION ST SAN FRANCISCO,CA 94110	20-8993652	501(C)(3)	20,000	0			COVID19 RESPONSE GRANT
(29) NATIONAL ASSOCIATION OF SYSTEM HEADS 1750 16TH ST NW APT31 WASHINGTON,DC 20009	20-8987993	501(C)(3)	230,000	0			AFGHAN GRANT
(30) NATIONAL PARTNERSHIP FOR NEW AMERICANS 1805 S ASHLAND AVE CHICAGO,IL 60608	45-3419142	501(C)(3)	7,500	0			NIIC QUARTZ SPONSORSHIP
(31) NEIGHBORHOOD DEVELOPMENT CENTER 625 UNIVERSITY AVE W SAINT PAUL,MN 55104	41-1738791	501(C)(3)	20,000	0			COVID RESPONSE GRANT
(32) NEIGHBORS FOR REFUGEES PO BOX 416 LARCHMONT,NY 10538	82-1778726	501(C)(3)	10,000	0			FUND AMBASSADORS 3.0 DONATION
(33) NEO PHILANTHROPY INC 45 WEST 36TH STREET 6TH FL NEW YORK,NY 10018	13-3191113	501(C)(3)	300,000	0			RACIAL EQUITIY GRANT
(34) OAKLAND BLOOM (FLORECIENDO) 1721 BROADWAY SUITE 201 OAKLAND,CA 94612	81-1393321	501(C)(3)	130,000	0			COVID RESPONSE & OPPORTUNITY CHALLENGE GRANT
(35) OHLONE COLLEGE FOUNDATION 43600 MISSION BLVD FREMONT,CA 94539	77-0136497	501(C)(3)	50,000	0			AFGHAN GOS
(36) ONE FAIR WAGE 7510 HILLMONT DR OAKLAND,CA 94605	85-0692228	501(C)(3)	150,000	0			EMPLOYER PRACTICES GRANT
(37) ONLINE NEWS ASSOCIATION 1111 N CAPITOL ST NE 2ND FL WASHINGTON,DC 20002	51-0389878	501(C)(3)	100,000	0			COMMUNICATION GRANT
(38) OPEN COLLECTIVE FOUNDATION 340 S LEMON AVE 3717 WALNUT,CA 91789	81-4004928	501(C)(3)	70,000	0			OPPORTUNITY CHALLENGE & COVID RESPONSE GRANT
(39) PIONEER VALLEY WORKERS CENTER 20 HAMPTON AVE SUITE 200 NORTHAMPTON,MA 01060	82-4732798	501(C)(3)	40,000	0			COVID RESPONSE GRANT
(40) RUSA LGBTQ CORP 25 CONNECTICUT AVE LONG BEACH,NY 11561	88-3859648	501(C)(3)	50,000	0			NYC ASYLUM SEEKERS GRANT
(41) SOUTH ASIAN AMERICAN DIGITAL ARCHIVE (SAADA) 1650 ARCH STREET SUITE 2130 PHILADELPHIA,PA 19103	26-3001212	501(C)(3)	10,000	0			EMPLOYER PRACTICES GRANT & FUND AMBASOSADORS DONATION
(42) SUMA 7450 NORTH CHARLESTON UNIT 108 PORTLAND,OR 97203	85-0565824	501(C)(3)	50,000	0			OPPORTUNITY CHALLENGE GRANT
(43) SUNSET SPARK INC PO BOX 320145 BROOKLYN,NY 11232	45-4683418	501(C)(3)	10,000	0			FUND AMBASSADORS 3.0 DONATION
(44) TIDES FOUNDATION PO BOX 29903 PRESISIO BLDG 1014 SAN FRANCISCO,CA 94129	51-0198509	501(C)(3)	250,000	0			CALIFORNIA DIGNITY FOR FAMILIES
(45) TIS AFRICAN CHILDREN FUND INC 1508 EAST CAPITAL STREET NE WASHINGTON,DC 20003	52-1843141	501(C)(3)	50,000	0			AFGHAN GOS GRANT
(46) VENEZUELANAS AND IMMIGRANTS AID INC 167 WEST 136TH ST APT 7 NEW YORK,NY 10030	37-1964314	501(C)(3)	50,000	0			NYC ASYLUM SEEKERS GRANT
(47) WELCOMING CENTER FOR NEW PENNSYLVANIANS 211 N 13TH STREET PHILADELPHIA,PA 19107	23-3001411	501(C)(3)	108,500	0			SOLICITED GRANT

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:	WES REQUIRES GRANT RECIPIENTS TO AGREE TO STATED TERMS AND CONDITIONS AS OUTLINED IN ITS GRANT AGREEMENTS BEFORE DISBURSEMENT OF FUNDS. AGREEMENTS ALSO OUTLINE REQUIRED REPORTING, DELIVERABLES, AND MONITORING, WHICH EACH GRANT RECIPIENT MUST AGREE TO BEFORE DISBURSEMENT OF FUNDS. ALL GRANT RECIPIENTS ARE REQUIRED TO SUBMIT, AT A MINIMUM, REPORTING ON USE OF FUNDS, FINANCIAL EXPENDITURES, IMPACT CREATED, AND OTHER MILESTONES AT THE END OF THE GRANT TERM. ADDITIONALLY, PER THE GRANT AGREEMENT, ALL GRANT RECIPIENTS MUST PROVIDE REASONABLE ACCESS TO THE WES MARIAM ASSEFA FUND OR ITS DESIGNEES TO OBSERVE FUNDED PROGRAMS, ASSESS THE OUTCOMES AND IMPACT OF FUNDED EFFORTS, AND REVIEW FINANCIAL AND OTHER RECORDS.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
WORLD EDUCATION SERVICES INC

Employer identification number
23-7396384

Part I

Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed 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 ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ 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	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?	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 ☒ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☒ Compensation survey or study ☒ 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?		No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	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.		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?		No
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.		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?		No
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.		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	Yes	
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		No
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

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				
1ESTHER T BENJAMIN CEO & EXECUTIVE DIRECTOR	(i)	501,772	305,000	0	21,350	16,814	844,936	0
	(ii)	0	0	0	0	0	0	0
2CHERYL TOTO CHIEF OPERATIONS OFFICER	(i)	333,707	130,000	0	21,350	9,059	494,116	0
	(ii)	0	0	0	0	0	0	0
3JOHN VERMAATEN CHIEF FINANCIAL OFFICER	(i)	322,244	95,000	0	21,350	21,605	460,199	0
	(ii)	0	0	0	0	0	0	0
4BIREN SHAH CHIEF TECHNOLOGY OFFICER	(i)	273,030	90,000	0	21,350	19,814	404,194	0
	(ii)	0	0	0	0	0	0	0
5PAUL FELTMAN DEPUTY EXECUTIVE DIRECTOR, GTB	(i)	287,048	55,000	0	21,350	18,239	381,637	0
	(ii)	0	0	0	0	0	0	0
6MONICA K MUNN CHIEF SOCIAL IMPACT OFFICER	(i)	263,751	87,500	0	21,350	7,323	379,924	0
	(ii)	0	0	0	0	0	0	0
7HOLLY SANDERS CHIEF TRANSFORMATION OFFICER	(i)	259,600	90,000	0	21,350	8,808	379,758	0
	(ii)	0	0	0	0	0	0	0
8NEGASH YUSUF CXC EVALUATOR	(i)	331,755	0	0	13,809	289	345,853	0
	(ii)	0	0	0	0	0	0	0
9SHAMIRA MADHANY MANAGING DIRECTOR, WES CANADA	(i)	243,381	65,382	0	20,084	5,629	334,476	0
	(ii)	0	0	0	0	0	0	0
10YUKI INOUE CXC EVALUATOR	(i)	298,360	0	0	21,171	9,667	329,198	0
	(ii)	0	0	0	0	0	0	0
11MEGAN BLACKBURN SIR. DIRECTOR, STRATEGY & PLANNING,	(i)	219,264	60,000	0	18,478	18,229	315,971	0
	(ii)	0	0	0	0	0	0	0
12NEJAT AHMED SR. DIRECTOR , CORPORATE CONTROLLER	(i)	213,820	46,000	0	17,852	18,167	295,839	0
	(ii)	0	0	0	0	0	0	0
13ERNEST WURZBACH SR. DIRECTOR OF TECHNOLOGY	(i)	215,473	45,000	0	8,009	17,346	285,828	0
	(ii)	0	0	0	0	0	0	0
14LOULADEY ASSEFA CXC EVALUATOR	(i)	245,877	0	0	17,260	2,385	265,522	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 4B:	THE CEO & EXECUTIVE DIRECTOR, CHEIF OPERATIONS OFFICER, CHIEF TRANSFORMATION OFFICER, SENIOR DIRECTOR OF MARKETING & SALES, AND THE DEPUTY EXECUTIVE DIRECTOR - GTB PARTICIPATE IN THE 457(B) PLAN. THE PLAN WAS ESTABLISHED AND MAINTAINED FOR THE PURPOSE OF PROVIDING AN ADDITIONAL MEANS FOR DEFERRED COMPENSATION FOR SPECIFIED EMPLOYEES. THE PLAN CONSISTS OF ONLY EMPLOYEE CONTRIBUTIONS AND WES DOES NOT PROVIDE ANY CONTRIBUTIONS TO THE 457(B) PLAN.
PART I, LINE 7:	WES HAS A PERFORMANCE-BASED INCENTIVE PLAN WITH PAYMENT LEVELS SET AT YEAR-END BY THE BOARD.

Additional Data

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Schedule L
(Form 990)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization
WORLD EDUCATION SERVICES INC

Employer identification number
23-7396384

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).
Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958. _____

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ▶ \$. ▶ _____

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No

Total ▶ \$ _____

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.
Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) JAY SANDERS	SEE SUPP. INFO.	59,547	SALARY		No
(2) JILL SANDERS	SEE SUPP. INFO.	142,552	SALARY		No

Part V Supplemental Information
Provide additional information for responses to questions on Schedule L (see instructions).

Return Reference	Explanation
PART IV, LINES 1 AND 2:	TWO RELATIVES OF HOLLY SANDERS, A KEY EMPLOYEE OF THE ORGANIZATION AND CHEIF TRANSFORMATION OFFICER, RECEIVED EMPLOYEE COMPENSATION AND BENEFITS FROM THE ORGANIZATION IN 2022.

Additional Data

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2022**Open to Public
Inspection****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.**Name of the organization
WORLD EDUCATION SERVICES INC**Employer identification number**

23-7396384

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 IS REVIEWED BY THE CHIEF FINANCIAL OFFICER AND THE CEO & EXECUTIVE DIRECTOR. COPIES ARE SENT OUT TO THE ENTIRE BOARD OF TRUSTEES BEFORE FILING.
FORM 990, PART VI, SECTION B, LINE 12C	EACH YEAR, THE BOARD OF TRUSTEES, AS WELL AS SENIOR MANAGEMENT STAFF, ARE REQUIRED TO COMPLETE AND SIGN A "CONFLICT OF INTEREST DISCLOSURE FORM." THIS IS DONE IN THE FIRST HALF OF THE YEAR. EACH SIGNER INDICATES THAT THEY HAVE READ WES'S CONFLICT OF INTEREST POLICY AND INDICATES WHETHER THEY DO OR DO NOT HAVE A CONFLICT OR A POTENTIAL CONFLICT. THESE FORMS ARE REVIEWED BY WES'S CHIEF FINANCIAL OFFICER FOR COMPLIANCE. TO DATE, THERE HAS BEEN COMPLIANCE WITH THE POLICY. SHOULD A CONFLICT BE FOUND, WES WILL ADDRESS SUCH CONFLICT ON A CASE BY CASE BASIS.
FORM 990, PART VI, SECTION B, LINE 15	EVERY TWO TO THREE YEARS, WES ENGAGES AN INDEPENDENT COMPENSATION CONSULTANT TO REVIEW WES'S SALARIES, SALARY STRUCTURE, AND SALARY POLICY AND MAKE RECOMMENDATIONS FOR CHANGES. COMPARABILITY DATA IS USED. THE COMPENSATION CONSULTANT REPORTS TO THE COMPENSATION COMMITTEE. THE FULL REPORT IS APPROVED BY THE BOARD OF TRUSTEES. THE COMPENSATION REPORT ADDRESSES THE COMPARABILITY OF THE CEO & EXECUTIVE DIRECTOR'S SALARY AS WELL AS THE SALARY OF ALL OFFICERS AND KEY EMPLOYEES. IN ADDITION, THE BOARD OF TRUSTEES ANNUALLY APPROVES AND PROVIDES SUBSTANTIATION OF THE DELIBERATION AND DECISION REGARDING THE CEO & EXECUTIVE DIRECTOR'S SALARY.
FORM 990, PART VI, SECTION C, LINE 19	WES PROVIDES THE FORM 990 UPON REQUEST.
FORM 990, PART XI, LINE 9:	FOREIGN CURRENCY TRANSLATION LOSS -417,623.

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