

Part III

Statement of Program Service Accomplishments

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

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1 Briefly describe the organization’s mission:

FHI 360 IS A GLOBAL DEVELOPMENT ORGANIZATION DELIVERING MULTI-DISCIPLINARY, EVIDENCE-BASED APPROACHES TO IMPROVE THE HEALTH AND SOCIO-ECONOMIC STATUS OF MILLIONS OF PEOPLE IN DISADVANTAGED COMMUNITIES THROUGHOUT THE WORLD.

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 \$ 372,269,155 including grants of \$ 158,699,058) (Revenue \$ 36,445,620)
SOCIAL, ENVIRONMENTAL, AND ECONOMIC DEVELOPMENT - FHI360'S SOCIAL PROGRAMS ENGAGE YOUTH AS PARTNERS IN DEVELOPMENT AND AGENTS FOR CHANGE. GENDER EQUALITY IS FOSTERED BETWEEN BOYS AND GIRLS BEGINNING IN EARLY CHILDHOOD AND PROMOTES GENDER EQUITY TO EDUCATION AND WORK, WHICH REDUCES GENDER-BASED VIOLENCE. FHI360 PROMOTES COMMUNITY SOLUTIONS FOR PROTECTING NATURAL RESOURCES AND ENCOURAGES SUSTAINABLE AGRICULTURE AND LAND USE PRACTICES. THE ECONOMIC DEVELOPMENT PROGRAMS CULTIVATE ENTREPRENEURSHIP IN DEVELOPING COUNTRIES THROUGH MICRO ENTERPRISE AND MICRO-FINANCE PROGRAMS, WHICH STRENGTHENS LIVELIHOOD FOR THE MOST-AT-RISK HOUSEHOLDS.	

4b	(Code:) (Expenses \$ 180,509,299 including grants of \$ 76,951,462) (Revenue \$ 17,672,088)
HIV/AIDS - FHI360 PROVIDES STATE-OF-THE-ART, CUSTOMIZED INTERVENTIONS TO ADDRESS LOCAL NEEDS AND ADVOCATES FOR COMPASSIONATE AND RESOURCED SUPPORT TO NATIONAL GOVERNMENTS AND LOCAL COMMUNITIES. PROGRAMS AND SERVICES ARE DESIGNED TO CHANGE BEHAVIOR, PROTECT HEALTH, PROMOTE PREVENTION SERVICES, BUILD STRONG HEALTH SYSTEMS, IMPROVE ACCESS TO TREATMENT AND CARE, PREVENT MOTHER TO CHILD HIV TRANSMISSION, PROTECT AND SUPPORT VULNERABLE CHILDREN AND MONITOR AND EVALUATE PROGRAMS. IN ADDITION TO RESEARCH, FHI360 HAS PROVIDED NEARLY 4 MILLION PEOPLE WITH COUNSELING AND TESTING SERVICES, AND ALMOST 1 MILLION PEOPLE WITH ANTIRETROVIRAL THERAPY GLOBALLY.	

4c	(Code:) (Expenses \$ 90,982,724 including grants of \$ 38,786,110) (Revenue \$ 8,907,323)
GLOBAL HEALTH, NUTRITION, AND DEVELOPMENT - FHI360'S GLOBAL HEALTH AND NUTRITION PROGRAMS WORK TO STRENGTHEN HEALTH SYSTEMS, PARTICULARLY IN RESOURCE CONSTRAINED SETTINGS. THESE PROGRAMS HELP PREVENT AND MANAGE COMMUNICABLE DISEASES AND REDUCE NEGLECTED TROPICAL DISEASES. THE ORGANIZATION DEVELOPS STRATEGIES FOR PREVENTING AND MANAGING CHRONIC DISEASE, INTEGRATING HEALTH AREAS WHICH PRODUCE EFFICIENCIES, AND BUILDING CONSUMER DEMAND FOR EVIDENCE-BASED HEALTH PRODUCTS AND SERVICES. THE ROLE OF NUTRITION IN PREVENTING DISEASE AND IMPROVING HEALTH IS CONTINUALLY EVALUATED AND ADVOCATED. DURING FY22, CLINICAL TRIAL ACTIVITIES WERE ALSO PERFORMED FOR ANTIVIRAL AGENTS TO TREAT THE COVID-19 INFECTION FOR PATIENTS IN HOSPITAL.	

	(Code:) (Expenses \$ 76,949,832 including grants of \$ 32,803,862) (Revenue \$ 7,533,485)
EDUCATION - FHI360'S EXPERTS USE INNOVATIVE METHODS TO IMPROVE TEACHING AND LEARNING IN THE U.S. AND AROUND THE WORLD. PROGRAMS ADVANCE EDUCATIONAL ACCESS AND PROMOTE FULL PARTICIPATION FORGIRLS, NEW IMMIGRANTS, MIGRANTS, MINORITIES AND THOSE WITH DISABILITIES. ACTIVITIES FACILITATE DECISION MAKING BY PROVIDING RESEARCH, EVALUATION, DATA ANALYSIS AND TECHNICAL RESOURCES GLOBALLY. FHI360 ALSO WORKS TO STRENGTHEN EDUCATION IN FRAGILE STATES AND SUPPORT REFORM OF POLICIES AND SYSTEMS.	

4d	Other program services (Describe in Schedule O.)
	(Expenses \$ 76,949,832 including grants of \$ 32,803,862) (Revenue \$ 7,533,485)

4e	Total program service expenses ▶ 720,711,010
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Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions. 	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5	
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	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 	11d Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f Yes	
12a If "Yes," complete Schedule D, Part X. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a Yes	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b Yes	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 	15 Yes	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21 Yes	

Part IV

Checklist of Required Schedules (continued)

		Yes	No	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? 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	If "Yes," complete Schedule L, Part I. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30		No
31	If "Yes," complete Schedule M. 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	Yes	
34	If "Yes," complete Schedule R, Part I. Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	Yes	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No	
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	519	
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	1,464
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.		2b	Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	No
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a	Yes
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a	No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b	No
c If "Yes," enter the name of the foreign country:		5c	
6a Did 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? Note. See the instructions for additional information the organization must report on Schedule O.		13a	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b	
c Enter the amount of reserves on hand		13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a	No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b	
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15	No
16 Is the organization a trust that must file Form 720, Schedule N, and is the organization required to file Form 990-E to report section 4968 excise tax on net investment income?		16	No
17 Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.		17	

Part VI

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

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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	1a 11		
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.			
b Enter the number of voting members included in line 1a, above, who are independent	1b 10		
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
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	Yes	
b Each committee with authority to act on behalf of the governing body?	8b	Yes	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed	CA, AL, MA, MS, NY, NC, SC
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: RASIKA PADMAPERUMA 359 BLACKWELL ST SUITE 200 DURHAM, NC 27701 (919) 544-7040	

Part VII

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (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) ANA TERESA GUTIERREZ-SAN MARTIN CHIEF EXECUTIVE OFFICER	40.0 0.0	X		X				99,271	0	409
(2) ARON BETRU BOARD MEMBER	2.0 2.0	X						7,755	0	0
(3) GREGORY M GUNN BOARD MEMBER	2.0 0.0	X						6,698	0	0
(4) HE KAMISSA CAMARA BOARD MEMBER	2.0 0.0	X						3,525	0	0
(5) JACQUELINE MAHAL BOARD MEMBER	2.0 0.0	X						5,816	0	0
(6) JANET COWELL BOARD MEMBER	2.0 0.0	X						5,640	0	0
(7) JOHN NEWSTEAD BOARD MEMBER	2.0 0.0	X						6,345	0	0
(8) PAUL DE LAY CHAIRMAN	2.0 9.0	X						5,816	0	0
(9) PHILIP LOCHNER BOARD MEMBER	2.0 2.0	X						9,870	0	0
(10) SHEILA MITCHELL BOARD MEMBER	2.0 0.0	X						9,165	0	0
(11) WARREN SIMMONS VICE CHAIRMAN	2.0 0.0	X						6,345	0	0
(12) CHRISTINE NYIRJESY BRAGALE Director, Communications (Corp)	40.0 0.0			X				129,178	0	5,280
(13) DEBORAH KENNEDY IRAHETA CHIEF OPERATIONS OFFICER	40.0 0.0			X				317,846	0	37,321
(14) KATHY STROKER GENERAL COUNSEL	40.0 0.0			X				261,596	0	73,813
(15) PAMELA MYERS (UNTIL 122022) CHIEF HUMAN RESOURCE OFFI	40.0 0.0			X				250,085	0	51,876
(16) RASIKA PADMAPERUMA CHIEF FINANCIAL OFFICER	40.0 0.0			X				285,554	0	57,203
(17) SEAN TEMEEMI CHIEF COMPLIANCE OFFICER	40.0 0.0			X				258,791	0	54,297

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) TIMOTHY MASTRO CHIEF SCIENCE OFFICER	36.0 0.0..			X				254,090	0	69,754
(19) ALETA WILLIAMS DIR., BUSINESS DVLP & DIVE	40.0 0.0..				X			229,047	0	42,772
(20) JACQUELINE MCPHERSON REGIONAL DIRECTOR	40.0 0.0..				X			285,356	0	41,918
(21) LANETA DORFLINGER SCIENTIST	40.0 0.0..				X			247,941	0	63,862
(22) LAURA KAYSER DEPUTY COO	40.0 0.0..				X			274,499	0	40,733
(23) LEILA ABU-GHEIDA REGIONAL DIRECTOR	40.0 0.0..				X			228,832	0	42,447
(24) MICHAEL MAZZA DIRECTOR, INFORMATION SOLU	40.0 0.0..				X			220,783	0	46,990
(25) NADRA FRANKLIN DIRECTOR OF SOCIAL AND ECO	40.0 0.0..				X			230,753	0	42,857
(26) NZAPFURUNDI CHABIKULI DIR. OF GLOBAL HLTH, POPUL	40.0 0.0..				X			244,929	0	70,679
(27) RICARDO MICHEL MANAGING DIRECTOR	40.0 0.0..				X			216,787	0	44,306
(28) WELLINGTON PAK DIRECTOR, BUSINESS STRATEG	40.0 0.0..				X			229,047	0	46,492
(29) Daniel Levitt Project Director I	40.0 0.0..					X		325,745	0	23,038
(30) DORIS YOUNGS Project Director I	40.0 0.0..					X		323,143	0	49,563
(31) JEROME FOLLIARD-O'MAHONY Project Director III	40.0 0.0..					X		364,901	0	23,467
(32) MATTHEW PIETZ Project Director II	40.0 0.0..					X		366,020	0	25,583
(33) NAEL SHABARO Portfolio Director I	40.0 0.0..					X		301,734	0	23,652
(34) PATRICK FINE (UNTIL 082021) former CHIEF EXECUTIVE OFFICER	40.0 0.0..						X	360,335	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								6,373,238	0	978,312

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 ▶ 470

		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>	3 Yes	
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>	4 Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

1

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

(A) Name and business address	(B) Description of services	(C) Compensation
Ernst and Young US LLP 200 PLAZA DRIVE SECAUCUS, NJ 07094	Audit and tax services	889,595
Grindr LLC 750 N San Vicente Blvd West Hollywood, CA 900695788	Media- Direct Ad	692,845
Baker Tilly US LLP 8219 LEESBURG PIKE SUITE 800 TYSONS, VA 22182	Tech advisory consulting services	616,313
EnCompass LLC 1100 WAYNE AVENUE SUITE 1200 SILVER SPRING, MD 20910	Subawards	563,278
Techno Brain LLC 4850 TAMIAM I TRAIL NORTH SUITE 301 NAPLES, FL 34103	Integration Developer	454,026
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 ▶ 31		

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	1a Federated campaigns . . . b Membership dues . . . c Fundraising events . . . d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contributions included in lines 1a - 1f:\$ h Total. Add lines 1a-1f . . .	1a	0	
Amt Similar Amounts		1b	0	
		1c	0	
		1d	7,000,000	
		1e	685,619,095	
		1f	71,613,121	
		1g	0	
			764,232,216	

Program Service Revenue	2a	USAID	Business Code				
			541700	38,100,228	38,100,228	0	0
	b	DHHS	541700	19,118,748	19,118,748	0	0
	c	UK Foreign and Commonwealth Office	541700	4,042,214	4,042,214	0	0
	d	Johnson and Johnson	541700	2,384,654	2,384,654	0	0
	e	Education Above All Foundation	541700	1,286,292	1,286,292	0	0
	f	All other program service revenue.		5,626,380	5,626,380	0	0
	g	Total. Add lines 2a-2f.	70,558,516				

Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		562,741		0	562,741
	4	Income from investment of tax-exempt bond proceeds		0	0	0	0
	5	Royalties		43,727		0	43,727
			(i) Real	(ii) Personal			
	6a	Gross rents	6a	951,702	0		
	b	Less: rental expenses	6b	1,552,291	0		
	c	Rental income or (loss)	6c	-600,589	0		
	d	Net rental income or (loss)		-600,589			-600,589
			(i) Securities	(ii) Other			
	7a	Gross amount from sales of assets other than inventory	7a	0	139,076		
	b	Less: cost or other basis and sales expenses	7b	0	0		
	c	Gain or (loss)	7c	0	139,076		
	d	Net gain or (loss)		139,076	0	0	139,076
	8a	Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18	8a	0			
	b	Less: direct expenses	8b	0			
	c	Net income or (loss) from fundraising events		0		0	0
	9a	Gross income from gaming activities. See Part IV, line 19	9a	0			
	b	Less: direct expenses	9b	0			
	c	Net income or (loss) from gaming activities		0	0	0	0
	10a	Gross sales of inventory, less returns and allowances	10a	0			
	b	Less: cost of goods sold	10b	0			
	c	Net income or (loss) from sales of inventory		0	0	0	0
		Miscellaneous Revenue	Business Code				
	11a			0		0	0
	b			0	0	0	0
	c			0	0	0	0
	d	All other revenue		0	0	0	0
	e	Total. Add lines 11a-11d		0			
	12	Total revenue. See instructions		834,935,687	70,558,516	0	144,955

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	159,210,883	159,210,883		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0	0		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	148,029,609	148,029,609		
4 Benefits paid to or for members	0	0		
5 Compensation of current officers, directors, trustees, and key employees	7,379,790	4,204,219	3,175,571	0
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0	0	0	0
7 Other salaries and wages	156,291,897	96,080,583	60,211,314	0
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	15,041,919	8,892,231	6,149,688	0
9 Other employee benefits	8,382,531	5,320,808	3,061,723	0
10 Payroll taxes	10,371,411	6,131,198	4,240,213	0
11 Fees for services (non-employees):				
a Management	0	0	0	0
b Legal	931,085	494,585	436,500	0
c Accounting	1,309,310	266,015	1,043,295	0
d Lobbying	0	0	0	0
e Professional fundraising services. See Part IV, line 17	0			0
f Investment management fees	0	0	0	0
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	49,201,218	38,557,898	10,643,320	0
12 Advertising and promotion	140,747	117,403	23,344	0
13 Office expenses	31,402,525	28,236,325	3,166,200	0
14 Information technology	6,856,675	3,043,368	3,813,307	0
15 Royalties	0	0	0	0
16 Occupancy	53,168,057	11,594,617	41,573,440	0
17 Travel	39,853,815	37,657,293	2,196,522	0
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0	0	0	0
19 Conferences, conventions, and meetings	23,929,273	23,369,614	559,659	0
20 Interest	59,521	0	59,521	0
21 Payments to affiliates	360,146	44,981	315,165	0
22 Depreciation, depletion, and amortization	2,868,896	0	2,868,896	0
23 Insurance	1,616,455	500,855	1,115,600	0
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 FIELD OFFICE EXPENSES	108,109,454	102,854,580	5,254,874	0
b PARTICIPANT/PASS THROUGH	23,017,597	23,017,597	0	0
c Equipment	14,551,521	14,399,943	151,578	0
d				
e All other expenses	26,888,563	8,686,405	18,202,158	0
25 Total functional expenses. Add lines 1 through 24e	888,972,898	720,711,010	168,261,888	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		106,111,985	1	91,465,744	
	2	Savings and temporary cash investments		65,003,701	2	57,259,388	
	3	Pledges and grants receivable, net		4,000,000	3	250,000	
	4	Accounts receivable, net		92,539,179	4	126,880,641	
	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		0	5	0	
	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)		0	6	0	
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		7,480,503	9	10,450,886	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	32,862,570			
	b	Less: accumulated depreciation	10b	24,386,127	8,988,237	10c	8,476,443
	11	Investments—publicly traded securities			11		
	12	Investments—other securities. See Part IV, line 11		12,722,813	12	7,784,905	
	13	Investments—program-related. See Part IV, line 11		0	13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		22,183,262	15	26,317,673	
16	Total assets: Add lines 1 through 15 (must equal line 33)		319,029,680	16	328,885,680		
Liabilities	17	Accounts payable and accrued expenses		104,836,522	17	97,874,719	
	18	Grants payable			18		
	19	Deferred revenue		88,036,490	19	83,112,468	
	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		0	22	0	
	23	Secured mortgages and notes payable to unrelated third parties		0	23	5,800,000	
	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		9,997,702	25	17,368,462	
	26	Total liabilities. Add lines 17 through 25		202,870,714	26	204,155,649	
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		116,158,966	27	124,730,031	
	28	Net assets with donor restrictions			28		
	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		116,158,966	32	124,730,031	
	33	Total liabilities and net assets/fund balances		319,029,680	33	328,885,680	

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	834,935,687
2	Total expenses (must equal Part IX, column (A), line 25)	2	888,972,898
3	Revenue less expenses. Subtract line 2 from line 1	3	-54,037,211
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	116,158,966
5	Net unrealized gains (losses) on investments	5	
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	62,608,276
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	124,730,031

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 Single Audit Act and OMB Circular A-133?	Yes	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	Yes	

Additional Data

Return to Form

Software ID: 21014044

Software Version: 2021v4.2

Form 990, Special Condition Description:

Special Condition Description

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

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

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☐

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9

☐

An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10

☒

An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11

☐

An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

Enter the number of supported organizations
- g

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .						
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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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 2021 (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—2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
b 33 1/3% support test—2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
17a 10%-facts-and-circumstances test—2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
b 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐		

Part 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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	813,431,046	653,577,598	573,828,966	688,624,181	764,232,216	3,493,694,007
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	15,445,238	127,284,293	100,271,584	76,152,152	70,558,515	389,711,782
3 Gross receipts from activities that are not an unrelated trade or business under section 513						0
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
5 The value of services or facilities furnished by a governmental unit to the organization without charge						0
6 Total. Add lines 1 through 5	828,876,284	780,861,891	674,100,550	764,776,333	834,790,731	3,883,405,789
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	0	0	0	0	0	0
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year	4,435,581	79,624,549	76,512,026	43,511,075	40,520,262	244,603,493
c Add lines 7a and 7b.	4,435,581	79,624,549	76,512,026	43,511,075	40,520,262	244,603,493
8 Public support. (Subtract line 7c from line 6.)						3,638,802,296

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6.	828,876,284	780,861,891	674,100,550	764,776,333	834,790,731	3,883,405,789
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	858,256	65,728	-1,374,075	-227,446	144,955	-532,582
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						0
c Add lines 10a and 10b.	858,256	65,728	-1,374,075	-227,446	144,955	-532,582
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						0
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	0	721,620	4,106,347	282,619	0	5,110,586
13 Total support. (Add lines 9, 10c, 11, and 12.)	829,734,540	781,649,239	676,832,822	764,831,506	834,935,686	3,887,983,793
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here. ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f) divided by line 13, column (f))	15	93.59 %
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	95.3 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f) divided by line 13, column (f))	17	0 %
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	0.11 %
19a 33 1/3% support tests—2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization	☒	
b 33 1/3% support tests—2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization	☐	
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions	☐	

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
a ☐ The organization satisfied the Activities Test. Complete line 2 below.			
b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.			
c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.			
2a			
b Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
2b			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No", provide details in Part VI.			
3a			
b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? If "Yes," describe in Part VI. the role played by the organization in this regard.			
3b			

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

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

Section A - Adjusted Net Income

(A) Prior Year

(B) Current Year
(optional)

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

Section B - Minimum Asset Amount

(A) Prior Year

(B) Current Year
(optional)

1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1
a	Average monthly value of securities	1a
b	Average monthly cash balances	1b
c	Fair market value of other non-exempt-use assets	1c
d	Total (add lines 1a, 1b, and 1c)	1d
e	Discount claimed for blockage or other factors (<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 (<i>prior IRS approval required - provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). 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 (<i>provide details in Part VI</i>). See instructions	8	
9 Distributable amount for 2021 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

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

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

Facts And Circumstances Test

Return Reference	Explanation
Schedule A, Part III, Line 12 Other Income	DESCRIPTION - , COLUMN A - , COLUMN B - 721620.0, COLUMN C - 4106347.0, COLUMN D - 282619.0, COLUMN E - , COLUMN F - 5110586.0;

Additional Data

[Return to Form](#)

Software ID: 21014044

Software Version: 2021v4.2

Name of the organization Family Health International Inc	Employer identification number 23-7413005
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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:

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

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

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

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
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		19,001,911	12,693,642	6,308,269
d Equipment		13,198,644	11,692,485	1,506,159
e Other		662,015	0	662,015
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				8,476,443

Part VII

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

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

Part VIII

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

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

Part IX

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

(a) Description	(b) Book value
(1)INVESTMENT IN SUBSIDIARIES	23,320,005
(2)457(B) DEFERRED COMPENSATION PLAN ASSETS	3,094,737
(3)OTHER ASSETS	-97,069
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	26,317,673

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.

(a) Description of liability	(b) Book value
1. Federal income taxes	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	17,368,462

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 ☒

XIII

Part XI

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

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

Part XII

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

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

Part XIII

Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.	
Return Reference	Explanation
Schedule D, Part X, Line 2 FIN 48 (ASC 740) footnote	FHI 360 IS RECOGNIZED AS AN ORGANIZATION EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(A) OF THE INTERNAL REVENUE CODE AS AN ORGANIZATION DESCRIBED IN SECTION 501(C)(3), WHEREBY ONLY UNRELATED BUSINESS INCOME, AS DEFINED BY SECTION 512(A)(1) OF THE CODE, IS SUBJECT TO FEDERAL INCOME TAX. MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY FHI 360 AND CONCLUDED PART X, LINE 2: FAMILY HEALTH INTERNATIONAL 23-7413005 THAT AS OF SEPTEMBER 30, 2022 AND 2021, THERE ARE NO UNCERTAIN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN.

Additional Data

[Return to Form](#)

Software ID: 21014044

Software Version: 2021v4.2

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) Central America and the Caribbean	5	99	Grantmaking		14,879,214
(2) East Asia and the Pacific	13	783	Grantmaking		103,359,594
(3) Europe (Including Iceland and Greenland)	1	9	Grantmaking		2,252,619
(4) Middle East and North Africa	14	215	Grantmaking		35,885,399
(5) North America (Canada & Mexico only)	1	21	Grantmaking		2,892,226
(6) Russia and Neighboring States	4	65	Grantmaking		13,869,995
(7) South America	1	29	Grantmaking		2,558,642
(8) South Asia	5	149	Grantmaking		28,259,817
(9) Sub-Saharan Africa	78	2,087	Grantmaking		361,007,143
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	122	3,457			564,964,649
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	122	3,457			564,964,649

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)			Central America and the Caribbean	HIV/AIDS	4,471,083	WIRE TRANSFER			
(2)			East Asia and the Pacific	HIV/AIDS	26,993,920	WIRE TRANSFER			
(3)			Middle East and North Africa	HIV/AIDS	479,575	WIRE TRANSFER			
(4)			Russia and Neighboring States	HIV/AIDS	2,991,573	WIRE TRANSFER			
(5)			South America	HIV/AIDS	1,094,824	WIRE TRANSFER			
(6)			South Asia	HIV/AIDS	5,425,114	WIRE TRANSFER			
(7)			Sub-Saharan Africa	HIV/AIDS	73,534,803	WIRE TRANSFER			
(8)			East Asia and the Pacific	GLOBAL HEALTH	5,404,497	WIRE TRANSFER			
(9)			Middle East and North Africa	GLOBAL HEALTH	4,885,669	WIRE TRANSFER			
(10)			Russia and Neighboring States	GLOBAL HEALTH	196,991	WIRE TRANSFER			
(11)			South Asia	GLOBAL HEALTH	2,654,712	WIRE TRANSFER			
(12)			Sub-Saharan Africa	GLOBAL HEALTH	88,060,842	WIRE TRANSFER			
(13)			Central America and the Caribbean	SOCIO-ECONOMIC	2,275,582	WIRE TRANSFER			
(14)			East Asia and the Pacific	SOCIO-ECONOMIC	11,106,142	WIRE TRANSFER			
(15)			Europe (Including Iceland and Greenland)	SOCIO-ECONOMIC	2,061,104	WIRE TRANSFER			
(16)			Middle East and North Africa	SOCIO-ECONOMIC	7,676,306	WIRE TRANSFER			
(17)			North America (Canada & Mexico only)	SOCIO-ECONOMIC	1,385,035	WIRE TRANSFER			
(18)			Russia and Neighboring States	SOCIO-ECONOMIC	4,412,637	WIRE TRANSFER			
(19)			South America	SOCIO-ECONOMIC	8,244,900	WIRE TRANSFER			
(20)			South Asia	SOCIO-ECONOMIC	2,292,628	WIRE TRANSFER			
(21)			Sub-Saharan Africa	SOCIO-ECONOMIC	7,471,873	WIRE TRANSFER			
(22)			Central America and the Caribbean	GLOBAL EDUCATION	681,140	WIRE TRANSFER			
(23)			Europe (Including Iceland and Greenland)	GLOBAL EDUCATION	321,678	WIRE TRANSFER			
(24)			Middle East and North Africa	GLOBAL EDUCATION	2,631,240	WIRE TRANSFER			
(25)			Russia and Neighboring States	GLOBAL EDUCATION	108,014	WIRE TRANSFER			
(26)			South Asia	GLOBAL EDUCATION	3,983,978	WIRE TRANSFER			
(27)			Sub-Saharan Africa	GLOBAL EDUCATION	22,411,467	WIRE TRANSFER			
(28)			East Asia and the Pacific	REPRODUCTIVE HEALTH	102,224	WIRE TRANSFER			
(29)			Sub-Saharan Africa	REPRODUCTIVE HEALTH	13,382,113	WIRE TRANSFER			

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

29

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: 21014044

Software Version: 2021v4.2

Section 1

Form 990

OMB No. 1545-0047

2021

Open to Public Inspection

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.

▶ Go to [www.irs.gov/Form990](#) for the latest information.

Donor/recipient info

Employer identification number

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 grantees' use of 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

(b) EIN

(c) IRC section (if applicable)

(d) Amount of grant or grant cash

(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) Public Health Institute
555 12th Street
Oakland, CA 94607

94-1646278

501(c)(3)

57,680

0

INTEGRATED DEVELOPMENT

(2) University of Maryland Bay
Spencer Accommodations
Compliance
Building
1300 Chesapeake
Baltimore, MD 212013443

52-6002033

501(c)(3)

625,201

0

HIV RELATED RESEARCH

(3) Catholic Relief Services
228 West Lexington Street
Nashville, TN 37203

13-5563422

501(c)(3)

814,426

0

CIVIL SOCIETY & GOVERNANCE

(4) Forum One
Communications
10000 Highway 101
Monterey, CA 93940

94-3261569

501(c)(3)

294,949

0

SOCIO-ECONOMIC DEVELOPMENT

(5) Johns Hopkins University
1809 Ashland Avenue
Baltimore, MD 21205

52-0595110

501(c)(3)

3,114,453

0

HIV/AIDS PREVENTION

(6) University of Alabama at Birmingham
1000 University Blvd
Birmingham, AL 35294

63-6005396

GOVERNMENT

38,695

0

HIV/AIDS PREVENTION

(7) CARE Inc
151 E. Main Street
San Francisco, CA 94102

13-1685039

501(c)(3)

849,520

0

HIV/AIDS PREVENTION

(8) The Regents of the UC
UCSD Health Services
9500 Gilman Drive
La Jolla, CA 92037

95-6006144

501(c)(3)

9,561,674

0

HIV RELATED RESEARCH

(9) SAILC IMPACT
2300 CLARENDON BLVD
ARLINGTON, VA 22201

54-1795186

501(c)(3)

459,651

0

SOCIO-ECONOMIC DEVELOPMENT

(10) The Trustees of Columbia
615 W 131st Street
New York, NY 10027

13-5598093

501(c)(3)

5,304,354

0

HIV/AIDS PREVENTION

(11) Trustees of the
University of the
District of Columbia
3451 Walnut St
Washington, DC 20007

23-1352685

501(c)(3)

717,226

0

HIV RELATED RESEARCH

(12) UNC-CHapel Hill
PO Box 40240
Chapel Hill, NC 27514

56-6001393

501(c)(3)

46,886

0

GLOBAL HEALTH

(13) University of North Carolina
Chapel Hill, NC 27599-7295

56-6001393

501(c)(3)

4,757,311

0

HIV/AIDS PREVENTION

(14) University of North Carolina
Medical Center
3101 West End Ave
Nashville, TN 37203

35-2528741

501(c)(3)

170,511

0

SOCIO-ECONOMIC DEVELOPMENT

(15) University of North Carolina
PO Box 900002
Raleigh, NC 27675-9000

56-6066338

501(c)(3)

260,827

0

HIV/AIDS PREVENTION

(16) University of North Carolina
Chapel Hill, NC 27599-7295

56-6066338

501(c)(3)

272,830

0

HIV/AIDS PREVENTION

(17) The George Washington
University
2100 W PENNSYLVANIA AVE NW
Washington, DC 20037

53-0196584

501(c)(3)

3,656,015

0

HIV/AIDS PREVENTION

(18) Search for Common
Origins
1730 Rhode Island Ave NW
Washington, DC 20036

52-1257425

501(c)(3)

152,593

0

EDUCATIONAL DEVELOPMENT

(19) UNIVERSITY OF
THE DISTRICT OF COLUMBIA
222-21st AVENUE SOUTH
WASHINGTON, DC 20007

41-6007513

GOVERNMENT

255,229

0

EDUCATIONAL DEVELOPMENT

(20) University of North Carolina
1100 University Blvd
Chapel Hill, NC 27514

72-0423889

501(c)(3)

1,449,867

0

HIV RELATED RESEARCH

(21) World Vision Inc
10000 Highway 101
Monterey, CA 93940

95-1922279

501(c)(3)

1,251,567

0

SOCIO-ECONOMIC DEVELOPMENT

(22) Population Council Inc
1100 University Blvd
New York, NY 10010

13-1687001

501(c)(3)

57,475

0

MATERNAL HEALTH AND NUTRITION

(23) Harvard University
77 Avenue Louis Pasteur
Cambridge, MA 02138

04-2103580

501(c)(3)

976,061

0

HIV RELATED RESEARCH

(24) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

13-5562162

501(c)(3)

17,100,071

0

CANCER PREVENTION TECH DEVELOPMENT

(25) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

52-1808273

501(c)(3)

1,044,207

0

EDUCATIONAL DEVELOPMENT

(26) International Research
Exchange Board
1275 K Street NW Suite 600
Washington, DC 20005

22-3087809

501(c)(3)

575,891

0

SOCIO-ECONOMIC DEVELOPMENT

(27) Population Services
International
1120 19th St NW
Washington, DC 20036

56-0942853

501(c)(3)

7,001,235

0

MATERNAL HEALTH AND NUTRITION

(28) International Rescue
Committee
122 East 47th Street
New York, NY 101681289

13-5660870

501(c)(3)

2,807,178

0

SOCIO-ECONOMIC DEVELOPMENT

(29) Equal Access
Foundation
271 Austin Street
San Francisco, CA 94109

94-3402601

501(c)(3)

232,081

0

SOCIO-ECONOMIC DEVELOPMENT

(30) PATH
ACSI 4th Floor
Lenora Road
San Francisco, CA 94104

91-1157127

501(c)(3)

655,352

0

HIV/AIDS PREVENTION

(31) DAI DEVELOPMENT
ATTN: CASH MGMT DEPT
7600 WISCONSIN AVE STE
BETHESDA, MD 20814

52-0904088

501(c)(3)

352,293

0

CIVIL SOCIETY & GOVERNANCE

(32) Georgetown University
3770 O Street NW
Washington, DC 20057

53-0196603

501(c)(3)

24,973

0

HIV/AIDS PREVENTION

(33) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

20-8530747

501(c)(3)

214,523

0

MEDICAL ACCESS

(34) University of Alabama
200 University Blvd
Birmingham, AL 35294

63-6005396

GOVERNMENT

298,749

0

HIV RELATED RESEARCH

(35) Pact Inc
1828 L Street NW Suite 300
Washington, DC 20036

13-2702768

501(c)(3)

5,177,763

0

HIV/AIDS PREVENTION

(36) Univ of Nebraska
Medical Center
681985100
Omaha, NE 681985100

47-0785575

501(c)(3)

13,418

0

HIV/AIDS PREVENTION

(37) School to School
Mark Lynne President
3 Pacific Hwy Suite 3
San Francisco, CA 94144

02-0600889

501(c)(3)

76,492

0

EDUCATIONAL DEVELOPMENT

(38) University of Cincinnati
PO Box 691031
Cincinnati, OH 45269-1031

31-6000989

GOVERNMENT

3,141,566

0

HIV/AIDS PREVENTION

(39) AIDS Institute
1835 West 8th Street Suite
Los Angeles, CA 90057

95-4742741

501(c)(3)

42,418

0

HIV/AIDS PREVENTION

(40) Virginia Commonwealth
University
PO Box 94031
Richmond, VA 23284

54-6001758

GOVERNMENT

140,922

0

CLINICAL TRIALS RESEARCH

(41) Columbia University
School of Public Health
600 W 168th Street
New York, NY 10032

13-5598093

501(c)(3)

1,674,008

0

HIV/AIDS PREVENTION

(42) The Research and
Training
1518 Fordway Drive
Arlington, VA 22206

04-2679824

501(c)(3)

116,537

0

HIV/AIDS PREVENTION

(43) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

04-2679583

GOVERNMENT

54,056

0

HIV RELATED RESEARCH

(44) AVAC
Coalition
425 12th Street 4th Fl
New York, NY 10027

94-3240841

501(c)(3)

782,151

0

HIV RELATED RESEARCH

(45) Gretchen Swanson
Center for Nutrition Rm 1024
West Dodge Road Suite
100
New York, NY 10027

27-4313546

501(c)(3)

48,063

0

NUTRITION DEVELOPMENT

(46) Institute for Clinic
ACSI
Washington, DC 20036

52-1336656

501(c)(3)

32,956

0

GLOBAL HEALTH

(47) Abolishing Slavery
Inc
231 O Martin Luther King Dr
Durham, NC 27701

20-3746990

501(c)(3)

365,650

0

HIV/AIDS PREVENTION

(48) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

53-1096584

501(c)(3)

182,992

0

HIV RELATED RESEARCH

(49) Public Foundation En
dowment
PARKWAY SOUTH
CITY OF INDIANAPOLIS, IN 46204

95-2557063

501(c)(3)

575,533

0

GLOBAL HEALTH

(50) Main Medical College of
1300 York Avenue
Box 89
New York, NY 10005

13-1623978

501(c)(3)

2,001,152

0

HIV RELATED RESEARCH

(51) Deloitte Consulting LLP
PO Box 44737
Dallas, TX 75244-7377

06-1454513

501(c)(3)

2,059,615

0

HIV/AIDS PREVENTION

(52) HDI INC
215 S. Taylor
Suite 1100
Colorado Springs, CO 80901

30-0207842

501(c)(3)

1,802,293

0

HIV/AIDS PREVENTION

(53) MERIDIAN GROUP
INTERNATIONAL
1250 24TH STREET NW
Suite 350
Washington, DC 20037

54-1832764

501(c)(3)

237,470

0

GLOBAL HEALTH

(54) The Trustees of the State
University of New York
33 Kingsbridge Rd 2nd Fl
New York, NY 10024

22-6001086

501(c)(3)

1,422,861

0

HIV/AIDS PREVENTION

(55) Omnia Inc
585 Massachusetts Avenue
Boston, MA 02119

83-0343298

501(c)(3)

383,983

0

GLOBAL HEALTH

(56) Trustees of Tufts
College
Tufts University HRCR
711 Washington Street B11
Boston, MA 02115

04-2103634

501(c)(3)

46,398

0

HIV/AIDS PREVENTION

(57) THE OHIO STATE
UNIVERSITY
5500 OLIVE DRIVE
COLUMBUS, OH 43210

31-6025986

PUBLICATION 78

830,934

0

HIV/AIDS PREVENTION

(58) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

94-6000417

GOVERNMENT

33,871

0

HIV/AIDS PREVENTION

(59) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

55-0825466

501(c)(3)

45,026

0

HIV/AIDS PREVENTION

(60) Johns Hopkins
University
6140 KATHLEEN DR
SUITE 200
CHAPEL HILL, NC 27517

52-0595110

501(c)(3)

1,405,320

0

HIV RELATED RESEARCH

(61) Fenway Community
Health
1340 BOSTON STREET
CITY OF BOSTON, MA 02215

04-2510564

501(c)(3)

571,780

0

GLOBAL HEALTH

(62) University of
Washington
Attn: Serina Bock Finance
Campus Box 353600
Seattle, WA 98195

91-6001537

501(c)(3)

335,296

0

HIV RELATED RESEARCH

(63) WASH STATE
UNIVERSITY
100 UNIVERSITY AVE
SPONSORED PROJECT CB
100 UNIVERSITY AVE
BELLINGHAM, WA 98225

04-0653611

501(c)(3)

1,110,456

0

HIV/AIDS PREVENTION

(64) University of UNC at
Chapel Hill
CAMPUS BOX 1220
CHAPEL HILL, NC 27517

56-6001393

501(c)(3)

1,605,434

0

HIV/AIDS PREVENTION

(65) Fred Hutchinson Cancer
Research Center
1959 Fairview Avenue
Seattle, WA 98109

23-7156071

501(c)(3)

567,618

0

HIV RELATED RESEARCH

(66) Howard University
Administrative Services
1000 University Drive NW
Washington, DC 20059

53-0204707

501(c)(3)

990,766

0

HIV/AIDS PREVENTION

(67) Save the Children
1000 University Drive NW
Washington, DC 20059

60-7264870

501(c)(3)

3,346,033

0

HIV/AIDS PREVENTION

(68) Internetwork
Arcata, CA 95518

94-3027961

501(c)(3)

12,189,783

0

INTERNATIONAL DEVELOPMENT, RELIEF SERVICES

(69) University of
Washington
100 UNIVERSITY AVE
SPONSORED PROJECT CB
100 UNIVERSITY AVE
BELLINGHAM, WA 98225

04-3167352

501(c)(3)

319,367

0

EDUCATIONAL DEVELOPMENT

(70) BISHOP & WOMEN'S
HOSPITAL
BANK OF AMERICA NA
P.O. BOX 3887
BOSTON, MA 022413887

04-2312909

501(c)(3)

71,126

0

HIV/AIDS PREVENTION

(71) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

06-0646973

501(c)(3)

760,488

0

HIV RELATED RESEARCH

(72) University of
Washington
PO Box 20860
New Haven, CT 06520-0860

54-2025453

501(c)(3)

6,000

0

NUTRITION DEVELOPMENT

(73) Public International
Healthcare
2054 Dewhurst Place
Ashburn, VA 20147

04-3309296

501(c)(3)

237,390

0

SOCIO-ECONOMIC DEVELOPMENT

(74) Emory University
Office of Sponsored
Programs
1599 Clifton Rd
Atlanta, GA 30322

58-0662556

501(c)(3)

957,552

0

HIV RELATED RESEARCH

(75) The Trustees of the Univ of
CA
5171 California Ave
Suite 150
Irvine, CA 92714-7600

95-2226406

GOVERNMENT

20,713

0

HIV/AIDS PREVENTION

(76) The Trustees of the Univ of
CA
5171 California Ave
Suite 150
Irvine, CA 92714-7600

03-0175952

501(c)(3)

602,862

0

INTERNATIONAL DEVELOPMENT, RELIEF SERVICES

(77) The Research
Foundation
1400 Washington Avenue
MSC 312
Albany, NY 12222

14-1368361

501(c)(3)

58,678

0

HIV/AIDS PREVENTION

(78) Avenir Health Inc
41-A New London Turnpike
Glastonbury, CT 06033

20-4816286

501(c)(3)

658,793

0

HIV/AIDS PREVENTION

(79) University of Notre
Dame
731 Grace Hall
Notre Dame, IN 46556

35-0881881

501(c)(3)

78,465

0

EDUCATIONAL DEVELOPMENT

(80) Georgia Tech Research
Office Sponsored Programs
Suite 300 505 10th St NW
Atlanta, GA 30332

58-0603146

501(c)(3)

1,096,917

0

HIV RELATED RESEARCH

(81) Hektoen Institute for
Research
2240 W Ogden Ave
Chicago, IL 606124882

36-2244897

501(c)(3)

290,826

0

HIV/AIDS PREVENTION

(82) Hektoen Institute for
Research
2240 W Ogden Ave
Chicago, IL 606124882

36-2244897

501(c)(3)

1,863,032

0

HIV/AIDS PREVENTION

(83) THE OHIO STATE
UNIVERSITY
1960 Kenny Road
Columbus, OH 43210

31-6025986

PUBLICATION 78

26,704

0

HIV/AIDS PREVENTION

(84) University of Oregon
Sponsored Projects Services
5219 University of Oregon
Eugene, OR 974035219

46-4727800

GOVERNMENT

213,520

0

SOCIO-ECONOMIC DEVELOPMENT

(85) University of Colorado
16 University Drive
Boulder, CO 80509

84-6000555

501(c)(3)

1,538,621

0

HIV RELATED RESEARCH

(86) Case Western Reserve
University
10900 Southwestern Ave
Cleveland, OH 441067015

34-1018992

501(c)(3)

569,825

0

HIV RELATED RESEARCH

(87) Iowa State University
1180 S Lincoln Ave
505 Morrill Road
Ames, IA 500112207

42-6004224

501(c)(3)

493,409

0

SOCIO-ECONOMIC DEVELOPMENT

(88) University of Illinois
1207 S Oak St
Urbana, IL 61820

37-6000511

501(c)(3)

4,467,901

0

HIV RELATED RESEARCH

(89) University of Pittsburgh
116 Atwood Street
Pittsburgh, PA 15260

25-0965591

501(c)(3)

2,286,762

0

HIV RELATED RESEARCH

(90) Palladium International
1500 National Avenue
Washington, DC 20004

26-1509671

501(c)(3)

1,291,759

0

HIV/AIDS PREVENTION

(91) MPACT
436 N Street
Suite 100
Oakland, CA 94612

47-1065461

501(c)(3)

99,548

0

HIV/AIDS PREVENTION

(92) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

20-8530747

501(c)(3)

214,523

0

MEDICAL ACCESS

(93) Arizona State University
660 S Mill Ave
Tempe, AZ 85281-0001

86-0196696

GOVERNMENT

588,886

0

EDUCATIONAL DEVELOPMENT

(94) George Mason University
4400 University Drive
Falls Church, VA 22041-4222

54-0836354

GOVERNMENT

321,426

0

EDUCATIONAL DEVELOPMENT

(95) Community Expert
500 Laurel Springs Dr
Apt 313
Durham, NC 27713

81-5142066

501(c)(3)

32,162

0

GLOBAL HEALTH

(96) Magee Womens
Research Institute
3240 Craft Place
Pittsburgh, PA 15213

25-1462312

501(c)(3)

4,428,871

0

GLOBAL HEALTH

(97) Cayen Systems
7100 Wacker Street
Milwaukee, WI 53210

47-5313048

501(c)(3)

16,500

0

SOCIO-ECONOMIC DEVELOPMENT

(98) Our Piece of the Pie Inc
20-26 Sunnyside Street
Hartford, CT 06105

06-0939659

501(c)(3)

335,357

0

SOCIO-ECONOMIC DEVELOPMENT

(99) International AIDS
Vaccine
125 Broad Street
9th Floor
New York, NY 10004

13-3870223

501(c)(3)

2,960,342

0

HIV/AIDS PREVENTION

(100) The Global Health
Impact
1678 Glenview Ave SE
Atlanta, GA 30317

47-2486224

501(c)(3)

6,538

0

GLOBAL HEALTH

(101) FLC Enterprises LLC
2020 Pennsylvania Ave NW
Suite 278
Washington, DC 20006

50-0787605

501(c)(3)

15,000

0

EDUCATIONAL DEVELOPMENT

(102) Ecodrive
Development Inc
43 Hawkins Street
Boston, MA 02114

04-2519577

501(c)(3)

50,605

0

YOUTH DEVELOPMENT

(103) Phoenix Youth and
Family
310 North Alabama Street
Crossville, TN 37635

71-0778516

501(c)(3)

165,900

0

YOUTH DEVELOPMENT

(104) Baltimore City Mayors
Office
417 East Fayette Street
Suite 468
Baltimore, MD 21202

52-6000769

GOVERNMENT

71,745

0

YOUTH DEVELOPMENT

(105) City of Albany
Department
175 Central Avenue
Albany, NY 12205

14-6002058

GOVERNMENT

6,503

0

YOUTH DEVELOPMENT

(106) KentuckianaWorks
410 W Chestnut Street
Suite 200
Louisville, KY 40242

46-4856936

501(c)(3)

168,969

0

YOUTH DEVELOPMENT

(107) Viamo PBC
1250 Connecticut Avenue
Suite 200
Washington, DC 20036

82-0825124

501(c)(3)

649,612

0

GLOBAL HEALTH

(108) Iona College
715 North Avenue
New Rochelle, NY 10801

13-3508093

501(c)(3)

35,693

0

HIV RELATED RESEARCH

(109) University Research
Co-LL
9404 Wisconsin Avenue
Suite 800
Silver Spring, MD 20915

52-0939806

501(c)(3)

361,975

0

HIV RELATED RESEARCH

(110) Humanity and
Inclusion
Suite 420
Silver Spring, MD 20910

55-0914744

501(c)(3)

429,458

0

YOUTH DEVELOPMENT

(111) Georgia Southern
University
261 Forest Drive Veazey
Waynesboro, GA 30605

58-2354256

501(c)(3)

25,000

0

HIV RELATED RESEARCH

(112) Ohio University
160 West Union Street Office
Cincinnati, OH 45221

31-6402113

GOVERNMENT

190,381

0

ENGLISH LANGUAGE

(113) American Oversight
Missions
1 Alton Way
Greenville, SC 29601

13-5562163

501(c)(3)

337,201

0

GLOBAL HEALTH

(114) Overseas Strategic
Center
1500 Walnut Street
Suite 1300
Philadelphia, PA 19102

23-2702769

501(c)(3)

87,700

0

GLOBAL HEALTH

(115) DenverWorks Inc
6000 E Evans Ave
Denver, CO 80222

84-1349649

501(c)(3)

213,232

0

YOUTH DEVELOPMENT

(116) Encompass LLC
2400 Westfield Place
Suite 600
Rockville, MD 20852

52-2286551

501(c)(3)

418,886

0

MATERNAL HEALTH AND NUTRITION

(117) PROCTER International
1100 Greenwood Ave N
Seattle, WA 98103

46-131842

501(c)(3)

408,380

0

Technical Support

(118) Institute for
Healthcare
1919 Main Street
Boston, MA 02119

38-3037223

501(c)(3)

203,081

0

Technical Support

(119) The Trustees of the
University of the District of Columbia
3451 Walnut St
Washington, DC 20007

46-4183160

501(c)(3)

125,847

0

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
Schedule I, Part I, Line 2 Procedures for monitoring use of grant funds.	FHI 360 REQUIRES GRANTEES WITH MORE THAN \$750,000 IN FEDERAL FUNDING TO SUMBIT A SINGLE AUDIT REPORT EACH YEAR. ANY FINDINGS MUST INCLUDE DETAILS OF HOW FINDINGS ARE TO BE CORRECTED. REPORTS ARE OBTAINED AS TO HOW FUNDS ARE SPENT AND VARIOUS LEVELS OF MONITORING ARE ESTABLISHED. FHI 360 MAINTAINS INTERNAL CONTROLS REGARDING ENGAGING WITH A RECIPIENT AND MONITORING HOW FUNDS ARE MANAGED CONSISTENT WITH ALL APPLICABLE REGULATORY BODIES.

Additional Data

Return to Form

Software ID: 21014044
Software Version: 2021v4.2

Name of the organization
Family Health International Inc

Employer identification number
23-7413005

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 ☒ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g., maid, chauffeur, chef)		
1b 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 ☐ Written employment contract ☒ Independent compensation consultant ☒ Compensation survey or study ☐ Form 990 of other organizations ☒ Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization: a Receive a severance payment or change-of-control payment? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		No
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? 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? 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		No
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				
1DEBORAH KENNEDY IRAHETA CHIEF OPERATIONS OFFICER	(i)	308,874	5,000	3,972	34,800	2,521	355,167	0
	(ii)	0	0	0	0	- 0	- 0	0
2RASIKA PADMAPERUMA CHIEF FINANCIAL OFFICER	(i)	279,588	5,000	966	34,800	22,403	342,757	0
	(ii)	0	0	0	0	- 0	- 0	0
3KATHY STROKER GENERAL COUNSEL	(i)	256,966	4,000	630	51,750	22,063	335,409	0
	(ii)	0	0	0	0	- 0	- 0	0
4TIMOTHY MASTRO CHIEF SCIENCE OFFICER	(i)	240,056	7,500	6,534	68,681	1,073	323,844	0
	(ii)	0	0	0	0	- 0	- 0	0
5SEAN TEMEEMI CHIEF COMPLIANCE OFFICER	(i)	252,855	4,000	1,936	31,665	22,632	313,088	0
	(ii)	0	0	0	0	- 0	- 0	0
6PAMELA MYERS (UNTIL 122022) CHIEF HUMAN RESOURCE OFFI	(i)	244,279	4,000	1,806	31,515	20,361	301,961	0
	(ii)	0	0	0	0	- 0	- 0	0
7JACQUELINE MCPHERSON REGIONAL DIRECTOR	(i)	234,689	0	50,667	34,517	7,401	327,274	0
	(ii)	0	0	0	0	- 0	- 0	0
8NZAPFURUNDI CHABIKULI DIR. OF GLOBAL HLTH, POPUL	(i)	241,463	2,500	966	49,639	21,040	315,608	0
	(ii)	0	0	0	0	- 0	- 0	0
9LAURA KAYSER DEPUTY COO	(i)	267,327	4,200	2,972	33,084	7,649	315,232	0
	(ii)	0	0	0	0	- 0	- 0	0
10LANETA DORFLINGER SCIENTIST	(i)	234,269	7,223	6,449	49,260	14,602	311,803	0
	(ii)	0	0	0	0	- 0	- 0	0
11WELLINGTON PAK DIRECTOR, BUSINESS STRATEG	(i)	226,817	1,600	630	25,550	20,942	275,539	0
	(ii)	0	0	0	0	- 0	- 0	0
12NADRA FRANKLIN DIRECTOR OF SOCIAL AND ECO	(i)	227,447	1,500	1,806	28,284	14,573	273,610	0
	(ii)	0	0	0	0	- 0	- 0	0
13ALETA WILLIAMS DIR., BUSINESS DVLP & DIVE	(i)	214,515	1,600	12,932	28,229	14,543	271,819	0
	(ii)	0	0	0	0	- 0	- 0	0
14LEILA ABU-GHEIDA REGIONAL DIRECTOR	(i)	227,026	0	1,806	27,881	14,566	271,279	0
	(ii)	0	0	0	0	- 0	- 0	0
15MICHAEL MAZZA DIRECTOR, INFORMATION SOLU	(i)	214,169	0	6,614	45,756	1,234	267,773	0
	(ii)	0	0	0	0	- 0	- 0	0
16RICARDO MICHEL MANAGING DIRECTOR	(i)	202,153	1,500	13,134	25,627	18,679	261,093	0
	(ii)	0	0	0	0	- 0	- 0	0
17MATTHEW PIETZ Project Director II	(i)	155,559	3,122	207,339	18,395	7,188	391,603	0
	(ii)	0	0	0	0	- 0	- 0	0
18JEROME FOLLIARD-O'MAHONY Project Director III	(i)	173,719	3,600	187,582	16,217	7,250	388,368	0
	(ii)	0	0	0	0	- 0	- 0	0
19DORIS YOUNGS Project Director I	(i)	185,678	3,370	134,095	43,804	5,759	372,706	0
	(ii)	0	0	0	0	- 0	- 0	0
20Daniel Levitt Project Director I	(i)	156,115	1,600	168,030	15,840	7,198	348,783	0
	(ii)	0	0	0	0	- 0	- 0	0
21NAEL SHABARO Portfolio Director I	(i)	175,879	3,993	121,862	16,395	7,257	325,386	0
	(ii)	0	0	0	0	- 0	- 0	0
22PATRICK FINE (UNTIL 082021) former CHIEF EXECUTIVE OFFICER	(i)	287,938	20,000	52,397	0	0	360,335	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
Schedule J, Part I, Line 1a Housing allowance or residence for personal use	EXPAT STAFF WHO ARE EMPLOYED OUTSIDE OF THE UNITED STATES HAVE LOCAL HOUSING COSTS PAID BY FHI 360 AND ARE ELIGIBLE FOR POST ALLOWANCE AND POST DIFFERENTIAL PAY AND DEPENDENT EDUCATION REIMBURSEMENT.
Schedule J, Part I, Line 3 Arrangement used to establish the top management official's compensation	FHI 360'S EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS SERVES AS THE COMPENSATION COMMITTEE AND SETS THE CEO'S COMPENSATION BASED ON PERFORMANCE REVIEW AND COMPARABILITY DATA FOR BOTH NOT-FOR-PROFIT AND FOR-PROFIT ORGANIZATIONS. FURTHER DETAILS OF THE COMMITTEE'S ACTIVITIES ARE RECORDED AS FHI 360'S RESPONSE TO FORM 990, PART VI, LINE 15B.
Schedule J, Part I, Line 4b Supplemental nonqualified retirement plan	A 457(B) VOLUNTARY SALARY DEFERRAL PLAN IS MADE AVAILABLE TO THE EXTENT ALLOWED BY INTERNAL REVENUE SERVICE REGULATIONS.

Additional Data

Return to Form

Software ID: 21014044

Software Version: 2021v4.2

Name of the organization Family Health International Inc	Employer identification number 23-7413005
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Return Reference	Explanation
Form 990, Part III, Line 4d Description of other program services	(Expenses \$ 76,949,832 including grants of \$ 32,803,862)(Revenue \$ 7,533,485) EDUCATION - FHI360'S EXPERTS USE INNOVATIVE METHODS TO IMPROVE TEACHING AND LEARNING IN THE U.S. AND AROUND THE WORLD. PROGRAMS ADVANCE EDUCATIONAL ACCESS AND PROMOTE FULL PARTICIPATION FORGIRLS, NEW IMMIGRANTS, MIGRANTS, MINORITIES AND THOSE WITH DISABILITIES. ACTIVITIES FACILITATE DECISION MAKING BY PROVIDING RESEARCH, EVALUATION, DATA ANALYSIS AND TECHNICAL RESOURCES GLOBALLY. FHI360 ALSO WORKS TO STRENGTHEN EDUCATION IN FRAGILE STATES AND SUPPORT REFORM OF POLICIES AND SYSTEMS.
Form 990, Part VI, Line 1a Material differences in voting rights	TESSIE SAN MARTIN, LISTED AS A DIRECTOR ON PART VII, IS A NON-VOTING BOARD MEMBER AND IS NOT INCLUDED IN THE TOTAL FOR PART VI, LINE 1A.
Form 990, Part VI, Line 11b Review of form 990 by governing body	PROCESS USED BY MANAGEMENT &/OR GOVERNING BODY TO REVIEW 990 THE FORM 990 IS PREPARED BY THE ACCOUNTING FIRM, ERNST & YOUNG LLP. THE FORM 990 GETS A FINAL REVIEW BY MANAGEMENT. THE FORM 990 IS SHARED WITH THE BOARD AND COPIES ARE MADE AVAILABLE FOR REVIEW.
Form 990, Part VI, Line 12c Conflict of interest policy	THE ORGANIZATION'S POLICY 02004 "CONFLICTS OF INTEREST", ADOPTED BY THE RESOLUTION OF THE BOARD OF DIRECTORS, IS APPLICABLE TO EACH BOARD MEMBER AND TO EACH OF THE ORGANIZATION'S EMPLOYEES. A DISCLOSURE FORM IS COMPLETED BY EVERY BOARD MEMBER AT THE TIME OF APPOINTMENT AND BY EVERY EMPLOYEE AT THE INITIATION OF EMPLOYMENT. STATEMENTS COMPLETED BY BOARD MEMBERS ARE FILED WITH THE BOARD CHAIR AND THE BOARD CHAIR'S STATEMENT IS FILED WITH THE VICE CHAIR OF THE BOARD. STATEMENTS BY U.S. EMPLOYEES ARE FILED WITH THE HUMAN RESOURCES DEPARTMENT. STATEMENTS BY NON-U.S. BASED EMPLOYEES ARE FILED WITH THE RELATED COUNTRY DIRECTOR AND HR OFFICE. THE POLICY REQUIRES DISCLOSURE ON AN ONGOING BASIS OF ANY CONFLICTS AS THEY ARISE. ADDITIONALLY, EACH YEAR THE CORPORATION'S ASSISTANT SECRETARY OBTAINS A DISCLOSURE STATEMENT FROM EACH BOARD MEMBER FOR FILING WITH THE BOARD CHAIR. DISCLOSURE STATEMENTS ARE OBTAINED ANNUALLY FROM ALL EMPLOYEES AT THE LEVEL OF DIRECTOR AND ABOVE WHICH ARE FILED WITH AND REVIEWED BY THE CHIEF COMPLIANCE OFFICER. THE ORGANIZATION'S CODE OF ETHICS AND CONDUCT, WHICH REFERENCES AND SUMMARIZES THE CONFLICTS OF INTEREST POLICY AND OTHER EXPECTATIONS REGARDING CONDUCT, AND ETHICAL STANDARDS, IS PROVIDED TO EACH BOARD MEMBER UPON APPOINTMENT AND TO EACH EMPLOYEE UPON EMPLOYMENT. EACH MEMBER AND/OR EMPLOYEE SIGNS A STATEMENT THAT HE OR SHE HAS REVIEWED AND AGREES WITH THE CODE OF ETHICS AND CONDUCT.
Form 990, Part VI, Line 15a Process to establish compensation of top management official	THE ORGANIZATION'S BYLAWS PROVIDE THAT VOTING MEMBERS OF THE EXECUTIVE COMMITTEE SHALL SERVE AS THE ORGANIZATION'S CORPORATE OFFICER COMPENSATION COMMITTEE TO ESTABLISH COMPENSATION OF THE ORGANIZATION'S PRINCIPAL OFFICERS. THE COMMITTEE IS INDEPENDENT OF THE COMPENSATED OFFICERS. ON AN ANNUAL BASIS, THE COMMITTEE ENGAGES THE SERVICES OF A COMPENSATION CONSULTING FIRM WHICH OBTAINS COMPARABILITY DATA FOR THE CORPORATE OFFICER POSITIONS, AND DEVELOPS AN ANALYSIS AND RECOMMENDATION ARISING FROM THE DATA. IN ADDITION TO THE COMPENSATION CONSULTANT'S RECOMMENDATIONS, FOR EACH POSITION (EXCEPT THAT OF THE CEO), THE COMMITTEE REVIEWS THE CEO'S RECOMMENDATIONS AND ASSESSMENTS OF INDIVIDUAL PERFORMANCE DURING THE PRIOR YEAR. THEN, WITHOUT THE PRESENCE OF THE CEO, THE COMMITTEE MEETS TO (1) EVALUATE THE CEO'S PERFORMANCE DURING THE PRIOR YEAR; (2) CONSIDER THE CEO'S ASSESSMENT OF CORPORATE OFFICERS' PERFORMANCE AND RELATED RECOMMENDATIONS; (3) REVIEW THE RELEVANT COMPARABILITY DATA AND RECOMMENDATIONS PRESENTED BY THE COMPENSATION CONSULTING FIRM; (4) ESTABLISH OFFICER COMPENSATION LEVELS FOR THE COMING YEAR; AND (5) DOCUMENT THE COMMITTEE'S DELIBERATIONS AND DECISIONS.
Form 990, Part VI, Line 15b Process to establish compensation of other employees	THE ORGANIZATION'S BYLAWS PROVIDE THAT THE VOTING MEMBERS OF THE EXECUTIVE COMMITTEE SHALL SERVE AS THE ORGANIZATION'S CORPORATE OFFICER COMPENSATION COMMITTEE TO ESTABLISH COMPENSATION OF THE ORGANIZATION'S PRINCIPAL OFFICERS. THE COMMITTEE IS INDEPENDENT OF THE COMPENSATED OFFICERS. ON AN ANNUAL BASIS, THE COMMITTEE ENGAGES THE SERVICES OF A COMPENSATION CONSULTING FIRM WHICH OBTAINS COMPARABILITY DATA FOR THE CORPORATE OFFICER POSITIONS, AND DEVELOPS AN ANALYSIS AND RECOMMENDATION ARISING FROM THE DATA. IN ADDITION TO THE COMPENSATION CONSULTANT'S RECOMMENDATIONS, FOR EACH POSITION (EXCEPT THAT OF THE CEO) THE COMMITTEE REVIEWS THE CEO'S RECOMMENDATIONS AND ASSESSMENTS OF INDIVIDUAL PERFORMANCE DURING THE PRIOR YEAR. THEN, WITHOUT THE PRESENCE OF THE CEO, THE COMMITTEE MEETS TO (1) EVALUATE THE CEO'S PERFORMANCE DURING THE PRIOR YEAR; (2) CONSIDER THE CEO'S ASSESSMENT OF CORPORATE OFFICERS' PERFORMANCE AND RELATED RECOMMENDATIONS; (3) REVIEW THE RELEVANT COMPARABILITY DATA AND RECOMMENDATIONS PRESENTED BY THE COMPENSATION CONSULTING FIRM; (4) ESTABLISH OFFICER COMPENSATION LEVELS FOR THE COMING YEAR; AND (5) DOCUMENT THE COMMITTEE'S DELIBERATIONS AND DECISIONS.
Form 990, Part VI, Line 19 Required documents available to the public	FHI 360'S ORGANIZATIONAL CHARTER IS AVAILABLE THROUGH THE WEBSITE OF THE NORTH CAROLINA SECRETARY OF STATE. FHI 360'S AUDITED FINANCIAL STATEMENTS ARE POSTED ON THE FHI 360 WEBSITE AND ARE AVAILABLE TO THE PUBLIC. FHI 360'S FORM 990 AND CONFLICTS OF INTEREST POLICY ARE MADE AVAILBLE UPON REQUEST.
Form 990, Part VIII, Line 2f Other Program Service Revenue	All Other Program Service Revenue - Total Revenue: 5626380, Related or Exempt Function Revenue: 5626380, Unrelated Business Revenue: 0, Revenue Excluded from Tax Under Sections 512, 513, or 514: 0;
Form 990, Part XI, Line 9 Other changes in net assets or fund balances	INTERCOMPANY ELIMINATIONS AND ADJUSTMENTS - 62608276;

Additional Data

[Return to Form](#)

Software ID: 21014044

Software Version: 2021v4.2

Name of the organization
Family Health International Inc

Employer identification number
23-7413005

Part I

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) FHI SOLUTIONS LLC 359 BLACKWELL STREET DURHAM, NC 27701 45-2462813	NUTRITION	NC	19,637,439	19,195,962	FHI 360
(2) FHI PARTNERS LLC 359 BLACKWELL STREET DURHAM, NC 27701 82-5145951	HEALTH, EDUCATION	NC	20,763,731	34,882,902	FHI 360

Part II

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) FAMILY HEALTH INTERNATIONAL FOUNDATION 359 BLACKWELL STREET DURHAM, NC 27701 56-1719871	SUPPORT FHI 360	NC	501(c)(3)	Type I	FHI 360	Yes	
(2) FHI DISASTER RELIEF FUND 359 BLACKWELL STREET 200 DURHAM, NC 27701 45-3735754	DISASTER RELIEF	NC	501(c)(3)	7	FHI 360	Yes	
(3) FAMILY HEALTH INDIA	LOCAL HEALTH	IN			FHI 360	Yes	
(4) Family Health International (FHI 360) Kenya	LOCAL HEALTH	KE			FHI 360	Yes	
(5) Family Health International	LOCAL HEALTH	LT			FHI 360	Yes	
(6) Family Health International Nigeria	LOCAL HEALTH	NI			FHI 360	Yes	
(7) FHI 360 PNG Trust	LOCAL HEALTH	PP			FHI 360	Yes	
(8) Family Health International South Africa NPC	LOCAL HEALTH	SF			FHI 360	Yes	
(9) FHI 360 Trust	LOCAL HEALTH	ZI			FHI 360	Yes	
(10) Behaviors First Foundation	LOCAL HEALTH	IN			FHI 360	Yes	
(11) FHI 360 Egypt LLC	INACTIVE	EG			FHI 360	Yes	
(12) Family Health International (FHI 360) Poland Foundation	INACTIVE	PL			FHI 360	Yes	
(13) Family Health International	INACTIVE	TD			FHI 360	Yes	

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No
(1) FHI VENTURES INC 359 BLACKWELL STREET SUITE 200 DURHAM, NC 22701 82-3688587	IMPACT INVESTING	NC	FHI 360	C Corporation	-1,830	466,457		Yes	
(2) FHI CLINICAL INC 359 BLACKWELL STREET DURHAM, NC 22701 83-2853562	CLINICAL RESEARCH	DE	FHI 360	C Corporation	48,062,113	18,012,949		Yes	
(3) KONUNG INTERNATIONAL	SUSTAINABLE GOVERNANCE	AE	FHI 360	C Corporation	1,739,993	568,708		Yes	

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

a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity

c Gift, grant, or capital contribution from related organization(s)

e Loans or loan guarantees by related organization(s)

9 Sale of assets to related organization(s)

i Exchange of assets with related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

rh Performance of services or membership or fundraising solicitations by related organization(s)

0 Sharing of paid employees with related organization(s)

g. Reimbursement paid by related organization(s) for expenses

S Other transfer of cash or property from related organization(s) _____

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
1)FHI Ventures	B	470,000	FMV
2)FHI Clinical	B	4,000,000	FMV
3)FHI UK	B	502,483	FMV
4)FHI Foundation	C	7,000,000	FMV
5)FHI Clinical	J	123,983	FMV
6)FHI Clinical	O	1,052,822	FMV
7)FHI UK	O	108,760	FMV
8)FHI Ventures	O	51,293	FMV
9)FHI Clinical	P	449,290	FMV
10)FHI UK	P	640,225	FMV
11)FHI Ventures	Q	64,495	FMV
12)FHI Clinial	Q	5,226,158	FMV
13)FHI UK	Q	229,981	FMV

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

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

[illegible]

Part VII **Supplemental Information**

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

Return Reference	Explanation
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Schedule R (Form 990) 2021

Additional Data

Return to Form

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