

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization’s mission:

SEE SCHEDULE O

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

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

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

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

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

4a (Code:) (Expenses \$ **29,909,522** including grants of \$ **11,502,011**) (Revenue \$ **1,350,959**)
GLOBAL NETWORK ADVANCEMENT - SEE SCHEDULE O

4b (Code:) (Expenses \$ **11,090,521** including grants of \$ **10,627,868**) (Revenue \$)
DONOR ADVISED GIVING (DOMESTIC AND INTENATIONAL) - SEE SCHEDULE O

4c (Code:) (Expenses \$ **11,978,640** including grants of \$ **4,091**) (Revenue \$ **256,360**)
BRAND STRATEGY AND MARKETING-SEE SCHEDULE O

(Code:) (Expenses \$ **4,852,739** including grants of \$ **290,355**) (Revenue \$ **28,116,936**)
OTHER PROGRAM SERVICES - OTHER PROGRAM SERVICES INCLUDE THE SUPPORT FOR THE 211 PLATFORM WHICH PROVIDES COMPREHENSIVE INFORMATION ON LOCAL RESOURCES AND SERVICES THROUGHOUT THE COUNTRY, THE PRODUCTION AND DELIVERY OF TRAINING PROGRAMS AND LEARNING OPPORTUNITIES FOR UNITED WAY VOLUNTEERS, STAFF, AND PARTNERS; AND PROVIDING LICENSING RIGHTS TO SELECT VENDORS TO SELL PROMOTIONAL PRODUCTS BEARING THE UNITED WAY BRAND AND TRADEMARKS. TOTAL PART III, LINE 4D AMOUNTS ARE REPORTED BELOW:

4d Other program services (Describe in Schedule O.)
(Expenses \$ **4,852,739** including grants of \$ **290,355**) (Revenue \$ **28,116,936**)

4e **Total program service expenses** **57,831,422**

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions.	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4 Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6 Yes	
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9 Yes	
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b Yes	
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d 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, line 26. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a Yes	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b Yes	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15 Yes	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21 Yes	

Part IV

Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?	26	No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31	Did the organization reorganize, 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	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	78
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	245	
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	Yes	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		No
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a	Yes	
b If "Yes," enter the name of the foreign country: C A , S Z , H K				
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .		5a		No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7 Organizations that may receive deductible contributions under section 170(c).				
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a		No
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		No
d If "Yes," indicate the number of Forms 8282 filed during the year		7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		No
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		No
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		No
9 Sponsoring organizations maintaining donor advised funds.				
a Did the sponsoring organization make any taxable distributions under section 4966?		9a		No
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		No
10 Section 501(c)(7) organizations. Enter:				
a Initiation fees and capital contributions included on Part VIII, line 12		10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b		
11 Section 501(c)(12) organizations. Enter:				
a Gross income from members or shareholders		11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.				
a Is the organization licensed to issue qualified health plans in more than one state?		13a		
Note. See the instructions for additional information the organization must report on Schedule O.				
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b		
c Enter the amount of reserves on hand		13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a		No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15		No
16 Is the organization a trust that is not a charitable trust and is not a section 4968 excise tax on net investment income?		16		No
If "Yes," complete Form 4720, Schedule O.				
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17		
If "Yes," complete Form 6069.				

Part VI

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

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

Section A. Governing Body and Management

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

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

	Yes	No	
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
11b	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
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	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?		
15a	The organization's CEO, Executive Director, or top management official	15a	Yes
15b	Other officers or key employees of the organization	15b	Yes
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	Yes
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	Yes

Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed	AL, AK, AZ, CA, CO, CT, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI
18	Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. ☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)	
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.	
20	State the name, address, and telephone number of the person who possesses the organization's books and records:	BRUCE FRIEDMAN 701 N FAIRFAX STREET ALEXANDRIA, VA 22314 (703) 836-7100

Part VII

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

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization’s tax year.
- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

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

List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

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

List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) MARC BITZER CHAIR OF THE BOARD (TO 6/24)	2.00 0.00	X		X				0	0	0
(2) YURI FULMER VICE CHAIR (TO 6/24)/CHAIR(BEG 7/24)	2.00 0.00	X		X				0	0	0
(3) MIKE HAYDE TREAS/CHAIR OF FINANCE COMMITTEE	2.00 0.00	X		X				0	0	0
(4) MARK HOWARD SECRETARY/CHAIR OF AUDIT COMMITTEE	2.00 0.00	X		X				0	0	0
(5) JOHNNY TAYLOR JR CHAIR OF EXEC COMP CMTE	2.00 0.00	X						0	0	0
(6) BILL O'DOWD CHAIR DEV & MKTG CMTE	2.00 0.00	X						0	0	0
(7) ROSIE ALLEN-HERRING AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(8) JULIANA AZEVEDO AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(9) ELAINE CHAO AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(10) MICHELLE DE LA ISLA AT-LARGE BOARD MEMBER (BEG 7/24)	1.00 0.00	X						0	0	0
(11) DARIENNE DRIVER HUDSON AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(12) HELENE GLOTZER AT-LARGE BOARD MEMBER (BEG 7/24)	1.00 0.00	X						0	0	0
(13) CHRISTINA GUTIERREZ DE PINERES AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(14) BRIAN HULSEMAN-ABRAMS AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0
(15) SUNEETH KATARKI AT-LARGE BOARD MEMBER (TO 7/24)	1.00 0.00	X						0	0	0
(16) ORVIN KIMBROUGH AT-LARGE BOARD MEMBER (TO 6/24)	1.00 0.00	X						0	0	0
(17) TOM MCINERNEY AT-LARGE BOARD MEMBER	1.00 0.00	X						0	0	0

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) SWATI MYLAVARAPU	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER										
(19) STEVE ORTIZ	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER										
(20) MICHELE PARMELEE	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER										
(21) MELISSA POTTER	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER (BEG 7/24)										
(22) DAVID PRESCHLACK	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER (TO 6/24)										
(23) DAVID SHAFFER	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER										
(24) TERI SMITH	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER (BEG 7/24)										
(25) LIZ SHULER	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER (TO 6/24)										
(26) DEANNA STRABLE	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER (TO 6/24)										
(27) GEETHA THARMARATNAM	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER (BEG 7/24)										
(28) FRANCESCO VANNI D'ARCHRAFI	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER										
(29) LANHEE YOUNG	1.00 0.00	X						0	0	0
AT-LARGE BOARD MEMBER										
(30) ANGELA WILLIAMS	40.00 0.00			X				779,178	0	150,239
CHIEF EXECUTIVE OFFICER										
(31) BRUCE FRIEDMAN	40.00 0.00			X				368,662	0	68,075
EVP, CHIEF FINANCIAL OFFICER										
(32) ODESSA JACKSON PETERSON	40.00 0.00			X				411,379	0	17,245
EVP, GENERAL COUNSEL, CC & EO										
(33) NICOLE COOPER	40.00 0.00				X			414,760	0	4,971
EVP, CHIEF STR & INNOV OFFICER										
(34) BYRON GARRETT	40.00 0.00				X			389,508	0	11,572
EVP, CHIEF REVENUE OFFICER										
(35) JOHN FARDEN	40.00 0.00				X			385,992	0	2,075
EVP, GLOBAL NTWK ADV & OPERATIONS										
(36) OMOIYE KINNEY	40.00 0.00				X			341,233	0	29,962
EVP, MARKETING & COMMUNICATION										
(37) LAWANA JONES	40.00 0.00				X			291,699	0	30,185
SVP, CHIEF TECHNOLOGY OFFICER										
(38) ALICE ARCHCABAL	40.00 0.00				X			248,110	0	8,776
EVP, DEVELOPMENT (TO 6/24)										
(39) SONYA ANDERSON	40.00 0.00				X			225,529	0	13,389
EVP, INTERNATIONAL NETWORK(BEG 5/24)										
(40) LADAWN NAEGLE	40.00 0.00					X		335,346	0	45,764
EVP, CHIEF OF STAFF										
(41) THOMAS LOWERY	40.00 0.00					X		286,007	0	52,042
SVP, NETWORK RESILIENCE										
(42) RACHEL SMALL	40.00 0.00					X		286,177	0	28,146
SVP, GOVERNMENT PARTNERSHIPS										
(43) ERIN BUDDE	40.00 0.00					X		259,423	0	45,160
SVP, STRATEGIC INSIGHTS										
(44) CHAD ROYAL-PASCOE	40.00 0.00					X		237,674	0	38,084
SVP, GLOBAL RESOURCE DEVELOPMENT										
(45) JACQUELINE GORDON	40.00 0.00						X	232,370	0	0
FORMER EVP, PEOPLE & CULTURE										
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A . . .										
d Total (add lines 1b and 1c)							5,493,047		0	

2

Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 107

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>		
		Yes	No
		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
COMMUNITY COUNSELING SERVICE CO LLC 527 MADISON AVE 5TH FLOOR NEW YORK, NY 10022	ADVISORY SERVICES	877,500
SOCIAL CAPITAL PARTNERSHIPS 980 N MICHIGAN AVE ST 1570 CHICAGO, IL 60611	ADVISORY SERVICES	793,662
THE ALLIANCE GROUP 1950 OLD GALLOWS ROAD VIENNA, VA 22180	STAFFING AND ADVISORY SERVICES	382,683
WEBER SHANDWICK 733 10TH STREET NW WASHINGTON, DC 20001	COMMUNICATION AND PUBLIC RELATION SVCS	292,399
CTM HOLDINGS LLC DBA CONNER ACADEMY 4060 PEACHTREE RD STE 523 ATLANTA, GA 30319	ADVISORY SERVICES	276,813

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 19

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	1a	
Similar Amounts		Membership dues	1b	
		Fundraising events	1c	
		Related organizations	1d	
		Government grants (contributions)	1e	
		All other contributions, gifts, grants, and similar amounts not included above	1f41,046,025	
		Noncash contributions included in lines 1a - 1f:\$	1g3,110,859	
		h Total. Add lines 1a-1f		

Program Service Revenue	2a	MEMBERSHIP DUES	Business Code				
			900099	28,810,543	28,810,543		
	b	SERVICE INCOME	900099	567,072	567,072		
	c	COURSE TUITION AND CONFERENCES	900099	204,649	204,649		
	d	PROMOTIONAL MATERIAL SALES	900099	140,991	140,991		
	e	OTHER	900099	1,000	1,000		
	f	All other program service revenue.					
	9	Total. Add lines 2a-2f.		29,724,255			

Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		744,326			744,326	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties		308,332			308,332	
	6a	Gross rents	(i) Real	(ii) Personal				
			6a	335,588				
			6b	0				
	6c	Rental income or (loss)	335,588					
	d	Net rental income or (loss)		335,588			335,588	
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
			7a	19,496,721				
			7b	19,257,630				
	7c	Gain or (loss)	239,091					
	d	Net gain or (loss)		239,091			239,091	
	8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a					
				8b				
	c	Net income or (loss) from fundraising events						
	9a	Gross income from gaming activities. See Part IV, line 19	9a					
				9b				
c	Net income or (loss) from gaming activities							
10a	Gross sales of inventory, less returns and allowances	10a						
			10b					
c	Net income or (loss) from sales of inventory							

Other	11a	Business Code				
	b					
	c					
	d	All other revenue				
	e	Total. Add lines 11a-11d				
12	Total revenue. See instructions		72,397,617	29,724,255	0	1,627,337

Part IX

Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	11,629,961	11,629,961		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	10,794,364	10,794,364		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	4,092,544	2,733,872	759,750	598,922
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	232,370		232,370	
7 Other salaries and wages	21,379,087	14,560,431	3,664,795	3,153,861
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	998,995	587,209	264,963	146,823
9 Other employee benefits	2,329,836	1,369,476	617,942	342,418
10 Payroll taxes	1,760,813	1,035,005	467,020	258,788
11 Fees for services (non-employees):				
a Management				
b Legal	753,337	435,667	186,606	131,064
c Accounting	293,839	29,310	264,529	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	52,170		52,170	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	12,033,797	8,657,987	2,338,545	1,037,265
12 Advertising and promotion	2,360,391	2,307,632	38,870	13,889
13 Office expenses	730,147	516,988	125,404	87,755
14 Information technology	516,257	284,856	162,734	68,667
15 Royalties				
16 Occupancy	737,340	427,140	181,989	128,211
17 Travel	964,299	633,421	109,324	221,554
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	548,315	509,085	28,452	10,778
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,240,852	713,062	310,020	217,770
23 Insurance	251,344	10,566	240,481	297
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 DUES AND SUBSCRIPTIONS	1,316,609	595,390	423,219	298,000
b				
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	75,016,667	57,831,422	10,469,183	6,716,062
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		4,300,143	1	10,825,845	
	2	Savings and temporary cash investments		921,383	2	531,161	
	3	Pledges and grants receivable, net		5,215,836	3	3,845,267	
	4	Accounts receivable, net		1,768,839	4	2,388,936	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		402,703	9	572,481	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	53,922,565			
	b	Less: accumulated depreciation	10b	33,868,734	20,899,373	10c	20,053,831
	11	Investments—publicly traded securities		21,425,416	11	13,574,446	
	12	Investments—other securities. See Part IV, line 11		5,387,758	12	5,387,758	
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets		0	14	159,107	
	15	Other assets. See Part IV, line 11		10,506,839	15	10,638,496	
16	Total assets. Add lines 1 through 15 (must equal line 33)		70,828,290	16	67,977,328		
Liabilities	17	Accounts payable and accrued expenses		2,394,220	17	2,667,752	
	18	Grants payable			18		
	19	Deferred revenue		5,071,693	19	4,836,509	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		8,619,989	21	8,756,720	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		5,639,400	25	3,626,581	
	26	Total liabilities. Add lines 17 through 25		21,725,302	26	19,887,562	
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		30,603,951	27	24,314,261	
	28	Net assets with donor restrictions		18,499,037	28	23,775,505	
	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		49,102,988	32	48,089,766	
	33	Total liabilities and net assets/fund balances		70,828,290	33	67,977,328	

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	72,397,617
2	Total expenses (must equal Part IX, column (A), line 25)	2	75,016,667
3	Revenue less expenses. Subtract line 2 from line 1	3	-2,619,050
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	49,102,988
5	Net unrealized gains (losses) on investments	5	412,408
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	1,193,420
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	48,089,766

Part XII

Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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

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

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

- 1

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

☒

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

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

Enter the number of supported organizations
- g

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

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

Part II

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	203,785,891	68,676,336	54,355,890	21,525,082	41,046,025	389,389,224
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	203,785,891	68,676,336	54,355,890	21,525,082	41,046,025	389,389,224
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)						25,904,919
6 Public support. Subtract line 5 from line 4.						363,484,305

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4.	203,785,891	68,676,336	54,355,890	21,525,082	41,046,025	389,389,224
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	1,051,479	937,907	1,103,625	1,588,862	1,388,246	6,070,119
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						395,459,343
12 Gross receipts from related activities, etc. (see instructions)					12	194,309,611

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 2024 (line 6, column (f) divided by line 11, column (f))	14	91.910 %
15 Public support percentage for 2023 Schedule A, Part II, line 14	15	98.970 %

- 16a 33 1/3% support test—2024.** 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—2023.** 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—2024.** 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—2023.** 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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) .						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage		
15 Public support percentage for 2024 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2024 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2024. 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—2023. 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? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990) .</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

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

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

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

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

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

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

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

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)		
Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8
9	Distributable amount for 2024 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-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required-- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024:		
a	From 2019.		
b	From 2020.		
c	From 2021.		
d	From 2022.		
e	From 2023.		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI . See instructions.		
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2025. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020.		
b	Excess from 2021.		
c	Excess from 2022.		
d	Excess from 2023.		
e	Excess from 2024.		

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

Facts And Circumstances Test	
Return Reference	Explanation

Additional Data

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Schedule B (Form 990) (Rev. January 2025) Department of the Treasury Internal Revenue Service	Schedule of Contributors ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
	Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	☐ 501(c)() (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust not treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

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

Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)

Name of organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	

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

Exclusively religious, charitable, etc., contributions to organizations described in section 501(c) (7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) \$

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	

Additional Data

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

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

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

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

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

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

Name of the organization UNITED WAY WORLDWIDE	Employer identification number 13-1635294
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."	
2	Political campaign activity expenditures. See instructions	\$
3	Volunteer hours for political campaign activities. See instructions	

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

1	Enter the amount of any excise tax incurred by the organization under section 4955	\$
2	Enter the amount of any excise tax incurred by organization managers under section 4955	\$
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	☐ Yes ☐ No
4a	Was a correction made?	☐ Yes ☐ No
b	If "Yes," describe in Part IV.	

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

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	\$
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	\$
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b	\$
4	Did the filing organization file Form 1120-POL for this year?	☐ Yes ☐ No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.	

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

Part II-A

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

- A
- Check
- ☐
- if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B
- Check
- ☐
- if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures															
e Total exempt purpose expenditures (add lines 1c and 1d)															
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.															
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a. If zero or less, enter -0-															
i Subtract line 1f from line 1c. If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?		No	
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?		No	
c	Media advertisements?		No	
d	Mailings to members, legislators, or the public?		No	
e	Publications, or published or broadcast statements?		No	
f	Grants to other organizations for lobbying purposes?		No	
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		2,021
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		No	
i	Other activities?		No	
j	Total. Add lines 1c through 1i			2,021
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A

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

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

Part III-B

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

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

Part IV

Supplemental Information

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

Return Reference	Explanation
PART II-B, LINE 1:	UNITED WAY WORLDWIDE ENGAGED IN A RANGE OF ACTIVITIES DESIGNED TO PROMOTE AWARENESS AND UNDERSTANDING OF HOW UNITED WAY AND OUR NETWORK MOBILIZES ABOVE CHALLENGES AND EXPANDS OPPORTUNITIES FOR ALL. THE ACTIVITIES INCLUDED ENGAGING IN DISCUSSIONS AND MEETINGS WITH FEDERAL POLICY MAKERS TO SHARE OUR EXPERTISE AND ADVOCATE FOR POLICIES THAT MAKE LIFE BETTER FOR INDIVIDUALS AND FAMILIES THROUGHOUT THE UNITED STATES. THE AMOUNT REPORTED AS LOBBYING EXPENDITURES ON SCHEDULE C, LINE 1G REPRESENTS ESTIMATED COSTS OF DIRECT CONTACT WITH GOVERNMENT OFFICIALS BY CERTAIN PUBLIC POLICY EMPLOYEES OF UWW. AS SUCH, THIS AMOUNT IS CATEGORIZED AS SALARIES AND WAGES ON PART IX, STATEMENT OF FUNCTIONAL EXPENSES, AND NOT AS LOBBYING EXPENSES.

Additional Data

Return to Form

Software ID:

Software Version:

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	24	
2 Aggregate value of contributions to (during year)	6,795,944	
3 Aggregate value of grants from (during year)	10,352,436	
4 Aggregate value at end of year	3,989,567	

5

Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?

☒ Yes ☐ No

6

Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

☒ Yes ☐ No

Part II

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

1

Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

2

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3

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

4

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

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

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

7

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

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

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

Part III

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

1a

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

b

If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$
(ii) Assets included in Form 990, Part X ▶ \$

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:
a Revenue included on Form 990, Part VIII, line 1 ▶ \$
b Assets included in Form 990, Part X ▶ \$

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

3

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

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☒ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

b

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

☒

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	6,278,301	4,085,598	5,296,146	15,787,066	5,663,568
b Contributions	1,713,184	1,500,000	890,800	897,418	9,622,145
c Net investment earnings, gains, and losses	806,222	844,772	-779,788	682,440	1,517,900
d Grants or scholarships					
e Other expenditures for facilities and programs	466,882	152,069	152,069	12,070,778	1,016,547
f Administrative expenses					
g End of year balance	8,330,825	6,278,301	5,255,089	5,296,146	15,787,066

2

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

a

Board designated or quasi-endowment ▶ 45.040 %

b

Permanent endowment ▶ 54.960 %

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)		No
3a(ii)		No
3b		

4

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

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,102,080		2,102,080
b Buildings		41,908,556	24,500,157	17,408,399
c Leasehold improvements				
d Equipment		8,195,464	8,085,736	109,728
e Other		1,716,465	1,282,841	433,624
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				20,053,831

Schedule D (Form 990) (Rev. 1-2025)

Part VII Investments - Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b.See Form 990, Part X, line 12.		
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A) LIMITED PARTNERSHIP INVESTMENT	5,387,758	C
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	5,387,758	

Part VIII Investments - Program Related. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.		
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.	
(a) Description	(b) Book value
(1)CUSTODIAL FUNDS (EFSP, YOURCAUSE, FRONTSTREAM)	8,364,998
(2)OTHER ASSETS	905,470
(3)CASH VALUE OF LIFE INSURANCE	625,114
(4)CHARITABLE GIFT ANNUITY	391,721
(5)DEFERRED COMPENSATION CUSTODIAL ASSETS	351,193
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	10,638,496

Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.	
1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
ACCRUED PENSION	2,715,481
POST RETIREMENT BENEFITS	764,539
OTHER LIABILITIES	146,561
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	3,626,581

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

Part XI

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

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

Part XII

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

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

Part XIII

Supplemental Information

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

Return Reference	Explanation
PART IV, LINE 2B:	EXPLANATION OF ESCROW AGREEMENT IN 1983, A NATIONAL BOARD WAS CONVENED TO OVERSEE DISTRIBUTION OF FUNDS THROUGH THE EMERGENCY FOOD AND SHELTER PROGRAM (EFSP), A SEPARATE CONGRESSIONALLY AUTHORIZED PROGRAM OF THE FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA) WITHIN THE DEPARTMENT OF HOMELAND SECURITY (INDEPENDENT AGENCY PRIOR TO 2002). EACH YEAR, UWW HAS BEEN ELECTED BY THE EFSP NATIONAL BOARD TO SERVE AS ITS FISCAL AGENT. AS FISCAL AGENT, UWW IS THE INTERMEDIARY CUSTODIAN OF THE FUNDS AND IS RESPONSIBLE FOR THE DISBURSEMENT OF GRANTS AS DIRECTED BY THE NATIONAL BOARD. EFSP IS NOT CONSOLIDATED INTO THE ORGANIZATION'S FINANCIAL STATEMENTS. SINCE 1983, U.S. CONGRESS HAS ALLOCATED MORE THAN \$6.7 BILLION TO THE FEMA TO PROVIDE EMERGENCY FOOD AND SHELTER TO NEEDY INDIVIDUALS THROUGHOUT THE COUNTRY. AS OF DECEMBER 31, 2024, UNDISTRIBUTED BALANCES OF \$8,354,663 WERE INCLUDED IN THE CUSTODIAL FUNDS WITH A CORRESPONDING LIABILITY IN THE CONSOLIDATED STATEMENTS OF FINANCIAL POSITION OF UWW. UWW ALSO MAINTAINS TWO FISCAL AGENT AGREEMENTS WITH THIRD PARTIES ON BEHALF OF ITS MEMBERS TO PROVIDE DONATION PROCESSING SERVICES RELATED TO CERTAIN EMPLOYEE GIVING CAMPAIGNS. THESE CAMPAIGNS ARE CONSIDERED "FUNDRAISING ACTIVITY" OF UWW'S MEMBERS, AND UWW DOES NOT RECORD REVENUE FROM THESE TRANSACTIONS. UWW DOES RECORD COLLECTED FUNDS, NOT YET DISTRIBUTED BY THE THIRD-PARTY PROCESSORS, AS A CUSTODIAL ASSET AND CUSTODIAL LIABILITY. AS OF DECEMBER 31, 2024, THE FUND'S MARKET VALUE OF \$10,335 IS INCLUDED IN CUSTODIAL FUNDS.
PART V, LINE 4:	INTENDED USES OF ENDOWMENT FUNDS BOARD DESIGNATED QUASI-ENDOWMENT - UWW'S BOARD HAS DESIGNATED FUNDS BE SET ASIDE TO ESTABLISH AND MAINTAIN A QUASI-ENDOWMENT FOR THE PURPOSE OF SECURING THE ORGANIZATION'S LONG-TERM FINANCIAL VIABILITY AND CONTINUING TO MEET THE NEEDS OF THE ORGANIZATION. DONOR RESTRICTED PERMANENT ENDOWMENT - THE ORGANIZATION'S DONOR RESTRICTED ENDOWMENT INCLUDES A FUND ESTABLISHED FOR THE PURPOSE OF PROVIDING HOME CARE AND ASSISTED LIVING TO THE ELDERLY POOR, WITH SPECIFIC REFERENCE TO ASSISTING OLDER PEOPLE TO REMAIN IN THEIR OWN HOMES. PART V, LINE 1A, COLUMN (B): EXPLANATION FOR CHANGE IN BEGINNING OF YEAR BALANCE DURING 2023, IT WAS DETERMINED THAT AN ENDOWMENT IN THE AMOUNT OF \$1,169,491 RECEIVED PRIOR TO 2023 SHOULD BE RECLASSIFIED TO AN UNRESTRICTED ASSET AND WAS REMOVED FROM BEGINNING BALANCE.
PART X, LINE 2:	FIN 48 (ASC 740) FOOTNOTE UWW FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT. THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS "MORE-LIKELY-THAN-NOT" TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AUTHORITY. THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED. UWW HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Part I

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

1

For grantmakers. Does the organization maintain records to substantiate the amount of its grants 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	0	1	GRANTMAKING		154,280
(2)	CENTRAL AMERICA AND THE CARIBBEAN	0	1	PROGRAM SERVICES	MEMBERSHIP SUPPORT	32,180
(3)	EAST ASIA AND THE PACIFIC	2	4	GRANTMAKING		4,865,989
(4)	EAST ASIA AND THE PACIFIC	2	4	PROGRAM SERVICES	MEMBERSHIP SUPPORT	1,062,533
(5)	EUROPE (INCLUDING ICELAND & GREENLAND)	1	3	GRANTMAKING		2,957,232
(6)	EUROPE (INCLUDING ICELAND & GREENLAND)	1	3	PROGRAM SERVICES	MEMBERSHIP SUPPORT	708,257
(7)	MIDDLE EAST AND NORTH AFRICA	0	0	GRANTMAKING		167,993
(8)	MIDDLE EAST AND NORTH AFRICA	0	0	PROGRAM SERVICES	MEMBERSHIP SUPPORT	56,837
(9)	NORTH AMERICA	1	0	GRANTMAKING		348,678
(10)	NORTH AMERICA	1	0	PROGRAM SERVICES	MEMBERSHIP SUPPORT	72,727
(11)	SOUTH AMERICA	0	2	GRANTMAKING		1,053,138
(12)	SOUTH AMERICA	0	2	PROGRAM SERVICES	MEMBERSHIP SUPPORT	219,662
(13)	SOUTH ASIA	0	1	GRANTMAKING		1,014,806
(14)	SOUTH ASIA	0	1	PROGRAM SERVICES	MEMBERSHIP SUPPORT	211,667
(15)	SUB-SAHARAN AFRICA	0	0	GRANTMAKING		232,248
(16)	SUB-SAHARAN AFRICA	0	0	PROGRAM SERVICES	MEMBERSHIP SUPPORT	48,442
(17)	SUB-SAHARAN AFRICA	0	0	INVESTMENT		5,387,758
3a Sub-total		3	8			10,005,301
b Total from continuation sheets to Part I		1	3			8,589,126
c Totals (add lines 3a and 3b)		4	11			18,594,427

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	EDUCATION, GENERAL CHARITABLE OPERATIONS	30,000	BANK WIRE	0		
(2)			CENTRAL AMERICA AND THE CARIBBEAN	GENERAL CHARITABLE OPERATIONS	57,144	BANK WIRE	0		
(3)			SOUTH ASIA	ENVIRONMENTAL SUSTAINABILITY	30,279	BANK WIRE	0		
(4)			SOUTH ASIA	ENVIRONMENTAL SUSTAINABILITY	329,541	BANK WIRE	0		
(5)			SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	57,143	BANK WIRE	0		
(6)			SOUTH AMERICA	GENERAL CHARITABLE OPERATIONS	57,146	BANK WIRE	0		
(7)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION, COMMUNITY DEVELOPMENT	99,000	BANK WIRE	0		
(8)			MIDDLE EAST AND NORTH AFRICA	EDUCATION, HUMANITARIAN RELIEF	160,821	BANK WIRE	0		
(9)			EUROPE (INCLUDING ICELAND & GREENLAND)	COMMUNITY DEVELOPMENT	592,500	BANK WIRE	0		
(10)			MIDDLE EAST AND NORTH AFRICA	GENERAL CHARITABLE OPERATIONS	7,172	BANK WIRE	0		
(11)			NORTH AMERICA	GENERAL CHARITABLE OPERATIONS	177,665	BANK WIRE	0		
(12)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION, GENERAL CHARITABLE OPERATIONS	83,750	BANK WIRE	0		
(13)			EAST ASIA AND THE PACIFIC	EDUCATION	35,000	BANK WIRE	0		
(14)			EAST ASIA AND THE PACIFIC	EDUCATION	13,000	BANK WIRE	0		
(15)			EAST ASIA AND THE PACIFIC	HEALTH, EDUCATION	43,095	BANK WIRE	0		
(16)			EAST ASIA AND THE PACIFIC	COMMUNITY DEVELOPMENT	8,411	BANK WIRE	0		
(17)			SOUTH AMERICA	EDUCATION	13,000	BANK WIRE	0		
(18)			SOUTH AMERICA	EDUCATION	10,000	BANK WIRE	0		
(19)			SOUTH AMERICA	ENVIRONMENT, COMMUNITY DEVELOPMENT	42,000	BANK WIRE	0		
(20)			SOUTH AMERICA	NUTRITION / FOOD SECURITY, EDUCATION	58,000	BANK WIRE	0		
(21)			SOUTH AMERICA	HEALTH	14,860	BANK WIRE	0		
(22)			EUROPE (INCLUDING ICELAND & GREENLAND)	NUTRITION/FOOD SECURITY	15,000	BANK WIRE	0		
(23)			EAST ASIA AND THE PACIFIC	EDUCATION, ENVIRONMENT, COMMU DEVL, GENERAL CHARITABLE OPERATIONS	45,875	BANK WIRE	0		
(24)			EUROPE (INCLUDING ICELAND & GREENLAND)	ENVIRONMENT	50,000	BANK WIRE	0		
(25)			EAST ASIA AND THE PACIFIC	EDUCATION	10,000	BANK WIRE	0		
(26)			EUROPE (INCLUDING ICELAND & GREENLAND)	NUTRITION / FOOD SECURITY, GENERAL CHARITABLE OPERATIONS	467,660	BANK WIRE	0		
(27)			SUB-SAHARAN AFRICA	EDUCATION	7,200	BANK WIRE	0		
(28)			NORTH AMERICA	EDUCATION	14,019	BANK WIRE	0		
(29)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	47,500	BANK WIRE	0		
(30)			SOUTH ASIA	HUMAN & SOCIAL SERVICES	119,000	BANK WIRE	0		
(31)			EUROPE (INCLUDING ICELAND & GREENLAND)	COMMUNITY DEVELOPMENT	100,000	BANK WIRE	0		
(32)			EAST ASIA AND THE PACIFIC	ENVIRONMENT	100,000	BANK WIRE	0		
(33)			SOUTH ASIA	INCOME, ENVIRONMENT, EDUCATION	143,855	BANK WIRE	0		
(34)			CENTRAL AMERICA AND THE CARIBBEAN	ENVIRONMENT	10,000	BANK WIRE	0		
(35)			SOUTH AMERICA	EDUCATION	20,000	BANK WIRE	0		
(36)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	235,935	BANK WIRE	0		
(37)			EUROPE (INCLUDING ICELAND & GREENLAND)	COMMUNITY DEVELOPMENT	186,000	BANK WIRE	0		
(38)			SOUTH AMERICA	HEALTH	30,286	BANK WIRE	0		
(39)			SOUTH AMERICA	HEALTH	24,836	BANK WIRE	0		
(40)			SOUTH AMERICA	ENVIRONMENT	15,000	BANK WIRE	0		
(41)			SUB-SAHARAN AFRICA	EDUCATION	217,548	BANK WIRE	0		
(42)			EAST ASIA AND THE PACIFIC	HEALTH, INCOME, ENVIRONMENT	81,900	BANK WIRE	0		
(43)			SOUTH AMERICA	ENVIRONMENT	30,286	BANK WIRE	0		
(44)			SOUTH AMERICA	HEALTH	13,869	BANK WIRE	0		
(45)			SOUTH AMERICA	EDUCATION	30,334	BANK WIRE	0		
(46)			NORTH AMERICA	HEALTH	12,000	BANK WIRE	0		
(47)			SOUTH AMERICA	ARTS & HUMANITIES, HEALTH	35,639	BANK WIRE	0		
(48)			SOUTH AMERICA	EDUCATION	31,132	BANK WIRE	0		
(49)			NORTH AMERICA	HEALTH	11,000	BANK WIRE	0		
(50)			SOUTH AMERICA	HEALTH	9,950	BANK WIRE	0		
(51)			SOUTH ASIA	COMMUNITY DEVELOPMENT	7,148	BANK WIRE	0		
(52)			EAST ASIA AND THE PACIFIC	ENVIRONMENT	10,100	BANK WIRE	0		
(53)			NORTH AMERICA	EDUCATION, HEALTH	38,118	BANK WIRE	0		
(54)			SOUTH AMERICA	EDUCATION	14,617	BANK WIRE	0		
(55)			SOUTH AMERICA	HEALTH, EDUCATION, DISASTER RELIEF & RECOVERY, COMMUNITY DEVELOPMENT	112,148	BANK WIRE	0		
(56)			SOUTH AMERICA	HEALTH, EDUCATION, COMMUNITY DEVELOPMENT	129,760	BANK WIRE	0		
(57)			EAST ASIA AND THE PACIFIC	HEALTH	10,000	BANK WIRE	0		
(58)			SUB-SAHARAN AFRICA	GENERAL CHARITABLE OPERATIONS	7,500	BANK WIRE	0		
(59)			EAST ASIA AND THE PACIFIC	ENVIRONMENT	13,800	BANK WIRE	0		
(60)			NORTH AMERICA	NUTRITION / FOOD SECURITY	36,000	BANK WIRE	0		
(61)			NORTH AMERICA	NUTRITION / FOOD SECURITY	15,000	BANK WIRE	0		
(62)			EUROPE (INCLUDING ICELAND & GREENLAND)	ENVIRONMENT	101,115	BANK WIRE	0		
(63)			NORTH AMERICA	EDUCATION	20,000	BANK WIRE	0		
(64)			EUROPE (INCLUDING ICELAND & GREENLAND)	GENERAL CHARITABLE OPERATIONS	10,000	BANK WIRE	0		
(65)			EUROPE (INCLUDING ICELAND & GREENLAND)	COMMUNITY DEVELOPEMENT	14,151	BANK WIRE	0		
(66)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	20,000	BANK WIRE	0		
(67)			EAST ASIA AND THE PACIFIC	HEALTH	40,000	BANK WIRE	0		
(68)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	14,151	BANK WIRE	0		
(69)			SOUTH AMERICA	HEALTH	15,000	BANK WIRE	0		
(70)			SOUTH AMERICA	EDUCATION	15,000	BANK WIRE	0		
(71)			SOUTH ASIA	EDUCATION	60,340	BANK WIRE	0		
(72)			CENTRAL AMERICA AND THE CARIBBEAN	EDUCATION	10,150	BANK WIRE	0		
(73)			NORTH AMERICA	HEALTH	24,876	BANK WIRE	0		
(74)			EAST ASIA AND THE PACIFIC	HEALTH	20,000	BANK WIRE	0		
(75)			SOUTH AMERICA	EDUCATION	20,000	BANK WIRE	0		
(76)			SOUTH AMERICA	HUMAN & SOCIAL SERVICES	15,000	BANK WIRE	0		
(77)			EAST ASIA AND THE PACIFIC	EDUCATION	26,750	BANK WIRE	0		
(78)			EAST ASIA AND THE PACIFIC	EDUCATION	9,346	BANK WIRE	0		
(79)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	10,000	BANK WIRE	0		
(80)			CENTRAL AMERICA AND THE CARIBBEAN	COMMUNITY DEVELOPMENT	12,500	BANK WIRE	0		
(81)			EAST ASIA AND THE PACIFIC	EDUCATION	38,692	BANK WIRE	0		
(82)			EAST ASIA AND THE PACIFIC	EDUCATION	4,000,000	BANK WIRE	0		
(83)			EAST ASIA AND THE PACIFIC	EDUCATION	20,000	BANK WIRE	0		
(84)			EAST ASIA AND THE PACIFIC	EDUCATION	40,000	BANK WIRE	0		
(85)			SOUTH ASIA	ENVIRONMENT, EDUCATION	21,366	BANK WIRE	0		
(86)			EUROPE (INCLUDING ICELAND & GREENLAND)	HEALTH	9,434	BANK WIRE	0		
(87)			CENTRAL AMERICA AND THE CARIBBEAN	HEALTH	9,486	BANK WIRE	0		
(88)			SOUTH ASIA	COMMUNITY DEVELOPMENT	40,979	BANK WIRE	0		
(89)			SOUTH AMERICA	ENVIRONMENT	10,000	BANK WIRE	0		
(90)			SOUTH ASIA	EDUCATION	10,000	BANK WIRE	0		
(91)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	46,911	BANK WIRE	0		
(92)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	19,000	BANK WIRE	0		
(93)			EAST ASIA AND THE PACIFIC	ENVIRONMENT	10,000	BANK WIRE	0		
(94)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	76,475	BANK WIRE	0		
(95)			SOUTH ASIA	EDUCATION	9,252	BANK WIRE	0		
(96)			SOUTH ASIA	INCOME	18,679	BANK WIRE	0		
(97)			CENTRAL AMERICA AND THE CARIBBEAN	EDUCATION	20,000	BANK WIRE	0		
(98)			EUROPE (INCLUDING ICELAND & GREENLAND)	ENVIRONMENT	584,112	BANK WIRE	0		
(99)			EAST ASIA AND THE PACIFIC	NUTRITION / FOOD SECURITY	50,000	BANK WIRE	0		
(100)			SOUTH ASIA	NUTRITION / FOOD SECURITY	10,000	BANK WIRE	0		
(101)			EAST ASIA AND THE PACIFIC	EDUCATION	6,350	BANK WIRE	0		
(102)			SOUTH ASIA	ENVIRONMENT, GENERAL CHARITABLE OPERATIONS	15,000	BANK WIRE	0		
(103)			EAST ASIA AND THE PACIFIC	NUTRITION / FOOD SECURITY	75,000	BANK WIRE	0		
(104)			SOUTH ASIA	NUTRITION / FOOD SECURITY	150,000	BANK WIRE	0		
(105)			SOUTH AMERICA	NUTRITION / FOOD SECURITY	10,000	BANK WIRE	0		
(106)			EUROPE (INCLUDING ICELAND & GREENLAND)	NUTRITION / FOOD SECURITY	80,000	BANK WIRE	0		
(107)			EAST ASIA AND THE PACIFIC	ENVIRONMENT	8,000	BANK WIRE	0		
(108)			EAST ASIA AND THE PACIFIC	NUTRITION / FOOD SECURITY	50,000	BANK WIRE	0		
(109)			SOUTH AMERICA	NUTRITION / FOOD SECURITY	10,000	BANK WIRE	0		
(110)			EAST ASIA AND THE PACIFIC	ENVIRONMENT	27,000	BANK WIRE	0		
(111)			SOUTH AMERICA	EDUCATION, COMMUNITY DEVELOPMENT, GENERAL CHARITABLE OPERATIONS	174,134	BANK WIRE	0		
(112)			EAST ASIA AND THE PACIFIC	EDUCATION	50,000	BANK WIRE	0		
(113)			EUROPE (INCLUDING ICELAND & GREENLAND)	HEALTH	9,346	BANK WIRE	0		
(114)			EUROPE (INCLUDING ICELAND & GREENLAND)	HEALTH	9,346	BANK WIRE	0		
(115)			EUROPE (INCLUDING ICELAND & GREENLAND)	EDUCATION	9,346	BANK WIRE	0		
(116)			SOUTH ASIA	INCOME	9,252	BANK WIRE	0		
(117)			EAST ASIA AND THE PACIFIC	ENVIRONMENT	13,000	BANK WIRE	0		
(118)			SOUTH AMERICA	HEALTH	9,000	BANK WIRE	0		
(119)			SOUTH AMERICA	EDUCATION	15,000	BANK WIRE	0		
(120)			SOUTH ASIA	COMMUNITY DEVELOPMENT	7,128	BANK WIRE	0		
(121)			SOUTH ASIA	COMMUNITY DEVELOPMENT	14,948	BANK WIRE	0		

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

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

Part IV Foreign Forms

- 1

Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)*

☒ Yes

☐ No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)*

☐ Yes

☒ No
- 3

Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)*

☒ Yes

☐ No
- 4

Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)*

☐ Yes

☒ No
- 5

Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)*

☒ Yes

☐ No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).*

☐ Yes

☒ No

Supplemental Information

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

[illegible]

Additional Data

Software ID:

Software Version:

Part III

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

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

Part IV

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

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

Additional Data

Return to Form

Software ID:
Software Version:

Schedule J
(Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Part I

Questions Regarding Compensation

1a

Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

☒ First-class or charter travel

☐ Travel for companions

☐ Tax idemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (e.g., maid, chauffeur, chef)

b

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

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?

3

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

☒ Compensation committee

☒ Independent compensation consultant

☒ Form 990 of other organizations

☐ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

4

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

a

Receive a severance payment or change-of-control payment?

b

Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c

Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

5

For persons listed 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.

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.

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.

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.

9

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

Yes

No

1b

Yes

2

Yes

4a

No

4b

No

4c

No

5a

No

5b

No

6a

No

6b

No

7

Yes

8

No

9

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 50053T

Schedule J (Form 990) (Rev. 1-2025)

Part II

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

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 ANGELA WILLIAMS CHIEF EXECUTIVE OFFICER	(i)	622,170	143,520	13,488	109,494	40,745	929,417	0
	(ii)	0	0	0	0	- 0	- 0	0
2 BRUCE FRIEDMAN EVP, CHIEF FINANCIAL OFFICER	(i)	329,970	28,978	9,714	12,930	55,145	436,737	0
	(ii)	0	0	0	0	- 0	- 0	0
3 ODESSA JACKSON PETERSON EVP, GENERAL COUNSEL, CC & EO	(i)	368,502	31,417	11,460	12,857	4,388	428,624	0
	(ii)	0	0	0	0	- 0	- 0	0
4 NICOLE COOPER EVP, CHIEF STR & INNOV OFFICER	(i)	391,028	19,608	4,124	3,839	1,132	419,731	0
	(ii)	0	0	0	0	- 0	- 0	0
5 BYRON GARRETT EVP, CHIEF REVENUE OFFICER	(i)	363,357	19,608	6,543	1,295	10,277	401,080	0
	(ii)	0	0	0	0	- 0	- 0	0
6 JOHN FARDEN EVP, GLOBAL NTWK ADV & OPERATIONS	(i)	359,666	21,498	4,828	2,075	0	388,067	0
	(ii)	0	0	0	0	- 0	- 0	0
7 LADAWN NAEGLER EVP, CHIEF OF STAFF	(i)	291,476	32,704	11,166	12,818	32,946	381,110	0
	(ii)	0	0	0	0	- 0	- 0	0
8 OMOIYE KINNEY EVP, MARKETING & COMMUNICATION	(i)	302,075	32,704	6,454	12,818	17,144	371,195	0
	(ii)	0	0	0	0	- 0	- 0	0
9 THOMAS LOWERY SVP, NETWORK RESILIENCE	(i)	251,718	23,360	10,929	11,176	40,866	338,049	0
	(ii)	0	0	0	0	- 0	- 0	0
10 LAWANA JONES SVP, CHIEF TECHNOLOGY OFFICER	(i)	269,748	12,776	9,175	11,466	18,719	321,884	0
	(ii)	0	0	0	0	- 0	- 0	0
11 RACHEL SMALL SVP, GOVERNMENT PARTNERSHIPS	(i)	261,090	20,280	4,807	11,002	17,144	314,323	0
	(ii)	0	0	0	0	- 0	- 0	0
12 ERIN BUDDE SVP, STRATEGIC INSIGHTS	(i)	236,512	16,820	6,091	7,076	38,084	304,583	0
	(ii)	0	0	0	0	- 0	- 0	0
13 CHAD ROYAL-PASCOE SVP, GLOBAL RESOURCE DEVELOPMENT	(i)	226,324	2,500	8,850	0	38,084	275,758	0
	(ii)	0	0	0	0	- 0	- 0	0
14 ALICE ARCHCABAL EVP, DEVELOPMENT (TO 6/24)	(i)	195,502	27,945	24,663	8,506	270	256,886	0
	(ii)	0	0	0	0	- 0	- 0	0
15 SONYA ANDERSON EVP, INTERNATIONAL NETWORK(BEG 5/24)	(i)	190,536	30,000	4,993	0	13,389	238,918	0
	(ii)	0	0	0	0	- 0	- 0	0
16 JACQUELINE GORDON FORMER EVP, PEOPLE & CULTURE	(i)	208,203	11,809	12,358	0	0	232,370	0
	(ii)	0	0	0	0	- 0	- 0	0

Part III

Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 1A	THE PRESIDENT & CHIEF EXECUTIVE OFFICER AND A SMALL NUMBER OF OTHER EMPLOYEES WHO ROUTINELY TRAVEL OVERSEAS MAY BE REIMBURSED FOR BUSINESS CLASS AIR TRAVEL (FIRST CLASS IF THERE ARE ONLY TWO CLASSES) WHEN TRAVELING FOR BUSINESS PURPOSES ON FLIGHTS LONGER THAN FOUR HOURS. SUCH TRIPS ARE SUBJECT TO RULES OF THE ORGANIZATION'S ACCOUNTABLE PLAN AND CONSIDERED NON-TAXABLE IF PAID BY UWW.
PART I, LINE 3	THE EXECUTIVE COMPENSATION COMMITTEE ("THE COMMITTEE") OF THE BOARD OF TRUSTEES OF UNITED WAY WORLDWIDE ("UWW") IS RESPONSIBLE FOR GOVERNANCE AND OVERSIGHT OF COMPENSATION AND BENEFITS PROGRAMS FOR THE UWW CHIEF EXECUTIVE OFFICER AND OTHER EXECUTIVE LEVEL STAFF ("EXECUTIVES"), AND FOR ENSURING THAT THE COMPENSATION POLICIES OF UWW ARE CONSISTENT WITH AND IN SUPPORT OF THE ORGANIZATION'S MISSION, VALUES AND GOALS. ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONSIBLE FOR EVALUATING THE PERFORMANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL ANY ADJUSTMENTS TO HIS OR HER COMPENSATION AND BENEFITS, INCLUDING INCENTIVE AWARDS. THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING FOR REASONABLENESS THE CEO'S RECOMMENDATIONS FOR COMPENSATION AND BENEFITS OF THE OTHER EXECUTIVES. FINALLY, THE COMMITTEE IS RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL ANY NEW COMPENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY CHANGES TO EXISTING PLANS AND PROGRAMS THAT RELATE TO THE CEO OR THE EXECUTIVES. THE COMMITTEE ENGAGES A THIRD-PARTY CONSULTANT TO PROVIDE COMPENSATION DATA FROM COMPARABLE ORGANIZATIONS ON AT LEAST A BIENNIAL BASIS. THE COMMITTEE REVIEWS AND DISCUSSES THAT DATA BEFORE DETERMINING THE COMPENSATION OF THE CEO AND REASONABLENESS OF THE COMPENSATION OF OTHER EXECUTIVES. SUCH DECISION IS DOCUMENTED CONTEMPORANEOUSLY BY THE COMMITTEE.
PART I, LINE 7	THE EXECUTIVE MANAGEMENT TEAM IS PAID A BONUS BASED UPON A COMBINATION OF INDIVIDUAL PERFORMANCE GOALS APPROVED BY THE BOARD AND THE PERFORMANCE OF THE ORGANIZATION. IT IS NOT A MATRIX BASED ON A SCORE, RATHER IT IS SOMEWHAT DISCRETIONARY. THE CEO BONUS IS DETERMINED BY THE EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
UNITED WAY WORLDWIDE

Employer identification number
13-1635294

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	12	3,110,859	FMV
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()				
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

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

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

30a

No

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

31

Yes

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

32a

No

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 51227J

Schedule M (Form 990) (2024)

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

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

Additional Data

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Software ID:

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SCHEDULE O

(Form 990)

(Rev. January 2025)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

UNITED WAY WORLDWIDE

Employer identification number

13-1635294

Return Reference	Explanation
FORM 990, PART III, LINE 1	ORGANIZATION'S MISSION FOR 138 YEARS, THE UNITED WAY NETWORK HAS SERVED AS A VEHICLE FOR VOLUNTEERS, DONORS, PARTNERS AND ADVOCATES WHO SEEK TO CHANGE LIVES AND COMMUNITIES THROUGH SERVICE, COLLABORATION AND IMPACT. AS ONE OF THE WORLD'S LARGEST PRIVATELY FUNDED CHARITIES, THE UNITED WAY NETWORK SERVES 95% OF U.S. COMMUNITIES AND 36 COUNTRIES AND TERRITORIES. UWW SEEKS TO SUPPORT THE NETWORK IN ADVANCING THE COLLECTIVE MISSION OF UNITED WAY TO IMPROVE LIVES BY MOBILIZING THE CARING POWER OF COMMUNITIES AROUND THE WORLD. IN 2024 UNITED WAY WAS THE MISSION OF CHOICE FOR 1.5 MILLION VOLUNTEERS, 5 MILLION DONORS, AND 64,000 CORPORATE PARTNERS IN MORE THAN TENS OF THOUSANDS OF COMMUNITIES WORLDWIDE. UNITED WAY WORLDWIDE (UWW) IS THE NETWORK'S GLOBAL LEADERSHIP ORGANIZATION, BASED IN ALEXANDRIA, VIRGINIA. UWW SEEKS TO SUPPORT THE NETWORK IN ADVANCING THE COLLECTIVE MISSION OF UNITED WAY TO IMPROVE LIVES BY MOBILIZING THE CARING POWER OF COMMUNITIES AROUND THE WORLD. UWW PROVIDES SUPPORT FOR THE GLOBAL NETWORK IN KEY PROGRAMMATIC AREAS OF BRAND STEWARDSHIP, GLOBAL FUNDRAISING AT SCALE, ADVOCACY AND PUBLIC POLICY, AND LEADERSHIP DEVELOPMENT AND TRAINING. UWW IS LARGELY FUNDED BY MEMBERSHIP DUES FROM THE UNITED WAY NETWORK. THESE LOCAL, STATE, REGIONAL AND COUNTY UNITED WAYS AROSS THE WORLD ARE AUTONOMOUS CHARITABLE ORGANIZATIONS.
FORM 990, PART III, LINE 4A	GLOBAL NETWORK ADVANCEMENT - THE GLOBAL NETWORK ADVANCEMENT TEAM PROVIDES GOVERNANCE, RESOURCE DEVELOPMENT, PROGRAM AND CAPACITY BUILDING SUPPORT, MEMBER GRANT DISTRIBUTION SERVICES, AND TRAINING TO UNITED WAY MEMBERS AROUND THE WORLD.
FORM 990, PART III, LINE 4B	DONOR ADVISED GIVING (DOMESTIC AND INTERNATIONAL) - THE UNITED WAY DONOR ADVISED GIVING PROGRAM (DAF & IDAG) FACILITATES GRANTS TO DOMESTIC AND INTERNATIONAL ORGANIZATIONS, BASED ON RECOMMENDATIONS BY PROGRAM CONTRIBUTORS THAT MEET PROGRAMMATIC OR GEOGRAPHIC INTERESTS OF BOTH THE DONOR AND UNITED WAY WORLDWIDE.
FORM 990, PART III, LINE 4C	BRAND STRATEGY AND MARKETING - THE GLOBAL BRAND STRATEGY AND MARKETING TEAM PROVIDES SUPPORT IN ALL BRAND IDENTITY TO UNITED WAY MEMBERS AND CONSISTENCY MATTERS INCLUDING MARKETING, ADVERTISING AND OUR PROMOTIONAL OPPORTUNITIES DESIGNED TO PROMOTE INDIVIDUAL PARTICIPATION IN ADVANCING THE COMMON GOOD AND TO STRENGTHEN TRUST IN THE UNITED WAY BRAND AROUND THE WORLD.
FORM 990, PART VI, SECTION A, LINE 6	CLASSES OF MEMBERS THE ORGANIZATION HAS ONE CLASS OF MEMBERS. MEMBER RIGHTS AND RESPONSIBILITIES ARE DEFINED IN THE ORGANIZATION'S BYLAWS AND MEMBERSHIP LICENSE AGREEMENT. EACH MEMBER HAS ONE VOTE ON MATTERS REQUIRING MEMBER APPROVAL PER THE BYLAWS.
FORM 990, PART VI, SECTION A, LINE 7A	MEMBERS ELECTING MEMBERS OF GOVERNING BODY NOMINEES TO THE BOARD OF TRUSTEES MUST BE APPROVED BY THE MEMBERSHIP, BY A MAJORITY VOTE.
FORM 990, PART VI, SECTION A, LINE 7B	DECISIONS REQUIRING APPROVAL BY MEMBERS MEMBERS MUST APPROVE THE AMENDMENTS TO THE BYLAWS OF THE ORGANIZATION AND ANY MATERIAL CHANGES TO THE MISSION OF THE ORGANIZATION AND U.S. MEMBERS MUST APPROVE ANY CHANGES TO U.S. MEMBERSHIP DUES.
FORM 990, PART VI, SECTION B, LINE 11B	REVIEW OF FORM 990 BY GOVERNING BODY THE ORGANIZATION'S FORM 990 UNDERGOES A NUMBER OF INTERNAL AND EXTERNAL REVIEWS BEFORE IT IS FILED WITH THE IRS. THE RETURN IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM AND THEN REVIEWED BY THE ORGANIZATION'S EXECUTIVE VICE PRESIDENT & CFO AND BY THE AUDIT COMMITTEE OF THE BOARD. LASTLY, IT IS SENT TO ALL BOARD MEMBERS BEFORE IT IS FILED.
FORM 990, PART VI, SECTION B, LINE 12C	CONFLICT OF INTEREST POLICY THE ORGANIZATON'S CONFLICT-OF-INTEREST POLICY WAS REVISED AND APPROVED BY THE BOARD OF TRUSTEES AND IS ENFORCED BY THE CHIEF COMPLIANCE AND ETHICS OFFICER. ANNUALLY BOARD MEMBERS, OFFICERS, SENIOR ADMINISTRATIVE PERSONNEL, AND KEY EMPLOYEES ARE REQUIRED TO FILE WITH THE CHIEF ETHICS AND COMPLIANCE OFFICER A CONFLICT-OF-INTEREST DECLARATION FORM. THE CHIEF ETHICS OFFICER USES THE INFORMATION TO ENSURE THAT ANY BOARD MEMBER WHO HAS A CONFLICT OF INTEREST IN ANY BUSINESS BEFORE THE BOARD IS RECUSED FROM PARTICIPATING IN THAT DECISION AND VOTE.
FORM 990, PART VI, SECTION B, LINE 15	PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL THE EXECUTIVE COMPENSATION COMMITTEE ("THE COMMITTEE") OF THE BOARD OF TRUSTEES OF UNITED WAY WORLDWIDE ("UWW") IS RESPONSIBLE FOR OVERSIGHT OF COMPENSATION AND BENEFITS PROGRAMS FOR THE UWW CHIEF EXECUTIVE OFFICER AND OTHER EXECUTIVE LEVEL STAFF ("EXECUTIVES"), AND FOR ENSURING THAT THE COMPENSATION POLICIES OF UWW ARE CONSISTENT WITH AND IN SUPPORT OF THE ORGANIZATION'S MISSION, VALUES AND GOALS. ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONSIBLE FOR EVALUATING THE PERFORMANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD OF TRUSTEES FOR APPROVAL ANY ADJUSTMENTS TO THE CEO'S COMPENSATION AND BENEFITS, INCLUDING INCENTIVE AWARDS. THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL ANY NEW COMPENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY CHANGES TO EXISTING PLANS AND PROGRAMS THAT RELATE TO THE CEO OR THE EXECUTIVES. THE COMMITTEE ENGAGES A THIRD-PARTY CONSULTANT TO PROVIDE COMPENSATION DATA FROM COMPARABLE ORGANIZATIONS ON AT LEAST A BIENNIAL BASIS. THE COMMITTEE REVIEWS AND DISCUSSES THAT DATA BEFORE DETERMINING THE COMPENSATION OF THE CEO AND EXECUTIVES. SUCH DECISION IS DOCUMENTED CONTEMPORANEOUSLY BY THE COMMITTEE.
FORM 990, PART VI, SECTION C, LINE 19	REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC THE ORGANIZATION'S GOVERNING DOCUMENTS, CODE OF ETHICS/CONFLICT OF INTEREST POLICY, AUDITED FINANCIAL STATEMENTS, AND FILED IRS FORM 990 ARE AVAILABLE ON ITS WEBSITE (WWW.UNITEDWAY.ORG).
FORM 990, PART IX, LINE 11G	CONSULTING: PROGRAM SERVICE EXPENSES 7,643,203. MANAGEMENT AND GENERAL EXPENSES 1,670,971. FUNDRAISING EXPENSES 383,818. TOTAL EXPENSES 9,697,992. CONTRACT AND TEMPORARY HELP: PROGRAM SERVICE EXPENSES 830,903. MANAGEMENT AND GENERAL EXPENSES 445,144. FUNDRAISING EXPENSES 339,349. TOTAL EXPENSES 1,615,396. OTHER PURCHASED SERVICES: PROGRAM SERVICE EXPENSES 180,796. MANAGEMENT AND GENERAL EXPENSES 110,216. FUNDRAISING EXPENSES 314,098. TOTAL EXPENSES 605,110. BANK SERVICES FEES: PROGRAM SERVICE EXPENSES 3,085. MANAGEMENT AND GENERAL EXPENSES 112,214. TOTAL EXPENSES 115,299.
FORM 990, PART XI, LINE 9:	PENSION-RELATED CHANGES 1,095,915. REDUCTION IN PRIOR YEAR BAD DEBTS ALLOWANCE 97,505.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Cat. No. 51056K

Schedule O (Form 990) (Rev. 1-2025)

Additional Data

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SCHEDULE R
(Form 990)
(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Name of the organization
UNITED WAY WORLDWIDE

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

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

OMB No. 1545-0047

Open to Public
Inspection

Employer identification number

13-1635294

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)UNITED WAY WORLDWIDE (ASIA) LIMITED ROOM 1901 19/F LEE GARDEN ON 33 CAUSEWAY BAY HK	SEE PART VII	HK	501(C)(3)	LINE 7	UNITED WAY WORLDWIDE	Yes	

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No
(1)FRONTSTREAM HOLDINGS LLC 11480 COMMERCE PARK DR SUITE 300 RESTON, VA 201911575 38-3913855	FUNDRAISING CAMPAIGN PLEDGE PROCESSING	DE	N/A	C					No

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

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

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

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

b Gift, grant, or capital contribution to related organization(s)

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

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

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

l Performance of services or membership or fundraising solicitations for related organization(s)

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

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

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

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l	Yes	
1m	Yes	
1n	Yes	
1o	Yes	
1p	Yes	
1q	Yes	
1r		No
1s		No

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)UNITED WAY WORLDWIDE (ASIA) LIMITED	P	181,360	COST

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

Additional Data

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