

Form **990**  
Department of the Treasury  
Internal Revenue Service

# Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047  
**2019**  
Open to Public Inspection

**A For the 2019 calendar year, or tax year beginning 01-01-2019, and ending 12-31-2019**

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

**C** Name of organization  
NEO Philanthropy Inc  
% NEO PHILANTHROPY INC  
Doing business as

**D** Employer identification number  
13-3191113

**E** Telephone number  
(212) 378-2800

**G** Gross receipts \$ 116,055,118

**F** Name and address of principal officer:  
MICHELE LORD  
45 WEST 36TH STREET 6TH FLOOR  
NEW YORK, NY 10018

**H(a)** Is this a group return for subordinates?  Yes  No  
**H(b)** Are all subordinates included?  Yes  No  
 If "No," attach a list. (see instructions)  
**H(c)** Group exemption number ▶

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

**J** Website: ▶ WWW.NEOPHILANTHROPY.ORG

**K** Form of organization:  Corporation  Trust  Association  Other ▶

**L** Year of formation: 1983 **M** State of legal domicile: NY

**Part I Summary**

**1** Briefly describe the organization's mission or most significant activities:  
See Schedule O

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

<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	10
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	9
<b>5</b> Total number of individuals employed in calendar year 2019 (Part V, line 2a)	<b>5</b>	243
<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	10
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
<b>7b</b> Net unrelated business taxable income from Form 990-T, line 39	<b>7b</b>	

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	82,558,325	105,920,348
<b>9</b> Program service revenue (Part VIII, line 2g)	492,485	592,005
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	300,028	469,414
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	0
<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	83,350,838	106,981,767
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)	40,280,281	36,669,842
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	0	0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	11,050,580	16,365,403
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	0	0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 543,659		
<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	17,418,349	20,783,879
<b>18</b> Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	68,749,210	73,819,124
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	14,601,628	33,162,643

	Beginning of Current Year	End of Year
<b>20</b> Total assets (Part X, line 16)	50,522,759	88,230,924
<b>21</b> Total liabilities (Part X, line 26)	2,292,472	7,371,871
<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	48,230,287	80,859,053

**Part II Signature Block**

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

**Sign Here**

Signature of officer: \*\*\*\*\*  
Date: 2020-10-25

MICHELLE LORD PRESIDENT  
Type or print name and title

**Paid Preparer Use Only**

Print/Type preparer's name: BKD LLP  
Preparer's signature: [Signature]  
Date: [Date]

Check  if self-employed  
PTIN: P01333816  
Firm's EIN: [EIN]  
Firm's address: 1155 Avenue of the Americas 1200  
New York, NY 10036  
Phone no. (212) 867-4000

**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:

NEO PHILANTHROPY, INC. BRINGS TOGETHER AND STRENGTHENS THE WORK OF PHILANTHROPIC INSTITUTIONS, NONPROFIT GROUPS, AND OTHER PUBLIC INTEREST ORGANIZATIONS WHO SHARE A VISION OF SOCIETY THAT ENSURES JUSTICE, DIGNITY, AND OPPORTUNITY FOR ALL PEOPLE.

**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 \$ 17,929,947 including grants of \$ 14,419,375 ) (Revenue \$ )  
See Additional Data

**4b** (Code: ) (Expenses \$ 12,179,163 including grants of \$ 10,535,000 ) (Revenue \$ )  
See Additional Data

**4c** (Code: ) (Expenses \$ 28,147,196 including grants of \$ 3,034,246 ) (Revenue \$ )  
See Additional Data

(Code: ) (Expenses \$ 11,317,911 including grants of \$ 8,681,221 ) (Revenue \$ 592,005 )  
DONOR SERVICES AND OTHER PROGRAMS

**4d** Other program services (Describe in Schedule O.)  
(Expenses \$ 11,317,911 including grants of \$ 8,681,221 ) (Revenue \$ 592,005 )

**4e Total program service expenses** ▶ 69,574,217

**Part IV Checklist of Required Schedules**

		Yes	No
<b>1</b>	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	Yes	
<b>2</b>	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	Yes	
<b>3</b>	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		No
<b>4</b>	<b>Section 501(c)(3) organizations.</b> 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	Yes	
<b>5</b>	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		No
<b>6</b>	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		No
<b>7</b>	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		No
<b>8</b>	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		No
<b>9</b>	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		No
<b>10</b>	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		No
<b>11</b>	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.		
<b>a</b>	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	Yes	
<b>b</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		No
<b>c</b>	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		No
<b>d</b>	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		No
<b>e</b>	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		No
<b>f</b>	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X		No
<b>12a</b>	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	Yes	
<b>b</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		No
<b>13</b>	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
<b>14a</b>	Did the organization maintain an office, employees, or agents outside of the United States?		No
<b>b</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	Yes	
<b>15</b>	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	Yes	
<b>16</b>	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		No
<b>17</b>	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)		No
<b>18</b>	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		No
<b>19</b>	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		No
<b>20a</b>	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		No
<b>b</b>	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
<b>21</b>	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	Yes	

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

		Yes	No
<b>22</b>	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? <i>If "Yes," complete Schedule I, Parts I and III</i>		No
<b>23</b>	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? <i>If "Yes," complete Schedule J</i>	Yes	
<b>24a</b>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		No
<b>b</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? <i>If "Yes," complete Schedule L, Part I</i>		No
<b>26</b>	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? <i>If "Yes," complete Schedule L, Part II</i>		No
<b>27</b>	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? <i>If "Yes," complete Schedule L, Part III</i>		No
<b>28</b>	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
<b>a</b>	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		No
<b>b</b>	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
<b>c</b>	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	Yes	
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
<b>33</b>	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
<b>b</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)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
<b>37</b>	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? <i>If "Yes," complete Schedule R, Part VI</i>		No
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O.	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
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
<b>b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	

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

<p><b>2a</b> 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 . . . . .</p>	<p><b>2a</b> 243</p>			
<p><b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)</p>	<p><b>2b</b></p>	<p>Yes</p>		
<p><b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .</p>	<p><b>3a</b></p>		<p>No</p>	
<p><b>b</b> If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O . . . . .</p>	<p><b>3b</b></p>			
<p><b>4a</b> 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)? . . . . .</p>	<p><b>4a</b></p>		<p>No</p>	
<p><b>b</b> If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</p>	<p><b>4a</b></p>			
<p><b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .</p>	<p><b>5a</b></p>		<p>No</p>	
<p><b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?</p>	<p><b>5b</b></p>		<p>No</p>	
<p><b>c</b> If "Yes," to line 5a or 5b, did the organization file Form 8886-T? . . . . .</p>	<p><b>5c</b></p>			
<p><b>6a</b> 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? . . . . .</p>	<p><b>6a</b></p>		<p>No</p>	
<p><b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .</p>	<p><b>6b</b></p>			
<p><b>7 Organizations that may receive deductible contributions under section 170(c).</b></p>				
<p><b>a</b> 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? . . . . .</p>	<p><b>7a</b></p>		<p>No</p>	
<p><b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .</p>	<p><b>7b</b></p>			
<p><b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .</p>	<p><b>7c</b></p>		<p>No</p>	
<p><b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year . . . . .</p>	<p><b>7d</b></p>			
<p><b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?</p>	<p><b>7e</b></p>		<p>No</p>	
<p><b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .</p>	<p><b>7f</b></p>		<p>No</p>	
<p><b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . . .</p>	<p><b>7g</b></p>			
<p><b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .</p>	<p><b>7h</b></p>			
<p><b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .</p>	<p><b>8</b></p>			
<p><b>9 Sponsoring organizations maintaining donor advised funds.</b></p>	<p><b>9a</b></p>			
<p><b>a</b> Did the sponsoring organization make any taxable distributions under section 4966? . . . . .</p>	<p><b>9a</b></p>			
<p><b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .</p>	<p><b>9b</b></p>			
<p><b>10 Section 501(c)(7) organizations.</b> Enter:</p>				
<p><b>a</b> Initiation fees and capital contributions included on Part VIII, line 12 . . . . .</p>	<p><b>10a</b></p>			
<p><b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .</p>	<p><b>10b</b></p>			
<p><b>11 Section 501(c)(12) organizations.</b> Enter:</p>				
<p><b>a</b> Gross income from members or shareholders . . . . .</p>	<p><b>11a</b></p>			
<p><b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) . . . . .</p>	<p><b>11b</b></p>			
<p><b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?</p>				
<p><b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year.</p>	<p><b>12b</b></p>			
<p><b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b></p>				
<p><b>a</b> Is the organization licensed to issue qualified health plans in more than one state? . . . . . <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.</p>	<p><b>13a</b></p>			
<p><b>b</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 . . . . .</p>	<p><b>13b</b></p>			
<p><b>c</b> Enter the amount of reserves on hand . . . . .</p>	<p><b>13c</b></p>			
<p><b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year? . . . . .</p>	<p><b>14a</b></p>		<p>No</p>	
<p><b>b</b> If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . . . .</p>	<p><b>14b</b></p>			
<p><b>15</b> Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? . . . . . If "Yes," see instructions and file Form 4720, Schedule N.</p>	<p><b>15</b></p>		<p>No</p>	
<p><b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income? . . . . . If "Yes," complete Form 4720, Schedule O.</p>	<p><b>16</b></p>		<p>No</p>	

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

Table with 5 columns: Question, 1a, 1b, Yes, No. Rows include questions about voting members, family relationships, management delegation, and governance decisions.

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

Table with 5 columns: Question, Yes, No. Rows include questions about local chapters, conflict of interest policies, whistleblower policies, and compensation review processes.

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include questions about states where Form 990 is required, public inspection of Form 1023, and organization name/address.

**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 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 and/or Box 7 of Form 1099-MISC) 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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JEFFREY A LARSON PROGRAM DIRECTOR	40.0 ..... 0.0				X		294,591	0	34,108	
(2) MICHELE LORD PRESIDENT	39.0 ..... 1.0			X			260,236	6,864	37,834	
(3) JULIA M ANGWIN PROGRAM DIRECTOR	40.0 ..... 0.0				X		298,500	0	3,180	
(4) SUSAN P GARDNER PROGRAM DIRECTOR	40.0 ..... 0.0				X		223,821	0	18,601	
(5) ERIN BALLARD CHIEF OPERATING OFFICER	39.0 ..... 1.0			X			183,255	6,745	32,765	
(6) EDWIN REKOSH PROGRAM DIRECTOR	40.0 ..... 0.0				X		195,742	0	25,312	
(7) LISA VERSACI Program Director	40.0 ..... 0.0				X		190,476	0	22,983	
(8) ANITA KHASHU Program Director	38.0 ..... 2.0				X		185,329	10,493	16,237	
(9) RINI CHAKRABORTY SR. PROGRAM OFFICER	40.0 ..... 0.0				X		196,898	0	6,583	
(10) SU LIM CHIEF FINANCIAL OFFICER	36.0 ..... 4.0			X			141,555	16,440	21,312	
(11) JOHN GILROY ESQ CHAIRPERSON	1.0 ..... 1.0	X		X			0	0	0	
(12) BEN WYSKIDA VICE CHAIRPERSON	1.0 ..... 0.0	X		X			0	0	0	
(13) CHRIS MEYER ESQ SECRETARY	1.0 ..... 0.0	X		X			0	0	0	
(14) CHRISTINA SCHATZ TREASURER	1.0 ..... 0.0	X		X			0	0	0	
(15) CATHY ALBISA BOARD MEMBER	1.0 ..... 0.0	X					0	0	0	
(16) GLENN HARRIS BOARD MEMBER	1.0 ..... 0.0	X					0	0	0	
(17) KRISTEN RUFF BOARD MEMBER	1.0 ..... 0.0	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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations	
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former				
(18) DARREN SANDOW ..... BOARD MEMBER	1.0 ..... 0.0	X						0	0	0	
(19) KERRIEN SUAREZ ..... BOARD MEMBER	1.0 ..... 0.0	X						0	0	0	
(20) SEAN THOMAS-BREITFELD ..... BOARD MEMBER	1.0 ..... 0.0	X						0	0	0	
<b>1b Sub-Total</b> . . . . . ▶											
<b>c Total from continuation sheets to Part VII, Section A</b> . . . . . ▶											
<b>d Total (add lines 1b and 1c)</b> . . . . . ▶								2,170,403	40,542		218,915

**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 ▶ **34**

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation
SOCIAL TRANSFORMATION PROJECT INC, PO BOX 17354 BOULDER, CO 80308	PROJECT MANAGEMENT	1,549,826
TEAM BLACKBIRD, 195 MONTAGUE STREET 1206 BROOKLYN, NY 11201	PROJECT MANAGEMENT	1,548,800
CIVITAS PUBLIC AFFAIRS GROUP LLIC, 409 7TH STREET NW SUITE 350 WASHINGTON, DC 20004	PROJECT MANAGEMENT	840,642
SHOUT LLC, 1122 E PIKE STREET 919 SEATTLE, WA 98122	PROJECT MANAGEMENT	525,156
DEMOCRACY ALLIANCE, 1401 K STREET NW SUITE 700 WASHINGTON, DC 20005	PROJECT MANAGEMENT	408,834

**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 ▶ **28**



Part VIII Statement of Revenue

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

Table with 5 columns: (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, (D) Revenue excluded from tax under sections 512 - 514. Rows include 1a-1g for Federated campaigns, membership dues, fundraising events, related organizations, government grants, and other contributions.

Table for Program Service Revenue with columns for Business Code, (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include 2a-2f for conference fees, consulting fees, program revenue, and other programs.

Table for Other Revenue with columns for (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include 3-12 for investment income, royalties, rental income, gain/loss from sales, fundraising events, gaming activities, and sales of inventory.

**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

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .	36,358,216	36,358,216		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .	0			
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16. . . . .	311,626	311,626		
<b>4</b> Benefits paid to or for members . . . . .	0			
<b>5</b> Compensation of current officers, directors, trustees, and key employees . . . . .	1,087,042	257,840	482,694	346,508
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .	0			
<b>7</b> Other salaries and wages . . . . .	12,176,171	10,552,032	1,529,737	94,402
<b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions) . . . . .	198,282	160,997	37,285	
<b>9</b> Other employee benefits . . . . .	1,904,571	1,491,568	395,043	17,960
<b>10</b> Payroll taxes . . . . .	999,337	751,798	224,215	23,324
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management . . . . .	0			
<b>b</b> Legal . . . . .	182,376	158,061	24,315	
<b>c</b> Accounting . . . . .	34,805	10,662	24,143	
<b>d</b> Lobbying . . . . .	17,094	17,094		
<b>e</b> Professional fundraising services. See Part IV, line 17	0			
<b>f</b> Investment management fees . . . . .	20,025		20,025	
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	15,473,909	15,235,956	237,953	
<b>12</b> Advertising and promotion . . . . .	0			
<b>13</b> Office expenses . . . . .	786,817	583,603	191,187	12,027
<b>14</b> Information technology . . . . .	121,185	67,191	49,465	4,529
<b>15</b> Royalties . . . . .	0			
<b>16</b> Occupancy . . . . .	966,677	653,927	287,695	25,055
<b>17</b> Travel . . . . .	0			
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .	0			
<b>19</b> Conferences, conventions, and meetings . . . . .	2,920,716	2,826,432	74,430	19,854
<b>20</b> Interest . . . . .	0			
<b>21</b> Payments to affiliates . . . . .	0			
<b>22</b> Depreciation, depletion, and amortization . . . . .	33,834		33,834	
<b>23</b> Insurance . . . . .	76,882	17,997	58,885	
<b>24</b> 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.)				
<b>a</b> MISCELLANEOUS	72,139	46,464	25,675	
<b>b</b> EDUCATION AND OUTREACH	77,420	72,753	4,667	
<b>c</b>				
<b>d</b>				
<b>e</b> All other expenses				
<b>25</b> Total functional expenses. Add lines 1 through 24e	73,819,124	69,574,217	3,701,248	543,659
<b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

**Part X Balance Sheet**

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	13,528,679	<b>1</b>	14,320,865
	<b>2</b> Savings and temporary cash investments . . . . .	28,602,107	<b>2</b>	37,475,540
	<b>3</b> Pledges and grants receivable, net . . . . .	7,874,381	<b>3</b>	33,982,692
	<b>4</b> Accounts receivable, net . . . . .	25,512	<b>4</b>	1,615,275
	<b>5</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	0	<b>5</b>	0
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) . . . . .	0	<b>6</b>	0
	<b>7</b> Notes and loans receivable, net . . . . .	0	<b>7</b>	0
	<b>8</b> Inventories for sale or use . . . . .	0	<b>8</b>	0
	<b>9</b> Prepaid expenses and deferred charges . . . . .	381,927	<b>9</b>	588,157
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	492,529		
	<b>b</b> Less: accumulated depreciation	271,802		
	<b>11</b> Investments—publicly traded securities . . . . .	0	<b>11</b>	0
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .	0	<b>12</b>	0
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .	0	<b>13</b>	0
	<b>14</b> Intangible assets . . . . .	0	<b>14</b>	0
	<b>15</b> Other assets. See Part IV, line 11 . . . . .	5,168	<b>15</b>	27,668
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .	50,522,759	<b>16</b>	88,230,924	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	1,382,972	<b>17</b>	2,150,687
	<b>18</b> Grants payable . . . . .	877,500	<b>18</b>	5,221,184
	<b>19</b> Deferred revenue . . . . .	32,000	<b>19</b>	0
	<b>20</b> Tax-exempt bond liabilities . . . . .	0	<b>20</b>	0
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D	0	<b>21</b>	0
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	0	<b>22</b>	0
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .	0	<b>23</b>	0
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .	0	<b>24</b>	0
	<b>25</b> 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	0	<b>25</b>	0
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	2,292,472	<b>26</b>	7,371,871
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	2,501,492	<b>27</b>	3,801,821
	<b>28</b> Net assets with donor restrictions . . . . .	45,728,795	<b>28</b>	77,057,232
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
<b>32</b> Total net assets or fund balances . . . . .	48,230,287	<b>32</b>	80,859,053	
<b>33</b> Total liabilities and net assets/fund balances . . . . .	50,522,759	<b>33</b>	88,230,924	

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	106,981,767
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	73,819,124
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	33,162,643
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	<b>4</b>	48,230,287
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	2,860
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	-536,737
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	80,859,053

**Part XII Financial Statements and Reporting**

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

- 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 in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?  
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- 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
- 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.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

	Yes	No
<b>2a</b>		No
<b>2b</b>	Yes	
<b>2c</b>	Yes	
<b>3a</b>		No
<b>3b</b>		

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 13-3191113

**Name:** NEO Philanthropy Inc

Form 990 (2019)

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**Form 990, Part III, Line 4a:**

THE FOUR FREEDOMS FUND IS A NATIONAL DONOR COLLABORATIVE WORKING TOWARDS FULL INTEGRATION OF IMMIGRANTS AS ACTIVE PARTICIPANTS IN OUR DEMOCRACY BY SUPPORTING A ROBUST LOCAL, STATE AND NATIONAL INFRASTRUCTURE OF IMMIGRANTS' RIGHTS ORGANIZATIONS AND LEADERS.

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**Form 990, Part III, Line 4b:**

THE STATE INFRASTRUCTURE FUND SUPPORTS THE DEVELOPMENT OF STATE-BASED NETWORKS OF ORGANIZATIONS THAT COORDINATE THEIR PROGRAMMING TO INCREASE CIVIC PARTICIPATION AMONG HISTORICALLY UNDERREPRESENTED COMMUNITIES AND TO PROTECT THEIR RIGHT TO VOTE.

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**Form 990, Part III, Line 4c:**

THE FISCAL SPONSORSHIP PROGRAM PROVIDES ADMINISTRATIVE AND SUPPORT SERVICES TO OTHER NONPROFIT ORGANIZATIONS AND/OR PROJECTS THAT DO NOT HAVE 501(C)(3) TAX EXEMPT STATUS. THIS PROGRAM ALSO WORKS WITH THESE ORGANIZATIONS, SERVING AS AN INCUBATOR FOR PROJECTS THAT ARE CLOSELY ALIGNED WITH THE ORGANIZATION'S MISSION.

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

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

OMB No. 1545-0047  
**2019**  
**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
NEO Philanthropy Inc

**Employer identification number**  
13-3191113

**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 or 990-EZ).)
- 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 in 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		
<b>Total</b>						



**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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>1</b>	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	38,892,928	37,899,323	57,238,552	82,558,325	105,421,160	322,010,288
<b>2</b>	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .						0
<b>3</b>	The value of services or facilities furnished by a governmental unit to the organization without charge.. . . .						0
<b>4</b>	<b>Total.</b> Add lines 1 through 3	38,892,928	37,899,323	57,238,552	82,558,325	105,421,160	322,010,288
<b>5</b>	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). . . . .						110,345,498
<b>6</b>	<b>Public support.</b> Subtract line 5 from line 4.						211,664,790

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶		(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>7</b>	Amounts from line 4. . . . .	38,892,928	37,899,323	57,238,552	82,558,325	105,421,160	322,010,288
<b>8</b>	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . . . .	139,787	116,499	107,468	300,050	481,936	1,145,740
<b>9</b>	Net income from unrelated business activities, whether or not the business is regularly carried on . . . . .						0
<b>10</b>	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . . . .						0
<b>11</b>	<b>Total support.</b> Add lines 7 through 10						323,156,028
<b>12</b>	Gross receipts from related activities, etc. (see instructions) . . . . .					<b>12</b>	3,058,979

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

**Section C. Computation of Public Support Percentage**

<b>14</b>	Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f)) . . . . .	<b>14</b>	65.499 %
<b>15</b>	Public support percentage for 2018 Schedule A, Part II, line 14 . . . . .	<b>15</b>	64.320 %

**16a 33 1/3% support test—2019.** 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—2018.** 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—2019.** 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—2018.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . .

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

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
<b>2</b> 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						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 . . . . .						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</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.						
<b>c</b> Add lines 7a and 7b. . . . .						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>9</b> Amounts from line 6. . . . .						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . .						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
<b>c</b> Add lines 10a and 10b.						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . . . .						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.) . . . . .						

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

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2019 (line 8, column (f) divided by line 13, column (f)) . . . . .	<b>15</b>	
<b>16</b> Public support percentage from 2018 Schedule A, Part III, line 15 . . . . .	<b>16</b>	

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2019</b> (line 10c, column (f) divided by line 13, column (f)) . . . . .	<b>17</b>	
<b>18</b> Investment income percentage from <b>2018</b> Schedule A, Part III, line 17 . . . . .	<b>18</b>	

**19a 33 1/3% support tests—2019.** 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—2018.** 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 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

		Yes	No
<b>1</b>	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b>	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 <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b>	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
<b>b</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 <b>Part VI</b> when and how the organization made the determination.</i>		
<b>c</b>	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 <b>Part VI</b> what controls the organization put in place to ensure such use.</i>		
<b>4a</b>	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
<b>b</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 <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b>	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 <b>Part VI</b> 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>		
<b>5a</b>	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in <b>Part VI</b>, 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>b</b>	<b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b>	<b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b>	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 <b>Part VI</b>.</i>		
<b>7</b>	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 or 990-EZ) .</i>		
<b>8</b>	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>9a</b>	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 <b>Part VI</b>.</i>		
<b>b</b>	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in <b>Part VI</b>.</i>		
<b>c</b>	Did a disqualified person (as defined in 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 <b>Part VI</b>.</i>		
<b>10a</b>	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>b</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
<b>11</b>	Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b>	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>b</b>	A family member of a person described in (a) above?		
<b>c</b>	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

**Section B. Type I Supporting Organizations**

		Yes	No
<b>1</b>	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <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>		
<b>2</b>	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
<b>1</b>	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
<b>1</b>	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?		
<b>2</b>	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>		
<b>3</b>	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <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**

<b>1</b>	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year ( <b>see instructions</b> ):		
<b>a</b>	<input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b>	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b>	<input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions)		
<b>2</b>	Activities Test. <b>Answer (a) and (b) below.</b>		
<b>a</b>	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>	Yes	No
<b>b</b>	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <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>		
<b>3</b>	Parent of Supported Organizations. <b>Answer (a) and (b) below.</b>		
<b>a</b>	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>Provide details in Part VI.</i>		
<b>b</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.

<b>Section A - Adjusted Net Income</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Net short-term capital gain	<b>1</b>	
<b>2</b>	Recoveries of prior-year distributions	<b>2</b>	
<b>3</b>	Other gross income (see instructions)	<b>3</b>	
<b>4</b>	Add lines 1 through 3	<b>4</b>	
<b>5</b>	Depreciation and depletion	<b>5</b>	
<b>6</b>	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)	<b>6</b>	
<b>7</b>	Other expenses (see instructions)	<b>7</b>	
<b>8</b>	<b>Adjusted Net Income</b> (subtract lines 5, 6 and 7 from line 4)	<b>8</b>	
<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	<b>1</b>	
<b>a</b>	Average monthly value of securities	<b>1a</b>	
<b>b</b>	Average monthly cash balances	<b>1b</b>	
<b>c</b>	Fair market value of other non-exempt-use assets	<b>1c</b>	
<b>d</b>	<b>Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>	
<b>e</b>	<b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI):		
<b>2</b>	Acquisition indebtedness applicable to non-exempt use assets	<b>2</b>	
<b>3</b>	Subtract line 2 from line 1d	<b>3</b>	
<b>4</b>	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	<b>4</b>	
<b>5</b>	Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>	
<b>6</b>	Multiply line 5 by .035	<b>6</b>	
<b>7</b>	Recoveries of prior-year distributions	<b>7</b>	
<b>8</b>	<b>Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>	
<b>Section C - Distributable Amount</b>			Current Year
<b>1</b>	Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b>	Enter 85% of line 1	<b>2</b>	
<b>3</b>	Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b>	Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b>	Income tax imposed in prior year	<b>5</b>	
<b>6</b>	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b>	<input type="checkbox"/> 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)

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in <b>Part VI</b> ). See instructions	
<b>7 Total annual distributions.</b> Add lines 1 through 6.	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions	
<b>9</b> Distributable amount for 2019 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

<b>Section E - Distribution Allocations</b> (see instructions)	<b>(i)</b> <b>Excess Distributions</b>	<b>(ii)</b> <b>Underdistributions</b> <b>Pre-2019</b>	<b>(iii)</b> <b>Distributable</b> <b>Amount for 2019</b>
<b>1</b> Distributable amount for 2019 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2019 (reasonable cause required-- explain in <b>Part VI</b> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2019:			
<b>a</b> From 2014. . . . .			
<b>b</b> From 2015. . . . .			
<b>c</b> From 2016. . . . .			
<b>d</b> From 2017. . . . .			
<b>e</b> From 2018. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2019 distributable amount			
<b>i</b> Carryover from 2014 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
<b>4</b> Distributions for 2019 from Section D, line 7:			
\$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2019 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from 4.			
<b>5</b> Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>6</b> Remaining underdistributions for 2019. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>7 Excess distributions carryover to 2020.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2015. . . . .			
<b>b</b> Excess from 2016. . . . .			
<b>c</b> Excess from 2017. . . . .			
<b>d</b> Excess from 2018. . . . .			
<b>e</b> Excess from 2019. . . . .			

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 13-3191113

**Name:** NEO Philanthropy Inc

**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**

**SCHEDULE C**  
(Form 990 or 990-EZ)  
  
Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**  
For Organizations Exempt From Income Tax Under section 501(c) and section 527  
  
▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.  
▶Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047  
  
**2019**  
**Open to Public Inspection**

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

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

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

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

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

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

Name of the organization NEO Philanthropy Inc	Employer identification number 13-3191113
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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-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
<b>1</b> 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:			
<b>a</b> Volunteers? .....	Yes		
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? .....	Yes		
<b>c</b> Media advertisements? .....	Yes		757
<b>d</b> Mailings to members, legislators, or the public? .....	Yes		9,289
<b>e</b> Publications, or published or broadcast statements? .....	Yes		9,245
<b>f</b> Grants to other organizations for lobbying purposes? .....	Yes		240,500
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body? .....	Yes		26,257
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....	Yes		4,068
<b>i</b> Other activities? .....	Yes		1,150
<b>j</b> Total. Add lines 1c through 1i .....			291,266
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? .....		No	
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912 .....			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .....			
<b>d</b> 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
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members? .....	<b>1</b>	
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less? .....	<b>2</b>	
<b>3</b> Did the organization agree to carry over lobbying and political expenditures from the prior year? .....	<b>3</b>	

**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."**

<b>1</b> Dues, assessments and similar amounts from members .....	<b>1</b>	
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
<b>a</b> Current year .....	<b>2a</b>	
<b>b</b> Carryover from last year .....	<b>2b</b>	
<b>c</b> Total .....	<b>2c</b>	
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	<b>3</b>	
<b>4</b> 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? .....	<b>4</b>	
<b>5</b> Taxable amount of lobbying and political expenditures (see instructions) .....	<b>5</b>	

**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, LOBBYING ACTIVITIES:	PART II-B, LINE 1, LOBBYING ACTIVITIES: PART II-B LINE 1(C): SOCIAL MEDIA ADVERTISEMENTS PART II-B LINE 1(D): EMAILS, MAILINGS, AND NEWSLETTERS SENT TO CONSTITUENTS AND LEGISLATORS ON ISSUE AREAS INCLUDING IMMIGRANT RIGHTS, HUMAN RIGHTS, AND REPRODUCTIVE HEALTHCARE. A PORTION OF THE WORK INVOLVED LOBBYING ACTIVITIES. PART II-B LINE 1(E): PRESS AND SOCIAL MEDIA STATEMENTS SUPPORTING ACTION OR LEGISLATION ON ISSUE AREAS INCLUDING IMMIGRANT RIGHTS, HUMAN RIGHTS, WORKERS RIGHTS, AND REPRODUCTIVE HEALTHCARE. PART II-B LINE 1(G): DIRECT CONTACT AND ADVOCACY WITH LEGISLATORS AND LEGISLATIVE BODIES REGARDING ISSUE AREAS INCLUDING IMMIGRANTS RIGHTS, HUMAN RIGHTS, AND REPRODUCTIVE HEALTHCARE. ALSO HIRED CONSULTANTS TO CONDUCT STRATEGY AND ADVOCACY WORK IN HEALTHCARE ACCESS. A PORTION OF THE WORK INVOLVED LOBBYING ACTIVITIES. PART II-B LINE 1(H): PREPARATION OF MATERIALS FOR, TRANSPORTATION TO, AND ATTENDANCE AT RALLIES OR EVENTS SUPPORTING ACTION OR LEGISLATION ON ISSUE AREAS INCLUDING IMMIGRANT RIGHTS, HUMAN RIGHTS, AND HEALTHCARE.
Part II-B, Lobbying Activities:	The lobbying expense listed in Schedule C, Part II-B includes \$17,094 of fees for services paid to outside vendors and are listed on Line 11d of Part IX of the 990.

**SCHEDULE D**  
(Form 990)  
  
Department of the Treasury  
Internal Revenue Service

# Supplemental Financial Statements

OMB No. 1545-0047  
**2019**  
**Open to Public Inspection**

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

**Name of the organization**  
NEO Philanthropy Inc

**Employer identification number**  
13-3191113

**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
<b>1</b> Total number at end of year . . . . .		
<b>2</b> Aggregate value of contributions to (during year)		
<b>3</b> Aggregate value of grants from (during year)		
<b>4</b> Aggregate value at end of year . . . . .		

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

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

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

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

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

Protection of natural habitat  Preservation of a certified historic structure

Preservation of open space

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

	Held at the End of the Year
<b>a</b> Total number of conservation easements . . . . .	<b>2a</b>
<b>b</b> Total acreage restricted by conservation easements . . . . .	<b>2b</b>
<b>c</b> Number of conservation easements on a certified historic structure included in (a) . . . . .	<b>2c</b>
<b>d</b> Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register . . . . .	<b>2d</b>

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

**4** Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

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

**a** Revenue included on Form 990, Part VIII, line 1 . . . . . ▶ \$ \_\_\_\_\_

**b** Assets included in Form 990, Part X . . . . . ▶ \$ \_\_\_\_\_

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

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

**Part IV Escrow and Custodial Arrangements.**

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

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

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

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

	Amount
<b>1c</b>	
<b>1d</b>	
<b>1e</b>	
<b>1f</b>	

- 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
<b>1a</b> Beginning of year balance . . . . .					
<b>b</b> Contributions . . . . .					
<b>c</b> Net investment earnings, gains, and losses					
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .					
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .					

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

- a** Board designated or quasi-endowment ▶ .....
- b** Permanent endowment ▶ .....
- c** Temporarily restricted 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 . . . . .

	Yes	No
<b>3a(i)</b>		
<b>3a(ii)</b>		
<b>3b</b>		

- b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . .
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" 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
<b>1a</b> Land . . . . .				
<b>b</b> Buildings . . . . .				
<b>c</b> Leasehold improvements		312,129	101,606	210,523
<b>d</b> Equipment . . . . .		180,400	170,196	10,204
<b>e</b> Other . . . . .				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				220,727

**Part VII Investments—Other Securities.**

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

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

**Part VIII Investments—Program Related.**

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

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

**Part IX Other Assets.**

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

**Part X Other Liabilities.**

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 25.)	

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.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .	<b>1</b>	106,964,602
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>	2,860
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>	
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	2,860
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	106,961,742
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	20,025
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	20,025
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .	<b>5</b>	106,981,767

**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.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .	<b>1</b>	73,799,099
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>	
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>	
<b>c</b>	Other losses . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	73,799,099
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	20,025
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	20,025
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . .	<b>5</b>	73,819,124

**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	
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**Part XIII** **Supplemental Information (continued)**

Return Reference	Explanation
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**SCHEDULE F  
(Form 990)**  
  
Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

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

OMB No. 1545-0047

**2019**

**Open to Public Inspection**

Name of the organization  
NEO Philanthropy Inc

**Employer identification number**  
13-3191113

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

- For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?  Yes  No
- For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 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
See Add'l Data					
<b>3a</b> Sub-total . . . . .					311,626
<b>b</b> Total from continuation sheets to Part I . . . . .					
<b>c Totals</b> (add lines 3a and 3b)					311,626







**Part IV Foreign Forms**

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . .  Yes  No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . .  Yes  No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . .  Yes  No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* .  Yes  No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . .  Yes  No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . .  Yes  No

**Part V Supplemental Information**

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

**990 Schedule F, Supplemental Information**

Return Reference	Explanation
SCHEDULE F, PART I, LINE 2	EACH OF THE GRANTEE ORGANIZATIONS MUST SUBMIT A REPORT DETAILING THE PROGRAM ACCOMPLISHMENTS AND FINANCIAL EXPENDITURES AT THE END OF THE GRANT PERIOD.

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 13-3191113

**Name:** NEO Philanthropy Inc

### Form 990 Schedule F Part I - Activities Outside The United States

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Europe (Including Iceland and Greenland)			Grantmaking		271,626
North America			Grantmaking		40,000

**Form 990 Schedule F Part II - Grants or Entities Outside The United States**

(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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe (Including Iceland and Greenland)	Program Grant	5,222	Wire			
		Europe (Including Iceland and Greenland)	Program Grant	125,000	Wire			

**Form 990 Schedule F Part II - Grants or Entities Outside The United States**

(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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe (Including Iceland and Greenland)	Program Grant	74,626	Wire			
		North America	Program Grant	48,000	Wire			

**Form 990 Schedule F Part II - Grants or Entities Outside The United States**

(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 non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe (Including Iceland and Greenland)	Program Grant	40,000	Wire			



Note: To capture the full content of this document as Filed, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

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

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization NEO Philanthropy Inc

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22. Attach to Form 990. Go to www.irs.gov/Form990 for the latest information.

Employer identification number 13-3191113

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows 1-12.

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 317
3 Enter total number of other organizations listed in the line 1 table 3

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

Return Reference	Explanation
SCHEDULE I, PART I, LINE 2	GRANTS ARE MADE TO ORGANIZATIONS THAT MEET ELIGIBILITY REQUIREMENTS FOR FUNDING INCLUDING APPROPRIATE TAX-EXEMPT STATUS AND FINANCIAL STATEMENTS. ORGANIZATIONS MAY ALSO BE VISITED ON-SITE BY STAFF. ONCE GRANTS ARE MADE, GRANTEEES ARE REQUIRED TO SUBMIT PROGRESS REPORTS FOR MULTI-YEAR GRANTS. ALL ORGANIZATIONS AWARDED GRANTS MUST SUBMIT A FINAL REPORT AND FINANCIAL NARRATIVE AT THE END OF THE GRANT PERIOD. FUNDS THAT ARE NOT EXPENDED ARE EITHER EXTENDED BY AGREEMENT OR REFUNDED TO NEO.

## Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 13-3191113  
**Name:** NEO Philanthropy Inc

### Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Mexican American Legal Defense And Educational Fun 634 S Spring Street Los Angeles, CA 90014	74-1563270	501 (C)(3)	1,941,500				Program Grant
United We Dream Network 1900 L Street NW Washington, DC 20036	46-2216565	501 (C)(3)	680,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

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Equality Alliance Of San Diego County PO Box 12266 San Diego, CA 92112	26-1712580	501 (C)(3)	630,000				Program Grant
State Voices 1616 P St NW Washington, DC 20036	20-1115618	501 (C)(3)	540,000				Program Grant

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The Markup News Inc 344 West 123rd Street New York, NY 10027	84-3438375	501 (C)(3)	520,000				Program Grant
One Arizona 530 E McDowell Rd Phoenix, AZ 85004	37-1782220	501 (C)(3)	500,000				Program Grant

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Center For Civic Policy PO Box 27616 Albuquerque, NM 87125	01-0869701	501 (C)(3)	445,000				Program Grant
NAACP 4805 Mount Hope Drive Baltimore, MD 21215	13-1084135	501 (C)(3)	425,000				Program Grant

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American Friends Service Committee 1501 Cherry Street Philadelphia, PA 19102	23-1352010	501 (C)(3)	399,500				Program Grant
Grassroots Leadership Inc 2301 E Cesar Chavez St Austin, TX 78702	58-1581743	501 (C)(3)	375,000				Program Grant

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Urban Justice Center 40 Rector Street 9th Fl New York, NY 10006	13-3442022	501 (C)(3)	375,000				Program Grant
Immigrant Legal Resource Center 1458 Howard Street San Francisco, CA 94103	94-2939540	501 (C)(3)	370,000				Program Grant



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Tides Center 1014 Torney Avenue San Francisco, CA 94129	94-3213100	501 (C)(3)	370,000				Program Grant
Families For Freedom Inc 35 West 31st Street New York, NY 10001	20-2798922	501 (C)(3)	355,000				Program Grant

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Native American Rights Fund 1306 Broadway Boulder, CO 80302	84-0611876	501 (C)(3)	355,000				Program Grant
Lawyers Committee For Civil Rights Under Law 1500 K Street NW Washington, DC 20005	52-0799246	501 (C)(3)	350,000				Program Grant

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Pennsylvania Voice 123 South Broad St Philadelphia, PA 19109	81-1141448	501 (C)(3)	350,000				Program Grant
Rethink Media Inc 309 Shattuck Avenue Berkeley, CA 94704	46-2005479	501 (C)(3)	330,000				Program Grant

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Progress Now Education 614 Seymour Ave Lansing, MI 48933	20-8720291	501 (C)(3)	329,500				Program Grant
Fund For The City Of New York 40 West 39th Street New York, NY 10018	13-2612524	501 (C)(3)	320,000				Program Grant

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John S And James L Knight Foundation 200 S Biscayne Blvd Miami, FL 33131	65-0464177	501 (C)(3)	301,415				Program Grant
Asian Americans Advancing Justice Atlanta PO Box 922021 Norcross, GA 30010	27-2577567	501 (C)(3)	300,000				Program Grant

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Texas Freedom Network Education Fund PO Box 1624 Austin, TX 78767	74-2788317	501 (C)(3)	300,000				Program Grant
The Fair Food Standards Council Inc 330 S Pineapple Ave Sarasota, FL 34236	45-2982573	501 (C)(3)	300,000				Program Grant

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New Georgia Project Inc 165 Courtland Street Miami, GA 30303	82-1348307	501 (C)(3)	290,200				Program Grant
Wisconsin Voices 633 S Hawley Rd Milwaukee, WI 53214	27-3183754	501 (C)(3)	275,000				Program Grant

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ProGeorgia State Table Inc 1530 DeKalb Avenue Atlanta, GA 30307	46-1064042	501 (C)(3)	265,000				Program Grant
Florida Immigrant Coalition 2800 Biscayne Blvd Miami, FL 33137	20-2123833	501 (C)(3)	257,500				Program Grant



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Colorado Immigrant Rights Coalition 2525 W Alameda Avenue Denver, CO 80219	73-1675486	501 (C)(3)	257,200				Program Grant
National Korean American Service & Education Conso 4300 N California Avenue Chicago, IL 60618	11-3303986	501 (C)(3)	255,000				Program Grant

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Virginia Coalition For Immigrant Rights Inc PO Box 8042 Alexandria, VA 22306	81-4184814	501 (C)(3)	255,000				Program Grant
African Communities Together 127 West 127th Street New York, NY 10027	46-1689772	501 (C)(3)	250,000				Program Grant

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Center For Popular Democracy 449 Troutman Street Brooklyn, NY 11237	45-3813436	501 (C)(3)	250,000				Program Grant
Community Partners 1000 N Alameda St Los Angeles, CA 90012	95-4302067	501 (C)(3)	238,130				Program Grant

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Southeast Immigrant Rights Networks Inc PO Box 87119 College Park, GA 30337	81-2745490	501 (C)(3)	235,000				Program Grant
Progressive Leadership Alliance Of Nevada 4500 W Lake Mead Blvd Las Vegas, NV 89108	88-0318655	501 (C)(3)	232,500				Program Grant

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OneAmerica 1225 S Weller Street Seattle, WA 98144	20-0384893	501 (C)(3)	228,000				Program Grant
Jobs With Justice Education Fund 1616 P Street NW Washington, DC 20036	52-1865575	501 (C)(3)	225,000				Program Grant

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New York Immigration Coalition 131 West 33rd Street New York, NY 10001	13-3573409	501 (C)(3)	222,500				Program Grant
The NO MORE Foundation 1517 12th Avenue Seattle, WA 98122	83-3491251	501 (C)(3)	220,000				Program Grant

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ACLU Foundation Of Texas PO Box 8306 Houston, TX 77288	76-0343171	501 (C)(3)	205,000				Program Grant
Common Cause Education Fund 4535 Spring Street Los Angeles, CA 90013	31-1705370	501 (C)(3)	205,000				Program Grant

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Mekong Inc 2471 University Avenue Bronx, NY 10468	80-0834777	501 (C)(3)	203,000				Program Grant
Coalition To Abolish Slavery And Trafficking 5042 Wilshire Blvd Los Angeles, CA 90036	10-0008533	501 (C)(3)	200,000				Program Grant



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Fair Elections Center 1825 K Street NW Washington, DC 20006	81-5447067	501 (C)(3)	200,000				Program Grant
Freedom Network USA PO Box 7481 Arlington, VA 22207	81-0758952	501 (C)(3)	200,000				Program Grant

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National Domestic Worker Alliance 45 Broadway Suite 320 New York, NY 10006	35-2420942	501 (C)(3)	200,000				Program Grant
Safe Horizon 2 Lafayette Street New York, NY 10007	13-2946970	501 (C)(3)	200,000				Program Grant

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Sojourners PO Box 70730 Washington, DC 20024	23-7380554	501 (C)(3)	200,000				Program Grant
Virginia Civic Engagement Table PO Box 8586 Richmond, VA 23226	47-5354509	501 (C)(3)	200,000				Program Grant

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Tennessee Immigrant & Refugee Rights Coalition 2195 Nolensville Pike Nashville, TN 37211	20-0121100	501 (C)(3)	193,500				Program Grant
Rutgers The State University Of NJ 65 Davidson Road Piscataway, NJ 08854	22-6001086	501 (C)(3)	189,997				Program Grant

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Chinese For Affirmative Action 17 Walter U Lum Pl San Francisco, CA 94108	94-2161304	501 (C)(3)	188,000				Program Grant
Blueprint North Carolina 3739 National Drive Raleigh, NC 27612	27-2459538	501 (C)(3)	187,000				Program Grant

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Mijente Support Committee 800 N 1st Avenue Phoenix, AZ 85003	82-1711382	501 (C)(3)	185,000				Program Grant
New Virginia Majority Education Fund 3801 Mount Vernon Ave Alexandria, VA 22305	27-1705920	501 (C)(3)	182,500				Program Grant

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Border Network For Human Rights 2115 N Piedras Street El Paso, TX 79930	74-2493012	501 (C)(3)	165,000				Program Grant
Citizen Engagement Lab Education Fund 1330 Broadway 3rd Floor Oakland, CA 94612	45-3154473	501 (C)(3)	162,998				Program Grant

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Michigan Organizing Project 4405 Wesson Detroit, MI 48210	38-3058190	501 (C)(3)	162,500				Program Grant
National Coalition On Black Civic Participation 1666 K Street NW Washington, DC 20006	52-1253112	501 (C)(3)	160,000				Program Grant



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South Asian American Leading Together 6930 Carroll Avenue Takoma Park, MD 20912	52-2216665	501 (C)(3)	160,000				Program Grant
The Ordinary People Society 403 West Powell Street Dothan, AL 36303	82-0587071	501 (C)(3)	155,000				Program Grant

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Al Otro Lado Inc PO Box 32578 Los Angeles, CA 90032	47-2910078	501 (C)(3)	150,000				Program Grant
Alternate Roots 1270 Caroline Street Atlanta, GA 30307	58-1318198	501 (C)(3)	150,000				Program Grant

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American Civil Liberties Union Foundation Inc 125 Broad Street New York, NY 10004	13-6213516	501 (C)(3)	150,000				Program Grant
Asian American Advancing Justice -AAJCInc 1620 L Street NW Washington, DC 20036	13-3619000	501 (C)(3)	150,000				Program Grant

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Asian American Legal Defense And Education Fund 99 Hudson Street New York, NY 10013	13-2855641	501 (C)(3)	150,000				Program Grant
Detention Watch Network 1915 I Street Washington, DC 20006	83-3874583	501 (C)(3)	150,000				Program Grant

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Equality Virginia 530 East Main Street Richmond, VA 23219	54-1950205	501 (C)(3)	150,000				Program Grant
NALEO Education Fund 1122 W Washington Blvd LA, CA 90015	52-1212849	501 (C)(3)	150,000				Program Grant

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National Immigrant Law Center 3435 Wilshire Blvd Los Angeles, CA 90010	95-4539765	501 (C)(3)	150,000				Program Grant
Public Allies Inc 735 N Water Street Milwaukee, WI 53202	52-1759564	501 (C)(3)	150,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Southern Coalition For Social Justice 1415 West Highway 54 Durham, NC 27707	26-0688375	501 (C)(3)	150,000				Program Grant
The Regents Of The University Of California 1060 Veteran Ave Los Angeles, CA 90095	95-6006143	501 (C)(3)	150,000				Program Grant

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New Hampshire Progress Alliance PO Box 3866 Concord, NH 03302	82-4281685	501 (C)(4)	149,200				Program Grant
Providence Youth Student Movement 669 Elmwood Ave Providence, RI 02907	65-1224536	501 (C)(3)	147,500				Program Grant



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Central American Resource Center 2845 W 7th Street Los Angeles, CA 90005	95-3867724	501 (C)(3)	145,000				Program Grant
Freedom Inc 2110 Luann Lane Madison, WI 53713	43-2023570	501 (C)(3)	143,000				Program Grant

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Puente Human Rights Movement PO Box 21837 Phoenix, AZ 85036	45-3697690	501 (C)(3)	143,000				Program Grant
Emgage Foundation Inc 3425 US Highway 98 North Lakeland, FL 33809	26-1441032	501 (C)(3)	142,500				Program Grant

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Campaign For Tobacco-Free Kids 1400 I Street NW Washington, DC 20005	52-1969967	501 (C)(3)	140,000				Program Grant
Asian Americans Advancing Justice - LA 1137 Wilshire Blvd Los Angeles, CA 90017	95-3854152	501 (C)(3)	137,500				Program Grant

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Progress Michigan Education 614 Seymour Avenue Lansing, MI 48933	26-0900874	501 (C)(3)	137,500				Program Grant
Faith In Public Life Inc PO Box 33668 Washington, DC 20033	20-3798596	501 (C)(3)	134,128				Program Grant

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CAUSA Of Oregon 700 Marion Street NE Salem, OR 97301	61-1590160	501 (C)(3)	130,000				Program Grant
Coalition For Human Immigrant Right 2533 West 3rd Street Los Angeles, CA 90057	95-4421521	501 (C)(3)	130,000				Program Grant

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Florida Institute For Reform And Empowerment 134 E Colonial Dr Orlando, FL 32801	27-4384675	501 (C)(3)	130,000				Program Grant
Tides Foundation PO Box 29198 San Francisco, CA 94129	51-0198509	501 (C)(3)	130,000				Program Grant

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Virginia New Majority Education Fund 380 1 Mt Vernon Ave Alexandria, VA 22305	26-1377619	501 (C)(3)	130,000				Program Grant
Arkansas United Community Coalition PO Box 9296 Fayetteville, AR 72703	27-5271968	501 (C)(3)	126,000				Program Grant

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Asian And Pacific Islander American Vote Inc 1612 K Street NW Washington, DC 20006	03-0575412	501 (C)(3)	125,250				Program Grant
Center For Community Change 1536 U Street NW Washington, DC 20009	52-0888113	501 (C)(3)	125,000				Program Grant



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Center On Civic Engagement 1825 K Street NW Washington, DC 20006	82-1464673	501 (C)(3)	125,000				Program Grant
Friends Of Global Voices Inc 251 Little Falls Drive Wilmington, DE 19808	27-1918532	501 (C)(3)	125,000				Program Grant

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Georgia Latino Alliance For Human Rights 7 Dunwoody Park Atlanta, GA 30338	76-0809155	501 (C)(3)	125,000				Program Grant
Head Count Inc 104 West 29th Street New York, NY 10001	77-0626772	501 (C)(3)	125,000				Program Grant

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Hip Hop Caucus Education Fund Inc 1638 R Street NW Washington, DC 20009	27-1165010	501 (C)(3)	125,000				Program Grant
Imagine North Carolina First PO Box 428 Raleigh, NC 27602	46-4006055	501 (C)(3)	125,000				Program Grant

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ISAIAH 2356 University Ave Saint Paul, MA 55114	41-1957358	501 (C)(3)	125,000				Program Grant
Massachusetts Immigrant & Refugee Advocacy Coaliti 105 Chauncy Street Boston, MA 02111	22-3115048	501 (C)(3)	125,000				Program Grant

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National Economic & Social Rights Initiative 90 John Street New York, NY 10038	73-1714118	501 (C)(3)	125,000				Program Grant
Ohio Voice 394 E Town Street Columbus, OH 43215	82-3381404	501 (C)(3)	125,000				Program Grant

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Western Organization Of Resource Councils Educatio 220 S 27th Street Billings, MT 59101	84-1123481	501 (C)(3)	125,000				Program Grant
Transgender Law Center PO Box 70976 Oakland, CA 94612	05-0544006	501 (C)(3)	121,000				Program Grant

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Pennsylvania Immigration & Citizenship Coalition 2100 Arch Street Philadelphia, PA 19103	83-0379943	501 (C)(3)	120,000				Program Grant
Western Native Voice 310 N 27th Street Billings, MT 59101	45-3771715	501 (C)(3)	120,000				Program Grant

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Social Good Labs 147 Natoma Street San Francisco, CA 94105	27-4541012	501 (C)(3)	118,667				Program Grant
Asian Community Development Council 2610 S Jones Blvd Las Vegas, NV 89146	47-2438087	501 (C)(3)	115,000				Program Grant



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Illinois Coalition For Immigrant And Refugee Right 228 S Wabash Avenue Chicago, IL 60604	36-3783551	501 (C)(3)	112,500				Program Grant
The Ohio Organizing Collaborative 25 E Boardman Street Youngstown, OH 44503	26-1601472	501 (C)(3)	111,000				Program Grant

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The California Endowment 1000 N Alameda Street Los Angeles, CA 90012	95-4523232	501 (C)(3)	110,864				Program Grant
National Day Laborer Organizing Network 674 S LaFayette Park Pl LA, CA 90057	20-8802586	501 (C)(3)	110,000				Program Grant

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New Florida Majority Education Fund Inc 10800 Biscayne Blvd Miami, FL 33161	45-3956785	501 (C)(3)	110,000				Program Grant
New Orleans Workers' Center For Racial Justice 217 N Prieur Street New Orleans, LA 70112	33-1167415	501 (C)(3)	110,000				Program Grant

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Red Salmon Arts 11331 Canterbury Tales Ln Austin, TX 78748	74-2940343	501 (C)(3)	110,000				Program Grant
Voces De La Frontera 1027 South 5th Street Milwaukee, WI 53204	39-2010107	501 (C)(3)	110,000				Program Grant

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Alabama Coalition For Immigrant Justice United 1826 6th Avenue S Irondale, AL 35210	47-4352872	501 (C)(3)	107,500				Program Grant
New Mexico Asian Family Center 115 Montclair Dr Albuquerque, NM 87108	26-0545877	501 (C)(3)	107,500				Program Grant

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South Carolina Appleseed Legal Justice Center PO Box 7187 Columbia, SC 29201	57-1035023	501 (C)(3)	107,000				Program Grant
Arab Community Center For Economic And Social Serv 2651 Saulino Court Dearborn, MI 48120	23-7444497	501 (C)(3)	105,000				Program Grant

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Alliance For Youth Organizing 1023 N Pine Street San Antonio, TX 78202	46-2465621	501 (C)(3)	102,400				Program Grant
Accelerate Change Inc 294 Washington Street Boston, MA 02108	82-3400062	501 (C)(3)	100,000				Program Grant

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Alcorn State University 1000 ASU Drive Lorman, MS 39096	64-6000013	501 (C)(3)	100,000				Program Grant
Alliance For Justice 11 Dupont Circle NW Washington, DC 20036	52-1009973	501 (C)(3)	100,000				Program Grant



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Arizona Advocacy Foundation Inc 221 E Indianola Ave Phoenix, AZ 85012	02-0565840	501 (C)(3)	100,000				Program Grant
Ayni Institute Inc 1120 Saratoga Street Boston, MA 02128	81-2119468	501 (C)(3)	100,000				Program Grant

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Black Alliance For Just Immigration 1360 Fulton Street Brooklyn, NY 11216	27-1911378	501 (C)(3)	100,000				Program Grant
BVM Capacity Building Institute Inc 3645 Marketplace Blvd East Point, GA 30344	82-3835203	501 (C)(3)	100,000				Program Grant

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California Immigrant Policy Center 634 S Spring St Los Angeles, CA 90014	81-5304541	501 (C)(3)	100,000				Program Grant
Campaign Legal Center Inc 1101 14th Street NW Washington, DC 20005	04-3608387	501 (C)(3)	100,000				Program Grant

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Central Arizonans For A Sustainable Economy 801 N 2nd Avenue Phoenix, AZ 85003	26-1689914	501 (C)(3)	100,000				Program Grant
Centro De Los Derechos Del Migrante Inc 10 E North Avenue Baltimore, MD 21202	20-2588279	501 (C)(3)	100,000				Program Grant

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Church World Service 475 Riverside Drive New York, NY 10115	13-4080201	501 (C)(3)	100,000				Program Grant
Citizen Action Of Wisconsin Education Fund 221 S 2nd Street Milwaukee, WI 53204	39-1520619	501 (C)(3)	100,000				Program Grant

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ColorofChangeorg Education Fund 1714 Franklin Street Oakland, CA 94612	20-4496889	501 (C)(3)	100,000				Program Grant
Damayan Migrant Workers Association 406 W 40th Street New York, NY 10018	03-0481206	501 (C)(3)	100,000				Program Grant

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Democracy North Carolina 1821 Green Street Durham, NC 27705	56-2271150	501 (C)(3)	100,000				Program Grant
Free The Slaves Inc 1320 19th Street NW Washington, DC 20036	56-2189635	501 (C)(3)	100,000				Program Grant

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International Rescue Committee Inc 122 E 42nd Street New York, NY 11435	13-5660870	501 (C)(3)	100,000				Program Grant
Inter-Tribal Council Of Arizona 2214 North Central Ave Phoenix, AZ 85004	86-0343181	501 (C)(3)	100,000				Program Grant



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Jewish Community Action 2375 University Ave W St Paul, MN 55114	41-1830619	501 (C)(3)	100,000				Program Grant
Justice In Motion 789 Washington Avenue Brooklyn, NY 11238	72-1597864	501 (C)(3)	100,000				Program Grant

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Mano Amiga SM 216 Wilson Street San Marcos, TX 78666	83-2030465	501 (C)(3)	100,000				Program Grant
New Americans Leaders Project Inc 530 7th Avenue New York, NY 10018	45-3770977	501 (C)(3)	100,000				Program Grant

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OLE Education Fund 411 Bellamah Ave NW Albuquerque, NM 87102	27-1275857	501 (C)(3)	100,000				Program Grant
PushBlack Now 625 Monroe St NE Washington, DC 20017	81-3834388	501 (C)(3)	100,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Rock The Vote 1001 Conn Ave NW Washington, DC 20036	02-0767157	501 (C)(3)	100,000				Program Grant
The Management Action Center 1920 L Street NW Washington, DC 20036	20-5197607	501 (C)(3)	100,000				Program Grant

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Voteorg 4096 Piedmont Avenue 368 Oakland, CA 94611	26-2094990	501 (C)(3)	100,000				Program Grant
Asian Pacific Environmental Network 426 17th Street Oakland, CA 94612	94-3261846	501 (C)(3)	97,500				Program Grant

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Committee Against Anti Asian Violence 55 Hester Street New York, NY 10002	13-3526938	501 (C)(3)	97,500				Program Grant
Filipino Advocates For Justice 310 8th Street Suite 308 Oakland, CA 94607	94-2218907	501 (C)(3)	97,500				Program Grant

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Korean Resource Center 620 N Harbor Blvd Fullerton, CA 92832	95-3879699	501 (C)(3)	97,500				Program Grant
The Hana Center 4300 N California Avenue Chicago, IL 60618	36-2746468	501 (C)(3)	97,500				Program Grant

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Southeast Asian Coalition 4520 N Tryon Street Charlotte, NC 28213	46-0786773	501 (C)(3)	96,000				Program Grant
Movement Strategy Center 436 14th Street Oakland, CA 94612	20-1037643	501 (C)(3)	95,144				Program Grant



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Wisdom Inc 2821 Vel R Phillips Ave Milwaukee, WI 53212	39-1985101	501 (C)(3)	95,000				Program Grant
NACA-Inspired Schools Network 1000 Indian School Rd Albuquerque, NM 87048	47-2981893	501 (C)(3)	90,000				Program Grant

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Organization Of Chinese-Americans Of Greater Houst 9800 Town Park Houston, TX 77036	52-1306678	501 (C)(3)	90,000				Program Grant
Southern Vision Alliance PO Box 51698 Durham, NC 27717	61-1639641	501 (C)(3)	90,000				Program Grant

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Public Policy And Education Fund Of NY 94 Central Avenue Albany, NY 12206	13-3364209	501 (C)(3)	87,977				Program Grant
Southeast Asia Resource Action Center 1620 16th Street NW Washington, DC 20009	52-1161473	501 (C)(3)	87,500				Program Grant

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Casa De Maryland 8151 15th Avenue Langley Park, MD 20783	52-1372972	501 (C)(3)	85,000				Program Grant
Communities United For People PO Box 33167 Portland, OR 97292	93-1181863	501 (C)(3)	85,000				Program Grant

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Nebraska Appleseed Center For Law Public Interest 941 South O Street Lincoln, NE 68508	47-0798343	501 (C)(3)	85,000				Program Grant
National Employment Law Project 90 Broad Street New York, NY 10004	13-2758558	501 (C)(3)	80,000				Program Grant

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In Our Own Voice National Black Women's Reproduct 1300 I Street NW Washington, DC 20005	82-1672086	501 (C)(3)	76,222				Program Grant
Capaces Leadership Institutes 356 Young ST Woodburn, OR 97071	45-2771253	501 (C)(3)	76,000				Program Grant

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9 To 5 National Assoc Of Working Women 501 Pulliman St SW Atlanta, GA 30312	34-1246311	501 (C)(3)	75,000				Program Grant
Coalition Of Asian American Leaders 941 Lafond Avenue St Paul, MN 55104	81-0874603	501 (C)(3)	75,000				Program Grant

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Drum-Desis Rising Up And Moving Inc 72-18 Roosevelt Ave Jackson Hts, NY 11372	38-3652741	501 (C)(3)	75,000				Program Grant
Georgia Shift PO Box 14701 Augusta, GA 30919	46-5280771	501 (C)(3)	75,000				Program Grant



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HIPS PO Box 90738 Washington, DC 20090	52-1847137	501 (C)(3)	75,000				Program Grant
Milk With Dignity Standards Council Inc 294 N Winoski Ave Burlington, VT 05401	81-3374809	501 (C)(3)	75,000				Program Grant

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Mississippi Immigrants Right Alliance PO Box 1104 Jackson, MS 39215	94-3425290	501 (C)(3)	75,000				Program Grant
Mississippi Votes 510 George Street Jackson, MS 39202	82-1014316	501 (C)(3)	75,000				Program Grant

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Model Alliance Inc 351 Jefferson Avenue Brooklyn, NY 11221	47-1601890	501 (C)(3)	75,000				Program Grant
National Immigration Forum 50 F Street NW Washington, DC 20001	13-1776711	501 (C)(3)	75,000				Program Grant

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NC A Philip Randolph Institute Inc PO Box 10428 Raleigh, NC 27605	56-1500282	501 (C)(3)	75,000				Program Grant
Oficina Legal Del Pueblo Unido Inc 1405 Montopolis Drive Austin, TX 78741	74-1995879	501 (C)(3)	75,000				Program Grant

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One Voice Inc 1072 W Lynch St Jackson, MS 39203	02-0787550	501 (C)(3)	75,000				Program Grant
Re Power Fund 2639 Nicollet Ave Minneapolis, MN 55408	35-2191193	501 (C)(3)	75,000				Program Grant

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Rew Ministries Inc 2450 Revere St North Vegas, NV 89030	90-0454010	501 (C)(3)	75,000				Program Grant
Southern Echo Inc 1350 Livingston Ln Jackson, MS 39213	64-0819311	501 (C)(3)	75,000				Program Grant

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SPARK Reproductive Justice Now PO Box 89210 Atlanta, GA 30312	58-1872316	501 (C)(3)	75,000				Program Grant
Board Of Trustees Of The Leland Stanford Jr Univ 3160 Porter Drive Palo Alto, CA 94304	94-1156365	501 (C)(3)	75,000				Program Grant

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The Human Trafficking Pro Bono Legal Center 1030 15th St NW Washington, DC 20005	46-1349584	501 (C)(3)	75,000				Program Grant
The Praxis Project 1001 Conn Ave NW Washington, DC 20036	30-0044814	501 (C)(3)	75,000				Program Grant



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Trustees Of Tufts College 10 Upper Campus Road Medford, MA 02155	04-2103634	501 (C)(3)	75,000				Program Grant
VIDA Legal Assistance Inc 12955 Biscayne Blvd North Miami, FL 33181	27-5325859	501 (C)(3)	75,000				Program Grant

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Voice Of The Ex-Offender 2022 St Bernard Ave New Orleans, LA 70117	16-1695266	501 (C)(3)	75,000				Program Grant
San Diego Foundation For Change 3758 30th Street San Diego, CA 92104	33-0628755	501 (C)(3)	70,000				Program Grant

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Council On American - Islamic 2511 E Franklin Ave Minneapolis, MN 55406	45-0553731	501 (C)(3)	65,000				Program Grant
North Texas Dream Team 1910 Pacific Ave Dallas, TX 75201	46-1234510	501 (C)(3)	60,000				Program Grant

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Smart Growth America 1152 15th St NW Washington, DC 20005	27-0038938	501 (C)(3)	60,000				Program Grant
Florence Immigrant & Refugee Rights Project 2601 North Pinal Parkway Florence, AZ 85132	86-0658103	501 (C)(3)	56,000				Program Grant

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National Network Of Abortion Funds PO Box 684949 Austin, TX 78768	04-3236982	501 (C)(3)	56,000				Program Grant
Alianza Americas 2875 W Cermak Road Chicago, IL 60623	34-2066826	501 (C)(3)	50,000				Program Grant

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Americans For Kashmir Foundation 4165 Chain Bridge Road Fairfax, VA 22030	84-2994927	501 (C)(3)	50,000				Program Grant
Arizona Coalition To End Sexual&Domestic Violence 2700 N Central Ave Phoenix, AZ 85004	86-0593601	501 (C)(3)	50,000				Program Grant

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Colorado Civic Engagement Roundtable PO Box 1620 Denver, CO 80201	02-0758897	501 (C)(3)	50,000				Program Grant
Forward Montana Foundation 1535 Wyoming Street Missoula, MT 59801	26-2075145	501 (C)(3)	50,000				Program Grant

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Latino Union Inc 4811 N Central Park Chicago, IL 60625	61-1403712	501 (C)(3)	50,000				Program Grant
New Era Colorado Foundation PO Box 181153 Denver, CO 80218	26-1389272	501 (C)(3)	50,000				Program Grant



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Nonprofit Vote 2464 Mass Ave Cambridge, MA 02140	20-4568862	501 (C)(3)	50,000				Program Grant
Rural Arizona Engagement 345 W Central Ave Coolidge, AZ 85128	83-3114207	501 (C)(3)	50,000				Program Grant

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UFW Foundation PO Box 62 Keene, CA 93531	95-2703575	501 (C)(3)	50,000				Program Grant
Win Win Network 1402 Third Ave Seattle, WA 98101	32-0419998	501 (C)(3)	50,000				Program Grant

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Women With A Vision 1226 N Broad Street New Orleans, LA 70119	72-1202185	501 (C)(3)	50,000				Program Grant
Fractured Atlas Inc 248 West 35th St New York, NY 10001	11-3451703	501 (C)(3)	45,000				Program Grant

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Media Mobilizing Project 924 Cherry St Philadelphia, PA 19107	26-0307123	501 (C)(3)	45,000				Program Grant
Network On Women In Prison 4400 Market Street Oakland, CA 94608	94-3080408	501 (C)(3)	45,000				Program Grant

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Proteus Fund 15 Research Dr Amherst, MA 01002	04-3243004	501 (C)(3)	45,000				Program Grant
Companeros Inmigrantes De Las Montanas En Accion 528 Emma Rd Asheville, NC 28806	20-8303608	501 (C)(3)	44,000				Program Grant

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Nat'l Housing & Community Development Law Project 16630 Mission St San Francisco, CA 94103	94-2400196	501 (C)(3)	40,000				Program Grant
American Heart Association 7272 Greenville Avenue Dallas, TX 75231	13-5613797	501 (C)(3)	38,000				Program Grant

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Center For American Progress 1333 H St NW Washington, DC 20005	30-0126510	501 (C)(3)	35,000				Program Grant
State Leadership Project 1101 Haynes St Raleigh, NC 27604	83-4006980	501 (C)(3)	35,000				Program Grant

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The National Reentry Network For Returning Citizen 3227 Dubois Pl SE Washington, DC 20019	27-2880114	501 (C)(3)	35,000				Program Grant
TRANScending Barriers Atlanta Inc 1755 The Exchange Atlanta, GA 30339	82-1544547	501 (C)(3)	35,000				Program Grant



**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
We Stand United Campaign 247 Centre St New York, NY 10013	82-4104652	501 (C)(4)	32,200				Program Grant
Ecumenical Ministries Of Oregon 0245 SW Bancroft Portland, OR 97239	93-0625359	501 (C)(3)	32,000				Program Grant

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Arizona Coalition For Change 1241 E Washington St Phoenix, AZ 85034	82-2534431	501 (C)(3)	30,000				Program Grant
Community Success Initiative 1830 Tillery Place Raleigh, NC 27604	16-1702165	501 (C)(3)	30,000				Program Grant

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Equality Florida Institute Inc 6653 Current Drive Apollo Beach, FL 33572	59-3435235	501 (C)(3)	30,000				Program Grant
Families For Justice As Healing Inc 100R Warren Street Roxbury, MA 02119	45-4148974	501 (C)(3)	30,000				Program Grant

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Make The Vote New York 301 Grove Street Brooklyn, NY 11237	11-3344389	501 (C)(3)	30,000				Program Grant
Momentum Community Inc 2901 S Harcourt Ave Los Angeles, CA 90016	81-4267631	501 (C)(3)	30,000				Program Grant

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Nonprofit Finance Fund 5 Hanover Square New York, NY 10004	13-3238657	501 (C)(3)	30,000				Program Grant
Poder In Action 5877 W Indian School Rd Phoenix, AZ 85031	46-2284158	501 (C)(3)	30,000				Program Grant

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Workers Defense Project 5604 Manor Road Austin, TX 78723	35-2296166	501 (C)(3)	30,000				Program Grant
Johns Hopkins University 615 N Wolfe Street Baltimore, MD 21205	52-0595110	501 (C)(3)	29,641				Program Grant

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Adelante Alabama Worker Center 2104 Chapel Hill Road Birmingham, AL 35216	46-5635459	501 (C)(3)	25,000				Program Grant
Advancement Project 1363 N 31st St Philadelphia, PA 19121	95-4835230	501 (C)(3)	25,000				Program Grant

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Advocates For Basic Legal Equality 525 Jefferson Ave Toledo, OH 43604	23-7376131	501 (C)(3)	25,000				Program Grant
American Immigration Council 1331 G Street NW Washington, DC 20005	52-1549711	501 (C)(3)	25,000				Program Grant



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Defending Rights And Dissent 1325 G St NW Washington, DC 20005	27-0042821	501 (C)(3)	25,000				Program Grant
National Partnership For New Americans 1805 S Ashland Ave Chicago, IL 60608	45-3419142	501 (C)(3)	25,000				Program Grant

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North Texas Commission Foundation 8445 Freeport Pkwy Irving, TX 75063	75-2948710	501 (C)(3)	25,000				Program Grant
Power California 436 14th Street Oakland, CA 94612	77-0651682	501 (C)(3)	25,000				Program Grant

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Proyecto Inmigrante 6850 Manhattan Blvd Fort Worth, TX 76120	20-4157357	501 (C)(3)	25,000				Program Grant
Sacred Purposes Inc 220 Maple Ave Rapid City, SD 57701	83-4029546	501 (C)(3)	25,000				Program Grant

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Sex Workers Outreach Project 340 S Lemon Ave 7566 Walnut, CA 91789	26-2264638	501 (C)(3)	25,000				Program Grant
Sheriffs For Trusting Communities 732 Ninth Street 505 Durham, NC 27705	82-4042237	501 (C)(3)	25,000				Program Grant

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Social And Environmental Entrepreneurs 23532 Calabasas Rd Calabasas, CA 91302	95-4116679	501 (C)(3)	25,000				Program Grant
Tufts University 136 Harrison Avenue Boston, MA 02111	04-2103634	501 (C)(3)	25,000				Program Grant

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NARAL Pro-Choice Virginia Foundation PO Box 1204 Alexandria, VA 22313	77-0611790	501 (C)(3)	24,000				Program Grant
Ysleta Del Sur Pueblo 119 S Old Pueblo Rd El Paso, TX 79907	74-1851338	501 (C)(3)	23,750				Program Grant

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Me Too International Inc 375 Highland Ave NW Atlanta, GA 30312	83-4447513	501 (C)(3)	23,582				Program Grant
Chhaya Community Development Corporation 37-43 77th St Jackson Heights, NY 11372	11-3580935	501 (C)(3)	22,500				Program Grant

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Chinese Progressive Association 1042 Grant Ave San Francisco, CA 94133	23-7404756	501 (C)(3)	22,500				Program Grant
Correctional Association Of New York PO Box 793 Brooklyn, NY 11207	13-5562324	501 (C)(3)	22,500				Program Grant



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Reign 4 Life Inc 21 Sammis Place Hempstead, NY 11550	82-4186734	501 (C)(3)	22,500				Program Grant
Community Initiatives 1000 Broadway Suite 480 Oakland, CA 94607	94-3255070	501 (C)(3)	20,000				Program Grant

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Dare Direct Action For Rights And Equality 340 Lockwood Street Providence, RI 02907	05-0422763	501 (C)(3)	20,000				Program Grant
FirstFollowers PO Box 8923 Champaign, IL 61826	47-5633240	501 (C)(3)	20,000				Program Grant

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HIAS Inc 1300 Spring Street Silver Spring, MD 20910	13-5633307	501 (C)(3)	20,000				Program Grant
Homies Unidos Inc 2105 Beverly Blvd Los Angeles, CA 90057	95-4740768	501 (C)(3)	20,000				Program Grant

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How Our Lives Link Altogether Inc 510 Gates Avenue Brooklyn, NY 11216	46-1020254	501 (C)(3)	20,000				Program Grant
International Refugee Assistance Project Inc 1 Battery Park Plaza New York, NY 10004	82-2167556	501 (C)(3)	20,000				Program Grant

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NARAL Pro-Choice Texas Foundation 7600 Burnet Road Austin, TX 78750	74-2007519	501 (C)(3)	20,000				Program Grant
Nashville Health 8 City Blvd Suite 204 Nashville, TN 37209	81-3063375	501 (C)(3)	20,000				Program Grant

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NEO Philanthropy Action Fund Inc 45 W 36th St 6th Fl New York, NY 10018	80-0444461	501 (C)(4)	20,000				Program Grant
New Israel Fund 6 East 39th St New York, NY 10016	94-2607722	501 (C)(3)	20,000				Program Grant

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New Legacy Reentry Corp 1115 Garvin Place Louisville, KY 40203	45-2406993	501 (C)(3)	20,000				Program Grant
Pioneer Valley Workers Center Inc 20 Hampton Ave Northampton, MA 01060	82-4732798	501 (C)(3)	20,000				Program Grant

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Project Prosper 13575 58th St North Clearwater, FL 33760	45-0491407	501 (C)(3)	20,000				Program Grant
RAHAM Inc 277 Gratiot Avenue Detroit, MI 48226	81-5011548	501 (C)(3)	20,000				Program Grant



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Santa Cruz Barrios Unidos Inc 1817 Soquel Ave Santa Cruz, CA 95062	77-0333450	501 (C)(3)	20,000				Program Grant
Starting Over Inc 1390 West 6th St Corona, CA 92882	90-0455003	501 (C)(3)	20,000				Program Grant

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Try Together 10 Dorrance Street Providence, RI 02903	82-5322201	501 (C)(3)	20,000				Program Grant
Witness To Mass Incarceration 111 West 71st St New York, NY 10023	82-5460402	501 (C)(3)	20,000				Program Grant

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Refugee Health Alliance 788 Vista San Javier San Diego, CA 92154	84-2743072	501 (C)(3)	19,000				Program Grant
Fiscal Policy Institute 1 Lear Jet Lane Latham, NY 12110	14-1737256	501 (C)(3)	17,000				Program Grant

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Rockefeller Philanthropy Advisors Inc 6 West 48th St New York, NY 10036	13-3615533	501 (C)(3)	16,970				Program Grant
Abolitionist Law Center PO Box 8654 Pittsburgh, PA 15221	46-2132412	501 (C)(3)	15,000				Program Grant

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American Bar Association Fund For Justice And Educ 321 N Clark Street Chicago, IL 60610	36-6110299	501 (C)(3)	15,000				Program Grant
Amistad Law Project PO Box 9148 Pittsburgh, PA 15221	47-2112376	501 (C)(3)	15,000				Program Grant

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Black And Pink Inc 6223 Maple Street 4600 Omaha, NE 68104	27-3930676	501 (C)(3)	15,000				Program Grant
Bullsugar Alliance Inc 2336 SE Ocean Blvd 172 Stuart, FL 34996	81-1859730	501 (C)(3)	15,000				Program Grant

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FACTS Education Fund 6109 S Western Ave Los Angeles, CA 90047	75-2971264	501 (C)(3)	15,000				Program Grant
Got Green PO Box 18794 Seattle, WA 98118	91-1656676	501 (C)(3)	15,000				Program Grant

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Jewish Family Service Of San Diego 8804 8788 Balboa Ave San Diego, CA 92123	95-1644024	501 (C)(3)	15,000				Program Grant
March 13 Fund 4837 South Honore Street Chicago, IL 60609	82-5447737	501 (C)(3)	15,000				Program Grant



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Men & Women In Prison Ministries 10 West 35th Street Chicago, IL 60616	36-3850240	501 (C)(3)	15,000				Program Grant
Safe Passage Project Corporation 185 West Broadway New York, NY 10013	46-2946211	501 (C)(3)	15,000				Program Grant

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Southsiders Organized For Unity & Liberation(SOUL) 5001 S Ellis Avenue Chicago, IL 60615	36-4174590	501 (C)(3)	15,000				Program Grant
Vietnamese American Young Leaders Assoc Of NO 13235 Chef Menteur Hwy NO, LA 70129	33-1143213	501 (C)(3)	15,000				Program Grant

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Young Women Empowered 2524 16th Ave Suite 301 Seattle, WA 98144	47-2230647	501 (C)(3)	15,000				Program Grant
Youth Rise Texas Inc 1307 East 4th Street Austin, TX 78702	83-0663313	501 (C)(3)	15,000				Program Grant

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Migrant Justice Inc 294 N Winooski Ave Burlington, VT 05401	81-4176655	501 (C)(3)	12,500				Program Grant
National Immigration Project Of The National Lawye 2201 Wisconsin Ave Washington, DC 20007	95-2926663	501 (C)(3)	11,500				Program Grant

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New Venture Fund 1201 Conn Ave Washington, DC 20036	20-5806345	501 (C)(3)	10,054				Program Grant
Chicago Community Bond Fund 601 South California Ave Chicago, IL 60612	47-5015710	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Detroit Justice Center 1420 Washington Blvd Detroit, MI 48226	82-2295339	501 (C)(3)	10,000				Program Grant
Faith In New Jersey PO Box 1317 Camden, NJ 08105	47-2456034	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
FIERCE 2427 Morris Ave Bronx, NY 10468	03-0518774	501 (C)(3)	10,000				Program Grant
Justice Committee 3440 79th St Jackson Heights, NY 11372	36-4576355	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Justice For Families Ltd 1913 Azalea Street Sulphur, LA 70663	45-2625169	501 (C)(3)	10,000				Program Grant
Latin American Legal Defense & Educational Fund 714-7166 S Clinton Avenue Newark, NJ 08611	20-2484231	501 (C)(3)	10,000				Program Grant



**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Michigan Council On Crime And Delinquency 1679 Broadway Street Ann Arbor, MI 48105	38-2108273	501 (C)(3)	10,000				Program Grant
Motus Theater PO Box 6080 Boulder, CO 80306	90-0716569	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
National Committee For Responsive Philanthropy 1900 L St NW Washington, DC 20032	52-1072749	501 (C)(3)	10,000				Program Grant
New Hour for Women And Children - LI Inc 1725 Brentwood Rd Brentwood, NY 11717	47-4718783	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Ostara Initiative PO Box 18603 Minneapolis, MN 55418	82-4855661	501 (C)(3)	10,000				Program Grant
RestoreHER US America Inc 128 Green Valley Rd Fayetteville, GA 30214	83-0907216	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Rockaway Youth Task Force Inc 1920 Mott Ave Far Rockaway, NY 11691	45-4926515	501 (C)(3)	10,000				Program Grant
Trans United Inc 2425 17th Street NW Washington, DC 20009	26-3728794	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Unheard Voices Outreach 1623 Haynes Meade Crcl Nashville, TN 37207	81-5151117	501 (C)(3)	10,000				Program Grant
University Beyond Bars 929 North 130th St Seattle, WA 98133	20-3469787	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Virginia League For Planned Parenthood 201 N Hamilton St Richmond, VA 23221	54-0505973	501 (C)(3)	10,000				Program Grant
W Haywood Burns Institute 475 14th Street Oakland, CA 94612	81-0594086	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
We Are Better Together Warren Daniel Hairston Proj 91 Thornton Street Roxbury, MA 02119	82-3856484	501 (C)(3)	10,000				Program Grant
Welcome Project Inc 530 Mystic Ave Somerville, MA 02145	04-3088140	501 (C)(3)	10,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Wind Of Spirit Immigrant Resource Center 19 Market Street Morristown, NJ 07960	22-3777248	501 (C)(3)	10,000				Program Grant
Highlander Research & Education Center Inc 1959 Highlander Way New Market, TN 37820	62-0646373	501 (C)(3)	9,200				Program Grant



**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
CCF Community Initiatives Fund 221 S Figueroa St Los Angeles, CA 90012	95-4774698	501 (C)(3)	9,000				Program Grant
Grantmakers Concerned With Immigrants & Refugees PO Box 1100 Sebastopol, CA 95473	20-2559651	501 (C)(3)	9,000				Program Grant

**Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.**

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
Friends Of The Everglades Inc 11767 S Dixie Hwy Miami, FL 33156	23-7099893	501 (C)(3)	6,000				Program Grant

**Schedule J**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2019**

**Open to Public Inspection**

Name of the organization  
NEO Philanthropy Inc

Employer identification number  
13-3191113

**Part I Questions Regarding Compensation**

	Yes	No
<b>1a</b> 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.		
<input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Discretionary spending account		
<input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
<b>b</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	<b>1b</b>	
<b>2</b> 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?	<b>2</b>	
<b>3</b> 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.		
<input type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations		
<input type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee		
<b>4</b> 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:		
<b>a</b> Receive a severance payment or change-of-control payment?	<b>4a</b> Yes	
<b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?	<b>4b</b>	No
<b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement?	<b>4c</b>	No
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
<b>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b>		
<b>5</b> 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:		
<b>a</b> The organization?	<b>5a</b>	No
<b>b</b> Any related organization?	<b>5b</b>	No
If "Yes," on line 5a or 5b, describe in Part III.		
<b>6</b> 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:		
<b>a</b> The organization?	<b>6a</b>	No
<b>b</b> Any related organization?	<b>6b</b>	No
If "Yes," on line 6a or 6b, describe in Part III.		
<b>7</b> 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.	<b>7</b>	No
<b>8</b> 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.	<b>8</b>	No
<b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	<b>9</b>	



**Part III** Supplemental Information

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

Return Reference	Explanation
Schedule J, Part I, Line 4a	Severance Payments: Jeffrey A. Larson: \$187,500 Susan P. Gardner: \$75,000

# Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 13-3191113  
**Name:** NEO Philanthropy Inc

## Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1MICHELE LORD PRESIDENT	(i)	260,236	0	0	8,029	28,888	297,153	
	(ii)	6,864	0	0	206	711	7,781	
1ERIN BALLARD CHIEF OPERATING OFFICER	(i)	183,255	0	0	5,771	25,943	214,969	
	(ii)	6,745	0	0	202	849	7,796	
2SU LIM CHIEF FINANCIAL OFFICER	(i)	141,555	0	0	4,412	14,792	160,759	
	(ii)	16,440	0	0	493	1,615	18,548	
3JULIA M ANGWIN PROGRAM DIRECTOR	(i)	298,500	0	0	2,275	905	301,680	
	(ii)	0	0	0	0	0	0	
4JEFFREY A LARSON PROGRAM DIRECTOR	(i)	107,091	0	187,500	0	34,108	328,699	
	(ii)	0	0	0	0	0	0	
5SUSAN P GARDNER PROGRAM DIRECTOR	(i)	148,821	0	75,000	0	18,601	242,422	
	(ii)	0	0	0	0	0	0	
6EDWIN REKOSH PROGRAM DIRECTOR	(i)	195,742	0	0	5,750	19,562	221,054	
	(ii)	0	0	0	0	0	0	
7RINI CHAKRABORTY SR. PROGRAM OFFICER	(i)	196,898	0	0	5,661	922	203,481	
	(ii)	0	0	0	0	0	0	
8ANITA KHASHU Program Director	(i)	185,329	0	0	5,587	9,786	200,702	
	(ii)	10,493	0	0	315	549	11,357	
9LISA VERSACI Program Director	(i)	190,476	0	0	5,730	17,253	213,459	
	(ii)	0	0	0	0	0	0	

**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2019**

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

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
NEO Philanthropy Inc

Employer identification number  
13-3191113

**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	22	9,073,351	FAIR VALUE
10 Securities—Closely held stock . . . . .				
11 Securities—Partnership, LLC, or trust interests . . . . .				
12 Securities—Miscellaneous . . . . .				
13 Qualified conservation contribution—Historic structures . . . . .				
14 Qualified conservation contribution—Other . . . . .				
15 Real estate—Residential . . . . .				
16 Real estate—Commercial . . . . .				
17 Real estate—Other . . . . .				
18 Collectibles . . . . .				
19 Food inventory . . . . .				
20 Drugs and medical supplies . . . . .				
21 Taxidermy . . . . .				
22 Historical artifacts . . . . .				
23 Scientific specimens . . . . .				
24 Archeological artifacts . . . . .				
25 Other ▶ ( _____ )				
26 Other ▶ ( _____ )				
27 Other ▶ ( _____ )				
28 Other ▶ ( _____ )				

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

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

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

Return Reference	Explanation
SCHEDULE M, PART I, COLUMN B:	THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTIONS.



**SCHEDULE O**  
(Form 990 or 990-EZ)**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](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2019****Open to Public Inspection**

Department of the Treasury

Name of the organization  
NEO Philanthropy Inc

Employer identification number

13-3191113

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART I, LINE I	NEO PHILANTHROPY, INC. IS A PUBLIC CHARITY THAT DEVELOPS AND LEADS LARGE-SCALE COLLABORATIVE GRANT-MAKING ON SOCIAL JUSTICE AND HUMAN RIGHTS ISSUES, PROVIDES FISCAL SPONSORSHIP AND MANAGEMENT OF PROJECTS AND CAMPAIGNS, AND DEVELOPS ORGANIZATION AND FIELD-FOCUSED CAPACITY BUILDING INITIATIVES.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	A COPY OF THE FORM 990 IS SENT TO THE BOARD FOR REVIEW PRIOR TO FILING. IF THE BOARD HAS ANY QUESTIONS REGARDING THE 990, THEY ARE BROUGHT TO THE ATTENTION OF THE PREPARERS.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION B, LINE 12C	THE BOARD REGULARLY MONITORS AND ENFORCES THE CONFLICT OF INTEREST POLICY. DIRECTORS, OFFICERS, AND KEY PERSONNEL ARE REQUIRED TO DISCLOSE ALL POSSIBLE CONFLICTS IMMEDIATELY IN WRITING TO THE BOARD. THE BOARD REVIEWS SUCH MATTERS AND ACTS IN ACCORDANCE WITH THE POLICY. IF A CONFLICT DOES EXIST, THE CONFLICTED DIRECTOR, OFFICER, OR EMPLOYEE MUST RECUSE THEMSELVES FROM ANY CONVERSATIONS REGARDING THE CONFLICT.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15A	THE BOARD OF DIRECTORS HIRES THE PRESIDENT AND SETS EXECUTIVE COMPENSATION. THE BOARD ANNUALLY CONDUCTS THE PRESIDENT'S EVALUATION AND APPROVES THE COMPENSATION. THE BOARD ALSO REVIEWS THE COMPENSATION OF OTHER MANAGEMENT AND KEY EMPLOYEES OF THE ORGANIZATION.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION C, LINE 15B	THE ORGANIZATION HAS AN ANNUAL PERFORMANCE EVALUATION PROCESS AND SETS COMPENSATION BASED ON THE RESULT OF THE EVALUATION. THE PRESIDENT AND MANAGEMENT APPROVE THE SALARIES OF ALL OTHER EMPLOYEES.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990 PART IX LINE 11G	DESCRIPTION:CONSULTANTS TOTAL FEES:15473909

**SCHEDULE R  
(Form 990)**

**Related Organizations and Unrelated Partnerships**

OMB No. 1545-0047

**2019**

**Open to Public Inspection**

▶ **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](http://www.irs.gov/Form990) for instructions and the latest information.**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
NEO Philanthropy Inc

**Employer identification number**

13-3191113

**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

**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
<b>(1)</b> NEO PHILANTRHOPY ACTION FUND INC 45 WEST 36TH STREET  NEW YORK, NY 10018 80-0444461	Social adv.	NY	501(C)4				No



**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

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

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

	Yes	No
<b>1</b> 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?		
<b>a</b> Receipt of <b>(i)</b> interest, <b>(ii)</b> annuities, <b>(iii)</b> royalties, or <b>(iv)</b> rent from a controlled entity . . . . .		No
<b>b</b> Gift, grant, or capital contribution to related organization(s) . . . . .	Yes	
<b>c</b> Gift, grant, or capital contribution from related organization(s) . . . . .	Yes	
<b>d</b> Loans or loan guarantees to or for related organization(s) . . . . .		No
<b>e</b> Loans or loan guarantees by related organization(s) . . . . .		No
<b>f</b> Dividends from related organization(s) . . . . .		No
<b>g</b> Sale of assets to related organization(s) . . . . .		No
<b>h</b> Purchase of assets from related organization(s) . . . . .		No
<b>i</b> Exchange of assets with related organization(s) . . . . .		No
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) . . . . .	Yes	
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) . . . . .		No
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) . . . . .		No
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) . . . . .		No
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .		No
<b>o</b> Sharing of paid employees with related organization(s) . . . . .	Yes	
<b>p</b> Reimbursement paid to related organization(s) for expenses . . . . .		No
<b>q</b> Reimbursement paid by related organization(s) for expenses . . . . .	Yes	
<b>r</b> Other transfer of cash or property to related organization(s) . . . . .		No
<b>s</b> Other transfer of cash or property from related organization(s) . . . . .		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) NEO Philanthropy Action Fund Inc	O	324,075	Cost Allocation
(2) NEO Philanthropy Action Fund Inc	C	320,809	Cash



**Part VII**    **Supplemental Information**

Provide additional information for responses to questions on Schedule R. (see instructions).

<b>Return Reference</b>	<b>Explanation</b>