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Form **990**

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No 1545-0047

2018

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 07-01-2018 , and ending 06-30-2019

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

C Name of organization
United Way Inc

% LINING LEE RECENDEZ
Doing business as
United Way of Greater Los Angeles

Number and street (or P O box if mail is not delivered to street address) | Room/suite
1150 S Olive Street Suite T500

City or town, state or province, country, and ZIP or foreign postal code
Los Angeles, CA 90015

D Employer identification number
95-2274801

E Telephone number
(213) 808-6220

G Gross receipts $ 60,351,725

F Name and address of principal officer
Elise Buik
1150 S Olive St Suite T500
Los Angeles, CA 90015

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 unitedwayla org

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

L Year of formation 1962 **M** State of legal domicile CA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
TO PERMANENTLY BREAK THE CYCLE OF POVERTY FOR OUR MOST VULNERABLE NEIGHBORS LOW-INCOME FAMILIES, CHILDREN, VETERANS AND PEOPLE EXPERIENCING HOMELESSNESS

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

3	Number of voting members of the governing body (Part VI, line 1a)	**3**	42
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	42
5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)	**5**	105
6	Total number of volunteers (estimate if necessary)	**6**	3,750
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	0
b	Net unrelated business taxable income from Form 990-T, line 34	**7b**	0

			Prior Year	Current Year
Revenue	**8**	Contributions and grants (Part VIII, line 1h)	45,378,145	57,990,208
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	359,737	328,430
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	967,592	1,286,065
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	46,705,474	59,604,703
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	30,929,061	28,538,836
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	9,747,120	9,333,966
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	83,900	120,250
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶4,663,831		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	8,646,332	10,301,587
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	49,406,413	48,294,639
	19	Revenue less expenses Subtract line 18 from line 12	-2,700,939	11,310,064
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	**20**	Total assets (Part X, line 16)	43,016,085	59,246,831
	21	Total liabilities (Part X, line 26)	13,113,807	20,641,549
	22	Net assets or fund balances Subtract line 21 from line 20	29,902,278	38,605,282

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

****** 2020-05-06
Signature of officer Date

ELISE BUIK PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2020-05-04		P01270238

Firm's name ▶ Grant Thornton LLP | Firm's EIN ▶

Firm's address ▶ 515 S Flower Street 7th Floor
Los Angeles, CA 90071 | Phone no (213) 627-1717

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

TO PERMANENTLY BREAK THE CYCLE OF POVERTY FOR OUR MOST VULNERABLE NEIGHBORS LOW-INCOME FAMILIES, CHILDREN, VETERANS AND PEOPLE EXPERIENCING HOMELESSNESS

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 $ 8,433,019 including grants of $ 4,495,027) (Revenue $)

See Additional Data

4b (Code) (Expenses $ 3,533,097 including grants of $ 1,883,236) (Revenue $)

See Additional Data

4c (Code) (Expenses $ 12,563,098 including grants of $ 6,696,471) (Revenue $)

See Additional Data

(Code) (Expenses $ 15,464,102 including grants of $ 15,464,102) (Revenue $ 266,904)

designations to other nonprofit organizations

4d Other program services (Describe in Schedule O)

(Expenses $ 15,464,102 including grants of $ 15,464,102) (Revenue $ 266,904)

4e **Total program service expenses ▶** 39,993,316

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4	Yes	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?*If "Yes," complete Schedule D, Part IV*	9	Yes	
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I*(see instructions)	17	Yes	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	136			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 105			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		No
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)				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O		13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.		15		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		No

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

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

Section A. Governing Body and Management

			Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	**1a** 42			
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O				
b Enter the number of voting members included in line 1a, above, who are independent	**1b** 42			
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		**2**		No
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		**3**		No
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		**4**		No
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		**5**		No
6 Did the organization have members or stockholders?		**6**		No
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		**7a**		No
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		**7b**		No
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a The governing body?		**8a**	Yes	
b Each committee with authority to act on behalf of the governing body?		**8b**	Yes	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		**9**		No

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

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

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed▶ CA

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

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

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records
▶LINING LEE RECENDEZ 1150 S OLIVE STREET SUITE T500 Los Angeles, CA 90015 (213) 808-6399

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

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

☐ 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			
See Additional Data Table										

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: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
See Additional Data Table										

	(D)	(E)	(F)
1b Sub-Total . . . ▶			
c Total from continuation sheets to Part VII, **Section A** . . . ▶			
d Total (add lines 1b and 1c) . . . ▶	1,887,589	0	418,479

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 ▶ 12

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
Swell Creative Group LLC, 1508 Elevado Street LOS ANGELES, CA 90026	Digital Comm	645,910
Veritimo Inc, 2217 India Street LOS ANGELES, CA 90039	IT Management	487,348
Education Resource Strategies Inc, 480 Pleasant Street Suite C-200 WATERTOWN, MA 02472	Research, Strategies	480,000
Mal Warwick Associates, 2550 Ninth Street Suite 103 BERKELEY, CA 94710	Dir Mail Fundraising	294,033
Rally, 10474 Santa Monica Blvd Suite 405 LOS ANGELES, CA 90025	Comm & Event	264,582

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 ▶ 13

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e 1,501,366				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 56,488,842				
	g Noncash contributions included in lines 1a - 1f $ 445,816					
	h **Total.** Add lines 1a-1f ▶		57,990,208			
Program Service Revenue		Business Code				
	2a					
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a–2f ▶		0			

		(i) Real	(ii) Personal	(A)	(B)	(C)	(D)
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶			316,708			316,708
	4 Income from investment of tax-exempt bond proceeds ▶			0			
	5 Royalties ▶			1,365			1,365
	6a Gross rents						
	b Less rental expenses						
	c Rental income or (loss)	0	0				
	d Net rental income or (loss) ▶			0			
		(i) Securities	(ii) Other				
	7a Gross amount from sales of assets other than inventory	758,744					
	b Less cost or other basis and sales expenses	747,022					
	c Gain or (loss)	11,722					
	d Net gain or (loss) ▶			11,722			11,722
	8a Gross income from fundraising events (not including $ ____ of contributions reported on line 1c) See Part IV, line 18	a	0				
	b Less direct expenses	b	0				
	c Net income or (loss) from fundraising events ▶			0			
	9a Gross income from gaming activities See Part IV, line 19	a	0				
	b Less direct expenses	b	0				
	c Net income or (loss) from gaming activities ▶			0			
	10a Gross sales of inventory, less returns and allowances	a	0				
	b Less cost of goods sold	b	0				
	c Net income or (loss) from sales of inventory ▶			0			
	Miscellaneous Revenue		Business Code				
	11a ADMINISTRATIVE FEE AND EXPENSE RECOVERY		900099	1,106,577	266,904	0	839,673
	b ALL OTHER REVENUE		900099	178,123	0	0	178,123
	c						
	d All other revenue						
	e **Total.** Add lines 11a–11d ▶			1,284,700			
	12 **Total revenue.** See Instructions ▶			59,604,703	266,904	0	1,347,591

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	28,538,836	28,538,836		
2 Grants and other assistance to domestic individuals See Part IV, line 22	0			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16	0			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	1,390,267	519,298	493,186	377,783
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7 Other salaries and wages	6,298,346	2,929,920	1,324,475	2,043,951
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	568,695	245,121	150,649	172,925
9 Other employee benefits	501,921	247,904	86,584	167,433
10 Payroll taxes	574,737	280,634	112,156	181,947
11 Fees for services (non-employees)				
a Management	52,000		52,000	
b Legal	32,061		32,061	
c Accounting	149,595		149,595	
d Lobbying	41,864	41,864		
e Professional fundraising services See Part IV, line 17	120,250			120,250
f Investment management fees	8,297		8,297	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,709,144	5,119,999	281,126	308,019
12 Advertising and promotion	562,145	273,729	58,186	230,230
13 Office expenses	347,230	230,958	53,589	62,683
14 Information technology	722,426	283,207	207,812	231,407
15 Royalties . .	0			
16 Occupancy	884,647	445,445	206,792	232,410
17 Travel	311,349	159,323	69,973	82,053
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .	0			
19 Conferences, conventions, and meetings	324,639	220,511	40,990	63,138
20 Interest	9,465	4,070	2,556	2,839
21 Payments to affiliates	478,300	205,669	129,141	143,490
22 Depreciation, depletion, and amortization . .	159,308	68,503	43,013	47,792
23 Insurance . . .	84,589	36,373	22,839	25,377
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a MISCELLANEOUS EXPENSES	424,528	141,952	112,472	170,104
b				
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	48,294,639	39,993,316	3,637,492	4,663,831
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash-non-interest-bearing		16,605,753	1	27,827,249
	2	Savings and temporary cash investments		1,824,833	2	1,569,513
	3	Pledges and grants receivable, net		11,745,557	3	17,144,488
	4	Accounts receivable, net		1,383,015	4	1,731,333
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		0	5	0
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		0	6	0
	7	Notes and loans receivable, net		0	7	0
	8	Inventories for sale or use		0	8	0
	9	Prepaid expenses and deferred charges		649,734	9	217,171
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 3,183,144			
	b	Less accumulated depreciation	10b 2,494,994	847,459	10c	688,150
	11	Investments—publicly traded securities		9,541,042	11	9,650,235
	12	Investments—other securities See Part IV, line 11		0	12	0
	13	Investments—program-related See Part IV, line 11		0	13	0
	14	Intangible assets		0	14	0
	15	Other assets See Part IV, line 11		418,692	15	418,692
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		43,016,085	16	59,246,831
Liabilities	17	Accounts payable and accrued expenses		3,174,559	17	2,652,945
	18	Grants payable		7,362,115	18	12,920,305
	19	Deferred revenue		100,000	19	100,000
	20	Tax-exempt bond liabilities		0	20	0
	21	Escrow or custodial account liability Complete Part IV of Schedule D		418,692	21	418,692
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		0	22	0
	23	Secured mortgages and notes payable to unrelated third parties		0	23	0
	24	Unsecured notes and loans payable to unrelated third parties		0	24	0
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24) Complete Part X of Schedule D		2,058,441	25	4,549,607
	26	**Total liabilities.** Add lines 17 through 25		13,113,807	26	20,641,549
Net Assets or Fund Balances		**Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		19,198,260	27	15,455,443
	28	Temporarily restricted net assets		10,704,018	28	23,149,839
	29	Permanently restricted net assets		0	29	0
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		29,902,278	33	38,605,282
	34	Total liabilities and net assets/fund balances		43,016,085	34	59,246,831

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	59,604,703
2	Total expenses (must equal Part IX, column (A), line 25)	2	48,294,639
3	Revenue less expenses Subtract line 2 from line 1	3	11,310,064
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	29,902,278
5	Net unrealized gains (losses) on investments	5	40,476
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-2,647,536
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	38,605,282

Part XII Financial Statements and Reporting

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

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

Additional Data

Software ID:
Software Version:
EIN: 95-2274801
Name: United Way Inc

Form 990 (2018)

Form 990, Part III, Line 4a:

FROM OUR PROGRAM PERTAINING TO ACCESS TO HOUSING, OUR GOAL IS TO CREATE AND SUSTAIN AN END TO HOMELESSNESS SEE SCHEDULE O FOR FURTHER DETAILS

Form 990, Part III, Line 4b:

IN OUR ENDEAVORS TO IMPROVE EDUCATION, OUR GOAL IS TO INCREASE THE HIGH SCHOOL GRADUATION RATE, ENSURING ALL STUDENTS GRADUATE AND ARE PREPARED FOR COLLEGE AND CAREERS SEE SCHEDULE O FOR FURTHER DETAILS

Form 990, Part III, Line 4c:

IN OUR WORK AIMED AT IMPROVING ECONOMIC MOBILITY WORK, OUR GOAL IS TO BREAK THE CYCLE OF INTERGENERATIONAL POVERTY SEE SCHEDULE O FOR FURTHER DETAILS

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(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) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
CHRIS CAREY CHAIR	5 0 0 0	X		X				0	0	0
JANA WARING GREER VICE CHAIR	5 0 0 0	X		X				0	0	0
CAROLINE NAHAS VICE CHAIR	5 0 0 0	X		X				0	0	0
RUDY MEDINA CORPORATE SECRETARY	5 0 0 0	X		X				0	0	0
BRIAN CULLINAN TREASURER	5 0 0 0	X		X				0	0	0
FRED ABDELNOUR BOARD MEMBER	1 0 0 0	X						0	0	0
LISA ALEXANDER BOARD MEMBER - PART YEAR	1 0 0 0	X						0	0	0
ADELE BERWANGER BOARD MEMBER	1 0 0 0	X						0	0	0
CAROLINE CHOE BOARD MEMBER	1 0 0 0	X						0	0	0
JANET CLAYTON BOARD MEMBER	1 0 0 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
LISA CLERI REALE BOARD MEMBER	1 0 0 0	X						0	0	0
TOM CUCE BOARD MEMBER	1 0 0 0	X						0	0	0
KEVIN DEMOFF BOARD MEMBER	1 0 0 0	X						0	0	0
ELISABETH DICK BOARD MEMBER	1 0 0 0	X						0	0	0
DAVID DiCRISTOFARO BOARD MEMBER - PART YEAR	1 0 0 0	X						0	0	0
WILLIAM DONOVAN JR BOARD MEMBER	1 0 0 0	X						0	0	0
SACHI HAMAI EX-OFFICIO	1 0 0 0	X						0	0	0
MICHELE HAVENS BOARD MEMBER	1 0 0 0	X						0	0	0
RUSTY HICKS EX-OFFICIO	1 0 0 0	X						0	0	0
MARK HUTCHINS BOARD MEMBER	1 0 0 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
LARRY JAMES BOARD MEMBER	1 0 0 0	X						0	0	0
KEVIN KIM BOARD MEMBER	1 0 0 0	X						0	0	0
STEWART KWOH BOARD MEMBER	1 0 0 0	X						0	0	0
BRAD LARSEN BOARD MEMBER	1 0 0 0	X						0	0	0
JONATHAN LARSEN BOARD MEMBER	1 0 0 0	X						0	0	0
LESLIE LASSITER BOARD MEMBER	1 0 0 0	X						0	0	0
ROBYN LAWHON BOARD MEMBER	1 0 0 0	X						0	0	0
MARK LOUCHHEIM BOARD MEMBER	1 0 0 0	X						0	0	0
KATHY MANDATO BOARD MEMBER	1 0 0 0	X						0	0	0
JULIE MILLER-PHIPPS BOARD MEMBER	1 0 0 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
CARMEN MOCH BOARD MEMBER	1 0 0 0	X						0	0	0
JERRY NEUMAN BOARD MEMBER	1 0 0 0	X						0	0	0
IRENE OH BOARD MEMBER	1 0 0 0	X						0	0	0
STEVEN OLSON BOARD MEMBER	1 0 0 0	X						0	0	0
MARK PHAIR BOARD MEMBER	1 0 0 0	X						0	0	0
REGINA ROSSALL BOARD MEMBER	1 0 0 0	X						0	0	0
MIGUEL SANTANA BOARD MEMBER	1 0 0 0	X						0	0	0
JADE SHOPP BOARD MEMBER	1 0 0 0	X						0	0	0
KATHY SIECK BOARD MEMBER	1 0 0 0	X						0	0	0
MICHAEL SILACCI BOARD MEMBER	1 0 0 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
RENATA SIMRIL BOARD MEMBER	1 0 0 0	X						0	0	0
DOUGLAS TURK BOARD MEMBER	1 0 0 0	X						0	0	0
SHARON TOMKINS BOARD MEMBER	1 0 0 0	X						0	0	0
JOE WAZ BOARD MEMBER	1 0 0 0	X						0	0	0
ELISE BUIK PRESIDENT & CEO	50 0 0 0			X				407,343	0	140,930
LINING RECENDEZ VP, FINANCE	50 0 0 0			X				193,176	0	42,112
ERIKA ANDERSON-KEMMERER PRT YR CHIEF DEVELOPMENT OFFICER	50 0 0 0				X			251,829	0	26,148
MILINDA MARTIN CHIEF OPERATING OFFICER	50 0 0 0				X			243,451	0	44,996
DEENA MARGOLIS VP, COMMUNITY IMPACT	50 0 0 0				X			180,765	0	29,360
ELIZABETH PAULSON DIR, ENGMT & STRAT INITATIVE	50 0 0 0					X		136,170	0	12,498

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(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): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
JOYTHEA HOSHINO DIR, HUMAN RESOURCES	50 0 0 0					X		125,358	0	39,074
COREY CASTILLO DIR, MAJOR ACCOUNTS	50 0 0 0					X		120,816	0	11,441
BRIAN VASALLO DIR, DIGITAL MARKETING	50 0 0 0					X		115,125	0	15,423
DEMETRIUS STEVENSON DIR, CORPORATE STRATEGIES	50 0 0 0					X		113,556	0	56,497

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SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
United Way Inc

Employer identification number
95-2274801

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? Yes	No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv), 170(b)(1)(A)(vi), and 170 (b)(1)(A)(ix)**
(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant ")	65,981,395	71,621,707	65,244,901	45,378,145	57,990,208	306,216,356
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
3 The value of services or facilities furnished by a governmental unit to the organization without charge						0
4 **Total.** Add lines 1 through 3	65,981,395	71,621,707	65,244,901	45,378,145	57,990,208	306,216,356
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						61,721,944
6 **Public support.** Subtract line 5 from line 4						244,494,412

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2014	(b)2015	(c)2016	(d)2017	(e)2018	(f)Total
7 Amounts from line 4	65,981,395	71,621,707	65,244,901	45,378,145	57,990,208	306,216,356
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	134,276	306,123	392,387	271,853	318,073	1,422,712
9 Net income from unrelated business activities, whether or not the business is regularly carried on						0
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)	0	0	0	691,258	1,017,796	1,709,054
11 **Total support.** Add lines 7 through 10						309,348,122

12 Gross receipts from related activities, etc (see instructions) | 12 | 4,296,508

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

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f)) | 14 | 79 035 %

15 Public support percentage for 2017 Schedule A, Part II, line 14 | 15 | 76 303 %

16a **33 1/3% support test—2018.** 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—2017.** 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—2018.** 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—2017.** 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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
13 **Total support.** (Add lines 9, 10c, 11, and 12)						

14 **First 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

15 Public support percentage for 2018 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2017 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2018** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2017** Schedule A, Part III, line 17	18	

19a **331/3% support tests—2018.** 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—2017.** 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
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in* ***Part VI*** *how the supported organizations are designated If designated by class or purpose, describe the designation If historic and continuing relationship, explain*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *how the organization determined that the supported organization was described in section 509(a)(1) or (2)*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer (b) and (c) below*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* ***Part VI*** *when and how the organization made the determination*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* ***Part VI*** *what controls the organization put in place to ensure such use*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in* ***Part VI*** *how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer (b) and (c) below (if applicable) Also, provide detail in* ***Part VI,*** *including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document)*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* ***Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? *If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in* ***Part VI.***	9a		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* ***Part VI.***	9b		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* ***Part VI.***	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings)*	10b		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

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

a ☐ The organization satisfied the Activities Test Complete **line 2** below

b ☐ The organization is the parent of each of its supported organizations Complete **line 3** below

c ☐ The organization supported a governmental entity Describe in **Part VI** how you supported a government entity (see instructions)

			Yes	No
2	Activities Test **Answer (a) and (b) below.**			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in **Part VI identify those supported organizations and explain** how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities*	**2a**		
b	Did the activities described 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? *If "Yes," explain in **Part VI** the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement*	**2b**		
3	Parent of Supported Organizations **Answer (a) and (b) below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in **Part VI.***	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in **Part VI.** the role played by the organization in this regard*	**3b**		

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

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

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

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1		
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (explain in detail in Part VI)			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

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

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

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in **Part VI**) See instructions	
7 **Total annual distributions.** Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in **Part VI**) See instructions	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2018			
a From 2013.			
b From 2014.			
c From 2015.			
d From 2016.			
e From 2017.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2018 from Section D, line 7 $			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1 If the amount is greater than zero, explain in Part VI See instructions			
7 **Excess distributions carryover to 2019.** Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2014.			
b Excess from 2015.			
c Excess from 2016.			
d Excess from 2017.			
e Excess from 2018.			

Additional Data

Software ID:

Software Version:

EIN: 95-2274801

Name: United Way 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* for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then
- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of the organization	Employer identification number
United Way Inc	95-2274801

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

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

2 Political campaign activity expenditures (see instructions) ▶ $

3 Volunteer hours for political campaign activities (see instructions)

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

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

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

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

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV

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

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

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

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

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

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

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

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)	203,424	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	48,758	
c Total lobbying expenditures (add lines 1a and 1b)	252,182	
d Other exempt purpose expenditures	48,042,457	
e Total exempt purpose expenditures (add lines 1c and 1d)	48,294,639	
f Lobbying nontaxable amount Enter the amount from the following table in both columns	1,000,000	

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

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

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

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2015	**(b)** 2016	**(c)** 2017	**(d)** 2018	**(e)** Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	29,770	920,022	125,466	252,182	1,327,440
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	1,480	391	88,157	203,424	293,452

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

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

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
FORM 990, SCHEDULE C, PART II-A	UNITED WAY HAS A 501(H) ELECTION PURSUANT TO WHICH IT MAY EXPEND $1 MILLION ON LEGISLATIVE LOBBYING ACTIVITIES AND $250,000 ON GRASSROOTS LOBBYING ACTIVITIES IN FISCAL YEAR 2019, UNITED WAY CONTINUED TO SUPPORT THE TWO TAX BALLOTS PASSED IN FISCAL YEAR 2017 (PREPOSITION MEASURE HHH IN NOVEMBER 2016 FOR THE CITY OF LOS ANGELES ELECTION, AND MEASURE H IN MARCH 2017 FOR COUNTY OF LOS ANGELES) IN 2018, UNITED WAY OF GREATER LOS ANGELES CREATED EVERYONE IN, A MOVEMENT TO END HOMELESSNESS THROUGH A NEWLY CREATED TEAM OF COMMUNITY ORGANIZERS, EVERYONE IN IS DRIVING THE CONVERSATION ABOUT PERMANAENT SOLUTIONS TO HOMELESSNESS, AND ACTIVATING TENS OF THOUSANDS OF PEOPLE TO ADVOCATE FOR REAL HOUSING SOLUTIONS IN THEIR NEIGHBORHOODS EVERYONE IN CAMPAIGN ORGANIZERS KNOCK ON DORRS, ACTIVATING AND TRAINING OTHERS TO DO THE SAME AS A RESULT, UNITED WAY INCURRED LOBBYING EXPENSE, ESPECIALLY IN GRASSROOTS LOBBYING

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
United Way Inc

Employer identification number
95-2274801

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

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

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

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

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

☐ Preservation of land for public use (e g , recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

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

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

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

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

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

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

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

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

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

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

1a If the organization elected, as permitted under 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
d ☐ Loan or exchange programs
b ☐ Scholarly research
e ☐ Other
c ☐ Preservation for future generations

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

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

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

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

			Amount
b	If "Yes," explain the arrangement in Part XIII and complete the following table		
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	3,767,654	3,398,333	2,955,135	3,056,016	2,954,153
b Contributions		100,000			
c Net investment earnings, gains, and losses	193,918	269,321	443,198	-100,881	101,863
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	3,961,572	3,767,654	3,398,333	2,955,135	3,056,016

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

a Board designated or quasi-endowment ▶ 100 000 %

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

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

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

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		1,728,117	1,068,980	659,137
d Equipment		1,123,524	1,121,809	1,715
e Other		331,503	304,205	27,298
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c))* ▶				688,150

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

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

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

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

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

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

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	0
PENSION PLAN LIABILITY	2,651,034
DEFERRED RENT AND LEASE INCENTIVE	1,386,328
CAPITALIZED LEASE OBLIGATIONS	36,754
OTHER POST RETIREMENT PLAN OBLIGATIONS	475,491
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	4,549,607

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

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

1	Total revenue, gains, and other support per audited financial statements			1	44,221,077
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains (losses) on investments	2a	40,476		
b	Donated services and use of facilities	2b	40,000		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	80,476
3	Subtract line **2e** from line **1**			3	44,140,601
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b	15,464,102		
c	Add lines **4a** and **4b**			4c	15,464,102
5	Total revenue Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12)			5	59,604,703

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

1	Total expenses and losses per audited financial statements			1	32,870,537
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	40,000		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	40,000
3	Subtract line **2e** from line **1**			3	32,830,537
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b	15,464,102		
c	Add lines **4a** and **4b**			4c	15,464,102
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	48,294,639

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
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:
Software Version:
EIN: 95-2274801
Name: United Way Inc

Supplemental Information

Return Reference	Explanation
Schedule D, Part IV, Line 1B	CUSTODIAN FUNDS ARE HELD BY UNITED WAY ON BEHALF OF OTHER ENTITIES AND ARE DISBURSED ONLY UPON INSTRUCTIONS FROM SUCH ENTITIES

Supplemental Information

Return Reference	Explanation
Schedule D, Part V, Line 4	THE BOARD DESIGNATED ENDOWMENT FUND WAS SET UP TO INVEST FUNDS AND PROVIDE SECURITY TO THE FUTURE OPERATIONS OF UNITED WAY

Supplemental Information

Return Reference	Explanation
SCHEDULE D, PART X, LINE 2	UNITED WAY FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STA TEMENT RECOGNITION AND MEASUREMENT THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UN CERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS MORE-LIKELY-THAN-NOT TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AU THORITY THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED UNITE D WAY IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CO DE, THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS EXEMPT PURPOSE, UNLESS THAT INC OME IS OTHERWISE EXCLUDED BY THE CODE UNITED WAY HAS ALSO BEEN RECOGNIZED BY THE CALIFORN IA FRANCHISE TAX BOARD AS EXEMPT FROM CALIFORNIA FRANCHISE AND INCOME TAXES UNDER SECTION 23701(D) OF THE CALIFORNIA REVENUE AND TAXATION CODE UNITED WAY HAS PROCESSES PRESENTLY I N PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS, TO IDENTIFY AND REPORT UNRELAT ED INCOME, TO DETERMINE ITS FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH IT HAS N EXUS, AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE CONSIDERED TAX POSITIONS UNI TED WAY HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE REC OGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS

Supplemental Information

Return Reference	Explanation
Schedule D, Part XI, Line 4D and Part XII Line 4D	ON BEHALF OF ITS DONORS, UNITED WAY PROCESSED DESIGNATIONS TO OTHER NONPROFIT ORGANIZATIONS IN THE AMOUNT OF $15,464,102

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a

▶Attach to Form 990 or Form 990-EZ.

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

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
United Way Inc

Employer identification number
95-2274801

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities Check all that apply

a ☑ Mail solicitations
b ☑ Internet and email solicitations
c ☑ Phone solicitations
d ☑ In-person solicitations
e ☑ Solicitation of non-government grants
f ☑ Solicitation of government grants
g ☑ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☑ Yes ☐ No

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
Mal Warwick Associates 2550 9th Street Suite 103 Berkeley, CA 94710	DirectMail		No	487,141	120,250	366,891
Total ▶				487,141	120,250	366,891

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing

CA

Part II **Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

		(a) Event #1 (event type)	(b) Event #2 (event type)	(c) Other events (total number)	(d) Total events (add col (a) through col (c))
Revenue	1 Gross receipts				
	2 Less Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				
	11 Net income summary Subtract line 10 from line 3, column (d) ▶				

Part III **Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary Subtract line 7 from line 1, column (d) ▶				

9 Enter the state(s) in which the organization conducts gaming activities ____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain ____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain ____

11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity conducted in

a	The organization's facility	**13a**	%
b	An outside facility	**13b**	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ______ and the amount of gaming revenue retained by the third party ▶ $ ______

c If "Yes," enter name and address of the third party

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Return Reference	Explanation
Schedule G, Part I, Line 2B	MAL WARWICK ASSOCIATES 2550 9TH STREET, SUITE 103 BERKELEY, CA 94710 THE FUNDRAISER WAS PAID $120,250 FOR ITS PROFESSIONAL FUNDRAISING SERVICES AND THIS AMOUNT WAS REPORTED IN PART I, LINE 2B THE FUNDRAISER WAS ALSO PAID $110,058 FOR FUNDRAISING EXPENSES, SUCH AS PRINTING, PAPER, ENVELOPES, POSTAGE, MAILING LIST AND OTHER REIMBURSABLE EXPENSES FUNDRAISING EXPENSES WERE SEPARATELY IDENTIFIED ON INVOICES

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

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
United Way Inc

Employer identification number
95-2274801

Part I General Information on Grants and Assistance

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

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

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.

Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000 Part II can be duplicated if additional space is needed

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section (if applicable)	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of noncash assistance	**(h)** Purpose of grant or assistance
(1) See Additional Data							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . ▶ 136

3 Enter total number of other organizations listed in the line 1 table . . . . ▶ 1

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

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

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

Return Reference	Explanation
Schedule I, Part I, Line 2	ALL GRANTEES ARE REQUIRED TO SUBMIT REPORTS TO US TWICE PER YEAR THE GRANT PERIOD BEGINS ON JULY 1ST SO THE FIRST REPORT IS DUE BY JANUARY 15TH AND THE SECOND REPORT IS DUE 15 DAYS AFTER THE GRANT PERIOD IS OVER (JULY 15TH) IN ORDER FOR US TO RECEIVE FINAL RESULTS THE REPORT INCLUDES QUANTITATIVE AND QUALITATIVE DATA REQUESTS WE ALSO REQUIRE UPDATED FINANCIALS AND AUDIT REPORTS UWGLA STAFF REVIEW THESE REPORTS TO ASCERTAIN PROGRESS AGAINST OBJECTIVES AND OUTCOMES IN EACH GRANTEE SCOPE OF WORK AN ANALYSIS OF THE REPORT AGGREGATING ALL THE DATA IS PROVIDED TO THE COMMUNITY IMPACT CABINET (CIC) FOR THEIR REVIEW ANY GRANTEE PERFORMANCE PROBLEMS ARE HIGHLIGHTED TO THE CIC WITH A STAFF PLAN ON HOW THESE GRANTS WILL BE MONITORED

Additional Data

Software ID:
Software Version:
EIN: 95-2274801
Name: United Way Inc

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

(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 non-cash assistance	**(h)** Purpose of grant or assistance
211 - County of Los Angeles 222 South Hill St 5th Fl LA, CA 90012	95-3510017	501(c)(3)	187,500	0			Economic Mobility
A Community of Friends 3701 Wilshire Blvd Ste 700 LA, CA 90010	95-4203106	501(c)(3)	25,000	0			Housing

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

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Advancement Through Opportunitiy & Knowledge Inc 1200 West 37th Place Los Angeles, CA 90007	95-4415115	501(c)(3)	30,000	0			Education
After-School all Stars 6501 Fountain Ave Los Angeles, CA 90028	91-2162719	501(c)(3)	40,000	0			Education

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

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Al Wooten Jr Youth & Adult Cultural Education 9106 South Western Ave LA, CA 90047	95-4295918	501(c)(3)	25,000	0			Education
All Peoples Community Center 822 E 20th Street Los Angeles, CA 90011	95-2669400	501(c)(3)	30,000	0			Education

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Alliance for a Better Community 1545 Wilshire Blvd Ste 700 LA, CA 90017	31-1760082	501(c)(3)	30,000	0			Education
Alliance for Housing and Healing 825 Colorado Blvd Ste 100 LA, CA 90041	95-4147364	501(c)(3)	100,000	0			Housing

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

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American Red Cross 11355 Ohio Avenue Los Angeles, CA 90025	53-0196605	501(c)(3)	390,000	0			Economic Mobility
Antelope Valley Boys & Girls Club PO Box 10047 Lancaster, CA 93584	95-4290055	501(c)(3)	25,000	0			Education

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

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Antelope Valley Partners for Health 44226 10th Street West Lancaster, CA 93550	47-0957404	501(c)(3)	25,000	0			Education
Ascencia 1851 Tyburn Street Glendale, CA 91204	20-4233822	501(c)(3)	8,000	0			Housing

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

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Asian American Drug Abuse Program 2900 Crenshaw Blvd Los Angeles, CA 90016	95-2848695	501(c)(3)	30,000	0			Economic Mobility
Asian Americans Advancing Justice - LA 1145 Wilshire Bvld 2nd Fl LA, CA 90017	95-3854152	501(c)(3)	50,000	0			Education

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Bellflower Kingdm Causes(Our Place Housing) 16429 Bellflower Blvd Bellflower, CA 90706	95-4849998	501(c)(3)	43,000	0			Housing
Big Heart Ranch PO Box 474 Malibu, CA 90265	56-2581354	501(c)(3)	75,000	0			Economic Mobility

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Boys & Girls Club of Burbank 2244 N Buena Vista St Burbank, CA 91504	95-4485745	501(c)(3)	30,000	0			Education
Boys & Girls Club of Carson 1950 E 220th st Ste 102 Carson, CA 90810	33-0475452	501(c)(3)	30,000	0			Education

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

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Boys & Girls Club of Malibu 30215 Morning View Dve Malibu, CA 90265	95-4774844	501(c)(3)	150,000	0			Economic Mobility
Boys & Girls Club of Metro Los Angeles 800 S Figueroa St Ste 950 LA, CA 90017	81-0851473	501(c)(3)	30,000	0			Education

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Boys & Girls Club of the Los Angeles Harbor 1200 S Cabrillo Ave San Pedro, CA 90731	95-1661682	501(c)(3)	43,916	0			Education
Boys & Girls Club of Whittier 7905 S Greenleaf Ave Whittier, CA 90602	95-6151763	501(c)(3)	30,000	0			Education

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Boys & Girls Club West San Gabriel Valley 328 S Ramona Ave Monterey Park, CA 91754	95-2782501	501(c)(3)	30,000	0			Education
Bridge to Home PO BOX 802978 Santa Clarita, CA 91380	95-4587823	501(c)(3)	33,000	0			Housing

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Brilliant Corners 527 W 7th St Ste 1100 LA, CA 90014	56-2379862	501(c)(3)	125,000	0			Housing
Buddhist Tzu Chi Foundation 1100 S Valley Cntr Ave SD, CA 91773	94-2952782	501(c)(3)	263,000	0			Economic Mobility

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Building Skills Partnership 828 W Washington Blvd LA, CA 90015	26-1254255	501(c)(3)	162,500	0			Education & Economic Mobility
Californians for Justice Education Fund 1971 Las Plumas Ave San Jose, CA 95133	94-3256009	501(c)(3)	30,000	0			Education

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CANGRESS dba LA Community Action Network 838 E 6th Street Los Angeles, CA 90021	02-0661629	501(c)(3)	25,000	0			Housing
Catholic Charities of Los Angeles Inc 1531 James M Wood Blvd LA, CA 90015	95-1690973	501(c)(3)	30,000	0			Education

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CAUSE 2021 Sperry Avenue Ste 9 Ventura, CA 93003	77-0578864	501(c)(3)	120,000	0			Economic Mobility
Center for Living and Learning 14549 Archwood St 221 Van Nuys, CA 91405	95-4406897	501(c)(3)	8,000	0			Housing

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Center for Pacific Asian Family Inc 3424 Wilshire Blvd Ste 1000 LA, CA 90010	95-3532351	501(c)(3)	30,000	0			Economic Mobility
Center for Powerful Public Schools 350 South Bixel St Ste 180 LA, CA 90017	26-0326342	501(c)(3)	31,444	0			Education

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Central American Resource Center of CA 2845 W 7th street Los Angeles, CA 90005	95-3867724	501(c)(3)	35,000	0			Education
Central City Neighborhood Partners 501 S Bixel Street Los Angeles, CA 90017	95-4837709	501(c)(3)	25,000	0			Economic Mobility

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Child and Family Guidance Center 8550 Blaboa Blvd Northridge, CA 91325	95-2217348	501(c)(3)	25,000	0			Economic Mobility
Child Care Resource Center 20001 Prairie Street Chatsworth, CA 91311	95-3081695	501(c)(3)	10,000	0			Housing

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Children's Bureau of Southern California 1910 Magnolia Ave Los Angeles, CA 90007	95-1690975	501(c)(3)	25,000	0			Economic Mobility
Chinatown Service Center 767 N Hill St Ste 400 LA, CA 90012	95-2918844	501(c)(3)	25,000	0			Economic Mobility

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Chrysalis Center 522 S Main Street Los Angeles, CA 90013	95-3972624	501(c)(3)	33,000	0			Housing & Economic Mobility
City of Los Angeles 200 N Spring ST 3rd Fl LA, CA 90012		501(c)(3)	217,500	0			Housing

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Coalition For Humane Immigrant Rights of LA 2533 West 3rd St Ste 101 LA, CA 90057	95-4421521	501(c)(3)	30,000	0			Education
College Track 2130 E 1st Street Los Angeles, CA 90033	94-3279613	501(c)(3)	30,000	0			Education

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Communities in Schools LA 2000 Ave of Stars Ste 803 LA, CA 90067	26-0404220	501(c)(3)	25,000	0			Education
Community Asset Development Re-Defining (CADRE) 8410 South Broadway Los Angeles, CA 90003	26-4753821	501(c)(3)	35,000	0			Education

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Community Career Development Inc 3550 Wilshire Blvd Ste 500 LA, CA 90010	23-7209115	501(c)(3)	125,000	0			Economic Mobility
Community Coalition for Substance Abuse Prevention 8101 S Vermont Ave Los Angeles, CA 90044	95-4298811	501(c)(3)	40,000	0			Education

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Community Development Technologies Center 520 West 23rd St Los Angeles, CA 90007	95-4546040	501(c)(3)	30,000	0			Education
Community Recovery Team Inc 10035 Blossom Valley Rd El Cajon, CA 92021	26-2237161	501(c)(3)	15,000	0			Economic Mobility

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Corporation for Supportive Housing 61 Broadway Ste 2300 New York, NY 10006	13-3600232	501(c)(3)	114,000	0			Housing
David and Margaret Youth & Family Services 1350 Third Street La Verne, CA 91750	95-1660346	501(c)(3)	8,000	0			Housing

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Downtown Women's Center 442 S San Pedro St Los Angeles, CA 90013	31-1597223	501(c)(3)	78,000	0			Housing & Economic Mobility
East LA Community Corp 530 South Boyle Ave Los Angeles, CA 90033	95-4531076	501(c)(3)	25,000	0			Economic Mobility

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EduCare Foundation 16134 Wyandotte St Van Nuys, CA 91406	95-4285350	501(c)(3)	30,000	0			Education
Educators 4 Excellence 448 S Hill Street Los Angeles, CA 90013	27-3382030	501(c)(3)	50,000	0			Education

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El Centro de Ayuda 2130 E 1st St Ste 110 LA, CA 90033	95-4563348	501(c)(3)	137,500	0			Economic Mobility
Families in Schools 1545 Wilshire Bld Ste 700 LA, CA 90017	95-4818894	501(c)(3)	35,000	0			Education

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Fulfillment Fund 6100 Wilshire Blvd Ste 600 LA, CA 90048	95-3180934	501(c)(3)	25,000	0			Education
Gettlove 7420 S Vermont Ave Los Angeles, CA 90044	13-4323614	501(c)(3)	8,000	0			Housing

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Goodwill Southern California 342 N San Fernando Road LA, CA 90031	95-1641441	501(c)(3)	25,000	0			Economic Mobility
Habitat for Humanity of Greater LA 8739 Artesia Blvd Bellflower, CA 90706	33-0416470	501(c)(3)	276,650	0			Economic Mobility

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Habitat for Humanity of Ventura County Inc 1850 Eastman Ave Oxnard, CA 93030	77-0120376	501(c)(3)	45,000	0			Economic Mobility
Harbor Interfaith Services Inc 670 W Ninth Street San Pedro, CA 90731	33-0031099	501(c)(3)	224,200	0			Housing

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Haven Hills Inc PO Box 260 Canoga Park, CA 91305	95-3196247	501(c)(3)	8,000	0			Housing
Heart of Los Angeles Youth 2701 Wilshire Boulevard Ste 100 LA, CA 90057	95-4397418	501(c)(3)	30,000	0			Education

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Help Me Help You PO Box 32861 WTC STN Long Beach, CA 90832	71-0898124	501(c)(3)	8,000	0			Housing
Hope of the Valley PO Box 7609 Mission Hills, CA 91346	27-2053273	501(c)(3)	40,000	0			Housing

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Illumination Foundation 1091 N Batavia Orange, CA 92867	71-1047686	501(c)(3)	150,000	0			Housing
Imagine LA 5455 Wilshire Blvd Ste 1001 LA, CA 90036	20-4637089	501(c)(3)	86,100	0			Housing & Economic Mobility

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Inner City Law Center 1309 E 7th Street Los Angeles, CA 90021	95-3697572	501(c)(3)	65,500	0			Housing
InnerCity Struggle 124 North Townsend Ave LA, CA 90063	27-2133211	501(c)(3)	50,000	0			Education

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Instituto de Educacion Popular del Sur de Californ 1565 West 14th Street Los Angeles, CA 90015	95-4431992	501(c)(3)	190,000	0			Economic Mobility
Jewish Free Loan Association 6505 Wilshire Blvd Ste 715 LA, CA 90048	95-1691014	501(c)(3)	25,000	0			Economic Mobility

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Jewish Vocational Services 6505 Wilshire Blvd Ste 700 LA, CA 90048	95-1691012	501(c)(3)	30,000	0			Economic Mobility
Koreatown Youth and Community Center Inc 3727 W 6th St Ste 300 LA, CA 90020	95-3779389	501(c)(3)	50,000	0			Economic Mobility

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LA Family Housing Corporation 7843 Lankershim BLVD N Hollywood, CA 91605	95-3920560	501(c)(3)	300,980	0			Housing
LA Promise Fund 202 West First St Ste 160 LA, CA 90012	20-4562686	501(c)(3)	30,000	0			Education

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LA Voice 760 S Westmoreland St 336 LA, CA 90005	95-4781974	501(c)(3)	55,000	0			Education
Lamp Inc 526 San Pedro St Los Angeles, CA 90013	95-3993742	501(c)(3)	238,480	0			Housing

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

(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 non-cash assistance	(h) Purpose of grant or assistance
LIFT Inc 1910 Magnolia Avenue Los Angeles, CA 90007	52-2168409	501(c)(3)	25,000	0			Economic Mobility
Los Angeles Alliance for a New Economy 464 Lucas Ave Ste 202 LA, CA 90017	95-4459427	501(c)(3)	25,000	0			Economic Mobility

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

(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 non-cash assistance	**(h)** Purpose of grant or assistance
Los Angeles Education Partnership 202 W 1st St STE 6-0410 LA, CA 90012	95-3909218	501(c)(3)	25,000	0			Education
Los Angeles Urban League 3450 Mount Vernon Drive LA, CA 90008	95-1691288	501(c)(3)	50,000	0			Economic Mobility

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

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Manna Conejo Valley Food Bank 3020 Crescent Way Thousand Oaks, CA 91362	95-3413415	501(c)(3)	75,000	0			Economic Mobility
Mental Health America of Los Angeles 100 W Bway Ste 5010 Long Beach, CA 90802	95-1881491	501(c)(3)	25,000	0			Economic Mobility

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

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Mexican American Legal Defense and Education Fund 634 S Spring St 11th Floor LA, CA 90014	74-1563270	501(c)(3)	35,000	0			Education
Mexican American Opportunity Foundation 401 North Garfield Ave Montebello, CA 90640	95-2594166	501(c)(3)	25,000	0			Economic Mobility

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

(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 non-cash assistance	**(h)** Purpose of grant or assistance
Miguel Contreras Foundation 2130 James M Wood Blvd LA, CA 90006	27-1149852	501(c)(3)	309,515	0			Economic Mobility
Mountains Restoration Trust 3815 Old Topanga Rd Calabasas, CA 91302	95-3677444	501(c)(3)	22,000	0			Economic Mobility

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

(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 non-cash assistance	(h) Purpose of grant or assistance
New Directions for Veterans 11303 Wilshire VA Bldg 116 LA, CA 90073	95-4242745	501(c)(3)	58,000	0			Housing
PF Bresee Foundation 184 Bimini Place Los Angeles, CA 90004	95-3797363	501(c)(3)	25,000	0			Economic Mobility

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

(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 non-cash assistance	(h) Purpose of grant or assistance
Para Los Ninos 500 Lucas Avenue Los Angeles, CA 90017	95-3443276	501(c)(3)	30,000	0			Education
Parent Institute for Quality Education 825 Colorado Blvd Ste 228 LA, CA 90041	33-0259359	501(c)(3)	30,000	0			Education

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

(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 non-cash assistance	(h) Purpose of grant or assistance
Partnership for LA Schools 1055 Wilshire Blvd Ste-1850 LA, CA 90017	26-1759681	501(c)(3)	35,000	0			Education
PATH Ventures 340 N Madison Ave Los Angeles, CA 90004	20-1892523	501(c)(3)	8,500	0			Housing

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

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People Assisting The Homeless (PATH) Partners 340 N Madison Ave Los Angeles, CA 90004	95-3950196	501(c)(3)	355,680	0			Housing
Project GRAD Los Angeles 10200 Sepulveda Blvd Mission Hill, CA 91345	95-4724314	501(c)(3)	30,000	0			Education

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

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Proyecto Pastoral 135 N Mission Road Los Angeles, CA 90033	95-3213958	501(c)(3)	30,000	0			Education
Safe Parking LA 132 N Laurel Ave Los Angeles, CA 90048	95-4116679	501(c)(3)	8,000	0			Housing

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

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Safe Place for Youth (SPY) 2469 Lincoln Blvd Venice, CA 90291	95-4302067	501(c)(3)	8,000	0			Housing
Shelter Partnership Inc 520 South Grand Ave Ste 695 LA, CA 90071	95-3976214	501(c)(3)	25,000	0			Housing

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

(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 non-cash assistance	**(h)** Purpose of grant or assistance
Single Room Occupancy Housing Corporation 1055 W 7th St Ste 3250 LA, CA 90017	95-3909215	501(c)(3)	148,000	0			Housing
Skid Row Housing Trust 1317 East 7th St Los Angeles, CA 90021	95-4205316	501(c)(3)	50,000	0			Housing

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

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Social Venture Partners 800 Wilshire Blvd Ste 200 LA, CA 90017	51-0563566	501(c)(3)	15,000	0			Housing
South Bay Center for Counseling 540 North Marine Ave Los Angeles, CA 90744	23-7360521	501(c)(3)	50,000	0			Education

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

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Southeast Ventura County YMCA 100 E THSND O Blvd Thsnd Oaks, CA 91360	95-2305501	501(c)(3)	800,000	0			Economic Mobility
Southern California Association of NonProfit Housi 340 E 2nd St Ste 406 LA, CA 90012	95-4019655	501(c)(3)	35,000	0			Housing

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

(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 non-cash assistance	(h) Purpose of grant or assistance
Southern California Grantmakers 1000 N Alamdea St Ste 230 LA, CA 90012	95-2831058	501(c)(3)	55,000	0			Housing
SSG-HOPICS (Special Services For Groups) 905 East 8th Street Los Angeles, CA 90021	95-1716914	501(c)(3)	217,780	0			Housing

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

(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 non-cash assistance	(h) Purpose of grant or assistance
St Joseph Center 204 Hampton Drive Venice, CA 90291	95-3874381	501(c)(3)	103,078	0			Housing
Step Up On Second 1328 Second Street Santa Monica, CA 90401	95-4109386	501(c)(3)	98,000	0			Housing

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

(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 non-cash assistance	(h) Purpose of grant or assistance
Streetlights Inc 622 N Van Ness Ave Hollywood, CA 90004	95-4499501	501(c)(3)	25,000	0			Economic Mobility
The Center at Blessed Sacrament 6636 Selma Ave Los Angeles, CA 90028	20-3022534	501(c)(3)	40,000	0			Housing

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

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The People Concern 2116 Arlington Ave Ste 100 LA, CA 90018	95-6143865	501(c)(3)	361,000	0			Housing & Economic Mobility
The Salvation Army 180 E Ocean Blvd Long Beach, CA 90802	13-5562351	501(c)(3)	562,000	0			Housing & Economic Mobility

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

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The Village Family Services 6736 Laurel Canyon Blvd N Hollywd, CA 91606	95-4625826	501(c)(3)	8,000	0			Housing
The Whole Child-Mental Health & Housing 10155 Colima Road Whittier, CA 90603	95-2031148	501(c)(3)	48,000	0			Housing

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

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THINK Together 2101 E 4th Street Santa Ana, CA 92705	33-0781751	501(c)(3)	30,000	0			Education
Turning Point Drug and Alcohol Edu Prgrm 3756 Santa Rosalia Dr Ste 617 LA, CA 90008	26-4464781	501(c)(3)	8,000	0			Housing

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

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Union Station Homeless Services 825 E Orange Blvd Pasadena, CA 91104	95-3958741	501(c)(3)	279,780	0			Housing
United Friends of the Children 1055 Wilshire Blvd Ste 1955 LA, CA 90017	95-3665186	501(c)(3)	30,000	0			Education

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

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United Way of Santa Barbara County 320 E Gutierrez Santa Barbara, CA 93101	95-1641968	501(c)(3)	35,000	0			Economic Mobility
United Ways of California 1107 Fair Oaks Ave 12 S Pasadena, CA 91030	94-1646369	501(c)(3)	107,264	0			Economic Mobility

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

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UNITE-LA Inc 350 S Bixel St Ste 160 LA, CA 90017	82-0576380	501(c)(3)	30,000	0			Education
Upward Bound House 1104 Washington Ave Santa Monica, CA 90403	95-4288926	501(c)(3)	33,000	0			Housing

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

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Valley Oasis PO Box 2980 Lancaster, CA 93539	95-3582588	501(c)(3)	25,800	0			Housing
Venice Community Housing Corporation 720 Rose Avenue Venice, CA 90291	95-4200761	501(c)(3)	122,400	0			Housing

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

(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 non-cash assistance	(h) Purpose of grant or assistance
Venice Family Clinic 604 Rose Avenue Venice, CA 90291	95-2769432	501(c)(3)	150,000	0			Housing
West Valley Boys & Girls Club 7245 Remmet Ave Canoga Park, CA 91303	95-4419365	501(c)(3)	30,000	0			Education

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

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West Valley Counseling Center 18226 Ventura Blvd Tarzana, CA 91356	27-2191898	501(c)(3)	70,000	0			Economic Mobility
Western Center on Law and Proverty 3701 Wilshire Blvd Ste 208 LA, CA 90010	95-2897721	501(c)(3)	25,000	0			Housing

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

(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 non-cash assistance	**(h)** Purpose of grant or assistance
Women in Non Tradition Employment Roles Inc (WIN 4741 E Cesar Chavez Ave LA, CA 90022	95-4513961	501(c)(3)	25,000	0			Education
Woodcraft Rangers 340 East 2ND St Ste 200 LA, CA 90012	95-1729319	501(c)(3)	30,000	0			Education

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

(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 non-cash assistance	**(h)** Purpose of grant or assistance
YMCA of Greater Long Beach Development Inc 525 East 7th St Long Beach, CA 90813	95-1643396	501(c)(3)	30,000	0			Education
Youth Policy Institute 6464 Sunset Blvd Ste 650 LA, CA 90028	52-1278339	501(c)(3)	30,000	0			Education

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

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Parent Organization Network 100 North Alameda St Ste 240 Los Angeles, CA 90012			25,000				Education

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
United Way Inc

Employer identification number
95-2274801

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III ☑ Compensation committee ☐ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☑ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**	Yes	
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	**4c**		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		No
b	Any related organization? If "Yes," on line 5a or 5b, describe in Part III	**5b**		No
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization? If "Yes," on line 6a or 6b, describe in Part III	**6b**		No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	**9**		

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

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

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

(A) Name and Title		(B) Breakdown of W-2 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				
1 ELISE BUIK PRESIDENT & CEO	(i)	332,109	72,917	2,317	114,208	26,722	548,273	0
	(ii)	0	0	0	0	0	0	0
2 LINING RECENDEZ VP, FINANCE	(i)	165,069	21,583	6,524	20,725	21,387	235,288	0
	(ii)	0	0	0	0	0	0	0
3 ERIKA ANDERSON-KEMMERER PRT YR CHIEF DEVELOPMENT OFFICER	(i)	211,550	33,750	6,529	0	29,759	281,588	0
	(ii)	0	0	0	0	0	0	0
4 MILINDA MARTIN CHIEF OPERATING OFFICER	(i)	191,475	28,325	23,651	30,025	14,971	288,447	0
	(ii)	0	0	0	0	0	0	0
5 DEENA MARGOLIS VP, COMMUNITY IMPACT	(i)	160,258	13,750	6,757	7,115	22,245	210,125	0
	(ii)	0	0	0	0	0	0	0
6 JOYTHEA HOSHINO DIR, HUMAN RESOURCES	(i)	118,767	5,000	1,591	23,085	15,989	164,432	0
	(ii)	0	0	0	0	0	0	0
7 DEMETRIUS STEVENSON DIR, CORPORATE STRATEGIES	(i)	109,168	3,500	888	44,238	12,317	170,111	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

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

Return Reference	Explanation
Schedule J, Part I, Line 4B	The organization established a Supplemental Executive Retirement Plan (SERP) for its current CEO and President, Elise Buik This plan was approved by the board in July 2008 and $25,000 was funded to a rabbi trust in December 2008 Additional amount was funded in fiscal year 2019 The $47,552 estimated increase in the value of the plan is reported as deferred compensation in Schedule J, Part II The SERP is subject to substantial risk of forfeiture and upon meeting certain vesting requirements, the amounts will be paid out under the SERP and reported as compensation in the year paid Ms Buik is not vested and the plan did not make any distributions during calendar year 2018

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
United Way Inc

Employer identification number
95-2274801

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	27	445,816	FMV
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (______)				
26 Other ▶ (______)				
27 Other ▶ (______)				
28 Other ▶ (______)				

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

		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 is not required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II			
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		No
b If "Yes," describe in Part II			
33 If the organization did not 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 RECEIVED IN COLUMN (B)

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
United Way Inc

Employer identification number
95-2274801

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4	Statement of Purpose WHAT WE DO - MOVE OUR MOST VULNERABLE NEIGHBORS OUT OF POVERTY BY 1 MONITORING DATA 2 INVESTING FUNDS 3 EDUCATING, EMPOWERING, AND ACTIVATING PEOPLE 4 FOCUSING ON SOLUTIONS, AGGREGATING RESOURCES AND IMPROVING SYSTEMS AND POLICIES 5 MAXIMIZING EFFICIENCIES AND LEVERAGING ALIGNED NETWORKS IN ORDER TO CREATE THE MOST IMPACTFUL RESULTS IN THE AREAS OF HOUSING, EDUCATION AND ECONOMIC MOBILITY OUR THREE-YEAR GOALS UNITED WAY OF GREATER LOS ANGELES (UWGLA) FOCUSES ON THREE PILLARS THAT ARE CRITICAL TO ADDRESSING POVERTY HOUSING SOLUTIONS, EDUCATIONAL EQUITY, AND ECONOMIC MOBILITY OVER THE NEXT THREE YEARS, UWGLA WILL FOCUS ON THE FOLLOWING GOALS 1 INCREASE THE NUMBER OF STUDENTS OF COLOR WHO GRADUATE FROM HIGH SCHOOL PREPARED FOR COLLEGE AND A CAREER 2 INCREASE TRANSFER AND COMPLETION RATES OF COMMUNITY COLLEGE STUDENTS 3 PREVENT VULNERABLE FAMILIES AND INDIVIDUALS FROM FALLING INTO HOMELESSNESS 4 REDUCE STREET AND CHRONIC HOMELESSNESS 5 EXPAND THE PRODUCTION AND AVAILABILITY OF SUPPORTIVE HOUSING FOR OUR MOST VULNERABLE HOMELESS NEIGHBORS 6 INCREASE THE NUMBER OF VULNERABLE YOUTH AND ADULTS WHO OBTAIN WORKPLACE SKILLS AND ARE CONNECTED TO JOBS 7 BUILD ECONOMIC EQUITY ACROSS THE REGION BY INCREASING THE ASSETS AND NET WORTH OF LOW-INCOME FAMILIES AND INDIVIDUALS 8 EXPAND THE CIVIC ENGAGEMENT AND PARTICIPATION OF ALL INDIVIDUALS AND FAMILIES, PARTICULARLY PEOPLE OF COLOR AND YOUTH, TO REDUCE POVERTY AND INEQUITY SCALING SOLUTIONS IMPROVING POLICY AND DRIVING SYSTEMS CHANGE IS A CRITICAL PART OF THE WORK WE DO AT UNITED WAY IN A REGION AS LARGE, COMPLEX AND FRAGMENTED AS LOS ANGELES COUNTY, SYSTEMS CHANGE IS THE ONLY WAY TO SCALE LONG-TERM SOLUTIONS THAT TRULY BREAK THE CYCLE OF POVERTY WE ADVOCATE FOR AND INFLUENCE PUBLIC POLICY, DEMANDING SOLUTIONS THAT PROVIDE LASTING CHANGE AND WE MAKE LONG-TERM COMMITMENTS TO IMPLEMENTING THEM WE ALSO RESEARCH SOCIAL PROBLEMS TO DELIVER DATA AND EVIDENCE-BASED SOLUTIONS THAT DEMONSTRATE REAL OUTCOMES LEVERAGING PARTNERSHIPS SOLVING COMPLEX PROBLEMS LIKE POVERTY CAN'T BE DONE BY THE POWER OF ONE- IT REQUIRES THE POWER OF MANY THATS WHY WE FOCUS ON BRINGING PEOPLE TOGETHER TO WORK ON OUR REGIONS MOST DIFFICULT ISSUES WE WORK ALONGSIDE WITH PUBLIC, PRIVATE AND NON-PROFIT SECTORS TO TACKLE THE ROOT CAUSES OF POVERTY, AND WE BUILD ON PROGRAMS AND STRATEGIES THAT IMPACT AND INFLUENCE A GREATER NUMBER OF NEIGHBORS AND COMMUNITIES MAKING COMMUNITY IMPACT THROUGH OUR GRANTS, WE INVEST IN LOCAL NONPROFITS AND PROGRAMS WHICH WILL HAVE THE GREATEST IMPACT IN REACHING OUR GOALS TO END POVERTY, EXPANDING THEIR RESOURCES TO MEET THE NEEDS OF THE MOST VULNERABLE PEOPLE IN OUR COMMUNITIES WE ANNUALLY INVEST IN 150 HIGH-PERFORMING NONPROFIT PARTNERS ALIGNED WITH THE GOALS IN OUR THREE PILLARS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A	PROGRAM SERVICE ACTIVITY - ENDING HOMELESS THROUGH HOUSING STABILITY GOAL CREATE AND SUSTAIN AN END TO HOMELESSNESS OUR WORK AND RESULTS IN 2018, UNITED WAY OF GREATER LOS ANGELES CREATED A MOVEMENT TO END HOMELESSNESS BRINGING TOGETHER A DIVERSE COALITION OF NONPROFITS, COMMUNITY LEADERS AND DONORS TO BUILD A GRASSROOTS-TO-GRASS TOPS EDUCATION, THE EVERYONE IN CAMPAIGN ENGAGES COMMUNITIES AND ACTIVATES INDIVIDUALS SINCE ITS INCEPTION, EVERYONE IN IS DRIVING THE CONVERSATION ABOUT PERMANENT SOLUTIONS TO HOMELESSNESS AND ACTIVATING TENS OF THOUSANDS OF PEOPLE TO ADVOCATE FOR REAL HOUSING SOLUTIONS IN THEIR NEIGHBORHOODS EVERYONE IN CAMPAIGN ORGANIZERS KNOCK ON DOORS, ACTIVATING AND TRAINING OTHERS TO DO THE SAME WITH THE PARTNERSHIP OF JOHN AND MARILYN WELLS FAMILY FOUNDATION, UNITED WAY CO-HOSTS A SERIES OF STORYTELLING EVENTS CALLED EVERYONE IN STORIES FROM THE FRONTLINE ADDITIONALLY, WE HOST POP-UP EVENTS CENTERED AROUND EDUCATION AND RESOURCES THROUGH UNITED WAY OF GREATER LOS ANGELESS HOME FOR GOOD INITIATIVE, LAUNCHED IN 2010 WITH THE LOS ANGELES AREA CHAMBER OF COMMERCE AND POWERED BY THE PARTNERSHIP OF OVER 200 CROSS-SECTOR LEADERS, WE HAVE HOUSED OVER 40,000 PEOPLE WHO WERE EXPERIENCING HOMELESSNESS BEGINNING IN 2007, WE HOST HOMEWALK, AN ANNUAL 5K FAMILY RUN/WALK THAT RAISES FUNDS AND AWARENESS AROUND ENDING HOMELESSNESS, MOBILIZING OVER 105,000 WALKERS AND RAISING $9 6M OVER ITS HISTORY THROUGH HOMEWALK WE HAVE TRANSFORMED 20,000 LIVES WITH THE STABILITY OF A HOME HOMEWALK IS NOW THE LARGEST PUBLIC EVENT TO END HOMELESSNESS IN THE NATION UNITED WAY OF GREATER LOS ANGELES LED THE CAMPAIGN TO PASS PROP HHH, THE MOST SIGNIFICANT EFFORT TO END HOMELESSNESS THE MEASURE PASSED BY AN OVERWHELMINGLY 77 PERCENT OF VOTERS AND WILL RAISE $1 2 BILLION TO CREATE 10,000 UNITS OF PERMANENT SUPPORTIVE HOUSING-ENOUGH TO HOUSE ALL OF OUR CHRONICALLY HOMELESS IN THE CITY OF LOS ANGELES UNITED WAY OF GREATER LOS ANGELES HELPED DEVELOP THE COORDINATED ENTRY SYSTEM (CES) PLATFORM THAT CONNECTS SERVICE AGENCIES TO DELIVER HOUSING RESOURCES TO THE PEOPLE WHO NEED IT MOST PILOTED IN 2011, CES OPERATES IN ALL AREAS OF LOS ANGELES COUNTY THROUGH THE SUPPORT AND COORDINATION OF OVER 100 LOCAL SERVICE PROVIDERS CES NOW SERVES AS A NATIONAL MODEL IN 25 U S CITIES UNITED WAY CREATED A CENTRAL TABLE TO POOL AND ALIGN PUBLIC AND PILOT RESOURCES TO END HOMELESSNESS SPARKED BY A $1 MILLION CHALLENGE GRANT FROM THE CONRAD N HILTON FOUNDATION, WE GATHERED LOCAL FUNDERS TO INVEST PRIVATE DOLLARS TO TEST AND PROVE SOLUTIONS THAT COULD BE SCALED AND SUSTAINED THROUGH PUBLIC RESOURCES THIS COLLABORATIVE NOW HAS 70 PARTNERS ADDITIONALLY, PLEASE REFER TO OUR ONLINE 10-YEAR RETROSPECTIVE 2007-2018 AT UNITEDWAYLA ORG/EN/NEWS-RESOURCES/IMPACT-REPORTS/

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4B	Program Service Actıvıty - Helpıng students graduate and prepare for college and the workf orce Goal Increase Hıgh School Graduatıon Rates, Ensurıng All Students Graduate, Prepared For College And Career Our Work and Results Class of 2007 Statıstıcs (Calıfornıa Departmen t of Educatıon, LA County, Dataquest) - Countywıde 76% grad rate, 40% A-G completıons wıt h a "Cbetter Class of 2018 Statıstıcs (Calıfornıa Department of Educatıon, LA County, Data quest) - Countywıde 82% grad rate, 56% A-G completıons wıth a "Cbetter Dırect Servıce One of the goals of the Young Cıvıc Leaders Program ıs to provıde our students wıth college a nd career support servıces Sınce 2014, we have been hostıng college tours, Personal state ment coachıng for hıgh school senıors, Fınancıal lıteracy courses, scholarshıps, paıd publ ıc speakıng opportunıtıes, and workshops ın collaboratıon wıth Unıted Way affınıty groups and long standıng corporate partnershıps We have strategıcally shıfted our summer tıme to provıde more dırect servıce assıstance to our student leaders and theır hıgh school peers The Young Cıvıc Leaders Program (YCLP) The Young Cıvıc Leaders Program (YCLP) aıms to el evate student voıces around key educatıonal equıty ıssues YCLP ıs an out-of-school progra m that focuses on uplıftıng students of color from each Board Dıstrıct, cultıvatıng them ı nto leaders who work toward ıncreasıng the number of LAUSD students that graduate from hıg h school college-elıgıble and career-ready In addıtıon to engagıng ın comprehensıve advoc acy efforts, YCLP dıversıfıes students skıll sets, develops partıcıpants socıal-emotıonal skılls, and supports theır academıc and personal success Program Vısıon and Goals YCLP en vısıons student leaders, hand-ın-hand wıth students, parents, teachers, admınıstrators and other communıty members, usıng the power of theır voıce to strıve for educatıonal equıty ın Los Angeles County YCLP members commıt to ımpactıng future generatıons by cultıvatıng equıtable hıgh qualıty publıc schools ın the hıghest need communıtıes so students, famılıe s, teachers, and admınıstrators ın hıstorıcally underserved areas can thrıve They fırmly belıeve that hıgh need students and students of color ın dısınvested communıtıes ın Los An geles should have the optıon of college and a rewardıng career once they graduate YCLP se eks to realıze thıs vısıon by ımmersıng students ın relevant advocacy experıences, strateg ıc cıvıc engagement opportunıtıes, and crıtıcal skıll-buıldıng Specıfıcally, YCLP goals ı nclude - Increase Students Systems Knowledge - Dıversıfy and Buıld Students Skıll Sets - Partıcıpate ın Polıcy-Makıng and Advocacy - Buıld Students Capacıty to Organıze Effectıvel y - Engage Students ın Cıvıc Engagement Opportunıtıes - Provıde Students wıth College and Career Support Servıces Young Cıvıc Leaders Program Overvıew - Regıstered 2,000 students t o vote through peer-to-peer voter regıstratıon campaıgns - Establıshed a student board mem ber posıtıon on the LAUSD Scho

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Return Reference	Explanation
FORM 990, PART III, LINE 4B	ol Board to elevate student voices in decision-making - Launched the LA Youth Vote initiat ive which engaged over 3,000 students on the importance of voting in local school board el ections - Organized six LAUSD Candidate Forums attended by more than 1,200 students, paren ts, and community members - Rallied 150 students to push for the successful shift of $30M in LAUSD's budget to go toward counseling supports for historically underserved students - Ensured that students participated in internships at 14 community based organizations - P ublished an op-ed in LA School Report and LA Times, as the only student-driven response to the selection of a new LAUSD Superintendent The 2018-2019 class of YCLP students shared h ow the program impacted them in the following ways based off pre and post-survey results - Increased confidence in engaging with decision-makers on education policy went from 23% to 47% - Increased rating in being more proficient in public speaking skills went from 3% to 25% - Established a baseline of 24% understanding of key policies affecting low-income students and their educational attainment Communities for Los Angeles Student Success (CLA SS) Program Overview "CLASS" (Communities for Los Angeles Student Success) is United Way o f Greater Los Angeles' educational justic coalition of nonprofit advocacy and community or ganizations We have fought for key policy changes and equitable school experiences for al l Los Angeles Unified School District (LAUSD) students A primary focus for United Way ove r the last 10 years, and of "CLASS" since it began several years ago, has been equity in a ccess to quality A-G courses and students' completion of these courses with a "Cbetter Th e LAUSD school board currently has a graduation requirement that students complete their A -G courses with a "Dbetter, and our coalition is working to raise the bar for students and schools, so that more young people can apply and succeed in college and 21st century care ers The coalition, under the leadership of United Way, has also demanded increased equity in school district budgeting and greater transparency and accountability of LAUSD's leade rship In 2018, United Way activated leaders and policymakers to collaborate to introduce and pass a groundbreaking board of education resolution for educational equity The "CLOSE the Gap" resolution sets education achievement benchmarks, mandates key systematic soluti ons to improve teaching capacity and ensures equitable access to resources for our lower-i ncome students so they are well-equipped for the future Accomplishments Since 2014, over 2,500 parents, students and teachers from CLASS have provided their input to the LCAP, the District led process, and survey tools The Passage of LCFF (Local Control Funding Formul a) presents a tremendous opportunity to underserved students in our local schools (student s in foster care, English language learners, & students experiencing homelessness) School s are required to go through a

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Return Reference	Explanation
FORM 990, PART III, LINE 4B	community feedback process that will shape the use of local dollars CLASS have held comm unity town halls and forums for parents to provide input in this process, and we published an LCFF report card that breaks down LAUSDs effectiveness and shortfalls in implementing LCFF dollars to improve high-need student outcomes Demanded over $350 million in increase d investments in A-G, counselor supports, flexible spending dollars, parent engagement, re storative justice and other programs Mobilized over 14,000 community members to board meet ings to rally for increased access and equity for our highest needs schools Over 550 media stories around LCFF, A-G and superintendent search platforms - applying pressure to the b oard to respond to community demands Researched, wrote and published four LCFF Report Card s that laid out overall spending on LCFF dollars - pushing the office of budget and financ e to distribute select resources based on need at the elementary school levels Surveyed ov er 300 parents, students, teachers and civic leaders around their priorities for LAUSD Lau nched and distributed over 10,250 copies of the Parent Engagement ToolKit, aimed at helpin g parents navigate the complex Los Angeles Unified School District system, and determine i f their school is adequately supporting their children toward graduation, college and care er The focus of the toolkit, designed by United Way, is to help strengthen and support pa rent-principal partnerships, create a system-wide conversation about inadequate funding fo r high-need student populations, and encourage school sites to rethink budget allocations The free printed and downloadable guide is available in English and Spanish Copies of th e free parent engagement toolkit have been distributed to parents and community organizati ons Led the passage of the Close the Gap resolution at the LAUSD School Board by a unanim ous 7-0 vote Resolution calls for defining college and career readiness goals, connects f amilies to school site budgeting strategy, and ensures that high needs students receive sp ecialized teaching supports and limited exposure to long-term substitutes or must place te achers ADDITIONALLY, PLEASE REFER TO OUR ONLINE 10-YEAR RETROSPECTIVE 2007-2018 AT UNITED WAYLA ORG/EN/NEWS-RESOURCES/IMPACT-REPORTS/

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4C	Program Service Actıvıty - Ensurıng economıc mobılıty through jobs and fınancıal coachıng Goal Break the cycle of ıntergeneratıon poverty Our work and results - 40% of households ın LA County have an ınsuffıcıent fınancıal cushıon to subsıst at the poverty level for t hree months = The amount of tıme experts have agreed that a famıly needs to recover from a loss of ıncome - 20% of households ın LA County are estımated to have zero net worth 20 18 Prosperıty Now Scorecard - Sınce 2016, more than 30,000 households have receıved assıst ance wıth basıc household necessıtıes - Through 2017 to 2018, Unıted Way of Greater Los A ngeles helped dıstrıbute over $5 mıllıon ın resources to vulnerable households ın L A Cou nty In 2019, we establıshed a Workforce Innovatıon Inıtıatıve ın partnershıp wıth LA Coun ty to end homelessness through employment Thıs ınnovatıve model wıll match employers wıth work-ready candıdates who are exıtıng homelessness and provıde fundıng for traınıng progr ams or on on-the-job traınıng wages + up to $1000 per employee ın Flex Funds to support tr ansportatıon, chıldcare and other needs These candıdates wıll be supported wıth full-tıme case management from homeless servıce agencıes to ensure long-term success The pılot ıs focused on job placements ın metro LA for people exıtıng homelessness and better lınkıng t he housıng and workforce systems ın LA County Program results are stıll beıng determıned Utılıty Assıstance In 2018, Unıted Way launched an ınnovatıve pılot program called Subsıd ızed Housıng Assıstance Relıef for Energy (SHARE) wıth Southern Calıfornıa Edıson and SoCa l Gas to provıde funds to cover a households unpaıd accounts, clearıng them for approval t o subsıdızed housıng Tax Preparatıon Unıted Way helps famılıes fıle theır taxes for free and take advantage of the earned ıncome tax credıt (EITC) Many households are elıgıble fo r the ıncome-based EITC, but most are not aware of the opportunıty, leavıng hundreds of mı llıons of dollars unclaımed each year Sınce 2007, we have been a leader ın promotıng the Volunteer Income Tax Assıstance (VITA) and began traınıng volunteers and coordınatıng loca tıons so that qualıfyıng famılıes can get the returns that they deserve We also launched a communıcatıons campaıgn to spread awareness about the credıt and successfully advocated for the Passage of the CalEITC, a state ıncome-based tax credıt In 2009, we co-created a coalıtıon, Free Tax Prep LA that buılds synergıes between government, busıness partners an d local nonprofıt organızatıons For the 2019 tax season, Unıted Way and ıts Free Tax Prep LA partners, helped over 60,000 famılıes ın Los Angeles County access free tax preparatıo n, resultıng ın over $65M ın tax returns for low-ıncome famılıes ın our communıty Fınancı al Coachıng Sınce 2007, we have supported the development and expansıon of fınancıal coach ıng programs These help ındıvıduals and famılıes make the best use of theır ıncomes, so t hat they can achıeve economıc

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4C	stability and start on the pathway to prosperity Each year, over 10,000 families receive one-on-one financial coaching and services through United Ways grant funded partners Disa ster Recovery United Way created partnerships and gathered the community to assist neighbo rs affected by fires and mudslides, raising millions since 2017 to respond to these natura l disasters We raised funds to power the efforts of local organizations that meet emergen cy needs and that assist with longer-term economic, emotional, and housing support, home a nd neighborhood improvements, and future disaster preparation For 2017 wildfires and muds lides, United Way mobilized the community to raise $800,000 and partnered with organizatio ns on the ground to help 2,000 low-income households recover from the disasters When our communities were hit by the Hill and Woolsey fires in 2018, we partnered with the Los Ange les Rams CBS 2/KCAL 9 on a 12-hour fire relief fundraiser that raised over $1 million We continued our efforts with benefit concerts and a communications campaign, ultimately rais ing more than $2 7 million to help thousands of low-income families recover ADDITIONALLY, PLEASE REFER TO OUR ONLINE 10-YEAR RETROSPECTIVE 2007-2018 AT UNITEDWAYLA ORG/EN/NEWS-RES OURCES/IMPACT-REPORTS/

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, LINE 4D	OTHER PROGRAM SERVICES DESIGNATIONS TO OTHER NONPROFIT ORGANIZATIONS ON BEHALF OF ITS DONORS, UNITED WAY PROCESSED $15,464,102 IN DESIGNATIONS TO OTHER NONPROFIT ORGANIZATIONS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	ONCE THE FORM 990 HAS BEEN COMPLETED BY STAFF AND REVIEWED BY PROFESSIONAL TAX PREPARERS, THE DOCUMENT WAS SENT ELECTRONICALLY IN APRIL 2020 TO THE MEMBERS OF THE AUDIT COMMITTEE THE COMMITTEE MEMBERS REVIEWED THE DOCUMENT AS PART OF A MEETING ON APRIL 16, 2020 THE COMMITTEE THEN REVIEWED AND ACCEPTED THE DOCUMENT THE FORM 990 WAS THEN SENT ELECTRONICALLY TO EACH BOARD MEMBER THE FORM 990 IS SCHEDULED TO BE FILED BY MAY 15, 2020

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	ANNUALLY, BOARD MEMBERS AND MEMBERS OF CERTAIN COMMITTEES ARE PROVIDED A COPY OF THE CONFLICT OF INTEREST POLICY AND A QUESTIONNAIRE THAT ELICITS RESPONSES TO A VARIETY OF QUESTIONS RELATED TO ANY ACTUAL OR PERCEIVED CONFLICTS OF INTEREST IN THEIR ROLE THE QUESTIONNAIRES ARE REVIEWED AND ANY POTENTIAL CONFLICTS ARE DISCUSSED AND FURTHER DOCUMENTED IN THE VERY LIMITED NUMBER OF CASES WHERE A BOARD MEMBER OF THE FIRMS THAT THEY REPRESENT ARE PAID FOR SERVICES, THE BOARD APPROVES THE POTENTIAL CONFLICT OF INTEREST IN THE CASES WHERE A BOARD MEMBER HAS A RELATIONSHIP WITH AN ORGANIZATION THAT RECEIVES GRANT FUNDING FROM UNITED WAY, THE BOARD MEMBER RECUSES HERSELF/HIMSELF FROM ANY DISCUSSIONS RELATED TO THE POTENTIAL CONFLICT OF INTEREST STAFF RECEIVE AND SIGN THE SAME POLICY AND QUESTIONNAIRE

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINES 15A AND 15B	UNITED WAY OF GREATER LOS ANGELES THE HUMAN RESOURCES COMMITTEE, OF THE BOARD OF UNITED WA Y OF GREATER LOS ANGELES, AIMS TO FULLY DISCLOSE THE COMPENSATION PAID OUT IN AN OPEN AND TRANSPARENT MANNER WHICH IS CONSISTENT WITH BEST PRACTICES AND APPLICABLE REGULATORY REQUI REMENTS, AND ESTABLISHES A "REBUTTABLE PRESUMPTION" OF REASONABLENESS TO THAT END, THIS R EPORT PROVIDES INFORMATION ON UNITED WAY OF GREATER LOS ANGELES' GOVERNANCE AND OVERSIGHT OF EXECUTIVE COMPENSATION AND GENERAL COMPENSATION PHILOSOPHY GENERAL COMPENSATION PHILOS OPHY THE PRIMARY OBJECTIVE OF UWGLA'S COMPENSATION POLICY IS TO PROVIDE REASONABLE AND COM PETITIVE TOTAL COMPENSATION OPPORTUNITIES TO EXECUTIVES, CONSISTENT WITH MARKET-BASED COMP ENSATION PRACTICES FOR INDIVIDUALS POSSESSING THE EXPERIENCE AND SKILLS NEEDED TO IMPROVE THE OVERALL PERFORMANCE OF THE ORGANIZATION The organization's executive compensation pro gram is designed to - Provide base compensation at the median of the local market, or, na tional market depending on the nature of the executive position - Provide total compensati on potential to be around the 75th percentile through its variable Performance Pay Plan - Be flexible to reward individual accomplishments as well as organizational success - Encou rage the attraction and retention of high caliber executives - Provide a competitive total compensation package, including benefits - Balance the need to be competitive within the limits of available financial resources - Ensure that pay is perceived to be fair and equi table - Ensure that the program is easy to explain, understand and administer - Ensure tha t program complies with state and federal legislation, is consistent, and free of discrimi nation IN ORDER TO REINFORCE PAY-FOR-PERFORMANCE AND TO ENSURE A FOCUS ON THE UWGLA MISSIO N, THE HUMAN RESOURCES COMMITTEE (HR COMMITTEE) BELIEVES A PORTION OF EXECUTIVE COMPENSATI ON SHOULD BE VARIABLE AND TIED TO PERFORMANCE AS SUCH, THE HR COMMITTEE HAS INSTITUTED A PERFORMANCE PAY PLAN WHICH PROVIDES THE CEO, OTHER CHIEF OFFICERS, AND VICE PRESIDENTS THE OPPORTUNITY TO EARN PERFORMANCE AWARDS BASED ON SUCCESSFULLY PRODUCING THE RESULTS DETERM INED ANNUALLY IN UWGLA'S PERFORMANCE SCORECARD THE ANNUAL GOALS WHICH FORM THE SCORECARD ARE TIED DIRECTLY TO OUR MISSION OF CREATING PATHWAYS OUT OF POVERTY AND LONG-TERM ORGANIZ ATIONAL GOALS THE HR COMMITTEE STRIVES TO PROVIDE MARKET COMPETITIVE BASE SALARIES FOR CO MPARABLE POSITIONS AND PERIODICALLY COMMISSIONS AN INDEPENDENT CONSULTING FORM TO REVIEW C EO, OTHER CHIEF OFFICERS, AND VICE PRESIDENTS' COMPENSATION TO ENSURE THE COMPENSATION PRO GRAMS AND LEVELS REFLECT THE COMMITTEE'S COMMITMENT TO ALIGN COMPENSATION WITH ORGANIZATIO N GOALS, OBJECTIVES, AND PERFORMANCE IN THOSE YEARS WHERE AN INDEPENDENT CONSULTANT IS NO T ENGAGED, THE HUMAN RESOURCES COMMITTEE RELIES ON GENERAL MARKET CONDITIONS TO MAKE ANY C HANGES TO THE EXECUTIVE COMPENSATION PROGRAM ON AN ANNUAL BASIS, THE COMMITTEE IS RESPONS IBLE FOR EVALUATING THE PERFOR

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINES 15A AND 15B	MANCE OF THE CEO AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL AND ADJUSTMENTS TO THIS C OMPENSATION AND BENEFITS, INCLUDING INCENTIVE OR PERFORMANCE PAY AWARDS THE COMMITTEE IS ALSO RESPONSIBLE FOR REVIEWING AND RECOMMENDING TO THE FULL BOARD FOR APPROVAL ANY NEW COM PENSATION OR BENEFITS PLANS OR PROGRAMS, OR ANY CHANGES TO EXISTING PLANS AND PROGRAMS THA T RELATE TO THE CEO, OTHER CHIEF OFFICERS OR THE VICE PRESIDENTS THAT RELATE TO THE CEO, OTHER CHIEF OFFICERS OR THE VICE PRESIDENTS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	ANNUAL FINANCIAL STATEMENTS ARE AVAILABLE THROUGH THE ORGANIZATIONS WEBSITE WE MAKE OUR CONFLICT OF INTEREST POLICY AND BYLAWS AVAILABLE UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9	CHANGE IN ADDITIONAL PENSION LIABILITY UNITED WAY HAS A DEFINED BENEFIT, NONCONTRIBUTORY PENSION PLAN COVERING SUBSTANTIALLY ALL OF ITS REGULAR EMPLOYEES ACCOUNTING STANDARDS CODIFICATION TOPIC 715 REQUIRES EMPLOYERS TO RECOGNIZE NON-CASH PERIODIC PENSION EXPENSE, CHANGES IN THE OVERFUNDED STATUS AND ACTUARIAL VALUATION OF THE PLAN IN THE YEAR IN WHICH THE EXPENSE AND CHANGES OCCUR THROUGH CHANGES IN NET ASSETS THAT AMOUNT WAS ($2,647,536) IN THE CURRENT YEAR

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Return Reference	Explanation
FORM 990 PART IX LINE 11G	DESCRIPTION DIGITAL COMMUNICATION ON ADVOC TOTAL FEES 1979777

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990 PART IX LINE 11G	DESCRIPTION PROGRAM COMMUNICATION, EVENTS, TOTAL FEES 1152532

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990 PART IX LINE 11G	DESCRIPTION FELLOWS AND COMMUNITY ORGANIZE TOTAL FEES 888800

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990 PART IX LINE 11G	DESCRIPTION PRO SERVICES FOR FISCAL PRGMS TOTAL FEES 850289

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Return Reference	Explanation
FORM 990 PART IX LINE 11G	DESCRIPTION OTHER PROFESSIONAL SERVICES TOTAL FEES 837746