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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 black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning 10-01-2008 and ending 09-30-2009

B Check if applicable
- [x] Address change
- [ ] Name change
- [ ] Initial return
- [ ] Termination
- [ ] Amended return
- [ ] Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization
INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
1850 K STREET NW

City or town, state or country, and ZIP + 4
WASHINGTON, DC 20005

D Employer identification number
52-1527835

E Telephone number
(202) 350-6700

G Gross receipts $ 69,528,567

F Name and address of Principal Officer
WILLIAM R SWEENEY JR
1850 K STREET NW 5TH FLOOR
WASHINGTON, DC 20005

H(a) Is this a group return for affiliates? [ ] Yes [x] No

H(b) Are all affiliates included? [ ] Yes [ ] No
(If "No," attach a list See instructions)

H(c) Group Exemption Number ▶

I Tax-exempt status [x] 501(c) (3) ◀ (insert no) [ ] 4947(a)(1) or [ ] 527

J Web site: ▶ HTTP //WWW IFES ORG

K Type of organization [x] Corporation [ ] trust [ ] association [ ] other ▶

L Year of Formation 1905 | **M** State of legal domicile DC

Part I Summary

1 Briefly describe the organization's mission or most significant activities

IFES IS DEDICATED TO EXTENDING DEMOCRACY WORLDWIDE THROUGH PROVIDING TECHNICAL ASSISTANCE IN VOTER EDUCATION, ELECTION ADMINISTRATION, CIVIL SOCIETY, GOVERNANCE, RULE OF LAW AND POLITICAL PROCESSES

2 Check this box [ ] if the organization discontinued its operations or disposed of more than 25% of its assets

3	Number of voting members of the governing body (Part VI, line 1a)	**3**	24
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	24
5	Total number of employees (Part V, line 2a)	**5**	225
6	Total number of volunteers (estimate if necessary)	**6**	0
7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	**7a**	0
b	Net unrelated business taxable income from Form 990-T, line 34	**7b**	

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	57,830,088	69,010,637
9	Program service revenue (Part VIII, line 2g)		0
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	89,823	17,272
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	57,919,911	69,027,909
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	12,896,268	3,546,876
14	Benefits paid to or for members (Part IX, column (A), line 4)		0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	17,589,962	23,891,218
16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
b	(Total fundraising expenses, Part IX, column (D), line 25 0)		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	26,984,971	40,356,085
18	Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))	57,471,201	67,794,179
19	Revenue less expenses Subtract line 18 from line 12	448,710	1,233,730

		Beginning of Year	End of Year
20	Total assets (Part X, line 16)	14,884,008	19,738,081
21	Total liabilities (Part X, line 26)	10,764,843	14,378,298
22	Net assets or fund balances Subtract line 21 from line 20	4,119,165	5,359,783

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

Please Sign Here

▶ Signature of officer — Date: 2010-08-13

▶ PETER MICHAEL BRYAN VP/CFO
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶ DAVID J TRIMNER	Date	Check if self-empolyed ▶ [ ]	Preparer's PTIN (See Gen Inst)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ ARGY WILTSE & ROBINSON PC, 8405 GREENSBORO DRIVE 7TH FLOOR, MCLEAN, VA 22102			EIN ▶
			Phone no ▶ (703) 893-0600

May the IRS discuss this return with the preparer shown above? (See instructions) [x] Yes [ ] No

Part III Statement of Program Service Accomplishments (See the instructions.)

1 Briefly describe the organization's mission

IFES IS DEDICATED TO EXTENDING DEMOCRACY WORLDWIDE THROUGH PROVIDING TECHNICAL ASSISTANCE IN THE AREAS OF VOTER EDUCATION, ELECTION ADMINISTRATION, CIVIL SOCIETY, GOVERNANCE, RULE OF LAW, AND POLITICAL PROCESSES

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 exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts 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 $ 10,341,767 including grants of $) (Revenue $)

IFES provides technical election support TO IHEC (International High Elections Commission) ihec provides education, and tracking of post election violence

4b (Code) (Expenses $ 17,216,529 including grants of $) (Revenue $)

IFES provides technical election support AND EDUCATION to the Afghanistan Elections commission

4c (Code) (Expenses $ 2,308,369 including grants of $ 31,633) (Revenue $)

IFES provides technical election support AND EDUCATION to the Pakistan Elections commission

4d Other program services (Describe in Schedule O)

(Expenses $ 29,722,907 including grants of $ 3,546,876) (Revenue $)

4e Total program service expenses $ 59,589,572 *Must equal Part IX, Line 25, column (B).*

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?	2		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		No
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any accounts where 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, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? *If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12	Yes	
13	Is the organization a school as 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 U S ?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? *If "Yes," complete Schedule F, Part I*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Part II*	15	Yes	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Part III*	16		No
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If "Yes," complete Schedule G, Part I*	17		No
18	Did the organization report more than $15,000 total 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 on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		No
21	Did the organization report more than $5,000 on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		No
22	Did the organization report more than $5,000 on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? *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 questions 24b–24d and complete Schedule K. If "No," go to question 25*	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) and 501(c)(4) 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	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? *If "Yes," complete Schedule L, Part I*	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *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, or substantial contributor, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No

Part IV Checklist of Required Schedules *(Continued)*

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
a	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? *If "Yes," complete Schedule L, Part IV*	**28a**		No
b	Have a family member who had a direct or indirect business relationship with the organization? *If "Yes," complete Schedule L, Part IV*	**28b**		No
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? *If "Yes," complete Schedule L, Part IV* .	**28c**		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *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 section 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, Parts II, III, IV, and V, line 1*	**34**		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	**35**		No
36	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 percent 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

Part V Statements Regarding Other IRS Filings and Tax Compliance

				Yes	No
1a	Enter the number reported in Box 3 of Form 1096, *Annual Summary and Transmittal of U.S. Information Returns. Enter -0-* if not applicable	1a	73		
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	225		
b	If at least one is reported in 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 this return.*	2b		Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?	3a			No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*	3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		Yes	
b	If "Yes," enter the name of the foreign country _____ See the instructions for exceptions and filing requirements for **Form TD F 90-22.1,** *Report of Foreign Bank and Financial Accounts.*				
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 5a or 5b, did the organization file Form 8886-T, *Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?*	5c			
6a	Did the organization solicit any contributions that were not tax deductible?	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 provide goods or services in exchange for any quid pro quo contribution of $75 or more?	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, during the year, 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	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		Yes	
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		Yes	
8	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.* Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8			
9	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.*				
a	Did the organization make any taxable distributions under section 4966?	9a			
b	Did the 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			

Part VI Governance, Management, and Disclosure *(Sections A, B, and C request information about policies not required by the Internal Revenue Code.)*

Section A. Governing Body and Management

			Yes	No
	For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.			
1a	Enter the number of voting members of the governing body . .	1a 24		
b	Enter the number of voting members that are independent . .	1b 24		
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 organizational documents since the prior Form 990 was filed? . .	4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets? . .	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . .	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	
9a	Does the organization have local chapters, branches, or affiliates?	9a		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	Yes	
11	Is there any officer, director or 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	11		No

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? *If "No", go to line 13* . .	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14		No
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	
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	Yes	
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		No

Section C. Disclosure

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

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

☐ own website ☐ another's website ☑ upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

JIM JOHNSON
1850 K STREET NW 5TH FLOOR
WASHINGTON, DC 20005
(202) 350-6764

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

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

1a Complete this table for all persons required to be listed Use Schedule J-2 if additional space is needed
* List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid

* 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 the organization did not compensate any officer, director, trustee or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(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			

Part VII Continued

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(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			
1b Total ▶								2,024,806	0	183,261

2 Total number of individuals (including those in 1a) who received more than $100,000 in reportable compensation from the organization ▶ 46

			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 online 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 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

(A) Name and business address	(B) Description of services	(C) Compensation
GARDAWORLD 5870 TRINITY PARKWAY SUITE 300 CENTERVILLE, VA 20120	SECURITY CONSULTING	1,207,862
LANTRADE GLOBAL SUPPLIES OXFORD ROAD GERRARDS CROSS BUCKINGHAMSHIRE 5L9 7BB, 0 XE	CONSULTING	1,502,128
JANAK EDUCATIONAL MATERIAL WARD NO 17 BLOCK OF MADHYAPUR THIMI MUNICIPALITY, KATHMANDU NP	EDUCATION MATERIALS	1,062,340
THE CARTER CENTER One Copenhill 453 Freedom Parkway ATLANTA, GA 30307	consulting	330,486
GW CONSULTING INC 10467 WHITE GRANITE DRIVE OAKTON, VA 22124	SECURITY	2,863,933

2 Total number of independent contractors (including those in 1) who received more than $100,000 in compensation from the organization ▶ 19

Part VIII **Statement of Revenue**

			(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 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 41,546,313				
	f	All other contributions, gifts, grants, and similar amounts not included above 1f 27,464,324				
	g	Noncash contributions included in lines 1a-1f $				
	h	**Total (Add lines 1a-1f)** . . . . . ▶	69,010,637			
Program Service Revenue		Business Code				
	2a					
	b					
	c					
	d					
	e					
	f	All other program service revenue				
	g	**Total. Add lines 2a-2f** . . . . . ▶ $ 0				
Other Revenue	3	Investment income (including dividends, interest other similar amounts) . . . . . ▶	17,272			17,272
	4	Income from investment of tax-exempt bond proceeds . . ▶	0			
	5	Royalties . . . . . ▶	0			
		(i) Real / (ii) Personal				
	6a	Gross Rents				
	b	Less rental expenses				
	c	Rental income or (loss)				
	d	Net rental income or (loss) . . . . . ▶				
		(i) Securities / (ii) Other				
	7a	Gross amount from sales of assets other than inventory: 500,658				
	b	Less cost or other basis and sales expenses: 500,658				
	c	Gain or (loss)				
	d	Net gain or (loss) . . . . . ▶	0			0
	8a	Gross income from fundraising events (not including $ _____ of contributions reported on line 1c) See Part IV, line 18 *Attach Schedule G if total exceeds $15,000* . . . . . a				
	b	Less direct expenses . . . b				
	c	Net income or (loss) from fundraising events . . ▶	0			
	9a	Gross income from gaming activities See part IV, line 19 *Complete Schedule G if total exceeds $15,000* a				
	b	Less direct expenses . . . b				
	c	Net income or (loss) from gaming activities . . . ▶	0			
	10a	Gross sales of inventory, less returns and allowances . a				
	b	Less cost of goods sold . . b				
	c	Net income or (loss) from sales of inventory . . ▶	0			
		Miscellaneous Revenue / Business Code				
	11a					
	b					
	c					
	d	All other revenue				
	e	**Total. Add lines 11a-11d** . . . . . $ 0				
	12	**Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . . ▶	69,027,909			17,272

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) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U S See Part IV, line 21	0	0		
2 Grants and other assistance to individuals in the U S See Part IV, line 22	0	0		
3 Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16	3,546,876	3,546,876		
4 Benefits paid to or for members	0	0		
5 Compensation of current officers, directors, trustees, and key employees	786,450	637,007	149,443	0
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0	0	0	0
7 Other salaries and wages	17,903,161	14,693,723	0	0
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	342,757	257,417	85,340	0
9 Other employee benefits	4,100,343	3,079,435	1,020,908	0
10 Payroll taxes	758,507	569,653	188,854	0
11 Fees for services (non-employees)				
a Management	0	0	0	0
b Legal	255,409	106,159	149,250	0
c Accounting	450,377	126,106	324,271	0
d Lobbying	0	0	0	0
e Professional fundraising *See Part IV, line 17*	0			0
f Investment management fees	0	0	0	0
g Other	6,853,887	6,210,942	642,945	0
12 Advertising and promotion	0	0	0	0
13 Office expenses	2,415,618	1,588,419	827,199	0
14 Information technology	0	0	0	0
15 Royalties	0	0	0	0
16 Occupancy	1,042,536	291,910	750,626	0
17 Travel	4,416,557	3,889,761	526,796	0
18 Payments of travel or entertainment expenses for any Federal, state or local public officials	0	0	0	0
19 Conferences, conventions and meetings	3,540,618	3,504,665	35,953	0
20 Interest	47,110	0	47,110	0
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	339,100	94,948	244,152	0
23 Insurance	0			
24 Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a SUBCONTRACTORS	14,998,792	14,998,792	0	0
b COMMODITIES	3,660,945	3,660,945	0	0
c FIELD OFFICE EXPENSES	2,331,361	2,331,757	-396	0
d TRAINING AND EDUCATION	3,775	1,057	2,718	0
f All other expenses				
25 **Total functional expenses.** Add lines 1 through 24f	67,794,179	59,589,572	8,204,607	0
26 **Joint Costs.** Check ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

			(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing	211,914	1	170,885
	2	Savings and temporary cash investments	3,840,156	2	3,969,920
	3	Pledges and grants receivable, net	7,055,994	3	13,564,054
	4	Accounts receivable, net		4	
	5	Receivables from current and former officers, directors, trustees, key employees or other related parties *Complete Part II of Schedule L*		5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) *Complete Part II of Schedule L*		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	384,628	9	589,903
	10a	Land, buildings, and equipment cost basis — 10a: 965,532			
	b	Less accumulated depreciation *Complete Part VI of Schedule D* — 10b: 418,583	443,173	10c	546,949
	11	Investments—publicly traded securities	2,705,473	11	111,704
	12	Investments—other securities See Part IV, line 11 *Complete Part VII of Schedule D*		12	
	13	Investments—program-related See Part IV, line 11 *Complete Part VIII of Schedule D*		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11 *Complete Part IX of Schedule D*	242,670	15	784,666
	16	**Total assets.** *Add lines 1 through 15 (must equal line 34)*	14,884,008	16	19,738,081
Liabilities	17	Accounts payable and accrued expenses	7,122,814	17	7,799,324
	18	Grants payable		18	
	19	Deferred revenue	1,203,754	19	1,287,108
	20	Tax-exempt bond liabilities		20	
	21	Escrow account liability *Complete Part IV of Schedule D*		21	
	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*		22	
	23	Secured mortgages and notes payable to unrelated third parties	2,438,275	23	5,291,866
	24	Unsecured notes and loans payable		24	
	25	Other liabilities *Complete Part X of Schedule D*		25	
	26	**Total liabilities.** *Add lines 17 through 25*	10,764,843	26	14,378,298
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**			
	27	Unrestricted net assets	3,986,311	27	5,207,208
	28	Temporarily restricted net assets	132,854	28	152,575
	29	Permanently restricted net assets		29	
		Organizations that do not follow SFAS 117, 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	4,119,165	33	5,359,783
	34	Total liabilities and net assets/fund balances	14,884,008	34	19,738,081

Part XI Financial Statements and Reporting

				Yes	No
1	Accounting method used to prepare the Form 990	☐ cash ☑ accrual ☐ other			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		No
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
c	If "Yes" to lines 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	
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	Yes	
b	If "Yes," did the organization undergo the required audit or audits?		3b	Yes	

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.
Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Employer identification number
52-1527835

Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only **one** organization)

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)

3 ☐ A hospital or a cooperative hospital service organization described in **Section 170(b)(1)(A)(iii).** (Attach Schedule H)

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 organization that normally receives (1) more than 331/3% 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 331/3% 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)

10 ☐ An organization organized and operated exclusively to test for public safety See **Section 509(a)(4).** (See instructions)

11 ☐ 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 that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally Integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

	Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization? **11g(i)**		No
(ii) a family member of a person described in (i) above? **11g(ii)**		No
(iii) a 35% controlled entity of a person described in (i) or (ii) above? **11g(iii)**		No

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (See Instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II **Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Public Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	74,971,550	58,072,081	49,909,085	57,830,088	69,010,637	309,793,441
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add line 1-3	74,971,550	58,072,081	49,909,085	57,830,088	69,010,637	309,793,441
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						
6 **Public Support** subtract line 5 from line 4						309,793,441

Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	74,971,550	127,157	49,909,085	57,830,088	69,010,637	309,793,441
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	174,059	127,157	167,944	89,823	17,272	576,255
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	0	0	0	0	0	0
11 **Total Support** (Add lines 7 through 10)						310,369,696

12	Gross receipts from related activities, etc (See instructions)	12	962,423

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

Computation of Public Support Percentage

14	Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f))	14	**99.814 %**
15	Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f	15	**99.743 %**

16a **33 1/3% Test - 2008.** 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% Test - 2007.** If the organization did not check the 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 - 2008.** 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 IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ☐

b **10% Facts and Circumstances Test - 2007.** 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 IV 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 the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ☐

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

(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(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 1-5						
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 1% of the total of lines 9, 10c, 11, and 12 for the year or $5,000						
c Total of lines 7a and 7b						
8 **Public Support** (Substract line 7c from line 6)						

Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(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 30 June, 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 IV)						
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 501(c)(3) organization, check this box and **stop here** ☐

Computation of Public Support Percentage

15	Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	15
16	Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	16

Computation of Investment Income Percentage

17	Investment Income Percentage for **2008** (line 10c column (f) divided by line 13 column (f))	17
18	Investment Income Percentage from **2007** Schedule A, Part IV-A, line 27h	18

19a **33 1/3% Tests - 2008.** 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% Tests - 2007.** 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 **Supplemental Information.** Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

Facts and Circumstances Test

Additional Data

Software ID:
Software Version:
EIN: 52-1527835
Name: INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(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			
MARY BANOTTI , DIRECTOR	1 0	X						0	0	0
JUDY BLACK , DIRECTOR	1 0	X						0	0	0
JEFFREY GLASSMAN , DIRECTOR	1 0	X						0	0	0
STUART HOLLIDAY , DIRECTOR	1 0	X						0	0	0
STENY HOYER , DIRECTOR	1 0	X						0	0	0
WILLIAM J HYBL , VICE CHAIRMAN	1 0	X						0	0	0
LESLEY ISRAEL , TREASURER	1 0	X						0	0	0
PETER G KELLY , CHAIRMAN	1 0	X						0	0	0
BARBARA B KENNELLY , DIRECTOR	1 0	X						0	0	0
MAUREEN KINDEL , DIRECTOR	1 0	X						0	0	0
KATHLEEN M LINEHAN ESQ , DIRECTOR	1 0	X						0	0	0
ROBERT LIVINGSTON , DIRECTOR	1 0	X						0	0	0
RICHARD G LUGAR , DIRECTOR	1 0	X						0	0	0
SHEILA AVRIN MCLEAN , DIRECTOR	1 0	X						0	0	0
DENISE L NAPPIER , DIRECTOR	1 0	X						0	0	0
R SCOTT PASTRICK , DIRECTOR	1 0	X						0	0	0
MICHAEL PINTO-DUSCHINSKY , DIRECTOR	1 0	X						0	0	0
LEON J WEIL , DIRECTOR	1 0	X						0	0	0
KENNETH BLACKWELL , DIRECTOR	1 0	X						0	0	0
HANK BROWN , DIRECTOR	1 0	X						0	0	0
SEAN CLEARY , DIRECTOR	1 0	X						0	0	0
RICHARD C POWELL , DIRECTOR	1 0	X						0	0	0
PAULA DOBRIANSKY , DIRECTOR	1 0	X						0	0	0
GERARD STOUDMANN , DIRECTOR	1 0	X						0	0	0
PETER SHORTSLEEVES , CHIEF FINANCIAL OFFICER	40 0			X				175,721	0	17,727
JEAN-PIERRE KINGSLEY , PRESIDENT/CEO	40 0			X				241,920	0	29,619
PETER MICHAEL BRYAN , CHIEF FINANCIAL OFFICER	40 0			X				150,265	0	28,520
SCOTT LANSELL , VP PROGRAMS	40 0			X				98,978	0	2,046
CARINA PERELLI , EXECUTIVE VICE PRESIDENT	40 0			X				127,565	0	23,139
JAMES VERMILLION , EXECUTIVE VICE PRESIDENT	40 0			X				121,149	0	14,286

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(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			
MARY CUMMINS , CHIEF OF PARTY	40 0					X		198,240	0	4,255
ALMAMI CYALLAH , CHIEF OF PARTY	40 0					X		235,638	0	34,623
STAFFAN DARNOLF , CHIEF OF PARTY	40 0					X		238,032	0	4,283
PETER ERBAN , CHIEF OF PARTY	40 0					X		208,568	0	13,577
CHARLES LASHAM , CHIEF OF PARTY	40 0					X		228,730	0	11,186

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SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Employer identification number
52-1527835

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate Contributions to (during year)		
3	Aggregate 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 may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to 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 pleasure)
☐ Preservation of an historically importantly land area
☐ Protection of natural habitat
☐ Preservation of certified historic structure
☐ Preservation of open space

2 Complete lines 2a–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 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing 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 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, 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" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, 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) Revenues included in 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 relating to these items

a Revenues included in 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 accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a ☐ Public exhibition
- b ☐ Scholarly research
- c ☐ Preservation for future generations
- d ☐ Loan or exchange programs
- e ☐ Other

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

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

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

b If "Yes," explain why in Part XIV and complete the following table

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

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV

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

	(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as

- a Board designated or quasi-endowment ▶
- b Permanent endowment ▶
- c Term endowment ▶

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

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

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		1,534		1,534
d Equipment		958,004	418,584	539,420
e Other		5,995		5,995
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				546,949

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or cateory (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
Total. *(Column (b) should equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
SUBRECIPIENT ADVANCES	240,176
TRAVEL ADVANCES	80,153
CERTIFICATES OF DEPOSIT	464,337
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . . ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

(a) Description of Liability	(b) Amount
Federal Income Taxes	
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	

In Part XIV, 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

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	69,027,909
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	67,794,179
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	1,233,730
4	Net unrealized gains (losses) on investments	4	6,887
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	6,887
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	1,240,617

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	69,188,106
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	6,887		
b	Donated services and use of facilities	2b	153,310		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	160,197
3	Subtract line **2e** from line **1**			3	69,027,909
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 XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	69,027,909

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	67,947,489
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	153,310		
b	Prior year adjustments	2b			
c	Losses reported on Form 990, Part IX, line 25	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	153,310
3	Subtract line **2e** from line **1**			3	67,794,179
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 XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	67,794,179

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation
FIN48 FOOTNOTE	FORM 990, SCHEDULE D, PART X, LINE 2	THE INTERNAL REVENUE SERVICE HAS DETERMINED THAT IFES IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, EXCEPT FOR TAXES ON UNRELATED BUSINESS INCOME FOR THE YEARS ENDED SEPTEMBER 30, 2009 AND 2008, IFES HAS SUBSTANTIALLY NO ACTIVITIES SUBJECT TO UNRELATED BUSINESS INCOME TAXES IFES IS NOT CLASSIFIED AS A PRIVATE FOUNDATION UNDER SECTION 509(A)(1) OF THE INTERNAL REVENUE CODE IN JULY 2006, THE FASB ISSUED AUTHORITATIVE GUIDANCE, WHICH CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITYS FINANCIAL STATEMENTS THE AUTHORITATIVE GUIDANCE PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT OF A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN THIS AUTHORITATIVE GUIDANCE ALSO PROVIDES GUIDANCE ON DERECOGNITION, CLASSIFICATION, INTEREST AND PENALTIES, ACCOUNTING IN INTERIM PERIODS, DISCLOSURE, AND TRANSITION IN DECEMBER 2008, THE AUTHORITATIVE GUIDANCE PERMITS NONPUBLIC ENTITIES TO DEFER THE EFFECTIVE DATE OF THIS AUTHORITATIVE GUIDANCE UNTIL FISCAL YEARS BEGINNING AFTER DECEMBER 15, 2008 THE AUTHORITATIVE GUIDANCE MUST BE APPLIED TO ALL EXISTING TAX POSITIONS UPON INITIAL ADOPTION THE CUMULATIVE EFFECT OF APPLYING THIS AUTHORITATIVE GUIDANCE AT ADOPTION, IF ANY, IS TO BE REPORTED AS AN ADJUSTMENT TO OPENING NET ASSETS DURING THE YEAR OF ADOPTION IMPLEMENTATION OF THE AUTHORITATIVE GUIDANCE WILL REQUIRE MANAGEMENT OF IFES TO ANALYZE ALL OPEN TAX YEARS, AS DEFINED BY THE STATUTE OF LIMITATIONS, FOR ALL MAJOR JURISDICTIONS, WHICH INCLUDES FEDERAL AND CERTAIN STATES OPEN TAX YEARS ARE THOSE THAT ARE OPEN FOR EXAMINATION BY TAXING AUTHORITIES (I E , GENERALLY THE LAST FOUR TAX YEAR ENDS AND THE INTERIM TAX PERIOD SINCE THEN) IFES HAS NO EXAMINATIONS IN PROGRESS IFES HAS ELECTED TO DEFER THE APPLICATION OF THIS AUTHORITATIVE GUIDANCE CURRENT AUTHORITATIVE GUIDANCE REQUIRES IFES TO ACCRUE FOR LOSSES IT BELIEVES ARE PROBABLE AND CAN BE REASONABLY ESTIMATED MANAGEMENT IS CURRENTLY ASSESSING THE IMPACT OF THE NEW AUTHORITATIVE GUIDANCE ON ITS FINANCIAL POSITION AND RESULTS OF OPERATIONS HOWEVER, THE ADOPTION OF THE NEW AUTHORITATIVE GUIDANCE IS NOT EXPECTED TO HAVE A MATERIAL EFFECT ON IFES'S FINANCIAL STATEMENTS

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SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

► Attach to Form 990. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Employer identification number
52-1527835

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

1 **For grantmakers.** 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 **For grantmakers.** Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States

3 Activites per Region (Use Schedule F-1 (Form 990) if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
Central America and the Caribbean	3	6	Program Services	SEE PART IV	2,512,783
East Asia and the Pacific	4	11	Program Services	SEE PART IV	4,070,689
Europe (Including Iceland and Greenland)	1	7	Program Services	SEE PART IV	430,280
Middle East and North Africa	6	40	Program Services	SEE PART IV	19,485,798
North America	1	2	Program Services	SEE PART IV	305,406
Russia and the Newly Independent States	7	10	Program Services	SEE PART IV	4,538,433
Sub-Saharan Africa	12	25	Program Services	SEE PART IV	7,682,120
South Asia	5	7	Program Services	SEE PART IV	28,286,005
Totals . . . . ►	39	108			67,311,514

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Check this box if no one recipient received more than $5,000 . . . . . ▶ ☐
Use Schedule F-1 if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . . ▶ _____

3 Enter total number of other organizations or entities . . . . . ▶

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Use Schedule F-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of non-cash assistance	**(g)** Description of non-cash assistance	**(h)** Method of valuation (book, FMV, appraisal, other)

Part IV Supplemental Information

Complete this part to provide the information required in Part I, line 2, and any other additional information.

Identifier	ReturnReference	Explanation
MONITORING GRANT FUNDS OUTSIDE THE U S	FORM 990, SCHEDULE F, PART I, LINE 2	IFES monitors programmatic activities through our local country offices' management staff and administrative staff review at HQ Periodic financial reports are generated to the donors whereby the actual cost incurred is reviewed against the project budgets to comply with the requirements of the funding
PROGRAM EXPENDITURES AND GRANTS	FORM 990, SCHEDULE F, PART I & II	IFES IS AN INTERNATIONAL, NONPROFIT ORGANIZATION THAT SUPPORTS THE BUILDING OF DEMOCRATIC SOCIETIES AS ONE OF THE WORLD'S PREMIER DEMOCRACY AND GOVERNANCE ASSISTANCE ORGANIZATIONS, IFES PROVIDES TARGETED TECHNICAL ASSISTANCE TO STRENGTHEN TRANSITIONAL DEMOCRACIES FOUNDED IN 1987 AS A NONPARTISAN, NONPROFIT ORGANIZATION, IFES HAS DEVELOPED AND IMPLEMENTED COMPREHENSIVE, COLLABORATIVE DEMOCRACY SOLUTIONS IN MORE THAN 100 COUNTRIES IFES CURRENTLY OPERATES IN NEW AND DEVELOPING DEMOCRACIES IN MORE THAN 20 COUNTRIES OUR STAFF IS TRULY GLOBAL, OVER 200 PROFESSIONALS FROM 25 COUNTRIES LEADING TECHNICAL ASSISTANCE PROJECTS FOR INTERNATIONAL AND BILATERAL DONOR ORGANIZATIONS SUCH AS USAID, THE UN, DFID, THE OSCE AND OTHERS IFES' INTERNATIONAL STAFF ENSURES THAT DEMOCRACY SOLUTIONS ARE HOME GROWN EACH IFES PROJECT TEAM PARTNERS WITH LOCAL ORGANIZATIONS AND ALL PROJECTS ARE STAFFED BY LOCAL PERSONNEL WHETHER ESTABLISHING A CIVIC EDUCATION PROJECT IN BISHKEK OR A NEW INDEPENDENT ELECTION AUTHORITY IN IRAQ, IFES PROFESSIONALS WORK CLOSELY WITH LOCAL NETWORKS TO DELIVER EXPERTISE THAT FITS THE NEEDS OF THE COUNTRY OR CLIENT, THUS ENSURING THAT THE BENEFIT OF ASSISTANCE LASTS FAR BEYOND THE LIFE OF THE PROJECT FROM HAITI TO LIBERIA AND FROM KOSOVO TO AFGHANISTAN, IFES PROFESSIONALS PROVIDE TECHNICAL ELECTORAL ASSISTANCE ACROSS MANY AREAS OF DEMOCRACY DEVELOPMENT, INCLUDING ELECTORAL ASSISTANCE, CIVIL SOCIETY, GOVERNANCE AND RULE OF LAW WE HAVE DEVELOPED SERVICE LINES AND REGIONAL PRESENTATION AROUND THE WORLD THAT ALLOW OUR PROFESSIONALS TO DELIVER DEMOCRACY SOLUTIONS RAPIDLY-WITH THE INNOVATION, EXPERIENCE AND RESULTS THAT ONLY AN ORGANIZATION WITH ALMOST 20 YEARS OF DEDICATED DEMOCRACY WORK CAN DO

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Name: INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Form 990 Schedule F Part II - Grants and Other Assistance to Organizations or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Cent America/Caribbean	SEE PART IV	22,000				
		Cent America/Caribbean	SEE PART IV	15,869				
		Cent America/Caribbean	SEE PART IV	60,000				
		East Asia/Pacific	SEE PART IV	38,092				
		East Asia/Pacific	SEE PART IV	31,338				
		East Asia/Pacific	SEE PART IV	110,180				
		East Asia/Pacific	SEE PART IV	8,112				
		East Asia/Pacific	SEE PART IV	21,282				
		East Asia/Pacific	SEE FORM IV	22,871				
		East Asia/Pacific	SEE PART IV	86,051				
		East Asia/Pacific	SEE PART IV	18,000				
		East Asia/Pacific	SEE PART IV	121,761				
		East Asia/Pacific	SEE PART IV	49,455				
		East Asia/Pacific	SEE PART IV	33,734				
		East Asia/Pacific	SEE PART IV	23,387				
		East Asia/Pacific	SEE PART IV	14,675				
		Cent America/Caribbean	SEE PART IV	18,660				
		East Asia/Pacific	SEE PART IV	33,204				
		East Asia/Pacific	SEE PART IV	11,632				
		East Asia/Pacific	SEE PART IV	10,038				
		East Asia/Pacific	SEE PART IV	12,500				
		Middle East/North Africa	SEE PART IV	91,982				
		Middle East/North Africa	SEE PART IV	292,113				
		Middle East/North Africa	SEE PART IV	10,109				
		Middle East/North Africa	SEE PART IV	43,175				
		Middle East/North Africa	SEE PART IV	118,338				
		Middle East/North Africa	SEE PART IV	38,480				
		Middle East/North Africa	SEE PART IV	133,179				
		Middle East/North Africa	ELECTION SUPPORT	746,750				
		Middle East/North Africa	SEE PART IV	85,010				

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Middle East/North Africa	SEE PART IV	253,390				
		Middle East/North Africa	SEE PART IV	5,699				
		Middle East/North Africa	SEE PART IV	71,261				
		Middle East/North Africa	SEE PART IV	20,220				
		Middle East/North Africa	SEE PART IV	8,800				
		Russia	SEE PART IV	17,340				
		Russia	SEE PART IV	27,426				
		Russia	SEE PART IV	16,788				
		South America	SEE PART IV	19,847				
		South Asia	SEE PART IV	150,000				
		South Asia	SEE PART IV	99,814				
		South Asia	SEE PART IV	273,659				
		South Asia	SEE PART IV	25,930				
		South Asia	SEE PART IV	8,104				
		South Asia	SEE PART IV	23,136				
		South Asia	SEE PART IV	83,737				
		South Asia	SEE PART IV	7,316				
		South Asia	SEE PART IV	8,725				
		South Asia	SEE PART IV	11,508				
		Sub-Saharan Africa	SEE PART IV	11,416				
		Sub-Saharan Africa	SEE PART IV	14,374				
		Sub-Saharan Africa	SEE PART IV	18,676				
		Sub-Saharan Africa	SEE PART IV	38,048				
		Middle East/North Africa	SEE PART IV	9,684				

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Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

▶ Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Employer identification number
52-1527835

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 in 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 line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all 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 officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☑ 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 in Form 990, Part VII, Section A, line 1a			
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**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	501(c)(3) and 501(c)(4) organizations only must complete lines 5-8.			
5	For persons listed in 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?	**5b**		No
	If "Yes," to line 5a or 5b, describe in Part III			
6	For persons listed in 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?	**6b**		No
	If "Yes," to line 6a or 6b, describe in Part III			
7	For persons listed in form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in 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) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
PETER SHORTSLEEVES	(i)	163,881	10,000	1,840	9,604	8,123	193,448	
	(ii)	0	0	0	0	0	0	
JEAN-PIERRE KINGSLEY	(i)	210,000	30,000	1,920	20,499	9,120	271,539	
	(ii)	0	0	0	0	0	0	
PETER MICHAEL BRYAN	(i)	140,345	8,000	1,920	15,500	13,020	178,785	
	(ii)	0	0	0	0	0	0	
MARY CUMMINS	(i)	112,161	0	86,079	0	4,255	202,495	
	(ii)	0	0	0	0	0	0	
ALMAMI CYALLAH	(i)	145,751	0	89,887	20,499	14,124	270,261	
	(ii)	0	0	0	0	0	0	
STAFFAN DARNOLF	(i)	168,246	1,000	68,786	0	4,283	242,315	
	(ii)	0	0	0	0	0	0	
PETER ERBAN	(i)	146,470	0	62,098	0	13,577	222,145	
	(ii)	0	0	0	0	0	0	
CHARLES LASHAM	(i)	149,548	0	79,182	0	11,186	239,916	
	(ii)	0	0	0	0	0	0	
CARINA PERELLI	(i)	118,045	8,000	1,520	15,500	7,639	150,704	
	(ii)	0	0	0	0	0	0	
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

Identifier	Return Reference	Explanation

Additional Data

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Name: INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

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

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
PETER SHORTSLEEVES	(I)	163,881	10,000	1,840	9,604	8,123	193,448	
	(II)	0	0	0	0	0	0	
JEAN-PIERRE KINGSLEY	(I)	210,000	30,000	1,920	20,499	9,120	271,539	
	(II)	0	0	0	0	0	0	
PETER MICHAEL BRYAN	(I)	140,345	8,000	1,920	15,500	13,020	178,785	
	(II)	0	0	0	0	0	0	
MARY CUMMINS	(I)	112,161	0	86,079	0	4,255	202,495	
	(II)	0	0	0	0	0	0	
ALMAMI CYALLAH	(I)	145,751	0	89,887	20,499	14,124	270,261	
	(II)	0	0	0	0	0	0	
STAFFAN DARNOLF	(I)	168,246	1,000	68,786	0	4,283	242,315	
	(II)	0	0	0	0	0	0	
PETER ERBAN	(I)	146,470	0	62,098	0	13,577	222,145	
	(II)	0	0	0	0	0	0	
CHARLES LASHAM	(I)	149,548	0	79,182	0	11,186	239,916	
	(II)	0	0	0	0	0	0	
CARINA PERELLI	(I)	118,045	8,000	1,520	15,500	7,639	150,704	
	(II)	0	0	0	0	0	0	

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SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
INTERNATIONAL FOUNDATION FOR ELECTORAL SYSTEMS

Employer identification number
52-1527835

Identifier	Return Reference	Explanation
FORM 990 REVIEW PROCESS	FORM 990, PART VI, LINE 10	The completed Form 990 is transmitted to the chairman, vice chairman and the audit committee for review prior to filing the document At the subsequent quarterly board meeting, the document is presented to all board members and is formally accepted as part of the audit committee report

Identifier	Return Reference	Explanation
DETERMINING COMPENSATION	FORM 990, PART VI, LINE 15	IFES MAINTAINS A COMPENSATION PLAN THAT IS SUPPORTED BY COMPENSATION SURVEYS AND MARKET DATA AVAILABLE VIA THE INTERNET AND DC BASED HEADHUNTERS THE CEO'S COMPENSATION IS SET BY THE CHAIRMAN OF THE BOARD AND THE EXECUTIVE COMMITTEE THE CURRENT CEO'S COMPENSATION IS WITHIN THE ESTABLISHED COMPENSATION PLAN RANGE FOR THE POSITION THE HUMAN RESOURCES MANAGER OBTAINS MUTIPLE COMPENSATION SURVEYS AND SALARY DATA, WHEREBY EMPLOYEES AND OFFICERS ARE RANKED AND COMPARED TO THE COMPENSATION STRUCTURE AND PAY BANDING PLAN AND THEN MAKES RECOMMENDATIONS TO THE CEO THE HUMAN RESOURCES BOARD COMMITTEE APPROVES THE COMPENSATION STRUCTURE AND PAY BANDS CONTEMPORANEOUS DOCUMENTATION IS KEPT REGARDING THE DELIBERATIONS AND DECISIONS

Identifier	Return Reference	Explanation
AVAILABILITY OF OTHER DOCUMENTS	FORM 990, PART VI, LINE 19	THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST

Identifier	Return Reference	Explanation
FOREIGN COUNTRIES WHERE IFES MAINTAINS A BANK ACCOUNT	FORM 990, PART V, LINE 4	ALBANIA, AFGHANISTAN, ANGOLA, ARMENIA, AZERBAIJAN, BURUNDI, CONGO (DEMOCRATIC REPUBLIC OF), COTE D'IVOIRE, EGYPT, GEORGIA, GUINEA, HAITI, INDONESIA, IRAQ, JORDAN, KAZAKHSTAN, KENYA, KOSOVO, KYRGYZSTAN, LEBANON, LIBERIA, MOLDOVA, NEPAL, NICARAGUA, NIGERIA, PAKISTAN, PHILLIPPINES, SUDAN, TAJIKISTAN, TIMOR LESTE, WEST BANK, AND YEMEN

Identifier	Return Reference	Explanation
CONFLICT OF INTEREST POLICY	FORM 990, PART VI, LINE 12	Our Conflict of Interest Policy is reviewed annually by management and legal counsel Any revisions deemed appropriate are submitted to the Board of Directors for its review, consideration, and adoption Directors complete and file with the Secretary a questionnaire as to each's knowledge of and compliance with the policy and disclose through that process any known or suspected conflict so that the disinterested Directors can address and resolve the matter

Identifier	Return Reference	Explanation
OTHER PROGRAM SERVICES	FORM 990, PART III, LINE 4D	IFES PROVIDES TECHNICAL ELECTION SUPPORT TO ELECTIONS IN COUNTRIES AROUND THE WORLD