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Part III

Statement of Program Service Accomplishments

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

☐

1

Briefly describe the organization’s mission

SEE SCHEDULE OHIAS, THE GLOBAL JEWISH NONPROFIT THAT PROTECTS REFUGEES, STANDS FOR A WORLD IN WHICH REFUGEES FIND WELCOME, SAFETY, AND FREEDOM OUR MISSION IS TO RESCUE PEOPLE WHOSE LIVES ARE IN DANGER FOR BEING WHO THEY ARE HIAS PROTECTS THE MOST VULNERABLE REFUGEES, HELPING THEM BUILD NEW LIVES AND REUNITING THEM WITH THEIR FAMILIES IN SAFETY AND FREEDOM, ADVOCATES FOR THE PROTECTION OF REFUGEES, AND ASSURES THAT DISPLACED PEOPLE ARE TREATED WITH THE DIGNITY THEY DESERVE GUIDED BY OUR JEWISH VALUES AND HISTORY, WE BRING MORE THAN 130 YEARS OF EXPERTISE TO OUR WORK WITH REFUGEES

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 \$ 15,072,032 including grants of \$ 194,317 ) (Revenue \$ )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|    | SEE SCHEDULE 01 HIAS INTERNATIONAL PROGRAM ASSISTS REFUGEES IN FOUR REGIONS OF THE WORLD AFRICA, LATIN AMERICA, EUROPE, AND THE MIDDLE EAST IN AFRICA AND LATIN AMERICA, HIAS PROVIDES AND FUNDS PROGRAMS TO REDUCE THE IMPACT OF DISPLACEMENT, VIOLENCE, TRAUMA, AND SUFFERING ON REFUGEES THESE PROGRAMS ARE SUPPORTED BY THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR, THE UN REFUGEE AGENCY) AND OTHER UNITED NATIONS ENTITIES, THE U S GOVERNMENT, AND PRIVATE DONORS IN LATIN AMERICA, HIAS OFFERS COUNSELING, LEGAL AND EMPLOYMENT ORIENTATION, AND HUMANITARIAN ASSISTANCE TO REFUGEES OF THE COLOMBIAN CIVIL WAR IN ECUADOR, VENEZUELA, AND PANAMA, AND RESETTLES COLOMBIAN REFUGEES IN ARGENTINA WITH THE ASSISTANCE OF LOCAL JEWISH COMMUNITIES IN 2013, THESE HIAS PROGRAMS ASSISTED 84,452 COLOMBIAN REFUGEES IN ADDITION, HIAS MONITORS COUNTRY CONDITIONS THROUGHOUT THE REGION TO SAFEGUARD JEWISH COMMUNITIES AT RISK, AND ADVISES JEWISH COMMUNITIES AND FAMILIES ON MIGRATION OPTIONS IN CHAD, HIAS IS THE ONLY JEWISH ORGANIZATION WORKING ON THE GROUND IN THE DARFURI REFUGEE CAMPS, ASSISTING THOSE WHO SURVIVED MASS ATROCITIES AND GENOCIDE IN THE DARFUR REGION OF SUDAN PROGRAMS TARGET HIGH-RISK POPULATIONS IN THE CAMPS AND INCLUDE REFUGEE AND CHILD PROTECTION SERVICES, PEACE AND CONFLICT RESOLUTION PROGRAMS, AND PROGRAMS AND INTERVENTIONS FOR AT-RISK GROUPS, SUCH AS SURVIVORS OF SEXUAL AND GENDER-BASED VIOLENCE IN 2013, HIAS PROGRAMS IN CHAD AIDED APPROXIMATELY 170,000 REFUGEES IN TWELVE CAMPS IN NAIROBI, KENYA AND KAMPALA, UGANDA, HIAS PROVIDES RESETTLEMENT ASSISTANCE, CHILD PROTECTION, AND PSYCHOSOCIAL ASSISTANCE TO VULNERABLE REFUGEES FROM MORE THAN HALF A DOZEN NEIGHBORING COUNTRIES, TARGETED PROGRAMS AID SURVIVORS OF SEXUAL AND GENDER-BASED VIOLENCE IN 2013, HIAS INITIATED INNOVATIVE COMMUNITY-BASED STRATEGIES FOR REFUGEE PROTECTION IN URBAN AREAS, ESTABLISHING FIVE NEW FIELD OFFICES IN THE MAIN REFUGEE HOSTING AREAS IN NAIROBI AND KAMPALA THROUGH FUNDING FROM THE U S DEPARTMENT OF STATE AND UNHCR IN VIENNA, HIAS WORKS IN PARTNERSHIP WITH THE U S DEPARTMENT OF STATE TO OPERATE THE RESETTLEMENT SUPPORT CENTER (RSC) TO ASSIST PERSECUTED RELIGIOUS MINORITIES FROM IRAN WHO ARE SEEKING TO RESETTLE IN AMERICA UNDER THE U S REFUGEE ADMISSIONS PROGRAM THE RSC PROVIDES IMMIGRATION ASSISTANCE NEEDED TO LEGALLY ENTER AND BE RESETTLED IN THE U S AS REFUGEES, AS WELL AS CULTURAL ORIENTATION TO PREPARE REFUGEES ACCEPTED TO THE U S REFUGEE ADMISSIONS PROGRAM FOR LIFE IN AMERICA IN 2013, HIAS ASSISTED 1,324 IRANIAN RELIGIOUS MINORITIES TO ARRIVE SAFELY IN THE UNITED STATES IN ISRAEL, HIAS PROVIDES TRAINING AND TECHNICAL EXPERTISE TO THE ISRAELI GOVERNMENT, UNHCR, AND ISRAELI NON-GOVERNMENTAL ORGANIZATIONS IN THEIR MUTUAL EFFORTS TO DEVELOP AN ISRAELI ASYLUM SYSTEM WE ALSO AWARD SCHOLARSHIPS TO NEW ISRAELI IMMIGRANTS (OLIM) IN 2013, HIAS TRAINED 30 NEW ASYLUM OFFICERS AND AWARDED \$162,500 IN 65 SCHOLARSHIPS TO STUDENTS FROM COLLEGES AND UNIVERSITIES THROUGHOUT THE COUNTRY IN THE RUSSIAN FEDERATION, AND THE HIAS OFFICE IN KYIV, UKRAINE OFFERS LEGAL COUNSELING TO REFUGEES FROM 39 COUNTRIES WHO ARE SEEKING ASYLUM OR RESETTLEMENT, AND MONITORS CONDITIONS AFFECTING JEWS THROUGHOUT THE REPUBLICS OF THE FORMER SOVIET UNION AND EASTERN EUROPE IN 2013, HIAS PROVIDED LEGAL PROTECTION SERVICES TO NEARLY 1,400 ASYLUM SEEKERS, INCLUDING UNACCOMPANIED MINORS |
| 4b | (Code ) (Expenses \$ 10,541,622 including grants of \$ 5,940,510 ) (Revenue \$ 1,532,899 )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|    | SEE SCHEDULE 02 IN THE U S , HIAS COORDINATES AND FUNDS REFUGEE RESETTLEMENT ACTIVITIES IN CONJUNCTION WITH OUR NATIONAL NETWORK OF 30 AFFILIATES THESE ACTIVITIES, WHICH ARE SUPPORTED BY THE U S GOVERNMENT, PRIVATE FOUNDATIONS, AND INDIVIDUAL DONORS, HELP CURRENT AND FORMER HIAS CLIENTS ESTABLISH NEW LIVES IN THE U S , INTEGRATE INTO AMERICAN SOCIETY, AND GAIN CITIZENSHIP IN 2013, HIAS RESETTLED 2,962 REFUGEES IN THE U S , A 26% INCREASE OVER THE PRIOR YEAR OUR PROGRAMS INCLUDE THE RECEPTION AND PLACEMENT PROGRAM, WHICH PROCESSES FAMILY REUNIFICATION REFUGEE APPLICATIONS, FACILITATES THE PLACEMENT OF REFUGEES IN SPECIFIC LOCALITIES, PROVIDES FOR THEIR TRAVEL, ENSURES THE PROVISION OF BASIC NECESSITIES, AND OFFERS ESSENTIAL CASE MANAGEMENT SERVICES DURING THE FIRST 30-90 DAYS AFTER THEIR ARRIVAL IN THE U S THE PREFERRED COMMUNITIES PROGRAM PROVIDES ENHANCED CASE MANAGEMENT SERVICES TO REFUGEES AT HIGHEST RISK IN PARTICIPATING LOCATIONS FOR UP TO FIVE YEARS AFTER THEIR ARRIVAL IN THE U S THE CITIZENSHIP PROGRAM AIDS SELECTED HIAS AFFILIATES IN DEVELOPING CITIZENSHIP INTEGRATION PROGRAMS, INCLUDING NATURALIZATION (CITIZENSHIP) CLASSES AND APPLICATION ASSISTANCE THE LEGAL SERVICES PROGRAM PROVIDES OR HELPS TO SECURE LEGAL REPRESENTATION FOR ASYLUM SEEKERS THROUGHOUT THE UNITED STATES, INCLUDING A LIVING ALLOWANCE THROUGH THE HIAS-PRINS ASYLUM PROGRAM FOR ASYLUM SEEKERS WHO WERE SCIENTISTS, SCHOLARS, ARTISTS OR OTHER TYPES OF PROFESSIONALS IN THEIR COUNTRIES OF ORIGIN AND DESIRE TO CONTINUE OR REBUILD THEIR CAREER IN THE UNITED STATES IN ADDITION, HIAS PROVIDES TECHNICAL ASSISTANCE TO OUR NATIONAL NETWORK OF RESETTLEMENT AFFILIATES ON ISSUES RELATING TO DEVELOPMENT AND IMPLEMENTATION OF THE ABOVE PROGRAMS AND TO IMMIGRATION LAW                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 4c | (Code ) (Expenses \$ 1,699,396 including grants of \$ 1,291,631 ) (Revenue \$ )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|    | SEE SCHEDULE 03 THE MATCHING GRANT PROGRAM PROVIDES BASIC NEEDS SUPPORT, CASE MANAGEMENT AND INTENSIVE EMPLOYMENT SERVICES TO CERTAIN REFUGEES RESETTLED BY THE HIAS RESETTLEMENT NETWORK FOR UP TO SIX MONTHS AFTER THEIR ARRIVAL IN THE UNITED STATES THE GOAL OF THIS PROGRAM IS TO ENABLE PARTICIPATING REFUGEES TO BECOME ECONOMICALLY SELF-SUFFICIENT THROUGH EMPLOYMENT BEFORE THE END OF THIS SIX MONTH PERIOD ONLY THOSE REFUGEES DEEMED EMPLOYABLE, AND LIKELY TO BECOME EMPLOYED IN THIS SHORT TIME FRAME, ARE SELECTED TO PARTICIPATE IN THIS PROGRAM IN PROGRAM YEAR 2013, 691 REFUGEES COMPLETED THE PROGRAM, AND 76% WERE SELF-SUFFICIENT SIX MONTHS AFTER THEIR ARRIVAL IN THE U S                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 4d | Other program services (Describe in Schedule O )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|    | (Expenses \$ including grants of \$ ) (Revenue \$ )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 4e | Total program service expenses ▶ 27,313,050                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

Form 990 (2013)

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 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II                                                                                                            | 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       | No |
| 10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V                                                                                                        | 10 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 Yes |    |
| b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV  | 14b Yes |    |
| 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV                                                                                                              | 15      | 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 Yes  |    |
| 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)                                                                                                                                                                                  | 17      | No |
| 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II                                                                                                                                                                                                                 | 18      | No |
| 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III                                                                                                                                                                                                                                           | 19      | No |
| 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H                                                                                                                                                                                                                                                                                                   | 20a     | No |
| b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?                                                                                                                                                                                                                                                                                    | 20b     |    |

Part IV

Checklist of Required Schedules *(continued)*

|     |                                                                                                                                                                                                                                                                                                                            |     |     |    |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|----|
| 21  | Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> . . . . .                                                                                                      | 21  | Yes |    |
| 22  | Did the organization report more than \$5,000 of grants or other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> . . . . .                                                                                                            | 22  | Yes |    |
| 23  | Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> . . . . .                                                      | 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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> . . . . .                            | 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 | <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> . . . . .                                                                                                      | 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? <i>If "Yes," complete Schedule L, Part I</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? <i>If so, complete Schedule L, Part II</i> . . . . .                                    | 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? <i>If "Yes," complete Schedule L, Part III</i> . . . . . | 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? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .                                                                                                                                                                                                   | 28a |     | No |
| b   | A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .                                                                                                                                                                                | 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? <i>If "Yes," complete Schedule L, Part IV</i> . . . .                                                                                      | 28c |     | No |
| 29  | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . . .                                                                                                                                                                                                    | 29  | Yes |    |
| 30  | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> . . . . .                                                                                                                                  | 30  |     | No |
| 31  | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> . . . . .                                                                                                                                                                                        | 31  |     | No |
| 32  | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> . . . . .                                                                                                                                                                      | 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? <i>If "Yes," complete Schedule R, Part I</i> . . . . .                                                                                                                      | 33  |     | No |
| 34  | Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> . . . . .                                                                                                                                                                  | 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)? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . .                                                                                           | 35b |     |    |
| 36  | <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .                                                                                                                           | 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? <i>If "Yes," complete Schedule R, Part VI</i>                                                                                       | 37  |     | No |
| 38  | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .                                                                                                                              | 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  | 43  |
| 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  |     |
| 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  | 71  |
| b   | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)                                    | 2b  | Yes |
| 3a  | Did the organization have unrelated business gross income of \$1,000 or more during the year?                                                                                                                                                                         | 3a  | No  |
| b   | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O                                                                                                                                                           | 3b  |     |
| 4a  | At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?                            | 4a  | Yes |
| b   | If "Yes," enter the name of the foreign country KE, EC, AR, RS, UP, CD, IS, AU, VE, CA, FR, UG, PM<br>See instructions for 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 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 and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? | 8   |     |
| 9   | 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 |     |
| 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?<br><b>Note.</b> 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 |     |

Part VI

Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

|    |                                                                                                                                                                                                                     |     |     |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|
|    |                                                                                                                                                                                                                     | Yes | No  |
| 1a | Enter the number of voting members of the governing body at the end of the tax year                                                                                                                                 |     |     |
|    | If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O    |     |     |
| b  | Enter the number of voting members included in line 1a, above, who are independent                                                                                                                                  |     |     |
| 2  | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?                                               | 2   | No  |
| 3  | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? | 3   | No  |
| 4  | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?                                                                                                    | 4   | No  |
| 5  | Did the organization become aware during the year of a significant diversion of the organization's assets?                                                                                                          | 5   | No  |
| 6  | Did the organization have members or stockholders?                                                                                                                                                                  | 6   | 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                                                                                                                                          | AL, AK, AR, CA, CT, FL, GA, IL, KS, KY, ME, MD, MI, MN, MS, MA, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI, CO, HI                                                     |
| 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 made these available. Check all that apply. | <input checked="" type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> 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, physical address, and telephone number of the person who possesses the books and records of the organization                                                                                        | MARK HETFIELD 333 7TH AVENUE NO 16 FL NEW YORK, NY 10001 (212) 967-4100                                                                                                                            |

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)<br>Name and Title                  | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099- MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099- MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|----------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|                                        |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                        |                                                                             |                                                                                               |
| (1) MARC SILBERBERG<br>EX OFFICIO      | 80                                                                                         | X                                                                                                         |                       | X       |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (2) DALE SCHWARTZ<br>CHAIR             | 80                                                                                         | X                                                                                                         |                       | X       |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (3) EUGENIA BRIN<br>DIRECTOR           | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (4) LEE GORDON<br>DIRECTOR             | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (5) SANDRA SPINNER<br>DIRECTOR         | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (6) SANFORD MOZES<br>DIRECTOR          | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (7) ROBERT ARONSON<br>DIRECTOR         | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (8) HON HAROLD BERGER<br>DIRECTOR      | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (9) ANN COHEN<br>DIRECTOR              | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (10) ALEXANDER GORDIN<br>DIRECTOR      | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (11) ALBERT HAYOUN<br>DIRECTOR         | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (12) BENITA LANGSDORF<br>DIRECTOR      | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (13) RENE LERER<br>SECRETARY-TREASURER | 80                                                                                         | X                                                                                                         |                       | X       |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (14) DIANNE LOB<br>VICE CHAIR          | 80                                                                                         | X                                                                                                         |                       | X       |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (15) JAMIE METZL<br>DIRECTOR           | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (16) NEIL MOSS<br>VICE CHAIR           | 80                                                                                         | X                                                                                                         |                       | X       |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |
| (17) SHARON NARZARIAN<br>DIRECTOR      | 80                                                                                         | X                                                                                                         |                       |         |              |                              |        | 0                                                                      | 0                                                                           | 0                                                                                             |

**Part VII**

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

| (A)<br>Name and Title                                             | (B)<br>Average<br>hours per<br>week (list<br>any hours<br>for related<br>organizations<br>below<br>dotted line) | (C)<br>Position (do not check<br>more than one box, unless<br>person is both an officer<br>and a director/trustee) |                       |         |              |                                 |        | (D)<br>Reportable<br>compensation<br>from the<br>organization<br>(W- 2/1099-<br>MISC) | (E)<br>Reportable<br>compensation<br>from related<br>organizations<br>(W- 2/1099-<br>MISC) | (F)<br>Estimated<br>amount of other<br>compensation<br>from the<br>organization<br>and related<br>organizations |
|-------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|---------------------------------|--------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
|                                                                   |                                                                                                                 | Individual trustee<br>or director                                                                                  | Institutional Trustee | Officer | Key employee | Highest compensated<br>employee | Former |                                                                                       |                                                                                            |                                                                                                                 |
| (18) ALEXIS ORTIZ<br>DIRECTOR                                     | 80                                                                                                              | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (19) NORMAN RESNICOW<br>DIRECTOR                                  | 80                                                                                                              | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (20) ERIC SCHWARTZ<br>DIRECTOR                                    | 80                                                                                                              | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (21) MICHELLE WACHTEL<br>DIRECTOR                                 | 80                                                                                                              | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (22) YULI WEXLER<br>DIRECTOR                                      | 80                                                                                                              | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (23) MARK HETFIELD<br>PRESIDENT AND CEO                           | 35 00                                                                                                           |                                                                                                                    |                       | X       |              |                                 |        | 284,675                                                                               | 0                                                                                          | 15,433                                                                                                          |
| (24) ROBERTA ELLIOTT<br>VP MEDIA & COMMUNICATIONS                 | 35 00                                                                                                           |                                                                                                                    |                       |         |              | X                               |        | 118,588                                                                               | 0                                                                                          | 34,591                                                                                                          |
| (25) ELISSA MITTMAN<br>INTERIM COO                                | 35 00                                                                                                           |                                                                                                                    |                       |         |              | X                               |        | 130,597                                                                               | 0                                                                                          | 17,547                                                                                                          |
| (26) FRANK ROTONDI<br>DIRECTOR INFORMATION SERVI                  | 35 00                                                                                                           |                                                                                                                    |                       |         |              | X                               |        | 112,270                                                                               | 0                                                                                          | 34,022                                                                                                          |
| (27) MARK MILDNER<br>VP FINANCE AND ADMINISTRATION                | 35 00                                                                                                           |                                                                                                                    |                       |         |              | X                               |        | 150,916                                                                               | 0                                                                                          | 36,735                                                                                                          |
| (28) SUSSAN KHOZOURI<br>SENIOR VP                                 | 35 00                                                                                                           |                                                                                                                    |                       |         |              | X                               |        | 112,962                                                                               | 0                                                                                          | 16,013                                                                                                          |
|                                                                   |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                   |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
| 1b Sub-Total . . . . .                                            |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
| c Total from continuation sheets to Part VII, Section A . . . . . |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
| d Total (add lines 1b and 1c) . . . . .                           |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        | 910,008                                                                               | 0                                                                                          | 154,341                                                                                                         |

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▶6

|   |                                                                                                                                                                                                                                     | Yes | No |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
| 3 | Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>                                        |     | No |
| 4 | For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i> | Yes |    |
| 5 | Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>                       |     | 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)<br>Name and business address                                                                                                                                                                                                                  | (B)<br>Description of services        | (C)<br>Compensation |
|   | DR MED MOLNAR WOLFGANG ARZT FUR ALLGEMENSTRASSE 1-3/4/5VIENNAAU                                                                                                                                                                                   | CONSULTING - MEDICAL SERVICES         | 366,761             |
|   | BIG DUCK 20 JAY STREET SUITE 524 BROOKLYN NY 11201                                                                                                                                                                                                | CONSULTING - MARKETING SERVICES       | 149,102             |
|   | ENRIQUE BURBINSKI RAUL SCALABRINI ORTIZ ST 2464 5ABUENOS AIRESAR                                                                                                                                                                                  | CONSULTING- LATIN AMERICAN OPERATIONS | 122,753             |
|   | TECNISECURITY CALLE LIZARDO RUIZ OE4-711 Y DIEGOQUITOEC                                                                                                                                                                                           | SECURITY                              | 114,042             |
|   |                                                                                                                                                                                                                                                   |                                       |                     |
| 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 ▶4                                                                               |                                       |                     |

Part VIII

Statement of Revenue

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

|                                                           |                                           |                                                                                                                                         | (A)<br>Total revenue                                                                      | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from<br>tax under<br>sections<br>512-514 |
|-----------------------------------------------------------|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------|
| Contributions, Gifts, Grants<br>and Other Similar Amounts | 1a                                        | Federated campaigns . . . . .                                                                                                           | 1a276,718                                                                                 |                                                    |                                         |                                                                     |
|                                                           | b                                         | Membership dues . . . . .                                                                                                               | 1b                                                                                        |                                                    |                                         |                                                                     |
|                                                           | c                                         | Fundraising events . . . . .                                                                                                            | 1c                                                                                        |                                                    |                                         |                                                                     |
|                                                           | d                                         | Related organizations . . . . .                                                                                                         | 1d                                                                                        |                                                    |                                         |                                                                     |
|                                                           | e                                         | Government grants (contributions)                                                                                                       | 1e16,261,661                                                                              |                                                    |                                         |                                                                     |
|                                                           | f                                         | All other contributions, gifts, grants, and<br>similar amounts not included above                                                       | 1f10,360,872                                                                              |                                                    |                                         |                                                                     |
|                                                           | g                                         | Noncash contributions included in lines<br>1a-1f \$                                                                                     | 66,192                                                                                    |                                                    |                                         |                                                                     |
|                                                           | h                                         | Total. Add lines 1a-1f . . . . .                                                                                                        |                                                                                           | 26,899,251                                         |                                         |                                                                     |
| Program Service Revenue                                   | 2a                                        | SERVICE FEE & MISC                                                                                                                      | Business Code<br>900099                                                                   | 996,613                                            | 996,613                                 |                                                                     |
|                                                           | b                                         | LOAN PROCESSING FEE                                                                                                                     | 900099                                                                                    | 536,286                                            | 536,286                                 |                                                                     |
|                                                           | c                                         |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
|                                                           | d                                         |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
|                                                           | e                                         |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
|                                                           | f                                         | All other program service revenue                                                                                                       |                                                                                           |                                                    |                                         |                                                                     |
|                                                           | g                                         | Total. Add lines 2a-2f . . . . .                                                                                                        |                                                                                           | 1,532,899                                          |                                         |                                                                     |
|                                                           | Other Revenue                             | 3                                                                                                                                       | Investment income (including dividends, interest,<br>and other similar amounts) . . . . . |                                                    | 1,354,482                               |                                                                     |
| 4                                                         |                                           | Income from investment of tax-exempt bond proceeds . . . . .                                                                            |                                                                                           |                                                    |                                         |                                                                     |
| 5                                                         |                                           | Royalties . . . . .                                                                                                                     |                                                                                           |                                                    |                                         |                                                                     |
| 6a                                                        |                                           | Gross rents                                                                                                                             | (i) Real53,861(ii) Personal                                                               |                                                    |                                         |                                                                     |
| b                                                         |                                           | Less rental expenses                                                                                                                    | 147,266                                                                                   |                                                    |                                         |                                                                     |
| c                                                         |                                           | Rental income or (loss)                                                                                                                 | -93,405                                                                                   |                                                    |                                         |                                                                     |
| d                                                         |                                           | Net rental income or (loss) . . . . .                                                                                                   |                                                                                           | -93,405                                            |                                         | -93,405                                                             |
| 7a                                                        |                                           | Gross amount from sales of assets other than inventory                                                                                  | (i) Securities10,805,634(ii) Other                                                        |                                                    |                                         |                                                                     |
| b                                                         |                                           | Less cost or other basis and sales expenses                                                                                             | 9,279,991                                                                                 |                                                    |                                         |                                                                     |
| c                                                         |                                           | Gain or (loss)                                                                                                                          | 1,525,643                                                                                 |                                                    |                                         |                                                                     |
| d                                                         |                                           | Net gain or (loss) . . . . .                                                                                                            |                                                                                           | 1,525,643                                          |                                         | 1,525,643                                                           |
| 8a                                                        |                                           | Gross income from fundraising events (not including<br>\$ _____ of contributions reported on line 1c)<br>See Part IV, line 18 . . . . . | a                                                                                         |                                                    |                                         |                                                                     |
| b                                                         |                                           | Less direct expenses . . . . .                                                                                                          | b                                                                                         |                                                    |                                         |                                                                     |
| c                                                         |                                           | Net income or (loss) from fundraising events . . . . .                                                                                  |                                                                                           |                                                    |                                         |                                                                     |
| 9a                                                        |                                           | Gross income from gaming activities<br>See Part IV, line 19 . . . . .                                                                   | a                                                                                         |                                                    |                                         |                                                                     |
| b                                                         |                                           | Less direct expenses . . . . .                                                                                                          | b                                                                                         |                                                    |                                         |                                                                     |
| c                                                         |                                           | Net income or (loss) from gaming activities . . . . .                                                                                   |                                                                                           |                                                    |                                         |                                                                     |
| 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 . . . . .                                                                                  |                                                                                           |                                                    |                                         |                                                                     |
|                                                           | Miscellaneous Revenue                     | Business Code                                                                                                                           |                                                                                           |                                                    |                                         |                                                                     |
| 11a                                                       |                                           |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
| b                                                         |                                           |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
| c                                                         |                                           |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
| d                                                         | All other revenue . . . . .               |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
| e                                                         | Total. Add lines 11a-11d . . . . .        |                                                                                                                                         |                                                                                           |                                                    |                                         |                                                                     |
| 12                                                        | Total revenue. See Instructions . . . . . |                                                                                                                                         | 31,218,870                                                                                | 1,532,899                                          | 0                                       | 2,786,720                                                           |

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)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|---------------------------------|----------------------------------------|-----------------------------|
| 1                                                                              | Grants and other assistance to governments and organizations in the United States. See Part IV, line 21.                                                                                                                                | 7,207,141             | 7,207,141                       |                                        |                             |
| 2                                                                              | Grants and other assistance to individuals in the United States. See Part IV, line 22.                                                                                                                                                  | 25,000                | 25,000                          |                                        |                             |
| 3                                                                              | Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16.                                                                                                     | 194,317               | 194,317                         |                                        |                             |
| 4                                                                              | Benefits paid to or for members.                                                                                                                                                                                                        |                       |                                 |                                        |                             |
| 5                                                                              | Compensation of current officers, directors, trustees, and key employees.                                                                                                                                                               | 300,108               | 132,048                         | 168,060                                |                             |
| 6                                                                              | Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).                                                                                          |                       |                                 |                                        |                             |
| 7                                                                              | Other salaries and wages.                                                                                                                                                                                                               | 8,972,591             | 7,748,304                       | 624,179                                | 600,108                     |
| 8                                                                              | Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).                                                                                                                                     | 393,216               | 266,603                         | 69,286                                 | 57,327                      |
| 9                                                                              | Other employee benefits.                                                                                                                                                                                                                | 1,274,469             | 986,611                         | 161,024                                | 126,834                     |
| 10                                                                             | Payroll taxes.                                                                                                                                                                                                                          | 1,145,643             | 1,033,073                       | 62,946                                 | 49,624                      |
| 11                                                                             | Fees for services (non-employees):                                                                                                                                                                                                      |                       |                                 |                                        |                             |
| a                                                                              | Management.                                                                                                                                                                                                                             | 1,806,879             | 1,386,178                       | 339,375                                | 81,326                      |
| b                                                                              | Legal.                                                                                                                                                                                                                                  | 65,971                | 35,479                          | 21,392                                 | 9,100                       |
| c                                                                              | Accounting.                                                                                                                                                                                                                             | 205,700               | 179,064                         | 15,348                                 | 11,288                      |
| d                                                                              | Lobbying.                                                                                                                                                                                                                               | 3,486                 |                                 | 3,486                                  |                             |
| e                                                                              | Professional fundraising services. See Part IV, line 17.                                                                                                                                                                                |                       |                                 |                                        |                             |
| f                                                                              | Investment management fees.                                                                                                                                                                                                             | 338,876               |                                 | 338,876                                |                             |
| g                                                                              | Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).                                                                                                                             |                       |                                 |                                        |                             |
| 12                                                                             | Advertising and promotion.                                                                                                                                                                                                              | 8,272                 | 2,600                           | 5,572                                  | 100                         |
| 13                                                                             | Office expenses.                                                                                                                                                                                                                        | 2,185,449             | 1,733,893                       | 110,862                                | 340,694                     |
| 14                                                                             | Information technology.                                                                                                                                                                                                                 | 623,415               | 523,455                         | 38,959                                 | 61,001                      |
| 15                                                                             | Royalties.                                                                                                                                                                                                                              |                       |                                 |                                        |                             |
| 16                                                                             | Occupancy.                                                                                                                                                                                                                              | 2,211,356             | 1,975,606                       | 94,383                                 | 141,367                     |
| 17                                                                             | Travel.                                                                                                                                                                                                                                 | 3,266,189             | 3,134,462                       | 104,980                                | 26,747                      |
| 18                                                                             | Payments of travel or entertainment expenses for any federal, state, or local public officials.                                                                                                                                         |                       |                                 |                                        |                             |
| 19                                                                             | Conferences, conventions, and meetings.                                                                                                                                                                                                 |                       |                                 |                                        |                             |
| 20                                                                             | Interest.                                                                                                                                                                                                                               |                       |                                 |                                        |                             |
| 21                                                                             | Payments to affiliates.                                                                                                                                                                                                                 |                       |                                 |                                        |                             |
| 22                                                                             | Depreciation, depletion, and amortization.                                                                                                                                                                                              | 209,556               | 191,275                         | 9,344                                  | 8,937                       |
| 23                                                                             | Insurance.                                                                                                                                                                                                                              |                       |                                 |                                        |                             |
| 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                                                                              | RESETTLEMENT DOCUMENTAT                                                                                                                                                                                                                 | 425,223               | 425,223                         |                                        |                             |
| b                                                                              | SUBSCRIPTIONS AND MEMBE                                                                                                                                                                                                                 | 142,257               | 132,718                         | 7,541                                  | 1,998                       |
| c                                                                              |                                                                                                                                                                                                                                         |                       |                                 |                                        |                             |
| d                                                                              |                                                                                                                                                                                                                                         |                       |                                 |                                        |                             |
| e                                                                              | All other expenses.                                                                                                                                                                                                                     |                       |                                 |                                        |                             |
| 25                                                                             | Total functional expenses. Add lines 1 through 24e.                                                                                                                                                                                     | 31,005,114            | 27,313,050                      | 2,175,613                              | 1,516,451                   |
| 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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). |                       |                                 |                                        |                             |

Part X

Balance Sheet

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

|                             |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                              |     | (A)               |         | (B)         |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-------------------|---------|-------------|
|                             |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                              |     | Beginning of year |         | End of year |
| Assets                      | 1                                                                                                                                                   | Cash—non-interest-bearing                                                                                                                                                                                                                                                                                                    |     |                   | 1       |             |
|                             | 2                                                                                                                                                   | Savings and temporary cash investments                                                                                                                                                                                                                                                                                       |     | 1,814,900         | 2       | 2,258,434   |
|                             | 3                                                                                                                                                   | Pledges and grants receivable, net                                                                                                                                                                                                                                                                                           |     | 7,662,745         | 3       | 7,128,954   |
|                             | 4                                                                                                                                                   | Accounts receivable, net                                                                                                                                                                                                                                                                                                     |     | 89,597            | 4       | 96,300      |
|                             | 5                                                                                                                                                   | Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L                                                                                                                                                           |     |                   | 5       |             |
|                             | 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 |     |                   | 6       |             |
|                             | 7                                                                                                                                                   | Notes and loans receivable, net                                                                                                                                                                                                                                                                                              |     |                   | 7       |             |
|                             | 8                                                                                                                                                   | Inventories for sale or use                                                                                                                                                                                                                                                                                                  |     |                   | 8       |             |
|                             | 9                                                                                                                                                   | Prepaid expenses and deferred charges                                                                                                                                                                                                                                                                                        |     | 260,969           | 9       | 379,197     |
|                             | 10a                                                                                                                                                 | Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D                                                                                                                                                                                                                                            | 10a | 2,957,414         |         |             |
|                             | b                                                                                                                                                   | Less accumulated depreciation                                                                                                                                                                                                                                                                                                | 10b | 2,450,392         | 292,757 | 10c 507,022 |
|                             | 11                                                                                                                                                  | Investments—publicly traded securities                                                                                                                                                                                                                                                                                       |     | 54,964,372        | 11      | 57,949,692  |
|                             | 12                                                                                                                                                  | Investments—other securities See Part IV, line 11                                                                                                                                                                                                                                                                            |     |                   | 12      |             |
|                             | 13                                                                                                                                                  | Investments—program-related See Part IV, line 11                                                                                                                                                                                                                                                                             |     |                   | 13      |             |
|                             | 14                                                                                                                                                  | Intangible assets                                                                                                                                                                                                                                                                                                            |     |                   | 14      |             |
|                             | 15                                                                                                                                                  | Other assets See Part IV, line 11                                                                                                                                                                                                                                                                                            |     | 1,551,493         | 15      | 1,295,943   |
|                             | 16                                                                                                                                                  | Total assets. Add lines 1 through 15 (must equal line 34)                                                                                                                                                                                                                                                                    |     | 66,636,833        | 16      | 69,615,542  |
| Liabilities                 | 17                                                                                                                                                  | Accounts payable and accrued expenses                                                                                                                                                                                                                                                                                        |     | 6,502,200         | 17      | 4,350,703   |
|                             | 18                                                                                                                                                  | Grants payable                                                                                                                                                                                                                                                                                                               |     |                   | 18      |             |
|                             | 19                                                                                                                                                  | Deferred revenue                                                                                                                                                                                                                                                                                                             |     |                   | 19      |             |
|                             | 20                                                                                                                                                  | Tax-exempt bond liabilities                                                                                                                                                                                                                                                                                                  |     |                   | 20      |             |
|                             | 21                                                                                                                                                  | Escrow or custodial account liability Complete Part IV of Schedule D                                                                                                                                                                                                                                                         |     |                   | 21      |             |
|                             | 22                                                                                                                                                  | Loans and other payables to 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                                                                                                                                                                                                                                                               |     |                   | 23      |             |
|                             | 24                                                                                                                                                  | Unsecured notes and loans payable to unrelated third parties                                                                                                                                                                                                                                                                 |     |                   | 24      |             |
|                             | 25                                                                                                                                                  | Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D                                                                                                                                                         |     | 10,782,928        | 25      | 7,347,059   |
|                             | 26                                                                                                                                                  | Total liabilities. Add lines 17 through 25                                                                                                                                                                                                                                                                                   |     | 17,285,128        | 26      | 11,697,762  |
| Net Assets or Fund Balances | Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. |                                                                                                                                                                                                                                                                                                                              |     |                   |         |             |
|                             | 27                                                                                                                                                  | Unrestricted net assets                                                                                                                                                                                                                                                                                                      |     | 40,409,711        | 27      | 48,649,116  |
|                             | 28                                                                                                                                                  | Temporarily restricted net assets                                                                                                                                                                                                                                                                                            |     | 6,635,145         | 28      | 7,006,274   |
|                             | 29                                                                                                                                                  | Permanently restricted net assets                                                                                                                                                                                                                                                                                            |     | 2,306,849         | 29      | 2,262,390   |
|                             | Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> 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                                                                                                                                                                                                                                                                                            |     | 49,351,705        | 33      | 57,917,780  |
|                             | 34                                                                                                                                                  | Total liabilities and net assets/fund balances                                                                                                                                                                                                                                                                               |     | 66,636,833        | 34      | 69,615,542  |

Part XI Reconciliation of Net Assets

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

|    |                                                                                                               |    |            |
|----|---------------------------------------------------------------------------------------------------------------|----|------------|
| 1  | Total revenue (must equal Part VIII, column (A), line 12)                                                     | 1  | 31,218,870 |
| 2  | Total expenses (must equal Part IX, column (A), line 25)                                                      | 2  | 31,005,114 |
| 3  | Revenue less expenses Subtract line 2 from line 1                                                             | 3  | 213,756    |
| 4  | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))                     | 4  | 49,351,705 |
| 5  | Net unrealized gains (losses) on investments                                                                  | 5  | 5,574,302  |
| 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  | 2,778,017  |
| 10 | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | 10 | 57,917,780 |

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 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other<br>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?<br>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<br><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis |     | No |
| 2b | Were the organization's financial statements audited by an independent accountant?<br>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<br><input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis                | Yes |    |
| 2c | 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?<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O                                                                    | Yes |    |
| 3a | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?                                                                                                                                                                                                                                                                 | Yes |    |
| 3b | If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits                                                                                                                                                                                                     | Yes |    |

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. ▶ See separate instructions.  
▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2013

Open to Public  
Inspection

|                                      |                                              |
|--------------------------------------|----------------------------------------------|
| Name of the organization<br>HIAS INC | Employer identification number<br>13-5633307 |
|--------------------------------------|----------------------------------------------|

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 11, check only one box )

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11g(iii)

Yes

No

h

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| (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 monetary support |
|------------------------------------|----------|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------|----|-----------------------------------------------------------------|----|------------------------------------------------------------|----|----------------------------------|
|                                    |          |                                                                                              | Yes                                                                    | No | Yes                                                             | No | Yes                                                        | No |                                  |
|                                    |          |                                                                                              |                                                                        |    |                                                                 |    |                                                            |    |                                  |
|                                    |          |                                                                                              |                                                                        |    |                                                                 |    |                                                            |    |                                  |
| Total                              |          |                                                                                              |                                                                        |    |                                                                 |    |                                                            |    |                                  |

Part II

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

| Section A. Public Support                                                                                                                                                                             |            |            |            |            |            |             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|------------|------------|-------------|
| Calendar year (or fiscal year beginning in) ▶                                                                                                                                                         | (a) 2009   | (b) 2010   | (c) 2011   | (d) 2012   | (e) 2013   | (f) Total   |
| 1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")                                                                                                   | 20,484,336 | 20,998,660 | 22,866,188 | 24,441,354 | 26,899,251 | 115,689,789 |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf                                                                                                     |            |            |            |            |            |             |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge                                                                                             |            |            |            |            |            |             |
| 4 Total. Add lines 1 through 3                                                                                                                                                                        | 20,484,336 | 20,998,660 | 22,866,188 | 24,441,354 | 26,899,251 | 115,689,789 |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) |            |            |            |            |            |             |
| 6 Public support. Subtract line 5 from line 4                                                                                                                                                         |            |            |            |            |            | 115,689,789 |

| Section B. Total Support                                                                                                                                                           |            |            |            |            |            |             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|------------|------------|-------------|
| Calendar year (or fiscal year beginning in) ▶                                                                                                                                      | (a) 2009   | (b) 2010   | (c) 2011   | (d) 2012   | (e) 2013   | (f) Total   |
| 7 Amounts from line 4                                                                                                                                                              | 20,484,336 | 20,998,660 | 22,866,188 | 24,441,354 | 26,899,251 | 115,689,789 |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources                                                   | 882,166    | 2,048,873  | 2,042,048  | 1,742,755  | 1,408,343  | 8,124,185   |
| 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 )                                                                                  | 300,766    | 404,452    |            |            |            | 705,218     |
| 11 Total support (Add lines 7 through 10)                                                                                                                                          |            |            |            |            |            | 124,519,192 |
| 12 Gross receipts from related activities, etc (see instructions)                                                                                                                  |            |            |            |            | 12         | 3,972,021   |
| 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 . . . . . |            |            |            |            |            | ▶           |

| Section C. Computation of Public Support Percentage                                                                                                                                                                                                                                                                                                                                         |    |          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----------|
| 14 Public support percentage for 2013 (line 6, column (f) divided by line 11, column (f))                                                                                                                                                                                                                                                                                                   | 14 | 92 910 % |
| 15 Public support percentage for 2012 Schedule A, Part II, line 14                                                                                                                                                                                                                                                                                                                          | 15 | 92 540 % |
| 16a 33 1/3% support test—2013. 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—2012. 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—2013. 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—2012. 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 a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions                                                                                                                                                                                                                                                       | ▶  |          |

Part IIISupport Schedule for Organizations Described in Section 509(a)(2)  
(Complete only if you checked the box on line 9 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) 2009 | (b) 2010 | (c) 2011 | (d) 2012 | (e) 2013 | (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) 2009 | (b) 2010 | (c) 2011 | (d) 2012 | (e) 2013 | (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 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 ▶ |          |          |          |          |          |           |

| Section C. Computation of Public Support Percentage                                       |    |  |
|-------------------------------------------------------------------------------------------|----|--|
| 15 Public support percentage for 2013 (line 8, column (f) divided by line 13, column (f)) | 15 |  |
| 16 Public support percentage from 2012 Schedule A, Part III, line 15                      | 16 |  |

| Section D. Computation of Investment Income Percentage                                                                                                                                                                                                               |    |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|--|
| 17 Investment income percentage for 2013 (line 10c, column (f) divided by line 13, column (f))                                                                                                                                                                       | 17 |  |
| 18 Investment income percentage from 2012 Schedule A, Part III, line 17                                                                                                                                                                                              | 18 |  |
| 19a 33 1/3% support tests—2013. 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—2012. 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.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

|                              |
|------------------------------|
| Facts And Circumstances Test |
|                              |

| Return Reference | Explanation |  |
|------------------|-------------|--|
|------------------|-------------|--|

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.**  
▶ **See separate instructions.** ▶ **Information about Schedule C (Form 990 or 990-EZ) and its instructions is at *www.irs.gov/form990*.**

OMB No 1545-0047

2013

Open to Public Inspection

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

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

Name of the organization  
HIAS INC

Employer identification number  
13-5633307

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
- 2

Political expenditures

▶ \$
- 3

Volunteer hours

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- |
|----------|-------------|---------|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
|          |             |         |                                                                     |                                                                                                                                            |
|          |             |         |                                                                     |                                                                                                                                            |
|          |             |         |                                                                     |                                                                                                                                            |
|          |             |         |                                                                     |                                                                                                                                            |
|          |             |         |                                                                     |                                                                                                                                            |
|          |             |         |                                                                     |                                                                                                                                            |
|          |             |         |                                                                     |                                                                                                                                            |

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<br>(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)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                   | 16,300                                                   |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| b Total lobbying expenditures to influence a legislative body (direct lobbying)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                   | 9,388                                                    |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| c Total lobbying expenditures (add lines 1a and 1b)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                   | 25,688                                                   |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| d Other exempt purpose expenditures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                   | 30,640,550                                               |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| e Total exempt purpose expenditures (add lines 1c and 1d)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                   | 30,666,238                                               |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| f Lobbying nontaxable amount Enter the amount from the following table in both columns                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                   | 1,000,000                                                |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| <table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000</td></tr></table> |                                                   | If the amount on line 1e, column (a) or (b) is:          | The lobbying nontaxable amount is: | Not over \$500,000 | 20% of the amount on line 1e | Over \$500,000 but not over \$1,000,000 | \$100,000 plus 15% of the excess over \$500,000 | Over \$1,000,000 but not over \$1,500,000 | \$175,000 plus 10% of the excess over \$1,000,000 | Over \$1,500,000 but not over \$17,000,000 | \$225,000 plus 5% of the excess over \$1,500,000 | Over \$17,000,000 | \$1,000,000 |  |  |
| If the amount on line 1e, column (a) or (b) is:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | The lobbying nontaxable amount is:                |                                                          |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| Not over \$500,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 20% of the amount on line 1e                      |                                                          |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| Over \$500,000 but not over \$1,000,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$100,000 plus 15% of the excess over \$500,000   |                                                          |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| Over \$1,000,000 but not over \$1,500,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$175,000 plus 10% of the excess over \$1,000,000 |                                                          |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| Over \$1,500,000 but not over \$17,000,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$225,000 plus 5% of the excess over \$1,500,000  |                                                          |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| Over \$17,000,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$1,000,000                                       |                                                          |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| g Grassroots nontaxable amount (enter 25% of line 1f)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                   | 250,000                                                  |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| h Subtract line 1g from line 1a If zero or less, enter -0-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                   | 0                                                        |                                    |                    |                              |                                         |                                                 |                                           |                                                   |                                            |                                                  |                   |             |  |  |
| i Subtract line 1f from line 1c If zero or less, enter -0-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                   | 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?                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                   | <input type="checkbox"/> Yes <input type="checkbox"/> 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 instructions for lines 2a through 2f on page 4.)

| Lobbying Expenditures During 4-Year Averaging Period      |           |           |           |           |           |
|-----------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|
| Calendar year (or fiscal year beginning in)               | (a) 2010  | (b) 2011  | (c) 2012  | (d) 2013  | (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                             | 58,024    | 80,033    | 47,175    | 25,688    | 210,920   |
| 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                        | 32,074    | 21,292    | 19,461    | 16,300    | 89,127    |

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 to lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity. |                                                                                                                                                                                                                              | (a) |    | (b)    |
|---------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|--------|
|                                                                                                                           |                                                                                                                                                                                                                              | Yes | No | Amount |
| 1                                                                                                                         | During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of |     |    |        |
| a                                                                                                                         | Volunteers?                                                                                                                                                                                                                  |     |    |        |
| 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).

|   |                                                                                                   |   |     |    |
|---|---------------------------------------------------------------------------------------------------|---|-----|----|
| 1 | Were substantially all (90% or more) dues received nondeductible by members?                      | 1 | Yes | No |
| 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, line 2, and Part II-B, line 1. Also, complete this part for any additional information.

| Return Reference | Explanation |
|------------------|-------------|
|                  |             |
|                  |             |
|                  |             |
|                  |             |
|                  |             |
|                  |             |
|                  |             |

## Part IV

[illegible]

SCHEDULE D  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b  
▶ Attach to Form 990. ▶ See separate instructions. ▶ Information about Schedule D (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2013

Open to Public Inspection

|                                      |                                              |
|--------------------------------------|----------------------------------------------|
| Name of the organization<br>HIAS INC | Employer identification number<br>13-5633307 |
|--------------------------------------|----------------------------------------------|

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? <div><input type="checkbox"/> Yes<input type="checkbox"/> No</div>                                                            |                              |
| 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? <div><input type="checkbox"/> Yes<input type="checkbox"/> No</div> |                              |

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 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                                                                                                   |
| b | Total acreage restricted by conservation easements                                                                                       |
| c | Number of conservation easements on a certified historic structure included in (a)                                                       |
| d | Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register |

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, and enforcing conservation easements during the year ▶\_\_\_\_\_

7

Amount of expenses incurred in monitoring, inspecting, 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" to 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) 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 (ASC 958) 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 acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other
- 4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5

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

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements. Complete if the organization answered "Yes" 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 the arrangement in Part XIII and complete the following table
- c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance
- |    |        |
|----|--------|
|    | Amount |
| 1c |        |
| 1d |        |
| 1e |        |
| 1f |        |
- 2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ 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" to Form 990, Part IV, line 10.

|                                                            | (a)Current year | (b)Prior year | b (c)Two years back | (d)Three years back | (e)Four years back |
|------------------------------------------------------------|-----------------|---------------|---------------------|---------------------|--------------------|
| 1a Beginning of year balance . . . . .                     | 59,056,747      | 54,591,594    | 55,916,345          | 51,187,732          | 43,880,884         |
| b Contributions . . . . .                                  | 2,712,683       | 1,165,544     | 2,308,114           | 2,128,805           | 1,226,427          |
| c Net investment earnings, gains, and losses               | 8,370,476       | 6,948,567     | 675,181             | 6,814,732           | 10,315,875         |
| d Grants or scholarships . . . . .                         | 219,317         | 252,000       | 331,000             | 344,000             | 273,000            |
| e Other expenditures for facilities and programs . . . . . | 2,937,087       | 3,063,085     | 3,621,531           | 3,478,383           | 3,572,283          |
| f Administrative expenses . . . . .                        | 338,876         | 333,873       | 355,515             | 392,541             | 390,171            |
| g End of year balance . . . . .                            | 66,644,626      | 59,056,747    | 54,591,594          | 55,916,345          | 51,187,732         |

- 2

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

Board designated or quasi-endowment ▶ 86 100 %
- b

Permanent endowment ▶ 3 400 %
- c

Temporarily restricted endowment ▶ 10 500 %
- The percentages in lines 2a, 2b, and 2c should equal 100%
- 3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- (i) unrelated organizations . . . . .

3a(i)

Yes

No

(ii) related organizations . . . . .

3a(ii)

No
- b

If "Yes" to 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' to 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 . . . . .                                                                           |                                      | 619,243                        | 516,118                      | 103,125        |
| d Equipment . . . . .                                                                                        |                                      | 2,338,171                      | 1,934,274                    | 403,897        |
| e Other . . . . .                                                                                            |                                      |                                |                              |                |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . . . ▶ |                                      |                                |                              | 507,022        |



Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

|   |                                                                                          |    |            |
|---|------------------------------------------------------------------------------------------|----|------------|
| 1 | Total revenue, gains, and other support per audited financial statements . . . . .       | 1  | 36,802,659 |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12                       |    |            |
| a | Net unrealized gains on investments . . . . .                                            | 2a | 5,574,302  |
| b | Donated services and use of facilities . . . . .                                         | 2b |            |
| c | Recoveries of prior year grants . . . . .                                                | 2c |            |
| d | Other (Describe in Part XIII ) . . . . .                                                 | 2d | 147,266    |
| e | Add lines 2a through 2d . . . . .                                                        | 2e | 5,721,568  |
| 3 | Subtract line 2e from line 1 . . . . .                                                   | 3  | 31,081,091 |
| 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 | 137,779    |
| c | Add lines 4a and 4b . . . . .                                                            | 4c | 137,779    |
| 5 | Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12 ) . . . . . | 5  | 31,218,870 |

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

|   |                                                                                           |    |            |
|---|-------------------------------------------------------------------------------------------|----|------------|
| 1 | Total expenses and losses per audited financial statements . . . . .                      | 1  | 31,098,519 |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25                          |    |            |
| a | Donated services and use of facilities . . . . .                                          | 2a |            |
| b | Prior year adjustments . . . . .                                                          | 2b |            |
| c | Other losses . . . . .                                                                    | 2c |            |
| d | Other (Describe in Part XIII ) . . . . .                                                  | 2d | 147,266    |
| e | Add lines 2a through 2d . . . . .                                                         | 2e | 147,266    |
| 3 | Subtract line 2e from line 1 . . . . .                                                    | 3  | 30,951,253 |
| 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 | 53,861     |
| c | Add lines 4a and 4b . . . . .                                                             | 4c | 53,861     |
| 5 | Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18 ) . . . . . | 5  | 31,005,114 |

Part XIII

Supplemental Information

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

| Return Reference                      | Explanation                                                                                                                                                                                                                                                                                         |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PART V, LINE 4                        | PERMANENTLY RESTRICTED NET ASSETS ARE COMPRISED OF INVESTMENTS STIPULATED IN THE DONOR'S AGREEMENT AND ARE TO BE HELD IN PERPETUITY. USE OF APPROPRIATIONS FROM PERMANENTLY RESTRICTED NET ASSETS ARE STIPULATED IN THE DONOR'S AGREEMENT AND MAY BE USED FOR SCHOLARSHIPS OR GENERAL EXPENDITURES. |
| PART X, LINE 2                        | HIAS HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS PERIODS ENDING DECEMBER 31, 2010 AND SUBSEQUENT REMAIN SUBJECT TO EXAMINATION BY APPLICABLE TAXING AUTHORITIES.                                           |
| PART XI, LINE 2D - OTHER ADJUSTMENTS  | RENTAL EXPENSES 147,266                                                                                                                                                                                                                                                                             |
| PART XI, LINE 4B - OTHER ADJUSTMENTS  | LOSS ON SPLIT - INTEREST AGREEMENTS 83,918. RENTAL INCOME 53,861                                                                                                                                                                                                                                    |
| PART XII, LINE 2D - OTHER ADJUSTMENTS | RENT EXPENSES FOR INCOME PROPERTY 147,266                                                                                                                                                                                                                                                           |
| PART XII, LINE 4B - OTHER ADJUSTMENTS | RENTAL INCOME 53,861                                                                                                                                                                                                                                                                                |
|                                       |                                                                                                                                                                                                                                                                                                     |

[illegible]

SCHEDULE F  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Statement of Activities Outside the United States

► Complete if the organization answered "Yes" to Form 990,  
Part IV, line 14b, 15, or 16.  
► Attach to Form 990. ► See separate instructions.  
► Information about Schedule F (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization  
HIAS INC

Employer identification number  
13-5633307

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 its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☒ Yes ☐ No
- 2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3 Activites per Region (The following Part I, line 3 table can be duplicated if additional space is needed )

| (a) Region                                 | (b) Number of offices in the region | (c) Number of employees, agents, and independent contractors in region | (d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for and investments in region |
|--------------------------------------------|-------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------|
| ( 1) See Add'l Data                        |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 2)                                       |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 3)                                       |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 4)                                       |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 5)                                       |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| 3a Sub-total                               | 10                                  | 480                                                                    |                                                                                                                                             |                                                                                                    | 13,356,068                                           |
| b Total from continuation sheets to Part I | 0                                   | 0                                                                      |                                                                                                                                             |                                                                                                    | 0                                                    |
| c Totals (add lines 3a and 3b)             | 10                                  | 480                                                                    |                                                                                                                                             |                                                                                                    | 13,356,068                                           |

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. Part II can be duplicated if additional space is needed.

| 1     | (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
|-------|--------------------------|----------------------------------------------|------------|----------------------|--------------------------|---------------------------------|-----------------------------------|----------------------------------------|-------------------------------------------------------|
| ( 1 ) |                          |                                              |            |                      |                          |                                 |                                   |                                        |                                                       |
| ( 2 ) |                          |                                              |            |                      |                          |                                 |                                   |                                        |                                                       |
| ( 3 ) |                          |                                              |            |                      |                          |                                 |                                   |                                        |                                                       |
| ( 4 ) |                          |                                              |            |                      |                          |                                 |                                   |                                        |                                                       |

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶
- 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.  
Part III can be duplicated if additional space is needed.

| (a) Type of grant or assistance | (b) Region                              | (c) Number of recipients | (d) Amount of cash grant | (e) Manner of cash disbursement | (f) Amount of non-cash assistance | (g) Description of non-cash assistance | (h) Method of valuation (book, FMV, appraisal, other) |
|---------------------------------|-----------------------------------------|--------------------------|--------------------------|---------------------------------|-----------------------------------|----------------------------------------|-------------------------------------------------------|
| ( 1 ) SCHOLARSHIPS              | MIDDLE EAST AND NORTH AFRICA            | 78                       | 172,261                  | CHECK                           |                                   |                                        |                                                       |
| ( 2 ) SCHOLARSHIPS              | RUSSIA AND THE NEWLY INDEPENDENT STATES | 23                       | 22,056                   | CHECK                           |                                   |                                        |                                                       |
| ( 3 )                           |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 4 )                           |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 5 )                           |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 6 )                           |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 7 )                           |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 8 )                           |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 9 )                           |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 10 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 11 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 12 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 13 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 14 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 15 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 16 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 17 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |
| ( 18 )                          |                                         |                          |                          |                                 |                                   |                                        |                                                       |

**Part IV Foreign Forms**

- 1

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

☐

Yes

☒

No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)*

☐

Yes

☒

No
- 3

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

☐

Yes

☒

No
- 4

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

☐

Yes

☒

No
- 5

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

☐

Yes

☒

No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713).*

☐

Yes

☒

No

**Part V**

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

990 Schedule F, Supplemental Information

| Return Reference | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PART I, LINE 2   | HIAS CONDUCTS WORLDWIDE OPERATIONS USING A SYSTEM OF INTERNAL CONTROLS TO INITIATE, PROCES S, REVIEW, AUTHORIZE, AND ACCURATELY AND TIMELY RECORD TRANSACTIONS INTO THE ACCOUNTING SY STEM THE ACCOUNTING SYSTEM AND SUPPLEMENTARY MANAGEMENT REPORTING SERVE AS REPORTING TOOL S FOR GAAP FINANCIAL REPORTING, BUDGET-TO-ACTUAL VARIANCE MANAGEMENT REPORTING, AND GRANT-SPECIFIC REPORTING MANAGEMENT'S OVERSIGHT ENSURES THAT PROGRAMMATIC GRANTS AND ALLOCATION S, AND DONOR CONTRIBUTIONS, FUND REASONABLE EXPENSES APPLICABLE TO THE SOURCE'S INTENTION |

Additional Data

Software ID:  
Software Version:  
EIN: 13-5633307  
Name: HIAS INC

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

| (a) Region                               | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (I e , fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|------------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| EUROPE (INCLUDING ICELAND AND GREENLAND) | 1                                   | 40                                          | PROGRAM SERVICES                                                                                                               | REFUGEE PROCESSING AND OVERSIGHT                                                                   | 3,219,758                         |
| MIDDLE EAST AND NORTH AFRICA             | 1                                   | 14                                          | PROGRAM SERVICES                                                                                                               | REFUGEE PROCESSING AND OVERSIGHT                                                                   | 268,902                           |
| MIDDLE EAST AND NORTH AFRICA             | 0                                   | 0                                           | GRANTS TO RECIPIENTS                                                                                                           |                                                                                                    | 172,261                           |

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

| (a) Region                              | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service (s) in region | (f) Total expenditures for region |
|-----------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------------|
| RUSSIA AND THE NEWLY INDEPENDENT STATES | 1                                   | 17                                          | PROGRAM SERVICES                                                                                                               | REFUGEE PROCESSING AND OVERSIGHT                                                                    | 406,498                           |
| SOUTH AMERICA                           | 4                                   | 158                                         | PROGRAM SERVICES                                                                                                               | REFUGEE PROCESSING AND OVERSIGHT                                                                    | 5,610,008                         |
| SUB-SAHARAN AFRICA                      | 3                                   | 251                                         | PROGRAM SERVICES                                                                                                               | REFUGEE PROCESSING AND OVERSIGHT                                                                    | 3,656,585                         |

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

| (a) Region                              | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service (s) in region | (f) Total expenditures for region |
|-----------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------------|
| RUSSIA AND THE NEWLY INDEPENDENT STATES | 0                                   | 0                                           | GRANTS TO RECIPIENTS                                                                                                           |                                                                                                     | 22,056                            |

Schedule I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Name of the organization  
HIAS INC

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

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990

▶ Information about Schedule I (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2013

Open to Public  
Inspection

Employer identification number  
13-5633307

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 Governments and Organizations in the United States. Complete if the organization answered "Yes" to 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 Code 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 |
|----------------------------------------------------|---------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| See Additional Data Table                          |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |
|                                                    |         |                                    |                          |                                   |                                                       |                                        |                                    |

2

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

26

3

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

**Part III**

**Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" to 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 non-cash assistance | (e)Method of valuation (book, FMV, appraisal, other) | (f)Description of non-cash assistance |
|--------------------------------|-------------------------|-------------------------|----------------------------------|------------------------------------------------------|---------------------------------------|
| (1) SCHOLARSHIPS               | 5                       | 25,000                  |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |

**Part IV**

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

| Return Reference | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PART I, LINE 2   | HIAS CONDUCTS WORLDWIDE OPERATIONS USING A SYSTEM OF INTERNAL CONTROLS TO PROCESS, REVIEW, AUTHORIZE, AND ACCURATELY AND TIMELY RECORD TRANSACTIONS INTO THE ACCOUNTING SYSTEM THE ACCOUNTING SYSTEM AND SUPPLEMENTARY MANAGEMENT REPORTING SERVE AS REPORTING TOOLS FOR GAAP FINANCIAL REPORTING, BUDGET-TO-ACTUAL VARIANCE MANAGEMENT REPORTING, AND GRANT-SPECIFIC REPORTING MANAGEMENT'S OVERSIGHT ENSURES THAT PROGRAMMATIC GRANTS AND ALLOCATIONS, AND DONOR CONTRIBUTIONS, FUND REASONABLE EXPENSES APPLICABLE TO THE SOURCE'S INTENTION |

Additional Data

Software ID:  
Software Version:  
EIN: 13-5633307  
Name: HIAS INC

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                                    | (b) EIN    | (c) IRC Code 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 |
|-------------------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FAMILY & CHILDREN'S SERVICES OF THE EAST BAY<br>1855 OLYMPIC BLVD 200<br>WALNUT CREEK,CA 94596 | 94-3250304 | 501(C)(3)                          | 147,083                  |                                   |                                                        |                                        | R&P , PREF COMM #5                 |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                                             | (b) EIN    | (c) IRC Code 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 |
|----------------------------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FEDERATION<br>COUNCIL OF GREATER LOS ANGELES<br>4311 WILSHIRE BLVD<br>SUITE 211<br>LOS ANGELES,CA 90010 | 95-1643388 | 501(C)(3)                          | 269,912                  |                                   |                                                        |                                        | R&P MATCHING GRANT                 |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                         | (b) EIN    | (c) IRC Code 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 |
|--------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWSIH FAMILY SERVICES OF SILICON VALLEY<br>14855 OKA ROAD SUITE 202<br>LOS GATOS,CA 95032 | 94-2536452 | 501(C)(3)                          | 261,026                  |                                   |                                                       |                                        | R&P MATCHING GRANT                 |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                              | (b) EIN    | (c) IRC Code 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                                                                     |
|---------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------------------|
| JEWISH FAMILY SERVICE OF SAN DIEGO<br>8804 BALBOA AVENUE<br>SAN DIEGO, CA 92123 | 95-1644024 | 501(C)(3)                          | 815,521                  |                                   |                                                       |                                        | R&P, MATCHING GRANT, PREF COMM #1, HEALTHY MARR #1, #2, LOCAL CITIZENSHIP EDUCATION AND NATURALIZATION |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                 | (b) EIN    | (c) IRC Code 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 |
|------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FAMILY AND CHILDREN SERVICE<br>2534 JUDAH STREET<br>SAN FRANCISCO, CA 94112 | 94-1156528 | 501(C)(3)                          | 7,400                    |                                   |                                                        |                                        | R&P                                |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                            | (b) EIN    | (c) IRC Code 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 |
|-------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FAMILY SERVICE OF COLORADO<br>3201 S TAMARAC DRIVE<br>DENVER, CO 80231 | 84-0402701 | 501(C)(3)                          | 5,550                    |                                   |                                                        |                                        | R&P                                |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                             | (b) EIN    | (c) IRC Code 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           |
|------------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|----------------------------------------------|
| GULF COAST JEWISH FAMILY AND COMMUNITY SERVICES<br>14041 ICOT BOULEVARD<br>CLEARWATER,FL 33760 | 59-1229354 | 501(C)(3)                          | 338,904                  |                                   |                                                        |                                        | CITIZENSHIP & INTEGRATION, PREF COMM #4, R&P |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                   | (b) EIN    | (c) IRC Code 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                         |
|--------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------------------------------|
| JEWISH FAMILY AND CAREER SERVICES<br>4549 CHAMBLEE DUNWOODY ROAD<br>ATLANTA,GA 30338 | 58-1479212 | 501(C)(3)                          | 87,662                   |                                   |                                                        |                                        | R&P, MATCHING GRANT, PREF COMM #3, HEALTHY MARRIAGE #1, #2 |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                       | (b) EIN    | (c) IRC Code 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 |
|------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH CHILD & FAMILY SERVICE<br>216 WEST JACKSON BLVD<br>SUITE 800<br>CHICAGO, IL 60606 | 36-2167757 | 501(C)(3)                          | 51,800                   |                                   |                                                       |                                        | R&P, HEALTHY MARR #2               |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                        | (b) EIN    | (c) IRC Code 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                            |
|-------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|---------------------------------------------------------------|
| JEWISH FAMILY SERVICE OF WESTERN MASSACHUSETTS<br>15 LENOX STREET<br>SPRINGFIELD,MA 01108 | 04-2104352 | 501(C)(3)                          | 462,783                  |                                   |                                                        |                                        | CITIZENSHIP & INTEGRATION, R&P, PREF COMM #1, HEALTHY MARR #2 |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                            | (b) EIN    | (c) IRC Code 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 |
|-------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FAMILY AND CHILDREN'S SERVICES<br>1430 MAIN STREET<br>WALTHAM,MA 02451 | 04-2104356 | 501(C)(3)                          | 7,400                    |                                   |                                                        |                                        | R&P                                |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                          | (b) EIN    | (c) IRC Code 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 |
|-----------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH COMMUNITY SERVICES<br>5750 PARK HEIGHTS AVENUE<br>BALTIMORE,MD 21215 | 52-0607909 | 501(C)(3)                          | 31,450                   |                                   |                                                        |                                        | R&P                                |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                                    | (b) EIN    | (c) IRC Code 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                                |
|-------------------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|-------------------------------------------------------------------|
| JEWSIH FAMILY SERVICES OF WASHTENAW COUNTY<br>2245 S STATE STREET<br>SUITE 200<br>ANN ARBOR, MI 48104 | 41-2147486 | 501(C)(3)                          | 334,180                  |                                   |                                                       |                                        | R&P, PREF COMM #4, LOCAL CITIZENSHIP EDUCATION AND NATURALIZATION |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                                   | (b) EIN    | (c) IRC Code 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 |
|------------------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FAMILY & VOCATIONAL SERVICE OF MIDDLESEX COUNTY<br>32 FORD AVE 2ND FLOOR<br>MILLTOWN,NJ 08850 | 22-2281774 | 501(C)(3)                          | 30,150                   |                                   |                                                        |                                        | R&P                                |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                        | (b) EIN    | (c) IRC Code 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 |
|-------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FAMILY SERVICE OF BUFFALO AND ERIE COUNTY<br>70 BARKER STREET<br>BUFFALO, NY 14209 | 16-0760888 | 501(C)(3)                          | 455,686                  |                                   |                                                       |                                        | R&P, MATCHING GRANT, PREF COMM #1  |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                       | (b) EIN    | (c) IRC Code 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                 |
|--------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|----------------------------------------------------|
| FECS HEALTH AND HUMAN SERVICES<br>315 HUDSON STREET<br>NEW YORK,NY 10013 | 13-1624000 | 501(C)(3)                          | 256,687                  |                                   |                                                        |                                        | R&P, MATCHING GRANT, HEALTHY MARR #2, PREF COMM #5 |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                 | (b) EIN    | (c) IRC Code 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                                                |
|------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|-----------------------------------------------------------------------------------|
| US TOGETHER INC<br>2021 E DUBIN-GRANVILLE RD SUITE 190<br>190<br>COLUMBUS,OH 43229 | 83-0395108 | 501(C)(3)                          | 1,300,412                |                                   |                                                        |                                        | CITIZENSHIP & INTEGRATION, R&P, MATCHING GRANT, PREF COMM #1, #2, HEALTHY MARR #2 |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                                   | (b) EIN    | (c) IRC Code 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       |
|------------------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------------|
| HIAS & COUNCIL<br>MIGRATION SERVICE OF<br>PHILADELPHIA<br>2100 ARCH STREET<br>PHILADELPHIA, PA 19103 | 23-1405597 | 501(C)(3)                          | 465,464                  |                                   |                                                        |                                        | R&P, MATCHING<br>GRANT, PREF, COMM<br>#2 |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                               | (b) EIN    | (c) IRC Code 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                  |
|--------------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|-----------------------------------------------------|
| JEWISH FAMILY & CHILDREN'S SERVICES OF PITTSBURGH<br>5743 BARTLETT STREET<br>PITTSBURGH,PA 15217 | 25-0965407 | 501(C)(3)                          | 171,576                  |                                   |                                                        |                                        | MATCHING GRANT,<br>PREF COMM #2,<br>HEALTHY MARR #2 |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                       | (b) EIN    | (c) IRC Code 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                 |
|------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|----------------------------------------------------|
| JEWISH FAMILY SERVICE OF SEATTLE<br>1209 CENTRAL AVE S<br>SUITE 134<br>SEATTLE, WA 98032 | 91-0565537 | 501(C)(3)                          | 467,144                  |                                   |                                                       |                                        | R&P, MATCHING GRANT, PREF COMM #3, HEALTHY MARR #2 |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                     | (b) EIN    | (c) IRC Code 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                                                                 |
|----------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------|
| CAROLINA REFUGEE RESETTLEMENT AGENCY<br>5007 MONROE RD SUITE 101<br>CHARLOTTE,NC 28205 | 30-0577219 | 501(C)(3)                          | 733,286                  |                                   |                                                        |                                        | R&P, MATCHING GRANT, PREF COMM #1, LOCAL CITIZENSHIP EDUCATION AND NATURALIZATION, HEALTHY MARR #2 |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                      | (b) EIN    | (c) IRC Code 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 |
|-----------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH VOCATIONAL SERVICES OF METROWEST<br>111 PROSPECT STREET<br>EAST ORANGE, NJ 07017 | 22-1487229 | 501(C)(3)                          | 67,033                   |                                   |                                                       |                                        | R&P, PREF COMM #4                  |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                     | (b) EIN    | (c) IRC Code 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 |
|----------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FEDERATION OF GREATER PITTSBURGH<br>5743 BARLETT STREET<br>PITTSBURGH, PA 15213 | 25-1017602 | 501(C)(3)                          | 263,124                  |                                   |                                                       |                                        | R&P                                |

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                                            | (b) EIN    | (c) IRC Code 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 |
|-----------------------------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JEWISH FAMILY SERVICE OF METROWEST<br>475 FRANKLIN STREET<br>SUITE 101<br>FRAMINGHAM,MA 01702 | 04-2730898 | 501(C)(3)                          | 11,100                   |                                   |                                                        |                                        | R&P                                |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                        | (b) EIN    | (c) IRC Code 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 |
|---------------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| US TOGETHER INC<br>2940 NOBLE ROAD SUITE 1<br>CLEVELAND HEIGHTS, OH 44121 | 83-0395108 | 501(C)(3)                          | 431,821                  |                                   |                                                       |                                        | R&P                                |

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

| (a) Name and address of organization or government                | (b) EIN    | (c) IRC Code 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 |
|-------------------------------------------------------------------|------------|------------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------|----------------------------------------|------------------------------------|
| JSSA OF GTR ROCKVILLE<br>6123 MONTROSE ROAD<br>ROCKVILLE,MD 20852 | 53-0196598 | 501(C)(3)                          | 16,725                   |                                   |                                                        |                                        | R&P                                |

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" to Form 990, Part IV, line 23.  
▶ Attach to Form 990. ▶ See separate instructions.

▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization  
HIAS INC

Employer identification number  
13-5633307

Part I

Questions Regarding Compensation

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes   | No |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----|
| <div><div>1a</div><div>Check the appropriate 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</div><div><div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Discretionary spending account</div></div><div><div><input checked="" type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div></div></div> |       |    |
| <div><div>b</div><div>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</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1bYes |    |
| <div><div>2</div><div>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?</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2Yes  |    |
| <div><div>3</div><div>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</div><div><div><div><input checked="" type="checkbox"/> Compensation committee</div><div><input type="checkbox"/> Independent compensation consultant</div><div><input checked="" type="checkbox"/> Form 990 of other organizations</div></div><div><div><input type="checkbox"/> Written employment contract</div><div><input checked="" type="checkbox"/> Compensation survey or study</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div></div></div>                                                                    |       |    |
| <div><div>4</div><div>During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |    |
| <div><div>a</div><div>Receive a severance payment or change-of-control payment?</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4a    | No |
| <div><div>b</div><div>Participate in, or receive payment from, a supplemental nonqualified retirement plan?</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4b    | No |
| <div><div>c</div><div>Participate in, or receive payment from, an equity-based compensation arrangement?</div></div> <div>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4c    | No |
| <div><div></div><div>Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |    |
| <div><div>5</div><div>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</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |    |
| <div><div>a</div><div>The organization?</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5a    | No |
| <div><div>b</div><div>Any related organization?</div></div> <div>If "Yes," to line 5a or 5b, describe in Part III</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5b    | No |
| <div><div>6</div><div>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</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |    |
| <div><div>a</div><div>The organization?</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 6a    | No |
| <div><div>b</div><div>Any related organization?</div></div> <div>If "Yes," to line 6a or 6b, describe in Part III</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 6b    | No |
| <div><div>7</div><div>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</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 7     | No |
| <div><div>8</div><div>Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53 4958-4(a)(3)? If "Yes," describe in Part III</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 8     | No |
| <div><div>9</div><div>If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?</div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 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 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) 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 reported as deferred in prior Form 990 |
|-----------------------------------------------------|------|----------------------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------|-------------------------|---------------------------------|---------------------------------------------------------|
|                                                     |      | (i) Base compensation                              | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |                                                |                         |                                 |                                                         |
| (1)MARK HETFIELD<br>PRESIDENT AND CEO               | (i)  | 258,408                                            | 0                                   | 26,267                              | 14,234                                         | 1,199                   | 300,108                         | 0                                                       |
|                                                     | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                       |
| (2)ROBERTA ELLIOTT<br>VP MEDIA &<br>COMMUNICATIONS  | (i)  | 118,588                                            | 0                                   | 0                                   | 5,929                                          | 28,662                  | 153,179                         | 0                                                       |
|                                                     | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                       |
| (3)MARK MILDNER VP<br>FINANCE AND<br>ADMINISTRATION | (i)  | 150,916                                            | 0                                   | 0                                   | 7,546                                          | 29,189                  | 187,651                         | 0                                                       |
|                                                     | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                       |

Part III Supplemental Information

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

| Return Reference | Explanation                                                                                                                                                           |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PART I, LINE 1A  | MARK HETFIELD, CEO & PRESIDENT, WORKS OUT OF THE HIAS DC AND HIAS NY OFFICES, AND RECEIVED A HOUSING ALLOWANCE FOR THE NY AREA, WHICH IS INCLUDED IN HIS COMPENSATION |

SCHEDULE M  
(Form 990)

Noncash Contributions

OMB No 1545-0047

2013

Open to Public Inspection

►Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.  
► Attach to Form 990.

►Information about Schedule M (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization  
HIAS INC

Employer identification number  
13-5633307

Part I

Types of Property

|                                                                            | (a)<br>Check<br>if<br>applicable | (b)<br>Number of contributions<br>or items contributed | (c)<br>Noncash contribution<br>amounts reported on<br>Form 990, Part VIII, line<br>1g | (d)<br>Method of determining<br>noncash contribution amounts |
|----------------------------------------------------------------------------|----------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------|
| 1 Art—Works of art . . . . .                                               |                                  |                                                        |                                                                                       |                                                              |
| 2 Art—Historical treasures . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 3 Art—Fractional interests . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 4 Books and publications . . . . .                                         |                                  |                                                        |                                                                                       |                                                              |
| 5 Clothing and household<br>goods . . . . .                                |                                  |                                                        |                                                                                       |                                                              |
| 6 Cars and other vehicles . . . . .                                        |                                  |                                                        |                                                                                       |                                                              |
| 7 Boats and planes . . . . .                                               |                                  |                                                        |                                                                                       |                                                              |
| 8 Intellectual property . . . . .                                          |                                  |                                                        |                                                                                       |                                                              |
| 9 Securities—Publicly traded . . . . .                                     | X                                | 6                                                      | 66,192                                                                                | FAIR MARKET VALUE                                            |
| 10 Securities—Closely held stock . . . . .                                 |                                  |                                                        |                                                                                       |                                                              |
| 11 Securities—Partnership, LLC,<br>or trust interests . . . . .            |                                  |                                                        |                                                                                       |                                                              |
| 12 Securities—Miscellaneous . . . . .                                      |                                  |                                                        |                                                                                       |                                                              |
| 13 Qualified conservation<br>contribution—Historic<br>structures . . . . . |                                  |                                                        |                                                                                       |                                                              |
| 14 Qualified conservation<br>contribution—Other . . . . .                  |                                  |                                                        |                                                                                       |                                                              |
| 15 Real estate—Residential . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 16 Real estate—Commercial . . . . .                                        |                                  |                                                        |                                                                                       |                                                              |
| 17 Real estate—Other . . . . .                                             |                                  |                                                        |                                                                                       |                                                              |
| 18 Collectibles . . . . .                                                  |                                  |                                                        |                                                                                       |                                                              |
| 19 Food inventory . . . . .                                                |                                  |                                                        |                                                                                       |                                                              |
| 20 Drugs and medical supplies . . . . .                                    |                                  |                                                        |                                                                                       |                                                              |
| 21 Taxidermy . . . . .                                                     |                                  |                                                        |                                                                                       |                                                              |
| 22 Historical artifacts . . . . .                                          |                                  |                                                        |                                                                                       |                                                              |
| 23 Scientific specimens . . . . .                                          |                                  |                                                        |                                                                                       |                                                              |
| 24 Archeological artifacts . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 25 Other ► ( )                                                             |                                  |                                                        |                                                                                       |                                                              |
| 26 Other ►( )                                                              |                                  |                                                        |                                                                                       |                                                              |
| 27 Other ►( )                                                              |                                  |                                                        |                                                                                       |                                                              |
| 28 Other ► ( )                                                             |                                  |                                                        |                                                                                       |                                                              |

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

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

31 If "Yes," describe the arrangement in Part II

32a Does the organization have a gift acceptance policy that requires the review of any non-standard contributions? . . . . .

33a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? . . . . .

33b 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

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

Cat No 51227J

Schedule M (Form 990) (2013)

Part II

Supplemental Information.

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

| Return Reference   | Explanation                                                          |
|--------------------|----------------------------------------------------------------------|
| PART I, COLUMN (B) | THE NUMBER OF CONTRIBUTIONS LISTED REPRESENTS THE TOTAL CONTRIBUTORS |

|                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                     |                                                      |
|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| <div>SCHEDULE O<br/>(Form 990 or 990-EZ)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> | <div>Supplemental Information to Form 990 or 990-EZ</div> <div>Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.<br/>▶ Attach to Form 990 or 990-EZ.<br/>▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at <a href="http://www.irs.gov/form990">www.irs.gov/form990</a>.</div> | OMB No 1545-0047                                     |
|                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                     | <div>2013</div> <div>Open to Public Inspection</div> |
| Name of the organization<br>HIAS INC                                                                              |                                                                                                                                                                                                                                                                                                                                                                                     | Employer identification number<br>13-5633307         |

990 Schedule O, Supplemental Information

| Return Reference                       | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   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| FORM 990, PART VI, SECTION B, LINE 11  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| FORM 990, PART VI, SECTION B, LINE 12C | <p>1 RATIONALE OFFICERS, DIRECTORS, COMMITTEE MEMBERS AND SENIOR STAFF MEMBERS OF HIAS (COLLECTIVELY, "SENIOR OFFICIALS") HAVE A FIDUCIARY DUTY TO CONDUCT ALL BUSINESS OF HIAS IN A MANNER CONSISTENT WITH THE BEST INTERESTS OF HIAS. THIS DUTY REQUIRES THAT ALL DECISIONS AND ACTIONS OF SENIOR OFFICIALS ON BEHALF OF HIAS MUST BE MADE OR TAKEN SOLELY WITH A VIEW TO, AND WITH AN INTENTION TO, PROMOTE THE BEST INTERESTS OF HIAS. SENIOR OFFICIALS ARE LIKELY TO BE, AND INDEED SHOULD BE, PERSONS WITH SUBSTANTIAL INVOLVEMENT IN BUSINESS AND COMMUNITY ORGANIZATIONS. IT WOULD BE VERY DIFFICULT, OR PERHAPS IMPOSSIBLE, FOR HIAS TO RECRUIT COMPETENT LEADERSHIP FROM PEOPLE ENTIRELY FREE OF POTENTIAL CONFLICTS OF INTEREST WITH HIAS. THE BEST WAY TO PROTECT HIAS FROM THE TAIN OF ACTUAL OR APPARENT CONFLICTS OF INTEREST IS FOR HIAS TO REQUIRE SENIOR OFFICIALS TO DISCLOSE POTENTIAL CONFLICTS OF INTEREST IN ADVANCE. WITH THIS INFORMATION IN HAND AT THE OUTSET, HIAS CAN TAKE ACTION TO PREVENT THE CONFLICT OF INTEREST FROM TAINTING THE DECISION-MAKING PROCESS OF HIAS. SUCH ACTION WILL CONSIST OF, AMONG OTHER MEASURES, EXCLUDING THE CONFLICTED SENIOR OFFICIAL FROM ANY VOTING REGARDING THE SPECIFIC MATTER, ALTHOUGH DEPENDING ON CIRCUMSTANCES THE CONFLICTED INDIVIDUAL MAY OR MAY NOT BE PERMITTED TO PARTICIPATE IN THE DISCUSSION REGARDING THAT MATTER.</p> <p>2 DEFINITIONS A "CONFLICT OF INTEREST" EXISTS FOR A SENIOR OFFICIAL WHEN S/HE (I) DIRECTLY OR INDIRECTLY (I.E., THROUGH A FAMILY MEMBER, AS HEREINAFTER DEFINED) DOES OR SEEKS TO DO BUSINESS WITH, OR RECEIVES OR SEEKS TO RECEIVE ANYTHING OF VALUE FROM, HIAS OR ANY AFFILIATED AGENCY OR BENEFICIARY AGENCY (AS HEREINAFTER RESPECTIVELY DEFINED), (II) HAS A DIRECT OR INDIRECT (I.E., THROUGH A FAMILY MEMBER) OWNERSHIP INTEREST OR INVESTMENT IN AN ORGANIZATION DOING OR SEEKING TO DO BUSINESS WITH, OR RECEIVING OR SEEKING TO RECEIVE ANYTHING OF VALUE FROM, HIAS OR ANY AFFILIATED AGENCY OR BENEFICIARY AGENCY, (III) RECEIVES ANYTHING OF VALUE FROM ANY PERSON OR ORGANIZATION WHO DOES OR SEEKS TO DO BUSINESS WITH HIAS OR ANY AFFILIATED AGENCY OR BENEFICIARY AGENCY, OR (IV) IS AN OFFICER, DIRECTOR, INFLUENTIAL EMPLOYEE OR CONSULTANT OF ANY AFFILIATED AGENCY OR BENEFICIARY AGENCY. THE "AFFILIATED AGENCIES" AND "BENEFICIARY AGENCIES" MEAN THOSE AGENCIES LISTED ON ATTACHMENT A HERETO. A "FAMILY MEMBER" OF AN INDIVIDUAL MEANS THE SPOUSE, CHILDREN, GRANDCHILDREN, SIBLINGS AND PARENTS OF SUCH INDIVIDUAL.</p> <p>3 DISCLOSURE ALL SENIOR OFFICIALS SHALL SUBMIT TO HIAS AN INITIAL WRITTEN DISCLOSURE STATEMENT AND, THEREAFTER, ANNUAL DISCLOSURE STATEMENTS, IN SUCH FORM AS MAY BE UTILIZED BY HIAS FOR SUCH PURPOSE FROM TIME TO TIME, ATTESTING THAT S/HE UNDERSTANDS AND AGREES TO COMPLY WITH THIS CONFLICT OF INTEREST POLICY, AND EXCEPT AS SPECIFICALLY DESCRIBED IN THE DISCLOSURE STATEMENT, NEITHER S/HE NOR, TO THE BEST OF HIS/HER KNOWLEDGE, ANY OF HIS/HER FAMILY MEMBERS, HAS DURING THE PAST 12 MONTHS BEEN ENGAGED IN, OR ANTICIPATES AT ANY TIME IN THE FUTURE BEING ENGAGED IN, ANY CONFLICT OF INTEREST. IN ADDITION TO SUBMITTING INITIAL AND ANNUAL DISCLOSURE STATEMENTS, WHENEVER A SENIOR OFFICIAL IS PRESENT AT A MEETING WHERE S/HE CAN REASONABLY ANTICIPATE THAT FINAL DELIBERATION OR VOTING IS ABOUT TO OCCUR ON A MATTER IN WHICH S/HE HAS A CONFLICT OF INTEREST, S/HE SHALL IMMEDIATELY AND FULLY DISCLOSE THE CONFLICT OF INTEREST TO THE PERSON CHAIRING THE MEETING.</p> <p>4 NON-PARTICIPATION A SENIOR OFFICIAL WHO HAS DISCLOSED OR BEEN FOUND TO HAVE A CONFLICT OF INTEREST WITH RESPECT TO A PARTICULAR MATTER SHALL REFRAIN FROM ANY VOTE REGARDING THAT SPECIFIC MATTER, ALTHOUGH DEPENDING ON CIRCUMSTANCES SUCH INDIVIDUAL MAY OR MAY NOT BE PERMITTED TO PARTICIPATE IN THE DISCUSSION REGARDING THAT MATTER.</p> <p>5 REPORTING THE SENIOR ADVISOR OF HIAS SHALL BE RESPONSIBLE FOR COLLECTING AND REVIEWING THE INITIAL AND ANNUAL DISCLOSURE STATEMENTS, AND AT LEAST ANNUALLY SHALL SUBMIT TO THE CHAIR OF THE BOARD AND THE PRESIDENT A WRITTEN REPORT LISTING THE CONFLICTS OF INTEREST DISCLOSED IN SUCH STATEMENTS AND THE ACTIONS, IF ANY, TAKEN BY HIAS IN RESPONSE THERETO.</p> <p>6 PENALTY FOR NONCOMPLIANCE FAILURE OF ANY SENIOR OFFICIAL TO COMPLY WITH THIS CONFLICT OF INTEREST POLICY, INCLUDING BUT NOT LIMITED TO FAILURE TO TIMELY SUBMIT DISCLOSURE STATEMENTS, MAY INCLUDE THE FOLLOWING PENALTIES, AS APPROPRIATE: BOARD MEMBER- MAY BE GROUNDS FOR REMOVAL FROM OFFICE AND THE BOARD, EMPLOYEE - MAY BE GROUNDS FOR TERMINATION OR OTHER DISCIPLINARY ACTION.</p> <p>7 EXCESS BENEFIT TRANSACTIONS IN DECIDING WHETHER TO APPROVE ANY CONTRACT OR TRANSACTION BETWEEN HIAS AND A SENIOR OFFICIAL, THE BOARD OF DIRECTORS OR COMMITTEE WITH AUTHORITY TO GRANT FINAL APPROVAL (THE "DECISION-MAKING BODY") MUST COMPLY WITH THE SUBSTANTIVE AND PROCEDURAL REQUIREMENTS OF THE "EXCESS BENEFIT" RULES OF THE INTERNAL REVENUE CODE. THESE RULES REQUIRE THAT (I) THE ECONOMIC BENEFITS TO THE SENIOR OFFICIAL MUST NOT EXCEED A REASONABLE AMOUNT, (II) THE DECISION-MAKING BODY MUST OBTAIN AND USE COMPARABILITY DATA IN MAKING THE DECISION, AND (III) THE DECISION-MAKING BODY MUST FULLY AND TIMELY DOCUMENT THE BASIS FOR ITS DECISION. FURTHER GUIDANCE ON THE "EXCESS BENEFIT" RULES CAN BE OBTAINED FROM HIAS' LEGAL COUNSEL.</p> |
| FORM 990, PART VI, SECTION B, LINE 15  | <p>THE SENIOR ADVISOR REVIEWS AND APPROVES COMPENSATION DATA. THE COMPENSATION COMMITTEE REVIEWS AND APPROVES COMPENSATION INCREASES TO THE HIAS PRESIDENT &amp; CEO AND OTHER TOP MANAGEMENT OFFICIALS. THIS COMMITTEE IS MADE UP OF VARIOUS BOARD MEMBERS. THE COMMITTEE LOOKS AT THE SALARIES OF OTHER NON PROFIT ORGANIZATIONS SIMILAR TO HIAS AND DETERMINES AN APPROPRIATE SALARY FOR THE PRESIDENT AND CEO AND REVIEWS COMPENSATION FOR OTHER SENIOR MANAGEMENT POSITIONS. THIS PROCESS WAS LAST DONE ON OCTOBER 28, 2014.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| FORM 990, PART VI, SECTION C, LINE 19  | <p>THE FINANCIAL STATEMENTS AND FORM 990 ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST. THESE DOCUMENTS ARE ALSO AVAILABLE THROUGH WEB-BASED MEANS. THE CONFLICT OF INTEREST POLICY AND OTHER GOVERNING DOCUMENTS ARE NOT AVAILABLE TO THE PUBLIC.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       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| FORM 990, PART XI, LINE 9              | LOSS ON SPLIT-INTEREST AGREEMENTS -83,918 ACTUARIAL PENSION ADJUSTMENT 2,861,935                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              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