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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

GOODWILL ASSISTS PERSONS WITH DISABILITIES AND OTHER SPECIAL NEEDS WHO WISH TO OVERCOME BARRIERS TO EMPLOYMENT AND ACHIEVE INDEPENDENCE

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

checked

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

checked

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 \$ 16,295,862 including grants of \$ 8,108,320) (Revenue \$ 3,671,425)

WORKFORCE DEVELOPMENT - SEE SCHEDULE O

4b

(Code) (Expenses \$ 32,150,177 including grants of \$) (Revenue \$)

RETAIL OPERATIONS - SEE SCHEDULE O

4c

(Code) (Expenses \$ 5,867,868 including grants of \$) (Revenue \$ 6,042,849)

CONTRACT OPERATIONS - SEE SCHEDULE O

4d

Other program services (Describe in Schedule O)

(Expenses \$ including grants of \$) (Revenue \$)

4e

Total program service expenses 54,313,907

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I 	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II 	4 Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9	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	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions) 	17	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 Yes	
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	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <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	Yes	
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	Yes	
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	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	Yes	
36	Section 501(c)(3) organizations. 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? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

☐

		Yes	No			
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a	163			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes			
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	2a	1,917			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	2b	Yes			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Yes			
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O.</i>	3b	Yes			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a				No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for 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	Yes			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Yes			
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	Yes			
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? Note. See the instructions for additional information the organization must report on Schedule O.	13a				
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b				
c	Enter the amount of reserves on hand.	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a				No
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O.</i>	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	19	
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	14	
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▶
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. ☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization ▶CURTIS BLAND 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 27105 (336) 724-3625

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

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

Form **990** (2013)

Part VII

1b	Sub-Total			
c	Total from continuation sheets to Part VII, Section A			
d	Total (add lines 1b and 1c)	1,356,046	0	223,105

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 ▶8

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
WALTER ROBBS CALLAHAN & PIERCE ARCHITECT 305 W 4TH ST WINSTONSALEM NC 27101	ARCHITECT SERVICES	283,641
C&M CLEANING INC PO BOX 2430 THOMASVILLE NC 27361	FLOOR CARE	146,173
WOMBLE CARLYLE SANDRIDGE & RICE PLLC 1 W 4TH ST WINSTONSALEM NC 27101	LEGAL SERVICES	121,664

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 ▶3

Part VIII

Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a13,960			
	b	Membership dues	1b			
	c	Fundraising events	1c16,194			
	d	Related organizations	1d1,285,000			
	e	Government grants (contributions)	1e			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f14,348,382			
	g	Noncash contributions included in lines 1a-1f \$	13,961,409			
	h	Total. Add lines 1a-1f	15,663,536			
Program Service Revenue	2a	WORKFORCE DEV/CONTRACT	Business Code 561300	9,714,274	9,714,274	
	b					
	c					
	d					
	e					
	f	All other program service revenue				
	g	Total. Add lines 2a-2f	9,714,274			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)	8,852			8,852
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
	6a	Gross rents	(i) Real 12,350	(ii) Personal		
	b	Less rental expenses	0			
	c	Rental income or (loss)	12,350			
	d	Net rental income or (loss)	12,350			12,350
	7a	Gross amount from sales of assets other than inventory	(i) Securities (ii) Other 23,000			
	b	Less cost or other basis and sales expenses	87,274			
	c	Gain or (loss)	-64,274			
	d	Net gain or (loss)	-64,274			-64,274
	8a	Gross income from fundraising events (not including \$ 16,194 of contributions reported on line 1c) See Part IV, line 18	a25,414			
	b	Less direct expenses	b25,414			
	c	Net income or (loss) from fundraising events	0			
	9a	Gross income from gaming activities 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	a54,831,772			
	b	Less cost of goods sold	b15,954,715			
	c	Net income or (loss) from sales of inventory	38,877,057			38,877,057
		Miscellaneous Revenue	Business Code			
	11a	PARKING FEES	812930	23,940	23,940	
	b					
	c					
	d	All other revenue				
	e	Total. Add lines 11a-11d	23,940			
	12	Total revenue. See Instructions	64,235,735	9,714,274	23,940	38,833,985

Part IX

Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States. See Part IV, line 21.	8,014,139	8,014,139		
2	Grants and other assistance to individuals in the United States. See Part IV, line 22.	94,181	94,181		
3	Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16.				
4	Benefits paid to or for members.				
5	Compensation of current officers, directors, trustees, and key employees.	1,431,455	467,049	964,406	
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.	27,341,306	24,904,610	2,327,001	109,695
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	1,749,772	1,529,408	206,833	13,531
9	Other employee benefits.	4,268,607	4,010,892	242,064	15,651
10	Payroll taxes.	2,101,383	1,860,738	227,343	13,302
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	133,010		133,010	
c	Accounting.	211,069		211,069	
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	2,014,318	1,682,278	332,040	
12	Advertising and promotion.	229,669	12,608		217,061
13	Office expenses.	1,540,555	1,348,366	192,189	
14	Information technology.				
15	Royalties.				
16	Occupancy.	3,126,527	3,057,762	68,765	
17	Travel.				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	130,652	97,435	33,217	
20	Interest.				
21	Payments to affiliates.	162,024		162,024	
22	Depreciation, depletion, and amortization.	4,157,238	3,847,971	309,267	
23	Insurance.	195,133	186,740	8,393	
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	UNRELATED BUSINESS TAX	5,100		5,100	
b	TRANSPORTATION	1,018,864	902,985	115,879	
c	TRASH REMOVAL	808,267	807,939	328	
d	EQUIPMENT RENTAL/MAINT	777,908	669,280	108,628	
e	All other expenses	1,611,772	819,526	792,246	
25	Total functional expenses. Add lines 1 through 24e.	61,122,949	54,313,907	6,439,802	369,240
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

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

				(A)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		42,750	1	43,850
	2	Savings and temporary cash investments		10,952,115	2	12,391,308
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		1,464,584	4	1,522,967
	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		1,680,184	8	2,092,917
	9	Prepaid expenses and deferred charges		431,178	9	616,631
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a104,913,381			
	b	Less accumulated depreciation	10b25,897,942	77,465,782	10c	79,015,439
	11	Investments—publicly traded securities			11	
	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			15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)		92,036,593	16	95,683,112
Liabilities	17	Accounts payable and accrued expenses		6,000,596	17	6,606,327
	18	Grants payable			18	
	19	Deferred revenue		647,504	19	646,842
	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		777,025	25	705,689
	26	Total liabilities. Add lines 17 through 25		7,425,125	26	7,958,858
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets		84,591,468	27	87,704,254
	28	Temporarily restricted net assets			28	
	29	Permanently restricted net assets		20,000	29	20,000
	Organizations that do not follow SFAS 117 (ASC 958), check here ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		84,611,468	33	87,724,254
	34	Total liabilities and net assets/fund balances		92,036,593	34	95,683,112

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	64,235,735
2	Total expenses (must equal Part IX, column (A), line 25)	2	61,122,949
3	Revenue less expenses Subtract line 2 from line 1	3	3,112,786
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	84,611,468
5	Net unrealized gains (losses) on investments	5	
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	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	87,724,254

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a	No
2b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	2b	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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	2c	Yes
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	No
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	3b	

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.

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization GOODWILL INDUSTRIES OF NORTHWEST NORTH CAROLINA INC	Employer identification number 56-0588474
---	---

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)

- 1

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

☒

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

☐

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

☐

An organization that normally receives (1) more than 33¹/₃% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33¹/₃% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)
- 10

☐

An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Non-functionally integrated
- e

☐

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

☐

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

☐

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

(i)

A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?

(ii)

A family member of a person described in (i) above?

(iii)

A 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)
- | | Yes | No |
|----------|-----|----|
| 11g(i) | | |
| 11g(ii) | | |
| 11g(iii) | | |
- | (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 | | | | | | | | | |
- For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990EZ.

Cat No 11285F

Schedule A (Form 990 or 990-EZ) 2013

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 ")	9,336,156	11,296,754	12,318,148	13,334,201	15,663,536	61,948,795
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	9,336,156	11,296,754	12,318,148	13,334,201	15,663,536	61,948,795
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)						3,176,327
6 Public support. Subtract line 5 from line 4						58,772,468

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	9,336,156	11,296,754	12,318,148	13,334,201	15,663,536	61,948,795
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	183,366	108,279	34,267	45,088	21,202	392,202
9	Net income from unrelated business activities, whether or not the business is regularly carried on	17,752	17,311	21,397	14,525	21,646	92,631
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
11	Total support (Add lines 7 through 10)						62,433,628
12	Gross receipts from related activities, etc. (see instructions)					12	271,953,994
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	94 140 %
15	Public support percentage for 2012 Schedule A, Part II, line 14	15	94 250 %
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	
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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 GOODWILL INDUSTRIES OF NORTHWEST NORTH CAROLINA INC	Employer identification number 56-0588474
--	--

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

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the 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					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B

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

For each "Yes" response 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?		No	
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	Yes		
c	Media advertisements?		No	
d	Mailings to members, legislators, or the public?		No	
e	Publications, or published or broadcast statements?		No	
f	Grants to other organizations for lobbying purposes?		No	
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		1,296
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		No	
i	Other activities?		No	
j	Total. Add lines 1c through 1i.			1,296
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A

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

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

Part III-B

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

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

Part IV

Supplemental Information

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

Return Reference	Explanation
PART II-B, LINE 1	AN OFFICER OF THE ORGANIZATION HAD FIVE IN-PERSON MEETINGS AND TELEPHONE CONFERENCE CALLS WITH STATE LEGISLATORS TO DISCUSS A BILL THAT WOULD PROVIDE SPECIAL FUNDING IN NORTH CAROLINA TO CREATE UNIQUE OPPORTUNITIES FOR ADULTS TO RETURN TO SCHOOL AND ACHEIVE THEIR HIGH SCHOOL DIPLOMA WHILE SIMULTANEOUSLY RECEIVING TRADE SKILL TRAINING AND ULTIMATLEY LEADING TO EMPLOYMENT

[illegible]

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2013

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ **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.**

Name of the organization GOODWILL INDUSTRIES OF NORTHWEST NORTH CAROLINA INC	Employer identification number 56-0588474
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Part I

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

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No	

Part II

Conservation Easements. Complete if the organization answered "Yes" 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
- | | |
|----|--------|
| | Amount |
| 1c | |
| 1d | |
| 1e | |
| 1f | |

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance
- 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	30,000	30,000	30,000	30,000	30,000
b Contributions					
c Net investment earnings, gains, and losses	137	135	233	271	593
d Grants or scholarships					
e Other expenditures for facilities and programs	137	135	233	271	593
f Administrative expenses					
g End of year balance	30,000	30,000	30,000	30,000	30,000

- 2

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

Board designated or quasi-endowment

33 330 %
- b

Permanent endowment

66 670 %
- c

Temporarily restricted endowment

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)

☐ Yes

☐ No
- b

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

3b

☐ Yes

☐ No
- 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		27,495,754		27,495,754
b Buildings		41,484,504	11,545,383	29,939,121
c Leasehold improvements		23,496,042	6,272,619	17,223,423
d Equipment		11,383,858	8,079,940	3,303,918
e Other		1,053,223		1,053,223
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				79,015,439

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	80,280,138
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	16,044,403
e	Add lines 2a through 2d	2e	16,044,403
3	Subtract line 2e from line 1	3	64,235,735
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	64,235,735

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	77,167,352
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	16,044,403
e	Add lines 2a through 2d	2e	16,044,403
3	Subtract line 2e from line 1	3	61,122,949
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	61,122,949

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	THE ENDOWMENT WAS ESTABLISHED TO PROVIDE INCOME TO FINANCIALLY SUPPORT SPECIFIC ANNUAL EVENTS OF GOODWILL
PART X, LINE 2	GOODWILL INDUSTRIES OF NORTHWEST NORTH CAROLINA, INC (GOODWILL) IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, ACCORDINGLY, THE ACCOMPANYING FINANCIAL STATEMENTS DO NOT REFLECT A PROVISION OR LIABILITY FOR FEDERAL AND STATE INCOME TAXES. GOODWILL HAS DETERMINED THAT IT DOES NOT HAVE ANY MATERIAL UNRECOGNIZED TAX BENEFITS OR OBLIGATIONS AS OF DECEMBER 31, 2013 AND 2012. YEARS ENDING ON OR AFTER DECEMBER 31, 2010 REMAIN SUBJECT TO EXAMINATION BY FEDERAL AND STATE TAXING AUTHORITIES.
PART XI, LINE 2D - OTHER ADJUSTMENTS	RECLASS COST OF GOODS SOLD 15,954,715 RECLASS SPECIAL EVENT EXPENSES 25,414 RECLASS LOSS ON DISPOSAL OF FIXED ASSETS 64,274
PART XII, LINE 2D - OTHER ADJUSTMENTS	RECLASS COST OF GOODS SOLD 15,954,715 RECLASS SPECIAL EVENT EXPENSES 25,414 RECLASS LOSS ON DISPOSAL OF FIXED ASSETS 64,274

[illegible]

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding
Fundraising or Gaming Activities

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

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

OMB No 1545-0047

2013

Open to Public
Inspection

Name of the organization GOODWILL INDUSTRIES OF NORTHWEST NORTH CAROLINA INC	Employer identification number 56-0588474
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Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.
Form 990-EZ filers are not required to complete this part.

- 1

Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a

☐ Mail solicitations
- e

☐ Solicitation of non-government grants
- b

☐ Internet and email solicitations
- f

☐ Solicitation of government grants
- c

☐ Phone solicitations
- g

☐ Special fundraising events
- d

☐ In-person solicitations
- 2a

Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☐ Yes ☐ No
- b

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

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total ▶						

- 3

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

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		ANNUAL GOLF TOURNAMENT (event type)	(event type)	(total number)	(add col (a) through col (c))
Revenue	1	Gross receipts	41,608		41,608
	2	Less Contributions . .	16,194		16,194
	3	Gross income (line 1 minus line 2)	25,414		25,414
Direct Expenses	4	Cash prizes	4,000		4,000
	5	Noncash prizes . .	4,307		4,307
	6	Rent/facility costs . .	10,535		10,535
	7	Food and beverages .			
	8	Entertainment			
	9	Other direct expenses .	6,572		6,572
	10	Direct expense summary Add lines 4 through 9 in column (d) ▶			
	11	Net income summary Subtract line 10 from line 3, column (d) ▶			
					0

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

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

9 Enter the state(s) in which the organization operates gaming activities _____

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

b If "No," explain _____

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

b If "Yes," explain _____

Does the organization operate gaming activities with nonmembers? ☐ Yes ☐ No

12

Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

☐ Yes ☐ No

13

Indicate the percentage of gaming activity operated in

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

14

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

Name 

Address 

15a

Does the organization have a contract with a third party from whom the organization receives gaming revenue?

☐ Yes ☐ No

b

If "Yes," enter the amount of gaming revenue received by the organization  \$ _____ and the amount of gaming revenue retained by the third party  \$ _____

c

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

Name 

Address 

16

Gaming manager information

Name 

Gaming manager compensation  \$ _____

Description of services provided 

☐ Director/officer

☐ Employee

☐ Independent contractor

17

Mandatory distributions

a

Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?

☐ Yes ☐ No

b

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

Part IV

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

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

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," 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.

OMB No 1545-0047

2013

Open to Public
Inspection

Name of the organization
GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA INC

Employer identification number
56-0588474

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
(1) NORTHWEST NORTH CAROLINA COMMUNITY FOUNDATION 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 27115	20-3536704	501(C)(3)	7,500,000				FINANCIAL SUPPORT FOR THE PROGRAMMATIC NEEDS OF GOODWILL
(2) CROSBY SCHOLARS COMMUNITY PARTNERSHIP 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 27105	31-1523230	501(C)(3)	162,500				FINANCIAL SUPPORT FOR CROSBY SCHOLARS, WHICH REMOVES BARRIERS FROM HIGHER EDUCATION
(3) ROWAN COUNTY CROSBY SCHOLARS COMMUNITY PARTNERSHIP 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 27105	46-2621465	501(C)(3)	196,639				FINANCIAL SUPPORT FOR CROSBY SCHOLARS, WHICH REMOVES BARRIERS FROM HIGHER EDUCATION
(4) GUIDING INSTITUTE FOR DEVELOPMENTAL EDUCATION INC PO BOX 1533 WINSTONSALEM, NC 27102	65-1231374	501(C)(3)	20,000				FINANCIAL SUPPORT FOR GANG/DROPOUT PREVENTION AND INTERVENTION BASKETBALL PROGRAM
(5) GREEN OPPORTUNITIES 216B LIVINGSTON STREET ASHEVILLE, NC 28801	26-4230288	501(C)(3)	50,000				FINANCIAL SUPPORT TO FUND KITCHEN EQUIPMENT USED IN TRAINING
(6) JUNIOR ACHIEVEMENT OF CENTRAL NORTH CAROLINA 3220 NORTHLINE AVENUE GREENSBORO, NC 27408	56-0844838	501(C)(3)	10,000				FINANCIAL SUPPORT FOR 20 JA PROGRAMS IN WINSTON-SALEM/FORSYTH COUNTY SCHOOLS
(7) WINSTON SALEM STREET SCHOOL 630 W 6TH STREET SUITE 101 WINSTONSALEM, NC 27101	81-0566874	501(C)(3)	25,000				FINANCIAL SUPPORT FOR NASS ANNUAL CAMPAIGN FOR HOMELESS AND AT-RISK STUDENTS
(8) SECOND HARVEST FOOD BANK OF NORTHWEST NORTH CAROLINA 3655 REED STREET WINSTONSALEM, NC 27104	58-1457912	501(C)(3)	50,000				FINANCIAL SUPPORT FOR OPERATIONS OF THE TRAUD COMMUNITY KITCHEN

2

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

8

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) TUITION PAYMENT TO GOODWILL CLIENTS FOR EMPLOYMENT TRAINING CLASSES	139	71,181			
(2) COLLEGE SCHOLARSHIPS TO CHILDREN OF GOODWILL EMPLOYEES	17	23,000			

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	GOODWILL MANAGEMENT IS DIRECTLY INFORMED BY THE BOARD OF DIRECTORS OF THE NORTHWEST NORTH CAROLINA COMMUNITY FOUNDATION OF FUND USAGE AS APPROVED BY THE INDEPENDENT BOARD THE FOUNDATION IS A FINANCIALLY INTERRELATED ORGANIZATION THAT IS NOT CONTROLLED BY GOODWILL THROUGH A SOLE MEMBER RELATIONSHIP GOODWILL'S CEO IS A PERMANENT MEMBER OF THE CROSBY SCHOLARS COMMUNITY PARTNERSHIP BOARD GOODWILL ALSO HAS CERTAIN LEGAL RIGHTS THROUGH THE SOLE MEMBER RELATIONSHIP THAT GIVES IT CONTROL OVER APPROVAL OF THE ANNUAL BUDGET AND APPROVAL OF LARGE UNBUDGETED EXPENDITURES THESE RIGHTS ALLOW GOODWILL TO MONITOR THE USE OF ANY GRANT FUNDS GOODWILL ALSO IS THE SOLE MEMBER OF ROWAN COUNTY CROSBY SCHOLARS COMMUNITY PARTNERSHIP GOODWILL'S VICE PRESIDENT OF FINANCE AND PRESIDENT SERVE AS TREASURER/BOARD OF DIRECTOR AND BOARD OF DIRECTOR, RESPECTIVELY FOR ROWAN CROSBY, THEREBY PROVIDING GOODWILL STRONG OVERSIGHT TO ENSURE ALL FINANCIAL SUPPORT, INCLUDING GOODWILL'S, IS PROPERLY TARGETED FOR INTENDED PURPOSES

Additional Data

Software ID:
Software Version:
EIN: 56-0588474
Name: GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA 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
NORTHWEST NORTH CAROLINA COMMUNITY FOUNDATION 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 27115	20-3536704	501(C)(3)	7,500,000				FINANCIAL SUPPORT FOR THE PROGRAMMATIC NEEDS OF GOODWILL

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
CROSBY SCHOLARS COMMUNITY PARTNERSHIP 2701 UNIVERSITY PARKWAY WINSTONSALEM,NC 27105	31-1523230	501(C)(3)	162,500				FINANCIAL SUPPORT FOR CROSBY SCHOLARS, WHICH REMOVES BARRIERS FROM HIGHER EDUCATION

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
ROWAN COUNTY CROSBY SCHOLARS COMMUNITY PARTNERSHIP 2701 UNIVERSITY PARKWAY WINSTONSALEM,NC 27105	46-2621465	501(C)(3)	196,639				FINANCIAL SUPPORT FOR CROSBY SCHOLARS, WHICH REMOVES BARRIERS FROM HIGHER EDUCATION

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
GUIDING INSTITUTE FOR DEVELOPMENTAL EDUCATION INC PO BOX 1533 WINSTONSALEM, NC 27102	65-1231374	501(C)(3)	20,000				FINANCIAL SUPPORT FOR GANG/DROPOUT PREVENTION AND INTERVENTION BASKETBALL PROGRAM

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
GREEN OPPORTUNITIES 216B LIVINGSTON STREET ASHEVILLE, NC 28801	26-4230288	501(C)(3)	50,000				FINANCIAL SUPPORT TO FUND KITCHEN EQUIPMENT USED IN TRAINING

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
JUNIOR ACHIEVEMENT OF CENTRAL NORTH CAROLINA 3220 NORTHLINE AVENUE GREENSBORO, NC 27408	56-0844838	501(C)(3)	10,000				FINANCIAL SUPPORT FOR 20 JA PROGRAMS IN WINSTON-SALEM/FORSYTH COUNTY SCHOOLS

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
WINSTON SALEM STREET SCHOOL 630 W 6TH STREET SUITE 101 WINSTONSALEM, NC 27101	81-0566874	501(C)(3)	25,000				FINANCIAL SUPPORT FOR NASS ANNUAL CAMPAIGN FOR HOMELESS AND AT-RISK STUDENTS

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
SECOND HARVEST FOOD BANK OF NORTHWEST NORTH CAROLINA 3655 REED STREET WINSTONSALEM,NC 27104	58-1457912	501(C)(3)	50,000				FINANCIAL SUPPORT FOR OPERATIONS OF THE TRAUD COMMUNITY KITCHEN

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.

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA INC

Employer identification number

56-0588474

Part I

Questions Regarding Compensation

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

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

For each individual whose compensation must be reported 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)CURTIS BLAND VP FINANCE	(i) (ii)	155,706 0	11,213 0	1,465 0	20,321 0	9,352 0	198,057 0	0 0
(2)SHERRY CARPENTER VP WORKFORCE DEVELOPMENT	(i) (ii)	157,306 0	11,213 0	4,424 0	20,321 0	7,752 0	201,016 0	0 0
(3)JOHN CUNNINGHAM VP RETAIL OPERATIONS	(i) (ii)	152,851 0	11,213 0	4,854 0	20,321 0	12,425 0	201,664 0	0 0
(4)ARTHUR GIBEL PRESIDENT	(i) (ii)	256,940 0	16,755 0	14,281 0	32,974 0	15,371 0	336,321 0	0 0
(5)WILLIAM HAYMORE VP FACILITY SERVICES	(i) (ii)	149,444 0	9,151 0	1,464 0	18,611 0	7,396 0	186,066 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	SPOUSAL TRAVEL FOR ART GIBEL, CEO, IS PROVIDED FOR ONE GOODWILL CONFERENCE PER YEAR

Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons

OMB No 1545-0047

2013

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

► Complete if the organization answered
"Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c,
or Form 990-EZ, Part V, line 38a or 40b.
► Attach to Form 990 or Form 990-EZ. ► See separate instructions.
► Information about Schedule L (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.

Name of the organization
GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA INC

Employer identification number
56-0588474

Part I Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958 ► \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ► \$

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No
Total ► \$												

Part III Grants or Assistance Benefitting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance
(1) KAYLIN HAYMORE	DAUGHTER OF WILLIAM HAYMORE, VP OF FACILITIES	1,000	COLLEGE SCHOLARSHIP	PROVIDE ASSISTANCE FOR HIGHER EDUCATION
(2) CARLIE CUNNINGHAM	DAUGHTER OF JOHN CUNNINGHAM, VP OF RETAIL	1,000	COLLEGE SCHOLARSHIP	PROVIDE ASSISTANCE FOR HIGHER EDUCATION
(3) LUKE HAYMORE	SON OF WILLIAM HAYMORE, VP OF FACILITIES	1,000	COLLEGE SCHOLARSHIP	PROVIDE ASSISTANCE FOR HIGHER EDUCATION
(4) MICHAEL CARPENTER	SON OF SHERRY CARPENTER, VP OF WORKFORCE DEVELOPMENT	1,000	COLLEGE SCHOLARSHIP	PROVIDE ASSISTANCE FOR HIGHER EDUCATION

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) SHERRY POLONSKY	DIRECTOR	469,280	SEE PART V		No
(2) CHRIS FOX	DIRECTOR	1,272,657	SEE PART V		No
(3) BRENT WADDELL	DIRECTOR	131,261	SEE PART V		No
(4) MIKE GUNTER	DIRECTOR	121,664	SEE PART V		No

Part V Supplemental Information

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

Return Reference	Explanation
SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS	(A) NAME OF PERSON SHERRY POLONSKY (B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION DIRECTOR (C) AMOUNT OF TRANSACTION \$469,280 (D) DESCRIPTION OF TRANSACTION SHERRY POLONSKY IS A VP OF WILCO HESS, WHICH IS THE PRIMARY PROVIDER OF FUEL FOR OUR VEHICLES SHE DOES NOT SERVE AS OUR CONTACT AT WILCO HESS, AND ALL TRANSACTIONS ARE PERFORMED AT ARMS LENGTH (E) SHARING OF ORGANIZATION REVENUES? = NO (A) NAME OF PERSON CHRIS FOX (B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION DIRECTOR (C) AMOUNT OF TRANSACTION \$1,272,657 (D) DESCRIPTION OF TRANSACTION CHRIS FOX IS A VP OF HANESBRANDS INC, WHICH IS ONE OF OUR CONTRACT SERVICES CUSTOMERS HE DOES NOT SERVE AS OUR CONTACT AT HANESBRANDS INC, AND ALL TRANSACTIONS ARE PERFORMED AT ARMS LENGTH (E) SHARING OF ORGANIZATION REVENUES? = NO (A) NAME OF PERSON BRENT WADDELL (B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION DIRECTOR (C) AMOUNT OF TRANSACTION \$131,261 (D) DESCRIPTION OF TRANSACTION BRENT WADDELL IS A SENIOR VP OF BRANCH BANKING & TRUST CO , WHICH PROVIDES BANKING AND INVESTMENT SERVICES TO GOODWILL HE DOES NOT SERVE AS OUR CONTACT AT BRANCH BANKING & TRUST CO , AND ALL TRANSACTIONS ARE PERFORMED AT ARMS LENGTH (E) SHARING OF ORGANIZATION REVENUES? = NO (A) NAME OF PERSON MIKE GUNTER (B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION DIRECTOR (C) AMOUNT OF TRANSACTION \$121,664 (D) DESCRIPTION OF TRANSACTION MIKE GUNTER IS AN ATTORNEY AT WOMBLE CARLYLE SANDRIDGE & RICE, PLLC, WHICH PROVIDES LEGAL SERVICES TO GOODWILL HE DOES NOT SERVE AS OUR CONTACT AT WOMBLE CARLYLE SANDRIDGE & RICE, PLLC , AND ALL TRANSACTIONS ARE PERFORMED AT ARMS LENGTH (E) SHARING OF ORGANIZATION REVENUES? = NO

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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

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

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA INC

Employer identification number

56-0588474

Part I

Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		13,910,159	FAIR VALUE
6 Cars and other vehicles	X	37	51,250	FAIR VALUE
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► ()				
26 Other ►()				
27 Other ►()				
28 Other ► ()				

29

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

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?

b

If "Yes," describe the arrangement in Part II

31

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

32a

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

b

If "Yes," describe in Part II

33

If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II

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

Cat No 51227J

Schedule M (Form 990) (2013)

Part III

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
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SCHEDULE O
(Form 990 or 990-EZ)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ****Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.****▶ Attach to Form 990 or 990-EZ.****▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.**

OMB No 1545-0047

2013**Open to Public
Inspection**Name of the organization
GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA INC**Employer identification number**

56-0588474

Return Reference**Explanation**FORM 990, PART VI,
SECTION B, LINE 11THE FORM 990, IN DRAFT, IS PRESENTED TO THE AUDIT COMMITTEE FOR ITS APPROVAL ANY CHANGES
SUGGESTED BY THE COMMITTEE ARE MADE AND A FINAL COPY IS PROVIDED TO EACH BOARD MEMBER
BEFORE FILING

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	ANNUALLY, AT A BOARD MEETING, THE CONFLICT OF INTEREST POLICY IS PROVIDED TO EACH BOARD MEMBER. EACH BOARD MEMBER IS REQUIRED TO COMPLETE A CONFLICT OF INTEREST QUESTIONNAIRE AND RETURN IT TO THE CHIEF COMPLIANCE OFFICER. THE CHIEF EXECUTIVE OFFICER, CHIEF COMPLIANCE OFFICER AND EXECUTIVE SECRETARY ARE RESPONSIBLE FOR IDENTIFYING CONFLICTS OF INTEREST AND ENSURING BOARD MEMBERS RECUSE THEMSELVES FROM VOTING WHEN APPROPRIATE. RESULTS OF THE QUESTIONNAIRE ARE COMPILED AND SHARED WITH THE AUDIT COMMITTEE.

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	IN 2012, THE COMPENSATION COMMITTEE ENGAGED A WELL-QUALIFIED HR CONSULTING FIRM TO CONDUCT A COMPENSATION SURVEY FOR EACH EXECUTIVE POSITION. THE RESULTS FROM THAT SURVEY, ADJUSTED FOR INFLATION, WERE USED TO ENSURE COMPENSATION WAS IN LINE WITH THE SURVEY AND GOODWILL'S COMPENSATION PHILOSOPHY. THE COMPENSATION COMMITTEE IS SOLELY RESPONSIBLE FOR RECOMMENDING THE COMPENSATION OF THE CHIEF EXECUTIVE OFFICER. THE CHIEF EXECUTIVE OFFICER RECOMMENDS SALARY AND BONUS LEVELS FOR THE VICE PRESIDENTS TO THE COMPENSATION COMMITTEE FOR THEIR APPROVAL. THE COMPENSATION COMMITTEE, DURING CLOSED SESSION, PRESENTS THEIR RECOMMENDATIONS TO THE BOARD OF DIRECTORS. THE BOARD OF DIRECTORS REVIEWS AND HAS FINAL VOTING AUTHORITY OF COMPENSATION LEVELS.

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST AT GOODWILL'S OFFICES LOCATED AT 2701 UNIVERSITY PARKWAY, WINSTON-SALEM, NC 27105

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THIS PROCESS HAS NOT CHANGED FROM PRIOR YEAR

Return Reference	Explanation	
	FORM 990, PAGE 2, LINES 4A, 4B, AND 4C	DESCRIPTION OF PROGRAM SERVICE ACCOMPLISHMENTS AT GOODWILL, WE BELIEVE THAT ALL PEOPLE, REGARDLESS OF SITUATION, SHOULD HAVE ACCESS TO MEANINGFUL EMPLOYMENT EACH TIME YOU DONATE ITEMS TO GOODWILL OR SHOP IN OUR STORES, YOU ARE SUPPORTING TRAINING PROGRAMS THAT HELP PEOPLE WITH BARRIERS TO EMPLOYMENT TO FIND JOBS AND BECOME MORE SELF-SUFFICIENT GOODWILL IS MANY THINGS WE ARE A DONOR-DRIVEN AGENCY WE ARE A SOCIAL ENTREPRENEUR WE ARE A MAJOR RECYCLER OF TEXTILES, ELECTRONICS, AND OTHER MATERIALS BUT MOST IMPORTANTLY, WE ARE A LEADER IN WORKFORCE DEVELOPMENT SERVICES THROUGH CLASSES, TRAINING, AND WORK EXPERIENCE OFFERED AT OUR VARIOUS LOCATIONS, PEOPLE DEVELOP THE MARKETABLE SKILLS THEY NEED TO OBTAIN AND MAINTAIN MEANINGFUL EMPLOYMENT MISSION ----- GOODWILL CREATES OPPORTUNITIES FOR PEOPLE TO ENHANCE THEIR LIVES THROUGH TRAINING, WORKFORCE DEVELOPMENT SERVICES AND COLLABORATION WITH OTHER COMMUNITY ORGANIZATIONS HISTORY ----- GOODWILL WAS FOUNDED IN 1926 BY CENTENARY UNITED METHODIST CHURCH IN WINSTON-SALEM TO PROVIDE A MEANS OF EMPLOYMENT FOR THE COMMUNITY'S RESIDENTS WITH DISABILITIES CLOTHING AND OTHER ITEMS WERE GATHERED FROM COMMUNITY MEMBERS AND THEN REPAIRED AND SOLD BY CITIZENS WITH DISABILITIES OVER TIME, GOODWILL EXPANDED ITS MISSION TO INCLUDE INDIVIDUALS WITH SOCIOECONOMIC BARRIERS TO EMPLOYMENT THE PHILOSOPHY OF "A HAND UP, NOT A HAND OUT" WAS THE IMPETUS FOR THE FOUNDING OF GOODWILL AND THE ORGANIZATION REMAINS COMMITTED TO THAT CONCEPT TODAY ----- ----- PROGRAM SERVICES ----- GOODWILL IS A COMMUNITY-BASED ORGANIZATION OPEN TO SERVING ALL INDIVIDUALS SEEKING JOB TRAINING AND EDUCATION THE ORGANIZATION PROVIDES A WIDE RANGE OF TRAINING, PLACEMENT AND WORKFORCE DEVELOPMENT SERVICES TO HELP PEOPLE DEVELOP THE SKILLS THEY NEED TO FIND JOBS AND BECOME MORE INDEPENDENT THE PEOPLE GOODWILL SERVES COME FROM A BROAD RANGE OF BACKGROUNDS AND SITUATIONS MANY PEOPLE ARE UNEMPLOYED OR UNDEREMPLOYED, WHILE OTHERS ARE SIMPLY WISHING TO GAIN ADDITIONAL TRAINING TO MOVE UP IN THEIR CURRENT INDUSTRY OR COMPANY GOODWILL SERVES PEOPLE WITH PHYSICAL AND/OR DEVELOPMENTAL DISABILITIES AND ALSO THOSE WITH DIFFERENT BARRIERS TO EMPLOYMENT SUCH AS LACK OF EDUCATION, A CRIMINAL RECORD, OR NEED FOR TRAINING WORKFORCE DEVELOPMENT SERVICES ----- GOODWILL'S WORKFORCE DEVELOPMENT PROGRAMS OFFER A WIDE RANGE OF TRAINING TO HELP PEOPLE DEVELOP THE SKILLS THEY NEED TO FIND JOBS AND BECOME MORE INDEPENDENT SERVICES INCLUDE > CAREER CONNECTIONS OFFERS FREE, PERSONALIZED SERVICES TO ASSIST JOB SEEKERS INCLUDING RESUME-WRITING ASSISTANCE, SKILLS ASSESSMENT, CAREER COUNSELING, ACCESS TO COMPUTERS AND HIGH-SPEED INTERNET, AND HELP WITH INTERVIEWING SKILLS AND PLACEMENT SERVICES > PROJECT RE-ENTRY PROVIDES TRANSITION SERVICES FOR EX-OFFENDERS RETURNING TO THE COMMUNITY AFTER SERVING ACTIVE PRISON SENTENCES PROJECT RE-ENTRY WORKS THROUGH A SYSTEM OF PRE- AND POST-RELEASE SERVICES THAT BEGIN WITH INMATES UP TO EIGHTEEN MONTHS PRIOR TO RELEASE LONG-TERM SERVICES CONTINUE AFTER THE INMATES ARE RELEASED GOODWILL PARTNERS WITH VARIOUS AGENCIES AS WELL AS THE DEPARTMENT OF CORRECTION TO OFFER EMPLOYMENT AND TRAINING SERVICES THAT HELP EX-OFFENDERS FIND JOBS AND BECOME PRODUCTIVE MEMBERS OF THE COMMUNITY > EMPLOYMENT SERVICES GOODWILL'S ULTIMATE GOAL IS FOR PEOPLE TO OBTAIN AND MAINTAIN MEANINGFUL EMPLOYMENT OUR EMPLOYMENT SERVICES DEPARTMENT PLACES TRAINED PARTICIPANTS IN COMPETITIVE EMPLOYMENT AND, IN DOING SO, GIVES LOCAL BUSINESSES ACCESS TO DEPENDABLE EMPLOYEES WHO ARE WELL TRAINED AND WILLING TO LEARN GOODWILL OFFERS INDIVIDUALS AN OPPORTUNITY TO PERFECT THEIR JOB SKILLS PRIOR TO EMPLOYMENT THROUGH A WIDE RANGE OF ACTIVITIES DESIGNED TO OFFER "REAL-LIFE" EXPERIENCE INCLUDING JOB COACHING, MOCK INTERVIEWS, INTERNSHIPS AND RESUME, APPLICATION AND JOB SEARCH ASSISTANCE > SKILLS TRAINING GOODWILL OFFERS A VARIETY OF SKILLS TRAINING CLASSES IN PARTNERSHIP WITH AREA COMMUNITY COLLEGES THESE CLASSES OFFER THE SKILLS NECESSARY FOR JOBS IN SPECIFIC FIELDS SUCH AS HEALTHCARE, SKILLED TRADES, OFFICE TECHNOLOGY AND SERVICE INDUSTRIES > YOUTH IN TRANSITION GOODWILL IS THE LEAD AGENCY FOR THE YOUTH IN TRANSITION INITIATIVE, A COMPREHENSIVE COMMUNITY PLAN DESIGNED FOR YOUTH TRANSITIONING OUT OF FOSTER CARE THE INITIATIVE REPRESENTS DIVERSE FORSYTH COUNTY INDIVIDUALS, ORGANIZATIONS, AND A YOUTH LEADERSHIP BOARD, COMPRISED OF PREVIOUS AND CURRENT FOSTER YOUTH, WHO WORKED TOGETHER TO RESEARCH EXISTING PROGRAMS, IDENTIFY SERVICE GAPS, AND BRING TOGETHER BENEFICIAL SERVICES THE INITIATIVE WILL PROVIDE INDIVIDUALIZED SUPPORT IN AREAS INCLUDING FINANCIAL LITERACY, INDIVIDUAL DEVELOPMENT ACCOUNTS, HOUSING, EDUCATION, AND MENTORING > YOUTH INTERVENTION WORKING WITH YOUNG ADULTS ON AN INDIVIDUALIZED BASIS TO OFFER VOCATIONAL, EDUCATIONAL, LIFE SKILLS, AND FAMILY SUPPORT NEEDED TO SUCCESSFULLY TRANSITION FROM OR MINIMIZE THE

Return Reference	Explanation	
	FORM 990, PAGE 2, LINES 4A, 4B, AND 4C	INFLUENCE OF GANG LIFE OUTCOMES- UPDATE ----- > IN 2013, GOODWILL SERVED 36,578 PEOPLE IN ITS EMPLOYMENT AND TRAINING PROGRAMS AND PLACED 5,120 PEOPLE INTO COMPETITIVE EMPLOYMENT RETAIL OPERATIONS ----- GOODWILL OPERATES 40 RETAIL STORES AND 3 OUTLET STORES DONATIONS FROM THE COMMUNITY OF CLOTHING, HOUSEHOLD ITEMS, TOYS, SHOES, FURNITURE AND ELECTRONICS ARE SORTED AND SOLD IN THE STORES TO UNDERWRITE GOODWILL'S EMPLOYMENT AND TRAINING PROGRAMS THE MISSION OF GOODWILL IS AT THE CORE OF ALL THAT RETAIL EMPLOYEES DO ALL STAFF UNDERSTAND THEIR ROLE IN MENTORING AND COACHING CLIENTS ASSIGNED TO RETAIL STORES FOR SERVICES RETAIL OPERATIONS ALSO OFFER MANY WORKFORCE DEVELOPMENT OPPORTUNITIES INCLUDING > OFFERING WORKFORCE DEVELOPMENT TRAINING FOR GOODWILL CLIENTS (E.G. YOUTH INTERVENTION, ADULT DAY VOCATIONAL PROGRAM, AND SUPPORTED EMPLOYMENT) > PROVIDING CLASSROOM SPACE FOR SKILLS TRAINING PROGRAMS IN PARTNERSHIP WITH COMMUNITY COLLEGES (E.G. CALDWELL COMMUNITY COLLEGE AND TECHNICAL INSTITUTE, ROWAN COUNTY COMMUNITY COLLEGE, MITCHELL COMMUNITY COLLEGE) > OFFERING SERVICE OPPORTUNITIES FOR THE COURT AND PUBLIC SCHOOL SYSTEMS IN NORTHWEST NORTH CAROLINA (E.G. THOMASVILLE ALTERNATIVE TO SUSPENDING CHILDREN, HIGH SCHOOL OCCUPATIONAL COURSE OF STUDY PROGRAM) CONTRACT SERVICES ----- GOODWILL'S CONTRACT SERVICES DIVISION OPERATES AS A PROFESSIONAL OUTSOURCE FOR MANUFACTURERS AND BUSINESSES BY PROVIDING FULFILLMENT OF SPECIFIC CONTRACT WORK OFFERING COST-EFFECTIVE SOLUTIONS TO SPACE AND LABOR ISSUES, GOODWILL ENABLES ITS CUSTOMERS TO OUTSOURCE ENTIRE PROCESSES OR ONE-TIME PROJECTS SO THEY CAN FOCUS ON THEIR CORE BUSINESS COMPETENCIES GOODWILL CONTRACTS WITH NUMEROUS CUSTOMERS RANGING FROM SMALL LOCAL OPERATIONS TO FORTUNE 500 COMPANIES AND OFFERS A WIDE RANGE OF CAPABILITIES INCLUDING PACKAGING, ASSEMBLY AND SUBASSEMBLY, SORTING, SEWING, RETURNS PROCESSING, RECYCLING, FULFILLMENT AND COLLATING CONTRACT SERVICES FULFILLS ITS CUSTOMER OBLIGATIONS BY PROVIDING EMPLOYMENT AND TRAINING OPPORTUNITIES FOR MANY OF THE PEOPLE GOODWILL SERVES CONTRACT SERVICES UTILIZES CLIENTS FROM DIVISION OF VOCATIONAL REHABILITATION, ADULT DAY VOCATIONAL PROGRAM (DISABLED), AND OTHER LIKE-MINDED COMMUNITY ORGANIZATIONS TO PERFORM THE CONTRACT WORK CLIENTS WORK WITH CONTRACT SERVICES AND WORKFORCE DEVELOPMENT STAFF TO LEARN ESSENTIAL WORK SKILLS WHILE EARNING A PAYCHECK

Return Reference	Explanation	
	FORM 990, PAGE 2, LINES 4A, 4B, AND 4C	STRATEGIC PARTNERSHIPS ----- GOODWILL MAINTAINS NUMEROUS PARTNERSHIPS AND CONSIDERS THESE PARTNERSHIPS VITAL TO ITS SUCCESS THE PARTNERSHIPS WITH COMMUNITY-BASED ORGANIZATIONS INCLUDE DEPARTMENTS OF SOCIAL SERVICES, NC DIVISION OF VOCATIONAL REHABILITATION, DIVISION OF MENTAL HEALTH SERVICES, COMMUNITY COLLEGES, LOCAL WORKFORCE INVESTMENT BOARDS, UNITED WAY, FINANCIAL PATHWAYS, EXPERIMENT IN SELF-RELIANCE, FAMILY SERVICES WAYS TO WORK, AND THE HOUSING AUTHORITY OF WINSTON-SALEM THROUGH THESE PARTNERSHIPS, GOODWILL PROVIDES SERVICES ACROSS OUR REGION EXAMPLES INCLUDE THE SHORT TERM SKILLS TRAINING PROGRAMS, PROVIDING SITES FOR VITA (VOLUNTEER INCOME TAX ASSISTANCE) CLINICS, PROVIDING JOINT SERVICES FOR SPECIFIC POPULATIONS, EXCHANGE OF ON-SITE SERVICES BETWEEN AGENCIES, AND LEVERAGING RESOURCES INCLUDING PARTNERING WITH MISSION-SIMILAR AGENCIES IN GRANT FUNDED PROJECTS SPECIFIC EXAMPLES OF STRATEGIC COLLABORATIONS INCLUDE > PROSPERITY CENTER THE CAREER CONNECTIONS & PROSPERITY CENTER, A UNITED WAY "BREAKTHROUGH INITIATIVE" LED BY GOODWILL IN PARTNERSHIP WITH FINANCIAL PATHWAYS AND EXPERIMENT IN SELF-RELIANCE, HELPS FAMILIES AND INDIVIDUALS MOVE TOWARD GREATER ECONOMIC STABILITY, HIGHER EARNINGS AND HOME OWNERSHIP > COMMUNITY COLLEGES PARTNERING WITH COMMUNITY COLLEGES ENABLES GOODWILL TO PROVIDE SKILLS TRAINING PROGRAMS IN A VARIETY OF FIELDS WHILE LEVERAGING RESOURCES OF THE COLLEGES TO INCREASE OUR IMPACT TRAINING PROGRAMS INCLUDE SKILLED TRADES (MASONRY, HVAC, ELECTRICAL, SOFT CONSTRUCTION SKILLS, PLUMBING, WELDING, FORKLIFT), OFFICE TECHNOLOGY (MICROSOFT OFFICE APPLICATIONS, DATA ENTRY), HEALTHCARE (CERTIFIED NURSING, PHLEBOTOMY, PHARMACY TECHNICIAN, MEDICAL TERMINOLOGY AND CODING, ELECTRONIC MEDICAL RECORDS), HOUSEKEEPING, CUSTOMER SERVICE, GED, AND ESL (ENGLISH AS A SECOND LANGUAGE) > TRIAD COMMUNITY KITCHEN OFFERED IN COLLABORATION WITH THE SECOND HARVEST FOOD BANK OF NORTHWEST NORTH CAROLINA PROVIDES INSTRUCTION AND CERTIFICATION IN SERVSAFE SANITATION, BASIC CULINARY SKILLS, KNIFE SKILLS, KITCHEN SAFETY, MASS FOOD PRODUCTION AND "COOK CHILL" TECHNOLOGY HANDS-ON TRAINING EXPERIENCE, A ONE-WEEK INTERNSHIP, AND JOB PLACEMENT ASSISTANCE ARE INCLUDED IN THIS 240 HOUR CURRICULUM GRADUATES OF THIS PROGRAM ARE PREPARED TO SEEK EMPLOYMENT IN THE FOOD SERVICE AND HOSPITALITY INDUSTRIES > CROSBY COMMUNITY PARTNERSHIPS IN FORSYTH AND ROWAN COUNTIES ARE STRATEGIC ALLIANCES AIMED AT PROVIDING VALUABLE RESOURCES FOR STUDENTS IN THE PURSUIT OF HIGHER EDUCATION ----- DELL RECONNECT TECHNOLOGY RECYCLING WITH GOODWILL ----- GOODWILL PARTNERS WITH COMPUTER MANUFACTURER DELL IN PROJECT RECONNECT, A COMPREHENSIVE ELECTRONICS RECOVERY, REUSE AND ENVIRONMENTALLY RESPONSIBLE RECYCLING PROGRAM FOR CONSUMERS SINCE 2004, RECONNECT HAS DIVERTED 324 MILLION POUNDS OF COMPUTER EQUIPMENT FROM LANDFILLS ACROSS THE U.S. SAVING LOCAL GOVERNMENTS SIGNIFICANT DOLLARS AND MITIGATING HAZARDOUS WASTE ISSUES THE RECONNECT COLLABORATION WORKS BECAUSE IT PAIRS THE STRENGTHS OF BOTH ORGANIZATIONS GOODWILL HAS AN ESTABLISHED NETWORK OF DONATION LOCATIONS AND NEARLY A CENTURY OF EXPERIENCE WITH DONATED GOODS DELL IS COMMITTED TO RESPONSIBLE CONSUMER RECYCLING PROGRAMS THE SYNERGY CREATES A FREE AND CONVENIENT WAY FOR PEOPLE TO RECYCLE UNWANTED COMPUTERS AND INCREASES AWARENESS OF THE IMPORTANCE OF RESPONSIBLE RECYCLING IT KEEPS THESE ELECTRONIC ITEMS OUT OF LANDFILLS, THUS REDUCING THE BURDEN ON LOCAL COMMUNITY GOVERNMENTS IN ADDITION, RECONNECT CREATES "GREEN JOBS" WITH GOODWILL EMPLOYEES HANDLING THE COLLECTION AND SORTING OF EQUIPMENT ----- CARF ACCREDITATION ----- SINCE 1972, GOODWILL'S PROGRAMS HAVE BEEN ACCREDITED BY THE INTERNATIONAL COMMISSION ON ACCREDITATION OF REHABILITATION FACILITIES (CARF) EVERY THREE YEARS CARF IS AN INDEPENDENT NOT-FOR-PROFIT AGENCY PROMOTING QUALITY, VALUE, AND OPTIMAL OUTCOMES OF SERVICES THROUGH A CONSULTATIVE PROCESS THAT CENTERS ON ENHANCING THE LIVES OF THE PERSONS RECEIVING SERVICES OUR CARF ACCREDITATION ENSURES THAT > OUR PROGRAMS AND SERVICES ACTIVELY INVOLVE CONSUMERS IN SELECTING, PLANNING, AND USING SERVICES > OUR PROGRAMS AND SERVICES HAVE MET CONSUMER-FOCUSED, STATE-OF-THE-ART NATIONAL STANDARDS OF PERFORMANCE > OUR ORGANIZATION IS FOCUSED ON ASSISTING EACH CONSUMER IN ACHIEVING HIS OR HER CHOSEN GOALS AND OUTCOMES IN OUR MOST RECENT CARF ACCREDITATION SURVEY, CONDUCTED IN 2011, GOODWILL WAS COMMENDED FOR DEMONSTRATING EXEMPLARY CONFORMANCE TO THE STANDARDS AS DOCUMENTED IN THE SURVEY REPORT > THE ORGANIZATION HAS A MISSION STATEMENT THAT EMPHASIZES PARTNERSHIPS AND COLLABORATION WITH OTHER COMMUNITY AGENCIES ITS EMPHASIS ON VARIOUS COMMUNITY PARTNERSHIPS IS EXCEPTIONAL COOPERATIVE EFFORTS WITH THE COMMUNITY COLLEGES ARE EVIDENT ADDITIONAL EXAMPLES INCLUDE TH

Return Reference	Explanation	
	FORM 990, PAGE 2, LINES 4A, 4B, AND 4C	E URBAN LEAGUE, CRISIS CONTROL MINISTRY, AND THE CROSBY SCHOLARS COMMUNITY PARTNERSHIP TH ESE PARTNERSHIPS HAVE BEEN INITIATED IN ORDER TO ENHANCE THE LIVES OF THE PEOPLE SERVED BY GOODWILL AND TO PROVIDE ADDITIONAL OPPORTUNITIES FOR COLLABORATIVE EFFORTS > THE BUSINES S ADVISORY MODEL ADOPTED BY THIS GOODWILL APPEARS TO BE INVOLVED, UNIQUE, AND EXCEPTIONALL Y SUCCESSFUL BUSINESS ADVISORY COUNCILS ARE TRADITIONALLY DIFFICULT TO FORM, CULTIVATE AND ENGAGE GOODWILL HAS DEVELOPED EXCEPTIONAL COUNCILS, SOME OF WHICH HAVE BEEN FORMED ALON G INDUSTRY LINES SUCH AS OFFICE TECHNOLOGY, HEALTH SERVICES, AND SERVICE INDUSTRY THAT PRO MOTE RELATIONSHIP BUILDING THROUGHOUT THE RESPECTIVE COMMUNITIES THESE RELATIONSHIPS ALLO W ACCESS TO INFORMATION REGARDING EMPLOYMENT OPPORTUNITIES THAT CAN THEN BE EFFECTIVELY US ED TO RAISE POTENTIAL EARNING LEVELS FOR INDIVIDUALS WHILE MEETING COMMUNITY NEEDS THE AC TIVE, ENERGETIC BUSINESS ADVISORY COUNCILS ARE INSTRUMENTAL IN ENHANCING EMPLOYMENT SERVIC ES OFFERED THE KNOWLEDGE AND EXPERTISE THE COMMUNITY LEADERS BRING TO THE COUNCILS NOT ON LY STRENGTHEN THE QUALITY OF SERVICES, BUT ALSO PROVIDE AN EXTENSIVE NETWORK LEADING TO AD DITIONAL JOB OPPORTUNITIES FOR PERSONS SERVED GOODWILL WAS ALSO COMMENDED BY CARF FOR ITS STRENGTH IN HAVING "A BOARD OF DIRECTORS THAT IS DEDICATED, DIVERSE, AND ENGAGED THROUGH AN ACTIVE COMMITTEE STRUCTURE PARTICIPATION IS REQUIRED ON AT LEAST ONE OF THE COMMITTEES , I E, EXECUTIVE, RECRUITMENT, WORKFORCE DEVELOPMENT, FINANCE, AUDIT, CONTRACT SERVICES, PERSONNEL, AND MARKETING SENIOR STAFF MEMBERS PRESENT AT EACH BOARD MEETING IN CONJUNCTIO N WITH THEIR RESPECTIVE BOARD COMMITTEE(S) " ----- ENVIRONMENTAL IMPACT ----- GOODWILL OFFERS DONOR S A WAY TO DISPOSE OF THEIR UNWANTED ITEMS WHILE HELPING THEIR COMMUNITY AND THE ENVIRONME NT IN 2013 ALONE, 43 MILLION POUNDS OF UNWANTED ITEMS WERE RECYCLED AS A RESULT OF GOODWILL'S RETAIL OPERATIONS THROUGH EFFICIENT AND RESPONSIBLE PROCESSING, 100% OF POST-CONSUME R ELECTRONICS AND 99% OF DONATED TEXTILES ARE SOLD OR RECYCLED THESE AMOUNTS GREATLY REDU CE THE COST BURDEN ON LOCAL GOVERNMENTS IN 2008, GOODWILL OPENED ITS WHITAKER REGIONAL OP ERATIONS CENTER IN WINSTON-SALEM THIS FACILITY WAS DESIGNED TO THE US GREEN BUILDING COUN CIL'S STRINGENT LEED (LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN) STANDARDS AND RECENTL Y BECAME LEED CERTIFIED LEED CERTIFICATION IS THE NATIONAL BENCHMARK FOR HIGH PERFORMANCE GREEN BUILDINGS THROUGHOUT THE PLANNING AND DESIGNING OF THE CENTER, GOODWILL'S GOALS WE RE TO REDUCE ITS PULL ON LOCAL RESOURCES THROUGH REDUCED ENERGY AND WATER CONSUMPTION, TO IMPROVE THE FACILITY FOR THE WORKER AND CUSTOMER AND TO REDUCE THE ORGANIZATION'S AFFECT O N THE ENVIRONMENT SINCE THE COMPLETION OF THE REGIONAL OPERATIONS CENTER, GOODWILL HAS BU ILT FIVE ADDITIONAL FACILITIES TO LEED STANDARDS GOODWILL HAS BEEN IN THE RECYCLING BUSIN ESS FOR NEARLY 100 YEARS

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990. ▶ See separate instructions.
▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA INC

Employer identification number

56-0588474

Part I Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33.					
(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.							
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) NORTHWEST NORTH CAROLINA COMMUNITY FOUNDATION PO BOX 4299 WINSTONSALEM, NC 27115 20-3536704	PROVIDE FINANCIAL SUPPORT TO GOODWILL OF NORTHWEST NORTH CAROLINA, INC	NC	501(C)(3)	LINE 11D, III-O	N/A		No
(2) CROSBY SCHOLARS COMMUNITY PARTNERSHIP 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 27105 31-1523230	PREPARING PUBLIC SCHOOL STUDENTS FOR SUCCESSFUL COLLEGE ENROLLMENT	NC	501(C)(3)	LINE 7	GOODWILL INDUSTRIES OF NWNC INC	Yes	
(3) ROWAN COUNTY CROSBY SCHOLARS COMMUNITY PARTNERSHIP 2701 UNIVERSITY PARKWAY WINSTONSALEM, NC 27105 46-2621465	PREPARING PUBLIC SCHOOL STUDENTS FOR SUCCESSFUL COLLEGE ENROLLMENT	NC	501(C)(3)	LINE 7	GOODWILL INDUSTRIES OF NWNC INC	Yes	

Part III

Identification of Related Organizations Taxable as a Partnership

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

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

Part IV

Identification of Related Organizations Taxable as a Corporation or Trust

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No

Part V

Transactions With Related Organizations

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

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

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

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

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

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

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

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

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

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

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

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

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

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

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

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

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

1s

No

No

No

No

No

No

No

No

No

No

No

Yes

No

Yes

Yes

No

No

No

No

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) CROSBY SCHOLARS COMMUNITY PARTNERSHIP	B	182,500	CASH
(2) ROWAN COUNTY CROSBY SCHOLARS COMMUNITY PARTNERSHIP	B	196,639	CASH
(3) CROSBY SCHOLARS COMMUNITY PARTNERSHIP	N	20,000	FAIR VALUE

Schedule R (Form 990) 2013

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII

Supplemental Information

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

Return Reference	Explanation
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Additional Data

Software ID:
Software Version:
EIN: 56-0588474
Name: GOODWILL INDUSTRIES OF NORTHWEST
NORTH CAROLINA INC

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARK BACHMEIER DIRECTOR	1 00	X						0	0	0
PENNI BRADSHAW DIRECTOR, EMERITUS	1 00	X						0	0	0
MICHAEL CLEMENTS DIRECTOR	1 00	X						0	0	0
MARK DINSE DIRECTOR	1 00	X						0	0	0
WALKER DOUGLAS DIRECTOR	1 00	X						0	0	0
DR ROBERT FORD DIRECTOR	1 00	X						0	0	0
CHRIS FOX DIRECTOR	1 00	X						0	0	0
NATASHA GODDARD-CURETON DIRECTOR	1 00	X						0	0	0
MIKE GUNTER DIRECTOR, EMERITUS	1 00	X						0	0	0
DENISE HARTSFIELD DIRECTOR	1 00	X						0	0	0
KENNETH HORNE DIRECTOR	1 00	X						0	0	0
DR FRANCINE MADREY DIRECTOR	1 00	X						0	0	0
SUE MARION DIRECTOR	1 00	X						0	0	0
BARBARA DUCK DIRECTOR, EX OFFICIO	1 00	X						0	0	0
ALAN MURDOCK DIRECTOR	1 00	X						0	0	0
DR ANDY PEOPLES DIRECTOR, EMERITUS	1 00	X						0	0	0
SHERRY POLONSKY DIRECTOR	1 00	X						0	0	0
HANK PRICE DIRECTOR	1 00	X						0	0	0
DENISE PRIDDY DIRECTOR	1 00	X						0	0	0
MICHAEL ROGERS DIRECTOR, EX OFFICIO	1 00	X						0	0	0
DAVID ST CLAIR DIRECTOR	1 00	X						0	0	0
BRENT WADDELL DIRECTOR	1 00	X						0	0	0
LINDA WOOD DIRECTOR	1 00	X						0	0	0
LARRY WOODS DIRECTOR	1 00	X						0	0	0
CURTIS BLAND VP FINANCE	40 00			X				168,384	0	29,673

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SHERRY CARPENTER VP WORKFORCE DEVELOPMENT	40 00			X				172,943	0	28,073
JOHN CUNNINGHAM VP RETAIL OPERATIONS	40 00			X				168,918	0	32,746
ARTHUR GIBEL PRESIDENT	40 00			X				287,976	0	48,345
WILLIAM HAYMORE VP FACILITY SERVICES	40 00			X				160,059	0	26,007
WILLIAM HUFFMAN VP HUMAN RESOURCES & ORANIZATIONAL DEVELOPMENT	40 00			X				42,410	0	20,163
JAYMIE EICHORN VP MARKETING	40 00			X				112,994	0	17,684
RUDY ALLEN VP HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT	40 00			X				110,541	0	4,539
THOMAS RUNSER CONTROLLER	40 00					X		131,821	0	15,875