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Form 990



Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

Do not enter Social Security numbers on this form as it may be made public

By law, the IRS generally cannot redact the information on the form

Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047

2013

Open to Public Inspection

A For the 2013 calendar year, or tax year beginning 07-01-2013, 2013, and ending 06-30-2014

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Terminated

☐ Amended return

☐ Application pending

C Name of organization

NET IMPACT

Doing Business As

Number and street (or P O box if mail is not delivered to street address)Room/suite

150 SPEAR STREET NO 500

City or town, state or province, country, and ZIP or foreign postal code

SAN FRANCISCO, CA 94105

F Name and address of principal officer

ELIZABETH MAW

150 SPEAR ST STE 500

SAN FRANCISCO,CA 94105

H(a) Is this a group return for subordinates?

☐ Yes☒ No

H(b) Are all subordinates included?

☐ Yes☐ No

If "No," attach a list (see instructions)

H(c) Group exemption number

D Employer identification number

03-0552976

E Telephone number

(415) 495-4230

G Gross receipts \$ 4,237,070

I Tax-exempt status

☒ 501(c)(3)☐ 501(c) () (insert no)☐ 4947(a)(1) or ☐ 527

J Website:

WWW.NETIMPACT.ORG

K Form of organization

☒ Corporation☐ Trust☐ Association☐ Other

L Year of formation 1993

M State of legal domicile CA

Part I	Summary																																										
Activities & Governance	<div><div>1</div><div>Briefly describe the organization's mission or most significant activities</div><div>NET IMPACT'S MISSION IS TO MOBILIZE A NEW GENERATION TO USE THEIR CAREER TO DRIVE TRANSFORMATIONAL SOCIAL AND ENVIRONMENTAL CHANGE IN THE WORKPLACE AND THE WORLD</div></div>																																										
	<div><div>2</div><div>Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets</div></div>																																										
Revenue	<table><tr><td>3</td><td>Number of voting members of the governing body (Part VI, line 1a)</td><td>16</td></tr><tr><td>4</td><td>Number of independent voting members of the governing body (Part VI, line 1b)</td><td>16</td></tr><tr><td>5</td><td>Total number of individuals employed in calendar year 2013 (Part V, line 2a)</td><td>63</td></tr><tr><td>6</td><td>Total number of volunteers (estimate if necessary)</td><td>6</td></tr><tr><td>7a</td><td>Total unrelated business revenue from Part VIII, column (C), line 12</td><td>0</td></tr><tr><td>7b</td><td>Net unrelated business taxable income from Form 990-T, line 34</td><td>0</td></tr></table>	3	Number of voting members of the governing body (Part VI, line 1a)	16	4	Number of independent voting members of the governing body (Part VI, line 1b)	16	5	Total number of individuals employed in calendar year 2013 (Part V, line 2a)	63	6	Total number of volunteers (estimate if necessary)	6	7a	Total unrelated business revenue from Part VIII, column (C), line 12	0	7b	Net unrelated business taxable income from Form 990-T, line 34	0																								
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Part II

Signature Block

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

Sign Here

Signature of officer

2015-01-26

Date

ELIZABETH MAW CEO

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

PENNY L LANE CPA

Preparer's signature

Date

Check ☐ if self-employed

PTIN P00743411

Firm's name

KARLSSON & LANE AN ACCOUNTANCY CORP

Firm's EIN

94-2590397

Firm's address

4725 FIRST ST STE 226 PLEASANTON, CA 94566

Phone no

(925) 271-5519

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

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2013)

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

NET IMPACT'S MISSION IS TO MOBILIZE A NEW GENERATION TO USE THEIR CAREER TO DRIVE TRANSFORMATIONAL SOCIAL AND ENVIRONMENTAL CHANGE IN THE WORKPLACE AND THE WORLD

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

If "Yes," describe these new services on Schedule O

☐ Yes

☒ No

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

If "Yes," describe these changes on Schedule O

☐ Yes

☒ No

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 \$ 1,746,048 including grants of \$) (Revenue \$ 1,983,554)

CAMPUS PROGRAMS AND CHAPTER NETWORK NET IMPACT'S CAMPUS LEADERSHIP PROGRAMS GIVE STUDENTS OPPORTUNITIES TO BUILD SKILLS AND DRIVE ACTION, AND INCLUDE CAMPUS CAMPAIGNS LIKE SMALL STEPS, BIG WINS, AND UP TO US THE ORGANIZATION'S CAMPUS AND PROFESSIONAL CHAPTERS ARE LOCALLY BASED AND EDUCATE AND CONNECT EMERGING LEADERS AROUND THE GLOBE TO DRIVE SOCIAL AND ENVIRONMENTAL CHANGE ON CAMPUS AND THROUGHOUT THEIR CAREERS CHAPTERS HOST NETWORKING, EDUCATIONAL, AND COMMUNITY SERVICE EVENTS, MANY OF WHICH ARE OPEN TO THE PUBLIC NET IMPACT'S CHAPTERS DO NOT MEET THE DEFINITION OF LOCAL CHAPTERS OR AFFILIATES FOR PART VI, QUESTION 10A ON FORM 990 AS THE ORGANIZATION DOES NOT HAVE FINANCIAL OR PROGRAMMATIC OVERSIGHT OF LOCAL CHAPTERS

4b

(Code) (Expenses \$ 1,199,984 including grants of \$) (Revenue \$ 688,115)

CONFERENCE EDUCATION THE ORGANIZATION'S FLAGSHIP ANNUAL CONFERENCE ATTRACT 2200+ PASSIONATE NEW LEADERS THE CONFERENCE IS OPEN TO THE PUBLIC AND FEATURES SPEAKERS, PANELS, AND WORKSHOPS FOCUSED ON TOPICS SUCH AS CORPORATE SOCIAL RESPONSIBILITY, SOCIAL ENTREPRENEURSHIP, AND ENVIRONMENTAL SUSTAINABILITY THE ORGANIZATION PROVIDES SCHOLARSHIPS AND BELOW-COST TICKET PRICING TO STUDENTS AND OTHER ATTENDEES OF NEED

4c

(Code) (Expenses \$ 678,151 including grants of \$) (Revenue \$ 595,692)

MEMBERSHIP AND CAREER RESOURCES MEMBERSHIP TO NET IMPACT IS FREE AND AVAILABLE TO ANYONE MEMBERSHIP BENEFITS INCLUDE ACCESS TO ALMOST ALL EDUCATIONAL AND CAREER RESOURCES PROVIDED BY THE ORGANIZATION, INCLUDING EDUCATIONAL PUBLICATIONS, JOB BOARD, NETWORK NEWSLETTERS, AND THE IMPACT AT WORK PROGRAM ANNUAL PREMIUM MEMBERSHIP IS A PAID LEVEL OF ACCESS PROVIDING ALL THE BENEFITS OF THE FREE MEMBERSHIP PLUS A DISCOUNT ON CONFERENCE REGISTRATION AND ACCESS TO CAREER CONNECTIONS AND THE IN DEPTH WEBINAR SERIES CAREER RESOURCES ARE AVAILABLE ON THE WEBSITE AND INCLUDE SELF-ASSESSMENT TOOLS (FREE), ONLINE NETWORKING TOOLS (PREMIUM BENEFIT), AND THE JOB BOARD (FREE)

4d

Other program services (Describe in Schedule O)

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

4e
















Total program service expenses

3,624,183

Form 990 (2013)

Part IV

Checklist of Required Schedules

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

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
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		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <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		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		
36	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.	33	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	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	63
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).		2b	Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	No
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.		3b	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a	No
b If "Yes," enter the name of the foreign country: See instructions for filing requirements for 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	
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? If "No," provide an explanation in Schedule O.		14b	

Part VI

Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	16	
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			
1b	Enter the number of voting members included in line 1a, above, who are independent	16	
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	Yes
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
7b	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		
8a	The governing body?	8a	Yes
8b	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
10b	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
11b	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
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	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?		
15a	The organization's CEO, Executive Director, or top management official	15a	Yes
15b	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
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	CA
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)	
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization THE ORGANIZATION 150 SPEAR STREET NO 500 SAN FRANCISCO, CA 94105 (415) 495-4230	

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

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

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

- 1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid

List all of the organization's **current** key employees, if any See instructions for definition of "key employee "

List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations

List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations

List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MARK PINSKY CHAIR	1 00	X		X				0	0	0
(2) DAN BROSS VICE CHAIR	1 00	X		X				0	0	0
(3) MARC GUNTHER SECRETARY	1 00	X		X				0	0	0
(4) LILA PRESTON TREASURER	1 00	X		X				0	0	0
(5) TOD ARBOGAST DIRECTOR	1 00	X						0	0	0
(6) LAURA ASIALA DIRECTOR	1 00	X						0	0	0
(7) CAROL CONE DIRECTOR	1 00	X						0	0	0
(8) PAULETTE FRANK DIRECTOR	1 00	X						0	0	0
(9) DARELL HAMMOND DIRECTOR	1 00	X						0	0	0
(10) CECILY JOSEPH DIRECTOR	1 00	X						0	0	0
(11) TIM MOHIN DIRECTOR	1 00	X						0	0	0
(12) VINCENT ROBINSON DIRECTOR	1 00	X						0	0	0
(13) ANNA ROOSEVELT DIRECTOR	1 00	X						0	0	0
(14) JASON SAUL DIRECTOR	1 00	X						0	0	0
(15) MICHAEL SCHREIBER DIRECTOR	1 00	X						0	0	0
(16) DAVID STANGIS DIRECTOR	1 00	X						0	0	0
(17) KIRSTEN TOBEY DIRECTOR	1 00	X						0	0	0

Part VII

1b	Sub-Total	▼			
c	Total from continuation sheets to Part VII, Section A	▼			
d	Total (add lines 1b and 1c)	▼	267,297	0	22,040

2 Total number of individuals (including but not limited to those l
\$100,000 of reportable compensation from the organization▶1

		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

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 ►0

Part VIII

Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a				
	b	Membership dues	1b	155,146			
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	925,240			
	g	Noncash contributions included in lines 1a-1f \$		5,000			
	h	Total. Add lines 1a-1f		1,080,386			
Program Service Revenue	2a	CORPORATE SERVICE	Business Code				
			900099	2,049,582	2,049,582		
	b	CONFERENCE REVENUE	611430	688,115	688,115		
	c	GOVERNMENT SERVICE	900099	289,703	289,703		
	d	CAREER REVENUE	900099	83,883	83,883		
	e	ADS-MBA GUIDE, PUB'S	900099	42,835	42,835		
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		3,154,118			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1,634		1,634	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	(i) Real	(ii) Personal			
		b	Less rental expenses				
		c	Rental income or (loss)				
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
			932				
		b	Less cost or other basis and sales expenses	0			
		c	Gain or (loss)	932			
	d	Net gain or (loss)		932		932	
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
	b	Less direct expenses	b				
	c	Net income or (loss) from fundraising events					
	9a	Gross income from gaming activities See Part IV, line 19	a				
	b	Less direct expenses	b				
	c	Net income or (loss) from gaming activities					
	10a	Gross sales of inventory, less returns and allowances	a				
b	Less cost of goods sold	b					
c	Net income or (loss) from sales of inventory						
	Miscellaneous Revenue	Business Code					
11a							
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d						
12	Total revenue. See Instructions		4,237,070	3,154,118	0	2,566	

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.				
2	Grants and other assistance to individuals in the United States. See Part IV, line 22.				
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.	254,293	72,127	108,653	73,513
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.	2,372,881	1,838,677	331,030	203,174
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).				
9	Other employee benefits.	237,419	170,973	41,636	24,810
10	Payroll taxes.	207,374	153,079	34,022	20,273
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	3,763	1,839	1,924	
c	Accounting.	83,375		83,375	
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).	187,631	145,621	28,993	13,017
12	Advertising and promotion.	90,410	90,410		
13	Office expenses.				
14	Information technology.	90,104	78,052	8,178	3,874
15	Royalties.				
16	Occupancy.	277,561	242,713	20,215	14,633
17	Travel.	128,312	120,482	3,587	4,243
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	404,257	404,257		
20	Interest.				
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	170,961	159,014	6,329	5,618
23	Insurance.	10,161		10,161	
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	PRIZES AND CAMPAIGNS	119,435	119,435		
b	MERCHANT FEES	30,865	27,504	1,241	2,120
c					
d					
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e.	4,668,802	3,624,183	679,344	365,275
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

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

					(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing			906,485	1	503,662
	2	Savings and temporary cash investments			580,633	2	882,268
	3	Pledges and grants receivable, net			326,948	3	60,195
	4	Accounts receivable, net			81,952	4	99,448
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.				5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L.				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			92,480	9	85,855
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a	570,860			
	b	Less: accumulated depreciation	10b	391,567	278,285	10c	179,293
	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.			33,191	15	33,191
	16	Total assets. Add lines 1 through 15 (must equal line 34).			2,299,974	16	1,843,912
Liabilities	17	Accounts payable and accrued expenses			295,688	17	277,775
	18	Grants payable				18	
	19	Deferred revenue			175,823	19	170,050
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D.			19,059	21	18,415
	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.				25	
	26	Total liabilities. Add lines 17 through 25.			490,570	26	466,240
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets			594,980	27	662,882
	28	Temporarily restricted net assets			1,214,424	28	714,790
	29	Permanently restricted net assets				29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			1,809,404	33	1,377,672
	34	Total liabilities and net assets/fund balances			2,299,974	34	1,843,912

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	4,237,070
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,668,802
3	Revenue less expenses Subtract line 2 from line 1	3	-431,732
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,809,404
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	1,377,672

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other 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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? 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 <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		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		

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 NET IMPACT	Employer identification number 03-0552976
--	--

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									

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.")						
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						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

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						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 Total support (Add lines 7 through 10)						
12 Gross receipts from related activities, etc (see instructions)					12	
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				
15 Public support percentage for 2012 Schedule A, Part II, line 14		15				
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.")	1,674,001	1,404,351	2,301,544	2,505,005	1,080,386	8,965,287
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	783,851	885,309	1,346,950	2,362,092	3,154,118	8,532,320
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	2,457,852	2,289,660	3,648,494	4,867,097	4,234,504	17,497,607
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
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	422,633	270,261	526,988	1,573,639	1,488,988	4,282,509
c Add lines 7a and 7b	422,633	270,261	526,988	1,573,639	1,488,988	4,282,509
8 Public support (Subtract line 7c from line 6.)						13,215,098

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	2,457,852	2,289,660	3,648,494	4,867,097	4,234,504	17,497,607
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	10,858	3,082	1,648	2,085	2,566	20,239
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	10,858	3,082	1,648	2,085	2,566	20,239
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.)	2,468,710	2,292,742	3,650,142	4,869,182	4,237,070	17,517,846
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 <input type="checkbox"/>						

Section C. Computation of Public Support Percentage			
15 Public support percentage for 2013 (line 8, column (f) divided by line 13, column (f))	15	75.440 %	
16 Public support percentage from 2012 Schedule A, Part III, line 15	16	80.570 %	

Section D. Computation of Investment Income Percentage			
17	Investment income percentage for 2013 (line 10c, column (f) divided by line 13, column (f))	17	0 120 %
18	Investment income percentage from 2012 Schedule A, Part III, line 17	18	0 200 %
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 <input checked="" type="checkbox"/>		
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 <input type="checkbox"/>		
20	Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions <input type="checkbox"/>		

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 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 NET IMPACT	Employer identification number 03-0552976
--	--

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

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

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

1

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

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

☐ Protection of natural habitat ☐ Preservation of a certified historic structure

☐ Preservation of open space

2

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

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

3

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

4

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

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ _____

7

Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

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

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

1a

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

b

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

(i)

Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

(ii)

Assets included in Form 990, Part X

▶ \$ _____

2

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

a

Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

b

Assets included in Form 990, Part X

▶ \$ _____

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

Cat No 52283D

Schedule D (Form 990) 2013

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 Beginning balance | 19,059 |
| 1d Additions during the year | 8,314 |
| 1e Distributions during the year | 8,958 |
| 1f Ending balance | 18,415 |
- 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2

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

Board designated or quasi-endowment
- b

Permanent endowment
- c

Temporarily restricted endowment

The percentages 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

	Yes	No
(i) unrelated organizations	3a(i)	
(ii) related organizations	3a(ii)	
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b	
- 4

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

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

Description of property	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		101,585	60,736	40,849
d Equipment		68,960	17,429	51,531
e Other		400,315	313,402	86,913
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				179,293

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	4,237,070
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	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	4,237,070
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	4,237,070

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	4,668,802
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	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	4,668,802
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	4,668,802

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 IV, LINE 2B	NET IMPACT HOLDS A PORTION OF PROFESSIONAL MEMBERSHIP DUES FOR USE BY THE PROFESSIONAL CHAPTERS FOR ACTIVITIES. REGULAR (CORE) CHAPTERS RECEIVE 20%, SILVER-STANDING CHAPTERS RECEIVE 25%, AND GOLD-STANDING CHAPTERS RECEIVE 30% OF THE DUES FOR MOST MEMBERSHIP TYPES. THIS AMOUNT IS CALCULATED MONTHLY. THE BALANCE ON EACH CUSTODIAL ACCOUNT IS E-MAILED ON A QUARTERLY BASIS BY THE CHAPTERS TEAM TO THE HEAD OF EACH CORRESPONDING PROFESSIONAL CHAPTER, WHO MAY THEN REQUEST THAT BALANCE BE REMITTED TO THEM. BALANCES ARE ONLY PAID TO CHAPTERS WHO HAVE AN ESTABLISHED BANK ACCOUNT IN THEIR CHAPTERS NAME WITH THE CHECK BEING MADE OUT TO THE CHAPTER'S MAIN POINT OF CONTACT. ALTERNATIVELY, CHAPTER MEMBERS WHO ORGANIZE AND FUND AN EVENT MAY SUBMIT THEIR QUALIFIED RECEIPTS FOR AN EXPENSE REIMBURSEMENT, PAID OUT OF THEIR CHAPTERS BALANCE.
PART X, LINE 2	THE ORGANIZATION HAS ADOPTED THE ACCOUNTING GUIDANCE RELATED TO UNCERTAIN TAX POSITIONS, AND HAS EVALUATED ITS TAX POSITIONS TAKEN FOR ALL OPEN TAX YEARS. CURRENTLY, THE FISCAL 2010 THROUGH 2013 INFORMATION RETURNS ARE OPEN AND SUBJECT TO EXAMINATION. IN MANAGEMENT'S JUDGMENT, THERE ARE NO UNCERTAIN TAX POSITIONS AS OF JUNE 30, 2014.

[illegible]

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
NET IMPACT

Employer identification number
03-0552976

Part I

Questions Regarding Compensation

	Yes	No
<div><div>1a</div><div>Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</div><div><div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Discretionary spending account</div></div><div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div></div></div>		
<div><div>b</div><div>If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain.</div></div>	1b	
<div><div>2</div><div>Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?</div></div>	2	
<div><div>3</div><div>Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</div><div><div><div><input type="checkbox"/> Compensation committee</div><div><input type="checkbox"/> Independent compensation consultant</div><div><input type="checkbox"/> Form 990 of other organizations</div></div><div><div><input type="checkbox"/> Written employment contract</div><div><input checked="" type="checkbox"/> Compensation survey or study</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div></div></div>		
<div><div>4</div><div>During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization:</div></div>		
<div><div>a</div><div>Receive a severance payment or change-of-control payment?</div></div>	4a	No
<div><div>b</div><div>Participate in, or receive payment from, a supplemental nonqualified retirement plan?</div></div>	4b	No
<div><div>c</div><div>Participate in, or receive payment from, an equity-based compensation arrangement?</div></div> <div>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</div>	4c	No
<div><div></div><div>Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.</div></div>		
<div><div>5</div><div>For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</div></div>		
<div><div>a</div><div>The organization?</div></div>	5a	No
<div><div>b</div><div>Any related organization?</div></div> <div>If "Yes," to line 5a or 5b, describe in Part III.</div>	5b	No
<div><div>6</div><div>For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</div></div>		
<div><div>a</div><div>The organization?</div></div>	6a	No
<div><div>b</div><div>Any related organization?</div></div> <div>If "Yes," to line 6a or 6b, describe in Part III.</div>	6b	No
<div><div>7</div><div>For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.</div></div>	7	No
<div><div>8</div><div>Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.</div></div>	8	No
<div><div>9</div><div>If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</div></div>	9	

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1)ELIZABETH MAW CEO	(i)	170,007	0	0	0	18,135	188,142	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

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

Return Reference	Explanation
PART I, LINE 3	BAY AREA COMPENSATION DATA FOR COMPARABLE ORGANIZATIONS AND POSITIONS WAS COMPILED PRIOR TO RECOMMENDING COMPENSATION FOR EXECUTIVE DIRECTOR AND CFO TO BOARD FOR APPROVAL

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
NET IMPACT

Employer identification number
03-0552976

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
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?

30a

Yes

No

b

If "Yes," describe the arrangement in Part II

31

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

31

Yes

32a

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

32a

No

b

If "Yes," describe in Part II

33

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

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

Cat No 51227J

Schedule M (Form 990) (2013)

Part II

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

Return Reference	Explanation
PART I, LINE 32B	NOT APPLICABLE SCHEDULE M LINE 31 THE FOLLOWING POLICIES GOVERN THE ACCEPTANCE OF GIFTS MADE TO NET IMPACT, A CALIFORNIA NONPROFIT PUBLIC BENEFIT CORPORATION, FOR PURPOSES THAT WILL HELP NET IMPACT FURTHER ITS CHARITABLE MISSION PURPOSE-THE PURPOSE OF THIS GIFT ACCEPTANCE POLICY IS TO GOVERN ACCEPTANCE OF GIFTS AND TO PROVIDE GUIDANCE TO DONORS AND THEIR PROFESSIONAL ADVISORS IN COMPLETING GIFTS DONOR'S USE OF LEGAL COUNSEL-NET IMPACT SHALL ENCOURAGE A DONOR TO SEEK HIS OR HER OWN LEGAL COUNSEL ABOUT ANY LEGAL AND TAX CONSEQUENCES TO THE DONOR RESULTING FROM A GIFT TO NET IMPACT NET IMPACT SHALL NOT PROVIDE LEGAL ADVICE TO ANY DONOR ORGANIZATION'S USE OF LEGAL COUNSEL-NET IMPACT SHALL SEEK THE ADVICE OF LEGAL COUNSEL OR OTHER QUALIFIED PROFESSIONAL ADVISOR IN MATTERS RELATED TO THE ACCEPTANCE OF A GIFT, PRIOR TO SUCH ACCEPTANCE, WHEN APPROPRIATE REVIEW BY LEGAL COUNSEL IS RECOMMENDED FOR GIFTS OF REAL PROPERTY, GIFTS OF STOCK/MEMBERSHIPS/OWNERSHIP INTERESTS OF CLOSELY HELD COMPANIES, GIFTS INVOLVING CONTRACTS OR ANY ASSUMPTION OF AN OBLIGATION BY NET IMPACT, GIFTS SUBJECT TO UNUSUAL RESTRICTIONS, GIFTS THAT MAY INVOLVE AN ACTUAL OR PERCEIVED CONFLICT OF INTEREST, TRANSACTIONS IN WHICH THE PRESIDENT, BOARD, OR AUTHORIZED BOARD COMMITTEE BELIEVES THAT THE USE OF LEGAL COUNSEL IS APPROPRIATE RESTRICTIONS ON GIFTS-NET IMPACT WILL GENERALLY ACCEPT UNRESTRICTED GIFTS, AND GIFTS FOR SPECIFIC PROGRAMS AND PURPOSES, PROVIDED THAT SUCH GIFTS ARE NOT INCONSISTENT WITH NET IMPACT'S MISSION, CHARITABLE PURPOSES, AND PRIORITIES NET IMPACT WILL NOT ACCEPT GIFTS THAT ARE TOO RESTRICTIVE IN PURPOSE OR THAT OTHERWISE RESULT IN A BURDEN THAT MAY DIMINISH NET IMPACT'S ABILITY TO FURTHER ITS MISSION GIFTS THAT ARE TOO RESTRICTIVE INCLUDE THOSE THAT ARE INCONSISTENT WITH NET IMPACT'S ARTICLES OF INCORPORATION, GIFTS THAT ARE TOO DIFFICULT TO ADMINISTER, OR GIFTS THAT ARE FOR PURPOSES OUTSIDE THE MISSION OF THE CHARITY ALL FINAL DECISIONS ON THE RESTRICTIVE NATURE OF A GIFT, AND ITS ACCEPTANCE OR REFUSAL, SHALL BE MADE BY THE BOARD AS OUTLINED BELOW TYPES OF GIFTS-THE FOLLOWING TYPES OF GIFTS MAY BE ACCEPTABLE, SUBJECT TO OTHER PROVISIONS OF THIS GIFT ACCEPTANCE POLICY CASH, SECURITIES, 1-PUBLICLY TRADED SECURITIES PUBLICLY TRADED SECURITIES MAY BE TRANSFERRED TO AN ACCOUNT MAINTAINED AT ONE OR MORE BROKERAGE FIRMS OR DELIVERED PHYSICALLY WITH THE TRANSFEROR'S SIGNATURE OR STOCK POWER ATTACHED AS A GENERAL RULE, ALL MARKETABLE SECURITIES SHALL BE SOLD UPON RECEIPT UNLESS OTHERWISE DIRECTED BY THE BOARD OR EXECUTIVE COMMITTEE IN SOME CASES, MARKETABLE SECURITIES MAY BE RESTRICTED BY APPLICABLE SECURITIES LAWS, IN SUCH INSTANCE THE FINAL DETERMINATION ON THE ACCEPTANCE OF THE RESTRICTED SECURITIES SHALL BE MADE BY THE BOARD OR EXECUTIVE COMMITTEE 2 CLOSELY HELD SECURITIES CLOSELY HELD SECURITIES, WHICH INCLUDE DEBT AND EQUITY POSITIONS IN NON-PUBLICLY TRADED COMPANIES AS WELL AS INTERESTS IN LLPS, LLCs AND OTHER OWNERSHIP FORMS, MAY BE ACCEPTED SUBJECT TO THE APPROVAL OF THE BOARD OR [FINANCE] COMMITTEE HOWEVER, GIFTS MUST BE REVIEWED PRIOR TO ACCEPTANCE TO DETERMINE THAT (1) THERE ARE NO RESTRICTIONS ON THE SECURITY THAT WOULD PREVENT NET IMPACT FROM ULTIMATELY CONVERTING THOSE ASSETS TO CASH, (2) THE SECURITY IS MARKETABLE (I E , A BUYER IS IN A POSITION TO BUY THE STOCK), AND (3) THE SECURITY WILL NOT GENERATE ANY UNDESIRABLE TAX CONSEQUENCES FOR NET IMPACT FURTHER, PRIOR TO ACCEPTANCE, GIFTS SHALL BE VALUED BY AN INDEPENDENT APPRAISAL, WHICH SHALL TYPICALLY BE THE DONOR'S OBLIGATION (THE DONOR MAY REQUIRE A QUALIFIED APPRAISAL IN ORDER TO TAKE AN INCOME TAX DEDUCTION IF A GIFT OF NON-PUBLICLY TRADED SECURITIES IS VALUED AT \$10,000 OR MORE) IF POTENTIAL PROBLEMS ARISE ON INITIAL REVIEW OF THE SECURITY, FURTHER REVIEW AND RECOMMENDATION BY AN OUTSIDE PROFESSIONAL MAY BE SOUGHT BEFORE MAKING A FINAL DECISION ON ACCEPTANCE OF THE GIFT THE FINAL DETERMINATION ON THE ACCEPTANCE OF CLOSELY HELD SECURITIES SHALL BE MADE BY THE BOARD OR [FINANCE] COMMITTEE, AND, AS NECESSARY, LEGAL COUNSEL EVERY EFFORT WILL BE MADE TO SELL NON-MARKETABLE SECURITIES AS QUICKLY AS POSSIBLE TANGIBLE PERSONAL PROPERTY GIFTS OF TANGIBLE PERSONAL PROPERTY TO BE USED BY NET IMPACT IN FURTHERANCE OF ITS MISSION MAY BE ACCEPTED SUBJECT TO APPROVAL OF THE PRESIDENT GIFTS OF TANGIBLE PERSONAL PROPERTY THAT WILL NOT BE USED BY NET IMPACT IN FURTHERANCE OF ITS MISSION MAY BE ACCEPTED SUBJECT TO APPROVAL OF THE BOARD OR [FINANCE] COMMITTEE HOWEVER, SUCH GIFTS MUST BE REVIEWED PRIOR TO ACCEPTANCE FOR (1) MARKETABILITY, (2) RESTRICTIONS ON THEIR USE AND SALE, AND (3) COSTS ASSOCIATED WITH POSSESSION, OWNERSHIP AND SALE REAL ESTATE GIFTS OF REAL ESTATE MAY INCLUDE DEVELOPED PROPERTY, UNDEVELOPED PROPERTY, OR GIFTS SUBJECT TO A PRIOR LIFE INTEREST PRIOR TO ACCEPTANCE OF REAL ESTATE, NET IMPACT SHALL REQUIRE AN INITIAL ENVIRONMENTAL REVIEW OF THE PROPERTY TO ENSURE THAT THE PROPERTY HAS NO ENVIRONMENTAL OR HAZARDOUS WASTE PROBLEMS IN THE EVENT THAT THE INITIAL INSPECTION REVEALS A POTENTIAL PROBLEM, NET IMPACT SHALL RETAIN A QUALIFIED INSPECTION FIRM TO CONDUCT AN ENVIRONMENTAL AUDIT THE COST OF THE ENVIRONMENTAL AUDIT SHALL GENERALLY BE AN EXPENSE OF THE DONOR WHEN APPROPRIATE, A TITLE BINDER SHALL BE OBTAINED BY NET IMPACT PRIOR TO THE ACCEPTANCE OF THE REAL PROPERTY GIFT THE COST OF THIS TITLE BINDER SHALL GENERALLY BE AN EXPENSE OF THE DONOR PRIOR TO ACCEPTANCE OF THE REAL PROPERTY, THE GIFT SHALL BE APPROVED BY THE BOARD OR A BOARD COMMITTEE, WITH GUIDANCE FROM NET IMPACT'S LEGAL COUNSEL CRITERIA FOR ACCEPTANCE OF THE PROPERTY SHALL INCLUDE (1) USEFULNESS TO NET IMPACT, (2) VALUATION, (3) MARKETABILITY, (4) RESTRICTIONS, RESERVATIONS, EASEMENTS, OR OTHER LIMITATIONS ASSOCIATED WITH THE PROPERTY, (5) CARRYING COSTS, WHICH MAY INCLUDE INSURANCE, PROPERTY TAXES, MORTGAGES, OR NOTES, ETC , ASSOCIATED WITH THE PROPERTY, (6) ENVIRONMENTAL, HAZARDOUS WASTE, AND OTHER RISKS ASSOCIATED WITH THE PROPERTY BEQUESTS DONORS AND SUPPORTERS OF NET IMPACT WILL BE ENCOURAGED TO MAKE BEQUESTS TO NET IMPACT UNDER THEIR WILLS AND TRUSTS TO THE EXTENT POSSIBLE AND APPROPRIATE, NET IMPACT SHALL ENCOURAGE DONORS TO DESCRIBE THE SPECIFIC PURPOSES OF THEIR GIFTS AS BROADLY AS POSSIBLE AND TO AVOID DETAILED LIMITATIONS AND RESTRICTIONS IN RECOGNITION OF THE CHANGING NEEDS, POLICIES AND CIRCUMSTANCES OF A CHARITY OVER TIME BECAUSE OF SUCH CHANGES OVER TIME, TO THE EXTENT POSSIBLE AND PERMISSIBLE UNDER APPLICABLE LAW - ENDOWMENTS SHALL CONTAIN THE FOLLOWING (OR A SIMILAR) CONTINGENCY CLAUSE "IF IN THE OPINION OF NET IMPACT'S BOARD OF DIRECTORS, ALL OR PART OF THE FUNDS CANNOT BE APPLIED IN STRICT CONFORMANCE WITH THE PURPOSE(S) PREVIOUSLY STATED, THE BOARD MAY USE THESE FUNDS FOR OTHER APPROPRIATE PURPOSES AS NEARLY ALIGNED TO THE ORIGINAL INTENT OF THE DONOR AS GOOD CONSCIENCE AND NEED DICTATE WITHIN THE AUTHORIZED POWERS OF NET IMPACT " THE NATURE OF THE BEQUEST (E G , CASH, SECURITIES, PERSONAL PROPERTY, REAL ESTATE) AND ANY ASSOCIATED RESTRICTIONS SHALL DETERMINE WHETHER AND HOW THE BEQUEST SHALL BE ACCEPTED BY NET IMPACT, SUBJECT TO OTHER PROVISIONS OF THIS GIFT ACCEPTANCE POLICY BEQUESTS WILL NOT BE RECORDED AS GIFTS TO NET IMPACT UNTIL SUCH TIME AS THE GIFT IS IRREVOCABLE WHERE THE GIFT IS IRREVOCABLE, BUT IS NOT DUE UNTIL A FUTURE DATE, THE PRESENT VALUE OF THAT GIFT MAY BE RECORDED AT THE TIME THE GIFT BECOMES IRREVOCABLE LIFE INSURANCE BENEFICIARY DESIGNATIONS DONORS AND SUPPORTERS OF NET IMPACT WILL BE ENCOURAGED TO NAME NET IMPACT AS BENEFICIARY OR CONTINGENT BENEFICIARY OF THEIR LIFE INSURANCE POLICIES SUCH DESIGNATIONS SHALL NOT BE RECORDED AS GIFTS TO NET IMPACT UNTIL SUCH TIME AS THE GIFT IS IRREVOCABLE WHERE THE GIFT IS IRREVOCABLE, BUT IS NOT DUE UNTIL A FUTURE DATE, THE PRESENT VALUE OF THAT GIFT MAY BE RECORDED AT THE TIME THE GIFT BECOMES IRREVOCABLE RETIREMENT PLAN BENEFICIARY DESIGNATIONS DONORS AND SUPPORTERS OF NET IMPACT WILL BE ENCOURAGED TO NAME NET IMPACT AS BENEFICIARY OF THEIR RETIREMENT PLANS SUCH DESIGNATIONS SHALL NOT BE RECORDED AS GIFTS TO NET IMPACT UNTIL SUCH TIME AS THE GIFT IS IRREVOCABLE WHERE THE GIFT IS IRREVOCABLE, BUT IS NOT DUE UNTIL A FUTURE DATE, THE PRESENT VALUE OF THAT GIFT MAY BE RECORDED AT THE TIME THE GIFT BECOMES IRREVOCABLE CHARITABLE REMAINDER TRUSTS NET IMPACT MAY ACCEPT DESIGNATION AS A REMAINDER BENEFICIARY OF A CHARITABLE REMAINDER TRUST WITH THE APPROVAL OF THE BOARD OR [FINANCE] COMMITTEE NET IMPACT WILL NOT ACCEPT APPOINTMENT AS TRUSTEE OF A CHARITABLE REMAINDER TRUST CHARITABLE LEAD TRUSTS NET IMPACT MAY ACCEPT A DESIGNATION AS AN INCOME BENEFICIARY OF A CHARITABLE LEAD TRUST NET IMPACT WILL NOT ACCEPT AN APPOINTMENT AS TRUSTEE OF A CHARITABLE LEAD TRUST
PART I, LINE 33	NOT APPLICABLE SCHEDULE M LINE 31 CONTINUATION OF GIFT ACCEPTANCE POLICY REPORTING REQUIREMENTS NET IMPACT IS RESPONSIBLE FOR FILING IRS FORM 8282 (DONEE INFORMATION RETURN) UPON THE SALE OR DISPOSITION OF ANY ASSET SOLD WITHIN TWO YEARS OF RECEIPT BY NET IMPACT WHEN THE CHARITABLE DEDUCTION VALUE OF THE ITEM IS MORE THAN \$5,000, SUBJECT TO CERTAIN LIMITED EXCEPTIONS WHERE REQUIRED, NET IMPACT MUST FILE THIS FORM WITHIN 125 DAYS OF THE DATE OF SALE OR DISPOSITION OF THE ASSET NET IMPACT SHALL PROVIDE A WRITTEN ACKNOWLEDGEMENT TO DONORS WHO MAKE ANY SINGLE CHARITABLE CONTRIBUTION OF GREATER THAN \$250, AND A WRITTEN DISCLOSURE TO DONORS WHO RECEIVE GOODS OR SERVICES IN EXCHANGE FOR A SINGLE PAYMENT IN EXCESS OF \$75 THE ACKNOWLEDGEMENT AND DISCLOSURE SHALL INCLUDE A DESCRIPTION AND GOOD FAITH ESTIMATE OF THE VALUE OF GOODS OR SERVICES, IF ANY, PROVIDED BY NET IMPACT IN RETURN FOR THE CONTRIBUTION (SUBJECT TO THE TOKEN AND MEMBERSHIP BENEFITS EXCEPTION) AND SHALL DESCRIBE (BUT NOT VALUE) ANY NON-CASH CONTRIBUTIONS MADE BY THE DONOR IRS PUBLICATIONS 526 (CHARITABLE CONTRIBUTIONS) AND 1771 (CHARITABLE CONTRIBUTIONS) SUBSTANTIATION AND DISCLOSURE REQUIREMENTS) MAY BE USED BY NET IMPACT'S STAFF AS A REFERENCE FOR FULFILLING FEDERAL REPORTING REQUIREMENTS

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 NET IMPACT	Employer identification number 03-0552976
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990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS NONVOTING MEMBERS
FORM 990, PART VI, SECTION B, LINE 11	THE EXECUTIVE DIRECTOR SHALL ENSURE THAT FORM 990 AND FORM 990-T (IF NECESSARY) SHALL BE FILED AND ANY ASSOCIATED TAXES OR PAYMENTS MADE, IN A TIMELY AND ACCURATE MANNER. THE EXECUTIVE DIRECTOR SHALL SIGN AND CERTIFY THAT THE FORM 990 IS ACCURATE AND COMPLETE. EACH DIRECTOR ON THE BOARD SHALL RECEIVE FOR THEIR REVIEW AND CONSIDERATION AN ELECTRONIC DRAFT OF FORM 990 AND FORM 990-T (IF NECESSARY) AT LEAST TWO WEEKS IN ADVANCE OF FILING. ALL DIRECTORS WILL BE ENCOURAGED TO REVIEW THE ENTIRE FORM WITHIN ONE WEEK OF RECEIPT OF THE DRAFT. FORM 990 AND FORM 990-T (IF NECESSARY), ALL DIRECTORS SHALL SUBMIT THEIR COMMENTS AND CONCERNS, IF ANY, TO THE CFO AND THE EXECUTIVE DIRECTOR, EITHER OF WHOM MAY ADDRESS THE COMMENTS AND CONCERNS, CONSULTING WITH LEGAL COUNSEL AS NECESSARY. DIRECTORS SHALL IDENTIFY AND SUBMIT ANY CRITICAL CONCERNS TO THE CFO, THE EXECUTIVE DIRECTOR, AND THE BOARD CHAIR. CRITICAL CONCERNS SHALL BE RESOLVED JOINTLY BY THE EXECUTIVE DIRECTOR AND CHAIR OR BY THE EXECUTIVE COMMITTEE OF THE BOARD, AND RESOLUTION OF SUCH CONCERNS SHALL BE COMMUNICATED WITH THE DIRECTOR RAISING THE CONCERN AND THE BOARD, IF DEEMED NECESSARY BY THE EXECUTIVE DIRECTOR AND CHAIR. A COPY OF THE FILED FORM 990 AND FORM 990-T (IF NECESSARY) SHALL BE DISTRIBUTED TO THE ENTIRE BOARD WITHIN ONE WEEK AFTER FILING, TOGETHER WITH A NOTE IDENTIFYING ANY MATERIAL AND SUBSTANTIAL CHANGES FROM THE DRAFT VERSIONS DISTRIBUTED EARLIER.
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION'S CONFLICT OF INTEREST POLICY IS DISTRIBUTED AT THE FIRST IN-PERSON BOARD MEETING EACH CALENDAR YEAR. AT THE MEETING, EACH BOARD MEMBER REVIEWS AND SIGNS THE POLICY, CERTIFYING THEY HAVE NO CONFLICT OF INTEREST.
FORM 990, PART VI, SECTION B, LINE 15	BAY AREA COMPENSATION DATA FOR COMPARABLE ORGANIZATIONS AND POSITIONS WAS COMPILED PRIOR TO RECOMMENDING COMPENSATION FOR EXECUTIVE DIRECTOR AND CFO TO BOARD FOR APPROVAL.
FORM 990, PART VI, SECTION C, LINE 18	THE ORGANIZATION MAKES ITS FORM 1023, 990 AND 990-T (IF APPLICABLE) AVAILABLE TO THE GENERAL PUBLIC UPON REQUEST.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, POLICIES AND FINANCIAL STATEMENTS AVAILABLE TO THE GENERAL PUBLIC UPON REQUEST.