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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
▶ Information about Form 990 and its instructions is at [www.irs.gov/foi/m990](#)

OMB No 1545-0047

2015

Open to Public Inspection

A For the 2015 calendar year, or tax year beginning 01-01-2015, and ending 12-31-2015

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization

Humanity United

Doing business as

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

One Letterman Drive Bldg D

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

San Francisco, CA 94129

F Name and address of principal officer

D Employer identification number

26-2583379

E Telephone number

(415) 426-6300

G Gross receipts \$ 29,104,544

I Tax-exempt status

☐ 501(c)(3)

☒ 501(c) (4) ◀ (insert no)

☐ 4947(a)(1) or

☐ 527

J Website: ▶

www.humanityunited.org

K Form of organization

☒ Corporation

☐ Trust

☐ Association

☐ Other ▶

L Year of formation

2008

M State of legal domicile

CA

Part I Summary			
Activities & Governance	1 Briefly describe the organization's mission or most significant activities Humanity United's mission is to build peace and advance human freedom. We lead, support, and collaborate with a broad network of efforts, ideas, and organizations that share our vision of a world free of conflict and injustice.		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	5
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	4
	5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	60
	6 Total number of volunteers (estimate if necessary)	6	
Revenue	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
	b Net unrelated business taxable income from Form 990-T, line 34	7b	
	8 Contributions and grants (Part VIII, line 1h)	Prior Year	
		Current Year	
		31,200,000	29,000,000
			0
		99,946	104,544
Expenses	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	31,299,946	29,104,544
	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	18,911,552	17,018,561
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	6,770,288	7,550,127
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ ⁰		
Net Assets or Fund Balances	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	5,458,400	7,403,854
	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	31,140,240	31,972,542
	19 Revenue less expenses. Subtract line 18 from line 12	159,706	-2,867,998
	20 Total assets (Part X, line 16)	Beginning of Current Year	
		End of Year	
		16,647,462	11,712,127
		6,279,027	4,211,690
	22 Net assets or fund balances. Subtract line 21 from line 20	10,368,435	7,500,437

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

Randy Newcomb Pres,CEO,Trstee

Type or print name and title

2016-11-15

Date

Paid Preparer Use Only

Print/Type preparer's name

Roger V Hansen

Preparer's signature

Roger V Hansen

Date

Check ☐ if self-employed

PTIN

P00294980

Firm's name

▶ Comprehensive Financial Mgt

Firm's EIN

▶

Firm's address

▶ 720 University Ave 200

Phone no

(408) 358-3316

Los Gatos, CA

95032

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(2015)

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

Humanity United's mission is to build peace and advance human freedom. We lead, support, and collaborate with a broad network of efforts, ideas, and organizations that share our vision of a world free of conflict and injustice.

2

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

☐ Yes ☒ No

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

3

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

☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a

(Code) (Expenses \$ 13,331,654 including grants of \$ 8,161,915) (Revenue \$)

Modern Day Slavery - In calendar year 2015, Humanity Uniteds program service regarding modern-day slavery fell into four main categories of activity. First, Humanity United continued to focus on building the U.S. anti-slavery movement by facilitating collaboration among U.S.-based organizations working on this issue. Humanity United facilitated regular meetings of a broad range of organizations to work collectively on several projects as the Alliance to End Slavery and Trafficking (ATEST). In addition to convening and managing the coalition, Humanity United also provided financial support to all coalition members. Second, we continued to develop and advance our anti-slavery strategy and to engage in grant making, advocacy and communications to promote greater corporate engagement in addressing forced labor in multinational supply chains. Emphasis of the work focused on the expansion of Humanity United's KnowTheChain initiative, focused on benchmarking corporate policies and practices to address forced labor deep in corporate supply chains. We also continued our work in Nepal, through direct engagement and grant making, with a particular emphasis on protecting Nepali migrant workers. Finally, Humanity United supported investigative reporting through The Guardians Modern day slavery in focus website.

4b

(Code) (Expenses \$ 7,288,780 including grants of \$ 4,462,342) (Revenue \$)

Global Solutions - In 2015, Humanity United continued to work to help build global institutions able to respond swiftly, effectively and without compromise whenever the threat of violent conflict arises, as well as create the requisite will to ensure that policymakers do not simply default and do nothing. HUs Global Solutions grant making strategy sought to engage with partners living in vulnerable contexts and work with them to identify both troubling trends and emerging solutions, as well as bring together the normative framework, the institutions and the global movement necessary to create durable peace.

4c

(Code) (Expenses \$ 5,514,498 including grants of \$ 3,376,090) (Revenue \$)

Sudan/South Sudan/Democratic Republic of Congo (DRC) - In 2015, Humanity Uniteds program service in Sudan/South Sudan/DRC focused on efforts to continue to spur the engagement of the international community in promoting peaceful change in the region. We particularly focused our attention in South Sudan, where the continuing civil war increasingly polarized the country along ethnic and regional lines. In response we worked with partners on the ground to support local peacebuilding efforts. We also engaged with the few local actors who still had the trust of the communities at risk of a wider conflict to try and prevent local violence that could undermine the peace agreement and lead to a wider conflict that could threaten the country as a whole.

4d

Other program services (Describe in Schedule O)

(Expenses \$ 1,663,149 including grants of \$ 1,018,214) (Revenue \$)

4e

Total program service expenses ▶ 27,798,081

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	No
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	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	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	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	No
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	Yes
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 	15	Yes
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 domestic 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 or for domestic individuals 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		No
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		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <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 "Yes," 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	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		No
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	72	
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	60	
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		No
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
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		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		No
9a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		No
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		No
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		No
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		No
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b		
c	Enter the amount of reserves on hand.	13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b		

Part VI Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O		
1b	Enter the number of voting members included in line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		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?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?		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?		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?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	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		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?		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?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	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	Yes	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	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	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	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	Yes	
15b	Other officers or key employees of the organization	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?		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?		

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

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records
Kevin Luu One Letterman Dr Bldg D Suite D3100 San Francisco, CA 94129 (415) 426-6300

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) Randy Newcomb Pres, CEO, TTEE	40 00 2 00	X		X				480,943	0	61,160
(2) Pamela Omidyar Chair & TTEE	2 00 0 00	X						0	0	0
(3) Susan McCue ViceChair &TTEE	2 00 0 00	X						0	0	0
(4) Daniel Boggan TTEE	2 00 0 00	X						0	0	0
(5) Shannon Sedgwick Davis TTEE	2 00 0 00	X						0	0	0
(6) Kevin Luu Treasurer & CFO	40 00 2 00			X				260,995	0	47,233
(7) Lawrence Mendenhall Secty, GC, COO	40 00 2 00			X				331,908	0	46,510
(8) Peter Rundlet VP, Investments	40 00 0 00				X			362,101	0	58,374
(9) Kurt Kroemer COO	40 00 0 00				X			351,882	0	22,491
(10) Ed Marcum VP, Investments	40 00 0 00				X			276,938	0	48,820
(11) David Abramowitz VP, Policy & Gov't Relations	40 00 0 00				X			251,062	0	26,349
(12) Timothy Isgitt Dir, Communications	40 00 0 00				X			200,692	0	25,684
(13) Robyn Arville Dir, HR	40 00 0 00					X		182,777	0	33,013
(14) Cathenne Chen Dir, Investments	40 00 0 00					X		159,014	0	21,213

Part VII

[illegible]

1b	Sub-Total	▶			
c	Total from continuation sheets to Part VII, Section A	▶			
d	Total (add lines 1b and 1c)	▶	3,319,540		448,406

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 ► 21

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

Section B. Independent Contractors

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

(A)	(B)	(C)
Name and business address	Description of services	Compensation
Luminary Labs LLC 30 West 22nd St 6th Floor New York, NY 10010	Consulting	175,661
Morgan Lewis & Bockius LLP PO Box 79356 City of Industry, CA 91716	Legal Services	140,798
Carliner Strategies LLC PO Box 6575 Falls Church, VA 22046	Consulting	125,000
Turning Point Consulting Inc PO Box 865 Keyport, WA 98345	Consulting	121,442
John Paul Lederach 1033 Willow Place Louisville, CO 80474	Consulting	119,139

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 ► 7

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		29,000,000			
	b	Membership dues	1b					
	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	29,000,000				
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f						29,000,000
Program Service Revenue			Business Code					
	2a							
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			0			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		104,544			104,544	
	4	Income from investment of tax-exempt bond proceeds . . .		0				
	5	Royalties		0				
	6a	(i) Real		(ii) Personal	0			
		Gross rents						
		Less rental expenses						
		Rental income or (loss)						
	d	Net rental income or (loss)			0			
	7a	(i) Securities		(ii) Other	0			
		Gross amount from sales of assets other than inventory						
		Less cost or other basis and sales expenses						
		Gain or (loss)						
	d	Net gain or (loss)			0			
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . .			0			
	b	Less direct expenses						
	c	Net income or (loss) from fundraising events . . .						
	9a	Gross income from gaming activities See Part IV, line 19			0			
	b	Less direct expenses						
	c	Net income or (loss) from gaming activities						
	10a	Gross sales of inventory, less returns and allowances . .			0			
		a						
		Less cost of goods sold						
	c	Net income or (loss) from sales of inventory . . .			0			
	Miscellaneous Revenue		Business Code					
	11a				0			
	b							
c								
d	All other revenue							
e	Total. Add lines 11a-11d							
12	Total revenue. See Instructions			29,104,544			104,544	

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

☐		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.					
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	11,535,426	11,535,426		
2	Grants and other assistance to domestic individuals. See Part IV, line 22.	0			
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	5,483,135	5,483,135		
4	Benefits paid to or for members.	0			
5	Compensation of current officers, directors, trustees, and key employees.	2,478,769	1,250,020	1,228,749	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).	0			
7	Other salaries and wages.	3,618,578	2,816,681	801,897	
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	0			
9	Other employee benefits.	1,080,166	778,025	302,141	
10	Payroll taxes.	372,614	256,284	116,330	
11	Fees for services (non-employees):				
a	Management.	0			
b	Legal.	153,013		153,013	
c	Accounting.	70,440		70,440	
d	Lobbying.	131,737	131,737		
e	Professional fundraising services. See Part IV, line 17.	0			
f	Investment management fees.	0			
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	336,134	212,662	123,472	
12	Advertising and promotion.	224,701	214,971	9,730	
13	Office expenses.	81,331	8,226	73,105	
14	Information technology.	0			
15	Royalties.	0			
16	Occupancy.	1,401,902	1,152,541	249,361	
17	Travel.	0			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.	0			
19	Conferences, conventions, and meetings.	0			
20	Interest.	0			
21	Payments to affiliates.	0			
22	Depreciation, depletion, and amortization.	227,979		227,979	
23	Insurance.	43,631		43,631	
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	Travel & Meeting Expenses	1,056,191	874,256	181,935	
b	Research & Tech Assistance	926,517	926,517		
c	Strategic Comms & Public Aware	766,782	766,782		
d	ATEST Project	417,972	417,972		
e	All other expenses	1,565,524	972,846	592,678	
25	Total functional expenses. Add lines 1 through 24e.	31,972,542	27,798,081	4,174,461	0
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		906,740	1	1,183,730	
	2	Savings and temporary cash investments		13,952,527	2	8,854,827	
	3	Pledges and grants receivable, net			3	0	
	4	Accounts receivable, net			4	18,242	
	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	0	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L			6	0	
	7	Notes and loans receivable, net			7	0	
	8	Inventories for sale or use			8	0	
	9	Prepaid expenses and deferred charges		456,284	9	334,149	
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	10a	2,007,072			
	b	Less—accumulated depreciation	10b	1,136,850	880,954	10c	870,222
	11	Investments—publicly traded securities			11	0	
	12	Investments—other securities. See Part IV, line 11			12	0	
	13	Investments—program-related. See Part IV, line 11		450,957	13	450,957	
	14	Intangible assets			14	0	
	15	Other assets. See Part IV, line 11			15	0	
16	Total assets. Add lines 1 through 15 (must equal line 34)		16,647,462	16	11,712,127		
Liabilities	17	Accounts payable and accrued expenses		1,317,097	17	1,725,462	
	18	Grants payable		4,530,195	18	1,739,019	
	19	Deferred revenue			19		
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D		431,735	25	747,209	
	26	Total liabilities. Add lines 17 through 25		6,279,027	26	4,211,690	
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			27		
	28	Temporarily restricted net assets			28		
	29	Permanently restricted net assets			29		
	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		10,368,435	32	7,500,437	
	33	Total net assets or fund balances		10,368,435	33	7,500,437	
	34	Total liabilities and net assets/fund balances		16,647,462	34	11,712,127	

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	29,104,544
2	Total expenses (must equal Part IX, column (A), line 25)	2	31,972,542
3	Revenue less expenses Subtract line 2 from line 1	3	-2,867,998
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	4	10,368,435
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	
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	7,500,437

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		No
b	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	Yes	
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? 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
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
Humanity United

Employer identification number
26-2583379

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

Part II Conservation Easements.

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

1

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

☐ Preservation of land for public use (e g , recreation or education)
☐ Protection of natural habitat
☐ Preservation of open space

☐ Preservation of an historically important land area
☐ Preservation of a certified historic structure

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, handling of violations, and enforcing conservation easements during the year
►

7

Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
► \$

8

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

☐ Yes ☐ No

9

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a

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

b

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

(i)

Revenue included on Form 990, Part VIII, line 1

► \$

(ii)

Assets included in Form 990, Part X

► \$

2

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

a

Revenue included on Form 990, Part VIII, line 1

► \$

b

Assets included in Form 990, Part X

► \$

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

(continued)

3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a☐ Public exhibition

d☐ Loan or exchange programs

b☐ Scholarly research

e☐ Other

c☐ Preservation for future generations

4

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

5

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

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII and complete the following table

	Amount
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, for escrow or custodial account liability?

☐ Yes

☐ No

b

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

☐

Part V

Endowment Funds. Complete if the organization answered "Yes" 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 on lines 2a, 2b, and 2c should equal 100%

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i)

unrelated organizations

(ii)

related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b

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

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	859,207	342,048	517,159
d	Equipment	332,718	272,992	59,726
e	Other	815,147	521,810	293,337
Total.	Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))			870,222

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

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

1	Total revenue, gains, and other support per audited financial statements	1	29,145,494
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) 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	40,950
e	Add lines 2a through 2d	2e	40,950
3	Subtract line 2e from line 1	3	29,104,544
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	
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	29,104,544

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

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

1	Total expenses and losses per audited financial statements	1	32,013,492
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	40,950
e	Add lines 2a through 2d	2e	40,950
3	Subtract line 2e from line 1	3	31,972,542
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	
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	31,972,542

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 XI, Line 2d Other revenue amounts included in F/S but not included on form 990	Security & Transportation \$40950

Part XIII **Supplemental Information** *(continued)*

Return Reference	Explanation

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No 1545-0047

2015

**Open to Public
Inspection**

► **Complete if the organization answered "Yes" to Form 990,
Part IV, line 14b, 15, or 16.
► Attach to Form 990.**

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

Department of the Treasury
Internal Revenue Service

Name of the organization
Humanity United

Employer identification number

26-2583379

Part I General Information on Activities Outside the United States.

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
(1) Africa	0	0	Grants		566,272
(2) Europe	0	0	Grants		4,666,863
(3) Asia	0	0	Grants		250,000
(4)					
(5)					
3a Sub-total					5,483,135
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)					5,483,135

Part II

Grants and Other Assistance to Organizations or Entities Outside the United States.

Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)	See Add'l Data								
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ▶ 27
- 3 Enter total number of other organizations or entities ▶ 4

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1

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

☐

Yes

☒

No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A, do not file with Form 990)*

☐

Yes

☒

No
- 3

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

☐

Yes

☒

No
- 4

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

☐

Yes

☒

No
- 5

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

☐

Yes

☒

No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713, do not file with Form 990)*

☐

Yes

☒

No

Part V Supplemental Information

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

990 Schedule F, Supplemental Information

Return Reference	Explanation
Part I, Line 2 - Grantmakers Explanation For Monitoring Use of Funds Outside US	As with Humanity United's (HU) domestic grants, before making a grant to a grantee outside the U S , HU performs due diligence, including anti-terrorism checks and a formal "pre-grant inquiry," as defined in the federal tax regulations, when required In addition, HU determines whether the proposed grantee is eligible for 501(c)(3) public charity equivalency status that would permit the foreign grantee to be treated as a U S public charity for reporting purposes To demonstrate eligibility for equivalency status, foreign grantees are required to provide extensive documentation related to their foreign tax status, governance and operations Grantees (U S and non-U S) are also required to enter into a detailed written grant agreement that governs the use of grant funds and includes financial and narrative reporting requirements, including heightened "expenditure responsibility" restrictions and reporting requirements for those grantees that are not eligible for public charity equivalency status Grantee reporting under the grant agreement is reviewed and approved by program and grants management staff, and these approvals are documented The grantee's written reporting under the grant agreement is frequently supplemented by meetings, phone conversations and emails between HU and grantee staff, as well as site visits by HU staff to non-U S grantees

Additional Data

Software ID: 15000324
Software Version: 2015v2.0
EIN: 26-2583379
Name: Humanity United

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Africa	Peace building	200,000	Wire			
		Africa	Peace building	50,000	Wire			
		Africa	Peace building	67,897	Wire			
		Africa	Peace building	75,000	Wire			

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Africa	Peace building	83,375	Wire			
		Africa	Peace building	90,000	Wire			
		Asia	Anti-slavery	125,000	Wire			
		Asia	Anti-slavery	65,000	Wire			

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Asia	Peace building	60,000	Wire			
		Europe	Advancing Freedom	777,540	Wire			
		Europe	Anti-slavery	125,000	Wire			
		Europe	Anti-slavery	176,500	Wire			

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe	Anti-slavery	205,800	Wire			
		Europe	Anti-slavery	294,785	Wire			
		Europe	Anti-slavery	500,000	Wire			
		Europe	Anti-slavery	75,031	Wire			

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe	Peace building	100,000	Wire			
		Europe	Peace building	102,853	Wire			
		Europe	Peace building	109,971	Wire			
		Europe	Peace building	128,874	Wire			

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe	Peace building	150,000	Wire			
		Europe	Peace building	156,170	Wire			
		Europe	Peace building	160,000	Wire			
		Europe	Peace building	174,970	Wire			

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe	Peace building	211,547	Wire			
		Europe	Peace building	236,000	Wire			
		Europe	Peace building	262,712	Wire			
		Europe	Peace building	299,110	Wire			

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe	Peace building	300,000	Wire			
		Europe	Peace building	60,000	Wire			
		Europe	Peace building	60,000	Wire			

**Open to Public
Inspection**

26-2583379

☒ Yes ☐ No

(h) Purpose of grant or assistance

Schedule I (Form 990) 2015

Part III

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

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

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
Grantmaker's Description of How Grants are Used	Before making a grant to a grantee in the U S , HU performs due diligence, including determining the grantee's U S tax status, performing anti-terrorism checks and making a formal "pre-grant inquiry," as defined in the federal tax regulations, when required Grantees (U S and non-U S) are also required to enter into a detailed written grant agreement that governs the use of grant funds and includes financial and narrative reporting requirements, including heightened "expenditure responsibility" restrictions and reporting requirements for those grantees that are not 501(c)(3) public charities Grantee reporting under the grant agreement is reviewed and approved by program and grants management staff, and these approvals are documented The grantee's written reporting under the grant agreement is frequently supplemented by meetings, phone conversations and emails between HU and grantee staff, as well as site visits by HU staff to grantees

Additional Data

Software ID: 15000324
Software Version: 2015v2.0
EIN: 26-2583379
Name: Humanity United

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Access Now Level 6 34 West 27th St New York,NY 10001	27-0597430		20,000	0			RightsCon Silicon Valley
Accountability Lab Inc 1110 Vermont Ave NW Washington,DC 20005	45-4613016		63,000	0			Nepal technology
Advisors Charitable Gift Fund 12 Gill Street Ste 2600 Woburn,MA 01801	01-0782573		5,500	0			Matching Gift

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Advocacy Project 2201 P Street NW Washington, DC 20037	52-2333129		15,000	0			Community-based advocated
African Cntr for Justic&Peace 1483 York Ave 20463 New York, NY 10021	27-2851336		100,000	0			Sudan human rights
Art Works Projects 1074 W Taylor St Ste 113 Chicago, IL 60607	71-1049669		60,000	0			International justice

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
As You Sow 1611 Telegraph AveSte 600 Oakland,CA 94612	94-3169008		100,000	0			Anti-slavery supply chain
Asylum Access 1611 Telegraph Ave Suite 111 Oakland,CA 94612	20-3642040		6,000	0			Matching Gift
Bay Area Anti-Trafficking CIn 2346 Walsh Ave Santa Clara,CA 95051	45-2549797		10,000	0			Anti- Trafficking Coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Boston College Trustees 140 Commonwealth HRSC 129Lake Chestnut Hill, MA 02467	04-2103545		9,000	0			Sudan human rights
BOT Leland Stanford Jr Univ 450 Serra Mall Bldg 200 Stanford, CA 94305	94-1156365		5,400	0			Soul Wounds Conference
Building Markets Ltd 17 State St Ste 1520 New York, NY 10004	98-0575195		300,000	0			Liberia - supply chain

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Business&Human Rghts Rsrc Cnt 630 Ninth Avenue Suite 304 New York, NY 10036	20-0829209		159,160	0			Nepal fair labor
Carnegie Mellon University 5000 Forbes Ave Pittsburgh, PA 15213	25-0969449		100,000	0			Technology and Human Rights
Carnegie Mellon University 5000 Forbes Ave Pittsburgh, PA 15213	25-0969449		175,000	0			Technology and Human Rights

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CDA Collab Learning Prjcts In 1 Alewife Center Ste 400 Cambridge, MA 02140	56-2339052		230,000	0			Atrocity Prevention
Center for American Progress 1333 H Street NW Washington, DC 20005	30-0126510		400,000	0			Sudan peace building
Center for Global Development 2055 L Street Fifth FL Washington, DC 20036	52-2351337		83,930	0			Liberia development

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Centro Derechos Del Migrante 519 N Charles St Ste 260 Baltimore, MD 21201	20-2588279		108,812	0			Nepal technology
Charity Water 200 Varick St 201 New York, NY 10014	22-3936753		16,667	0			Matching Gift
Coalition of Immokalee Worker 110 South 2nd Street Immokalee, FL 34142	65-0641010		300,000	0			Anti-Slavery Supply Chain

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Coalition of Immokalee Worker 110 South 2nd Street Immokalee, FL 34142	65-0641010		46,650	0			Anti-Slavery Coalition
Coalition to Abolish Slavery 5042 Wilshire Blvd Suite 586 Los Angeles, CA 90036	10-0008533		12,000	0			Anti-Slavery Coalition
Coalition to Abolish Slavery 5042 Wilshire Blvd Ste 586 Los Angeles, CA 90036	10-0008533		48,000	0			Anti-Slavery Coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Darfur Women Action Group 3636 16th St NW A1204 Washington, DC 20010	80-0593976		8,500	0			Sudan human rights
Dream Corps 1611 Telegraph Ave Ste 600 Oakland, CA 94612	26-1140201		50,000	0			Cut 50 program sponsor
ECPAT USA 30 third Ave Ste 800A Brooklyn, NY 11217	13-3755580		10,000	0			Anti-Slavery Coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ECPAT USA 30 Third Ave Suite 880A Brooklyn, NY 11217	13-3755580		40,000	0			Anti-Slavery Coalition
Educn Fund of the Amer Cntr 888 16th St NW Ste 400 Washington, DC 20006	52-1984719		10,000	0			Anti-slavery coalition
Educn Fund of the Amer Cntr 888 16th St Suite 400 NW Washington, DC 20006	52-1984719		40,000	0			Anti-Slavery Coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Educn Fund of the Amer Cntr 888 16th St Suite 400 NW Washington, DC 20006	52-1984719		69,700	0			Anti-slavery supply chain
Educn Fund of the Amer Cntr 888 16th St NW Ste 400 Washington, DC 20006	52-1984719		249,997	0			Nepal fair labor
Equal Justice Initiative 122 Commerce Street Montgomery, AL 36104	63-1135091		10,000	0			General operating support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Equal Justice Initiative 122 Commerce Street Montgomery, AL 36104	63-1135091		50,000	0			General operating support
FCNL Education Fund 245 Second Street NE Washington, DC 20002	52-1254489		50,000	0			Atrocity Prevention
Filmmakers Collaborative Inc 6 Eastman Place Suite 202 Melrose, MA 02176	22-2778829		15,750	0			Burundi peace building

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Free the Slaves 1320 19th StNW Ste 600 Washington, DC 20036	56-2189635		45,000	0			Anti-slavery coalition
Freedom Fund 6 West 48th Street 10th FL New York, NY 10036	30-0805768		85,000	0			Anti-slavery supply chain
Futures without Violence 100 Montgomery Street San Francisco, CA 94129	94-3110973		6,126	0			Anti-slavery coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Futures Without Violence 100 Montgomery St San Francisco, CA 94129	94-3110973		43,874	0			Anti-Slavery Coalition
Global Collab Lab Network 3402 21st Ave North Arlington, VA 22207	47-3401575		6,000	0			Matching Gift
Global Fairness Initiative 2122 P Street NW Suite 302 Washington, DC 20037	05-0563219		319,366	0			Nepal fair labor

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Global Fairness Initiative 2122 P Street NW Suite 302 Washington, DC 20037	05-0563219		33,900	0			Nepal-fair labor
Global Fairness Initiative 2122 P Street NW Suite 302 Washington, DC 20037	05-0563219		83,220	0			Nepal fair labor
Goodweave International 2001 S Street NW Suite 510 Washington, DC 20009	52-2042014		27,576	0			Nepal fair labor

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GoodWeave International 2001 S Street NW Ste 510 Washington, DC 20009	52-2042014		302,162	0			Nepal fair labor
Human Rights First 75 Broad Street 31st Floor New York, NY 10004	13-3116646		200,000	0			General operating support
Human Rights Watch 350 Fifth Avenue 34th Fl New York, NY 10118	13-2875808		100,000	0			Burundi rapid response

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Human Rights Watch 350 Fifth Avenue 34th Fl New York, NY 10118	13-2875808		135,000	0			Anti-slavery supply chain
Human Rights Watch 350 Fifth Avenue 34th Fl New York, NY 10118	13-2875808		30,000	0			Support independent journalists
Human Rights Watch - DRC 350 Fifth Ave Fl 34 New York, NY 10118	13-2875808		74,000	0			Burundi Rapid Response

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
International Crisis Group 1629 K St NW Ste 450 Washington, DC 20006	52-5170039		200,000	0			Atrocity prevention
International Justice Mission PO Box 58147 Washington, DC 20037	54-1722887		10,000	0			Anti- slavery Coalition
International Justice Mission PO Box 58147 Washington, DC 20037	54-1722887		40,000	0			Anti-Slavery Coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
International Refugee Rights 1483 York Ave 20463 New York, NY 10021	20-1408831		105,000	0			Sudan peace transition
International Refugee Rights 1483 York Ave 20463 New York, NY 10021	20-1408831		132,075	0			Sudan human rights
International Refugee Rights 1483 York Ave 20463 New York, NY 10021	20-1408831		199,600	0			Sudan public opinion project

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
International Refugee Rights 1483 York Avenue New York, NY 10021	20-1408831		140,000	0			Sudan human rights
International Refugee Rights 1484 York Avenue No 20463 New York, NY 10021	20-1408831		375,000	0			Sudan conflict reporting
Internews Network 876 7th Street Arcata, CA 95521	94-3027961		25,000	0			Women's Voices Sponsorship

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Intl Cntr for Resrch on Women 1120 20th Street NW Ste 500 N Washington, DC 20036	52-1081455		10,000	0			Champions for Change sponsor
Intl Labor Rights Forum 1634 I Street NW Ste 1001 Washington, DC 20006	52-1497461		55,382	0			Anti-Slavery Supply Chains
Labor Voices 10 Rollins Road Milbrae, CA 94030	27-3560200		189,000	0			Anti-slavery supply chain

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Living Ubuntu 1151 Dove St Suite 210 Newport Beach, CA 92660	52-2449561		20,000	0			Matching Gift
Made in a Free World Inc 850 Montgomery St Ste 155 San Francisco, CA 94133	26-2780747		250,000	0			Anti-slavery supply chain
Manta Consulting 316 Mid Valley CenterSte190 Carmel, CA 93923	65-0859840		120,000	0			Anti-slavery supply chain

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Natl Domestic Workers Allnce 330 7th Ave 19th Fl New York, NY 10001	35-2420942		10,000	0			Anti-Slavery Coalition
Natl Domestic Workers Allnce 330 7th Ave 19th Fl New York, NY 10001	35-2420942		40,000	0			Anti-Slavery Coalition
Natl Network for Youth Inc 741 8th Street SE Washington, DC 20006	52-1009952		10,000	0			Anti-Slavery Coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Natl Network for Youth Inc 741 8th Street SE Washington, DC 20006	52-1009952		40,000	0			Anti-Slavery Coalition
New Venture Fund 741 8th Street SE Washington, DC 20006	20-5806345		30,000	0			Human Rights
New York University 665 Broadway Ste 801 New York, NY 10012	13-5562308		125,000	0			Nepal fair labor

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
New York University 665 Broadway Ste 801 New York, NY 10012	13-5562308		328,300	0			Africa-human rights
Nonviolent Peaceforce 425 Oak Grove Street Minneapolis, MN 55403	35-2197019		300,000	0			Sudan peaceful trade
Peace Direct Inc 601 West 26th St Ste 325-78 New York, NY 10001	27-4681063		155,725	0			Burundi peace building

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Peace Direct Inc 601 West 26th St Ste 325-78 New York, NY 10001	27-4681063		125,000	0			Burundi Rapid Response
Peace Direct Inc 601 West 26th St Ste 325-78 New York, NY 10001	27-4681063		35,700	0			Burundi rapid response
Physicians for Human Rights 256 West 38th Street 9th FL New York, NY 10018	22-2488437		10,000	0			Human rights

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Polaris Project 1660 L Street NW 7th Floor Washington, DC 20036	03-0391561		41,900	0			Anti-slavery Coalition
Polaris Project 1660 L Street NW 7th Floor Washington, DC 20036	03-0391561		8,100	0			Anti-Slavery Coalition
Pres & Fellows of Harvard 1350 Massachusetts Ave Rm 480 Cambridge, MA 02138	04-2103580		10,000	0			Humanitarian Action Summit

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
R F K Cntr for Justice&HumRts 1300 19th St NW Suite 750 Washington, DC 20036	13-2522784		400,000	0			Human rights
Regents of University of CA 2150 Shattuck Av Ste300 5940 Berkeley, CA 94704	94-6002123		200,000	0			Technology & Accountability
Research Fd of Grad Cntr CUNY 230 West 41st Street New York, NY 10036	13-3893536		203,500	0			Atrocity prevention

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Safe Horizon 2 Lafayette St 3rd Floor New York, NY 10007	69-7013294		12,000	0			Anti-Slavery Coalition
Safe Horizon 2 Lafayette Street 3rd Floor New York, NY 10007	69-7013294		48,000	0			Anti-Slavery Coalition
Schwab Charitable Fund 211 Main Street San Francisco, CA 94105	31-1640316		20,000	0			Matching Gift

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Search for Common Ground 1601 Connecticut Ave NW Washington, DC 20009	52-1257425		155,000	0			Burundi rapid response
Search for Common Ground 1601 Connecticut Ave NW Washington, DC 20009	52-1257425		200,000	0			General operating support
Security Council Report Inc 1 Dag Hammarskjold Pl 885 2nd New York, NY 10017	86-1133337		150,000	0			General operating support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Sudan Sunrise 11404 Summer House Ct Reston, VA 20194	20-4239298		19,827	0			Sudan peace transition
Sudan Sunrise 11404 Summer House Ct Reston, VA 20194	20-4239298		30,000	0			General operating support
Sudan Sunrise 11404 Summer House Ct Reston, VA 20194	20-4239298		30,784	0			Sudan peace transition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Sudan Sunrise 11404 Summer House Ct Reston, VA 20194	20-4239298		65,600	0			Sudan-Governance Roadmap
Sustainable Fisheries Advocat 500 Seabright Ave Ste 101 Santa Cruz, CA 95062	57-1169538		10,000	0			Anti-slavery supply chain
Techsoup Global 435 Brannan St Suite 100 San Francisco, CA 94107	94-3070617		188,000	0			Nepal fair trade

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
The Clinton Foundation 1271 Ave of the Americas Fl42 New York, NY 10020	31-1580204		19,000	0			General operating support
The Clinton Foundation 1271 Ave of the Americas FL42 New York, NY 10020	31-1580204		19,000	0			General operating support
The College of William & Mary 427 Scotland Street Williamsburg, VA 23187	54-6001718		115,174	0			AidData

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
The Philadelphia Foundation 1234 Market Street 1800 Philadelphia, PA 19107	23-1581832		20,000	0			Matching Gift
The Philanthropy West 100 Broadway Floor 17 New York, NY 10005	98-0592591		50,000	0			General operating support
The Sustainability Incubator 4348 Waialae Avenue Honolulu, HI 96816	46-1522571		86,000	0			Anti-slavery supply chain

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Thomson Reuters Foundation 3 Times Square New York, NY 10036	13-4192037		50,000	0			Anti-slavery supply chain
Tides Foundation PO Box 29903 San Francisco, CA 94129	51-0198509		10,000	0			Liberia ebola
TrustAfrica 2100 M Street Ste 170-350 Washington, DC 20037	20-3074517		300,000	0			Sudan justice

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Trustees of the Smith College 10 Elm St College Hall R 204 North Hampton, MA 01063	04-1843040		20,000	0			General operating support
UC Berkeley Foundation 54 Mulford Hall Berkeley, CA 94720	94-6002123		225,000	0			Africa climate change
US Holocaust Memorial Musm 100 Raoul Wallenberg Pl SW Washington, DC 20024	52-1309391		200,000	0			Atrocity prevention

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
US Holocaust Memorial Musm 100 Raoul Wallenberg Pl SW Washington, DC 20024	52-1309391		70,600	0			Human rights
US Holocaust Memorial Musm 100 Raoul Wallenberg Plc SW Washington, DC 20024	52-1309391		10,000	0			Screening Madina's Dream
Verite Inc 44 Belchertown Road Amherst, MA 01002	04-3304538		120,000	0			Anti-Slavery Supply Chain

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Verite Inc 44 Belchertown Road Amherst, MA 01002	04-3304538		400,000	0			General Operating Support
Verite Inc 44 Belchertown Road Amherst, MA 01002	04-3304538		57,000	0			Anti-Slavery Coalition
Vital Voices Global Ptnrshp 1625 Massachusetts Av Ste 300 Washington, DC 20036	52-2151557		10,000	0			Anti-Slavery Coalition

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Vital Voices Global Ptnrshp 1625 Massachusetts Ave Ste 300 Washington, DC 20036	52-2151557		40,000	0			Anti-Slavery Coalition
Wildlife Conservation Global 1615 Riverside Avenue Jackson, FL 32204	26-0035224		10,000	0			Okapi conservation project
Witness Inc 80 Hanson Pl 5th Floor Brooklyn, NY 11217	13-4167155		100,000	0			Human rights

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
World Affairs Council of N CA 312 Sutter Street Suite 200 San Francisco, CA 94108	94-1156356		50,000	0			Global Philanthropy Forum
World Education Inc 44 Farnsworth Street Boston, MA 02210	13-1804349		50,000	0			Nepal fair labor
World Federalist Movement 708 Third Ave24th Floor New York, NY 10017	13-3823538		150,000	0			International Criminal Court

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
World Vision Inc PO Box 9716 Federal Way, WA 98063	95-3202116		46,700	0			Anti-Slavery Coalition

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
Humanity United

Employer identification number
26-2583379

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 on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☒ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax indemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)		
b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b 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 ☒ Written employment contract ☒ Independent compensation consultant ☒ Compensation survey or study ☒ Form 990 of other organizations ☒ Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization: a Receive a severance payment or change-of-control payment?	4a	No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	No
c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	4c	No
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization?	5a	No
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III	5b	No
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: a The organization?	6a	No
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III	6b	No
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7	No
8 Were any amounts reported on Form 990, Part VII, paid or 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" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	No

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
See Additional Data Table							

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. Relevant information in regards to selections on 1a.	Humanity United has a trustee travel policy for its board of trustees that requires all expenditures to be reasonable and documented, and requires travelers to make reasonable judgments in an environment of changing travel costs, as well as to be mindful of Humanity United's tax-exempt status. Because attendance at in-person board meetings requires significant travel (between 5 and 12 hours, depending on the trustee's home city), Humanity United permits travel in business class when business class is available and permits trustees to travel first-class if business class is not available. All trustees serve without compensation, except for the President of the organization who serves ex officio as a trustee. Humanity United has a non-trustee travel policy that applies to staff, including Humanity United's president and other executives. The staff travel policy prohibits first-class travel.

Additional Data

Software ID: 15000324

Software Version: 2015v2.0

EIN: 26-2583379

Name: Humanity United

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1Carmelita Mitchell Dir, Grant Admin	(i)	128,790	23,718		7,626	6,547	166,681	
	(ii)					-	-	
1Cathenne Chen Dir, Investments	(i)	132,897	26,117		13,260	7,953	180,227	
	(ii)					-	-	
2David Abramowitz VP, Policy & Gov't Relations	(i)	210,641	40,421		20,926	5,423	277,411	
	(ii)					-	-	
3Ed MarcumVP, Investments	(i)	234,873	42,065		23,487	25,333	325,758	
	(ii)					-	-	
4Elise FordDir, Investments	(i)	127,443	25,056		12,714	7,639	172,852	
	(ii)					-	-	
5Kevin LuuTreasurer & CFO	(i)	219,430	41,565		25,290	21,943	308,228	
	(ii)					-	-	
6Kurt KroemerCOO	(i)	298,494	53,388		7,586	14,905	374,373	
	(ii)					-	-	
7Lawrence Mendenhall Secty, GC, COO	(i)	281,170	50,738		18,423	28,087	378,418	
	(ii)					-	-	
8Michael Kleinman Dir, Investments	(i)	129,534	26,687		12,953	10,080	179,254	
	(ii)					-	-	
9Peter Rundlet VP, Investments	(i)	292,002	70,099		29,032	29,342	420,475	
	(ii)					-	-	
10Randy Newcomb Pres, CEO, TTEE	(i)	373,214	107,729		37,016	24,144	542,103	
	(ii)					-	-	
11Robyn ArvilleDir, HR	(i)	149,939	32,838		14,964	18,049	215,790	
	(ii)					-	-	
12Timothy Isgitt Dir, Communications	(i)	168,271	32,421		16,797	8,887	226,376	
	(ii)					-	-	

**SCHEDULE O
(Form 990 or
990-EZ)**Department of the
Treasury
Internal Revenue
Service**Supplemental Information to Form 990 or 990-EZ**Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

2015**Open to Public
Inspection**Name of the organization
Humanity United**Employer identification number**

26-2583379

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part III, Line 4d Other Program Services Description	OTHER PROGRAM SERVICES 4 Liberia/West Africa - In 2015, Humanity Uniteds program service in Liberia/West Africa focused on three primary areas developing the capacity of local public and non-profit institutions to contribute to good governance, rule of law , and citizen participation in their own governance, supporting entrepreneurship in Liberia, and efforts to increase transparency of natural resource management and concessions
Form 990, Part VI, Line 11b Form 990 Review Process	The process followed for review of the Form 990 is to distribute it prior to the Board of Trustees meeting for independent review by the Board members At the Board meeting, the Form 990 is presented and any questions that arise are discussed and addressed

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	Humanity United monitors and enforces its conflict of interest policy by annually gathering from the trustees, officers and key employees all potential conflicts of interests and requiring all other employees to proactively disclose any conflicts of interest as they arise. The policy outlines a process by which Humanity United evaluates and protects against undue influence by any person who may have a conflict of interest. The policy also outlines a process to be undertaken if there is a potential violation of the policy. Finally, the Board reviews the policy and its administration on a periodic basis.
Form 990, Part VI, Line 15b Compensation Review and Approval Process for Officers and Key Employees	The process Humanity United follows in determining compensation for our officers and key employees (note that Board members are not compensated) includes utilizing an independent outside consultant to conduct a compensation benchmark study and perform an analysis for each compensated officer and/or key employee. The independent consultant procures relevant benchmark survey data from both non-profit and for-profit survey sources to compile the compensation analysis for each compensated officer and/or key employee. The independent consultant presents the analysis for each compensated officer and/or key employee to the Compensation Committee of the Board of Trustees of Humanity United for review and approval. The Compensation Committee contemporaneously documents its basis for the determination of the appropriate compensation. Humanity United conducts this process on an annual basis and more frequently as needed for compensation increases to an officer or key employee, as well as for new hires which become officers and/or key employees.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 19 Other Organization Documents Publicly Available	Humanity United's governing documents, conflict of interest policy and financial statements are available to the public upon request

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

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
Humanity United

Employer identification number
26-2583379

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)Humanity United Chantable Fund One Letterman Dr Bldg D D3100 San Francisco, CA 94129 46-2666558	Advancing Human Freedom, Building Peace	CA	501(c)(3)	Public Charity	Humanity United	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

1a

No

b

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

1b

No

c

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

1c

No

d

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

1d

No

e

Loans or loan guarantees by related organization(s)

1e

No

f

Dividends from related organization(s)

1f

No

g

Sale of assets to related organization(s)

1g

No

h

Purchase of assets from related organization(s)

1h

No

i

Exchange of assets with related organization(s)

1i

No

j

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

1j

No

k

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

1k

No

l

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

1l

No

m

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

1m

No

n

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

1n

Yes

o

Sharing of paid employees with related organization(s)

1o

Yes

p

Reimbursement paid to related organization(s) for expenses

1p

No

q

Reimbursement paid by related organization(s) for expenses

1q

No

r

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

1r

No

s

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

1s

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) Humanity United Charitable Fund	o	61,437	Cash FMV

Schedule R (Form 990) 2015

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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