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Form **990**

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/form990

Department of the Treasury
Internal Revenue Service

OMB No 1545-0047

2015

Open to Public Inspection

A For the 2015 calendar year, or tax year beginning 07-01-2015 , and ending 06-30-2016

B Check if applicable
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
Plan International USA Inc

Doing business as

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

City or town, state or province, country, and ZIP or foreign postal code
Warwick, RI 028861099

D Employer identification number
13-5661832

E Telephone number
(401) 738-5600

G Gross receipts $ 64,024,187

F Name and address of principal officer
A SAN MARTIN
155 Plan Way
Warwick, RI 02886

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ www planusa org

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1937 | **M** State of legal domicile NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
See the Organization's Mission Statement on Schedule O, Page 1

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	14
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	14
5	Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	167
6	Total number of volunteers (estimate if necessary)	6	23
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	

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	84,352,318	56,865,516
	9	Program service revenue (Part VIII, line 2g)		0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	595,691	515,189
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-218,916	0
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	84,729,093	57,380,705
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	72,186,691	35,065,351
	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)	12,558,226	12,515,181
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	2,397,588	2,322,400
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶4,254,444		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	10,449,134	8,729,038
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	97,591,639	58,631,970
	19	Revenue less expenses Subtract line 18 from line 12	-12,862,546	-1,251,265

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	36,364,276	35,217,363
	21	Total liabilities (Part X, line 26)	6,584,327	7,053,046
	22	Net assets or fund balances Subtract line 21 from line 20	29,779,949	28,164,317

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

****** | 2017-02-10
Signature of officer | Date

ANA TERESA GUTIERREZ-SAN MARTIN PRESIDENT & CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
ROBERT A PERILLO	ROBERT A PERILLO			

Firm's name ▶ DYL & PERILLO INC | Firm's EIN ▶

Firm's address ▶ 446 BROADWAY
PROVIDENCE, RI 02909 | Phone no (401) 453-2020

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

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission

See the Organization's

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 $ 42,470,556 including grants of $ 35,065,351) (Revenue $)

PROGRAM AND TECHNICAL SUPPORT - PLAN INTERNATIONAL USA CARRIES OUT THE VAST MAJORITY OF ITS INTERNATIONAL ACTIVITIES THROUGH PLAN INTERNATIONAL, INC (ALSO REGISTERED IN THE USA) WHICH IMPLEMENTS PROGRAMS THROUGH OFFICES IN OVER 50 DEVELOPING COUNTRIES WORLDWIDE PROGRAMS (SEE SCH O) ARE FOCUSED ON 1 EDUCATION (EXP $6,032,521 INCL GRANTS OF $4,654,531) 2 HEALTH (EXP $12,841,971 INCL GRANTS OF $11,197,242) 3 DISASTER & CONFLICT (EXP $4,575,353 INCL GRANTS OF $4,176,990) 4 PROTECTION (EXP $6,908,808 INCL GRANTS OF $6,258,026) 5 WATER, SANITATION & HYGIENE (EXP $5,094,382 INCL GRANTS OF $4,237,396) 6 YOUTH AND ECONOMIC EMPOWERMENT(EXP $7,017,521 INCL GRANTS OF $4,541,166) FOR MORE INFORMATION, PLEASE SEE "PROGRAM SERVICE ACCOMPLISHMENTS" IN SCHEDULE O

4b (Code) (Expenses $ 1,065,570 including grants of $) (Revenue $)

BUILDING RELATIONSHIPS - OUR CHILD SPONSORSHIP PROGRAM LINKS A SPONSOR IN THE UNITED STATES WITH A CHILD IN NEED, THEY CAN EXCHANGE LETTERS, CARDS AND PHOTOS AS A WAY TO BUILD RELATIONSHIPS PLAN ALSO SHARES PROGRAM COMMUNICATIONS TO KEEP SPONSORS INFORMED OF THE WORK UNDERWAY IN THE FIELD FOR MORE DETAILED INFORMATION, PLEASE SEE "PROGRAM SERVICE ACCOMPLISHMENTS" IN SCHEDULE O

4c (Code) (Expenses $ 1,088,373 including grants of $) (Revenue $)

DEVELOPMENT EDUCATION AND ADVOCACY - PLAN CONDUCTS EDUCATIONAL OUTREACH PROGRAMS IN THE UNITED STATES WITH YOUTH, EDUCATORS, SPONSORS AND THE PUBLIC ABOUT ISSUES AFFECTING CHILDREN AND FAMILIES IN THE DEVELOPING WORLD THESE PROGRAMS STRIVE TO ENHANCE THE UNDERSTANDING OF POVERTY AND THE ROLE THAT PLAN HAS IN THE DEVELOPMENT PROCESS ADDITIONALLY, PLAN'S OUTREACH INCLUDES PARTNERSHIPS DEVELOPED TO INCREASE AWARENESS OF GLOBAL POVERTY ONE SUCH MAJOR CAMPAIGN DURING FY16 WAS PLAN'S AND NICKELODEO

4d Other program services (Describe in Schedule O)

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

4e **Total program service expenses ▶** 44,624,499

Part IV **Checklist of Required Schedules**

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4	Yes	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f		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	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b	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	Yes	
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)*

			Yes	No
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? *If "Yes," complete Schedule I, Parts I and II*	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? *If "Yes," complete Schedule I, Parts I and III*	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? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	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? *If "Yes," complete Schedule L, Part 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? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	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? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	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? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	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)? *If "Yes," complete Schedule R, Part V, line 2*	35b	Yes	
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
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? *If "Yes," complete Schedule R, Part VI*	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	86			
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	167			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*			3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for 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		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			8		
9a	Did the sponsoring organization make any taxable distributions under section 4966?			9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O			13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			14b		

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

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

Section A. Governing Body and Management

					Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	**1a**	14			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O					
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	14			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?			**2**		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?			**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?			**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?			**5**		No
6	Did the organization have members or stockholders?			**6**		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?			**7a**		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?			**7b**		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following					
a	The governing body?			**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?			**8b**	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*			**9**		No

Section B. Policies (*This Section B requests information about policies not required by the Internal Revenue Code.*)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	**10a**		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	**10b**		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	**12c**	Yes	
13	Did the organization have a written whistleblower policy?	**13**	Yes	
14	Did the organization have a written document retention and destruction policy?	**14**	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	**15a**	Yes	
b	Other officers or key employees of the organization	**15b**	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	**16b**		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed▶ AL , AK , AR , CA , CT , DC , FL , GA , HI , IL , KS , KY , MD , MA , MI , MN , MS , NH , NJ , NM , NY , OK , OR , PA , RI , SC , TN , UT , VA , WV , WI

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
▶David Cannata 155 Plan Way Warwick, RI 028861099 (401) 562-8417

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): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) DOROTA KEVERIAN Board Chair	12 00	X						0	0	0
(2) GEORGIANA GIBSON Secretary	4 00	X						0	0	0
(3) ERIC CHATMAN Treasurer	4 00	X						0	0	0
(4) ALLISON KNAPP WOMACK Vice Chair	6 00	X						0	0	0
(5) HOWARD CUTLER Board Member	2 00	X						0	0	0
(6) JACK POULSON Board Member	2 00	X						0	0	0
(7) VINCENT JACKSON Board Member	2 00	X						0	0	0
(8) CAROL PEASLEY Board Member	2 00	X						0	0	0
(9) PAUL DWYER Board Member, Audit Chair	2 00	X						0	0	0
(10) TAMER RASHAD Board Member	2 00	X						0	0	0
(11) GILBERT L'ITALIEN Board Member	2 00	X						0	0	0
(12) MARISA HAIRE Board Member	2 00	X						0	0	0
(13) ELIZABETH MYERS Board Member	4 00	X						0	0	0
(14) JIM COCHRAN Board Member	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(15) SARAH SAINT-AMAND Board Member	2	X								
(16) ANA TERESA GUTIERREZ-SAN MARTIN President/CEO	50			X				296,800		22,904
(17) DAVID CANNATA CFO	50			X				181,633		16,820
(18) SHANNA MARZILLI Chief Marketing Officer	50				X			185,371		31,101
(19) ANN HUDOCK Sr VP, International Programs	50				X			219,891		14,110
(20) YVONNE NORMAN Director of IT	50					X		162,164		19,616
(21) SARKA SENGEZENER Sr Dir Youth&Economic Empowerment	50					X		167,790		14,609
(22) MARCIA ODELL Senior Gender Advisor	50					X		150,185		13,404
(23) DARREN SAYWELL Sr Dir WASH Practice	50					X		178,949		30,954
(24) MARCIO NASCIMENTO Sr Dir Business Development	50					X		150,754		24,605

		(D)	(E)	(F)
1b	**Sub-Total** . . . ▶			
c	**Total from continuation sheets to Part VII, Section A** . . . ▶			
d	**Total (add lines 1b and 1c)** . . . ▶	1,693,537		188,123

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 ▶ 23

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
Public Outreach Fundraising 179 John St Suite 301A Toronto Ontario CA	In-person solicitation	2,307,716
Solution IT Inc 150 Presidential Way Suite 210 Woburn, MA 01801	IT Consulting/Services	238,950
Tribal Vision 295 Devonshire St Boston, MA 02110	Fundraising Counsel	174,500
Nail Communications 63 Eddy St Providence, RI 02903	Web site&Brand consulting	169,680
Buzz Feed Inc 200 5th Ave 8th Floor New York, NY 10010	Video Production/Campaign	165,000

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**				
	b Membership dues	**1b**				
	c Fundraising events	**1c**				
	d Related organizations . . .	**1d**				
	e Government grants (contributions)	**1e** 19,302,767				
	f All other contributions, gifts, grants, and similar amounts not included above	**1f** 37,562,749				
	g Noncash contributions included in lines 1a-1f $	578,632				
	h Total. Add lines 1a-1f . . . . ▶		56,865,516			
Program Service Revenue		Business Code				
	2a					
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a–2f . . . . ▶					
Other Revenue	**3** Investment income (including dividends, interest, and other similar amounts) . . . . ▶		518,651			518,651
	4 Income from investment of tax-exempt bond proceeds . . ▶					
	5 Royalties . . . . ▶					
		(i) Real / (ii) Personal				
	6a Gross rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) . . . . ▶					
		(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory	(i) 6,640,020				
	b Less cost or other basis and sales expenses	(i) 6,643,482				
	c Gain or (loss)	(i) -3,462				
	d Net gain or (loss) . . . . ▶		-3,462			-3,462
	8a Gross income from fundraising events (not including $ ____ of contributions reported on line 1c) See Part IV, line 18 . . **a**					
	b Less direct expenses . . . **b**					
	c Net income or (loss) from fundraising events . . ▶					
	9a Gross income from gaming activities See Part IV, line 19 . . . **a**					
	b Less direct expenses . . . **b**					
	c Net income or (loss) from gaming activities . . . ▶					
	10a Gross sales of inventory, less returns and allowances . **a**					
	b Less cost of goods sold . . **b**					
	c Net income or (loss) from sales of inventory . . ▶					
	Miscellaneous Revenue	Business Code				
	11a					
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a–11d . . . . . . ▶					
	12 Total revenue. See Instructions . . . . . . ▶		57,380,705			515,189

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	34,641,873	34,641,873		
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16	423,478	423,478		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	929,991	96,356	642,680	190,955
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	9,225,796	4,559,614	4,189,593	476,589
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	669,240	306,826	318,423	43,991
9 Other employee benefits	981,485	450,784	466,070	64,631
10 Payroll taxes	708,669	324,903	337,183	46,583
11 Fees for services (non-employees)				
a Management				
b Legal	42,074	2,291	39,783	0
c Accounting	191,485	94,850	96,635	0
d Lobbying				
e Professional fundraising services See Part IV, line 17	2,322,400			2,322,400
f Investment management fees	58,774	0	58,774	0
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,776,903	1,054,183	657,229	65,491
12 Advertising and promotion	349,291	18,555	751	329,985
13 Office expenses	956,240	253,164	314,001	389,075
14 Information technology	863,491	5,395	763,506	94,590
15 Royalties				
16 Occupancy	1,085,376	509,716	504,979	70,681
17 Travel	1,883,139	1,490,736	305,714	86,689
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	402,243	184,429	191,387	26,427
23 Insurance	86,259	32,274	50,592	3,393
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a Banking & Credit Card Fees	352,817	0	352,817	0
b Outside Clerical	65,694	0	65,694	0
c Educ /Training	286,784	132,179	147,443	7,162
d				
e All other expenses	328,468	42,893	249,773	35,802
25 **Total functional expenses.** Add lines 1 through 24e	58,631,970	44,624,499	9,753,027	4,254,444
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) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing		6,832,430	1	6,170,551
	2	Savings and temporary cash investments		225,683	2	245,354
	3	Pledges and grants receivable, net		9,303,500	3	8,843,034
	4	Accounts receivable, net			4	
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		888,100	9	952,181
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 6,053,625			
	b	Less accumulated depreciation	10b 3,916,302	2,358,468	10c	2,137,323
	11	Investments—publicly traded securities		16,756,095	11	16,868,920
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11			15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		36,364,276	16	35,217,363
Liabilities	17	Accounts payable and accrued expenses		3,845,216	17	2,075,780
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		2,739,111	25	4,977,266
	26	**Total liabilities.** Add lines 17 through 25		6,584,327	26	7,053,046
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		4,815,184	27	5,160,956
	28	Temporarily restricted net assets		15,457,201	28	13,418,727
	29	Permanently restricted net assets		9,507,564	29	9,584,634
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		29,779,949	33	28,164,317
	34	Total liabilities and net assets/fund balances		36,364,276	34	35,217,363

Part XI **Reconcilliation 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	57,380,705
2	Total expenses (must equal Part IX, column (A), line 25)	2	58,631,970
3	Revenue less expenses Subtract line 2 from line 1	3	-1,251,265
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	29,779,949
5	Net unrealized gains (losses) on investments	5	-60,376
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	-303,991
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	28,164,317

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?	2a		No
	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			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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			
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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	Yes	

SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Information about Schedule A (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
Plan International USA Inc

Employer identification number
13-5661832

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

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

2 ☐ A school described in **section 170(b)(1)(A)(ii).**(Attach Schedule E (Form 990 or 990-EZ))

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

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

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

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

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

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

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

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

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

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f Enter the number of supported organizations . . . . ______

g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any unusual grants)	58,798,051	75,100,186	97,794,197	84,352,318	56,865,516	372,910,268
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	58,798,051	75,100,186	97,794,197	84,352,318	56,865,516	372,910,268
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4						372,910,268

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
7 Amounts from line 4	58,798,051	75,100,186	97,794,197	84,352,318	56,865,516	372,910,268
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	444,608	462,925	434,002	565,273	518,651	2,425,459
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
11 **Total support.** Add lines 7 through 10						375,335,727

12 Gross receipts from related activities, etc (see instructions) | 12 | 3,005,612

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f)) | 14 | 99 350 %

15 Public support percentage for 2014 Schedule A, Part II, line 14 | 15 | 99 440 %

16a **33 1/3% support test—2015.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☑

b **33 1/3% support test—2014.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

17a **10%-facts-and-circumstances test—2015.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ ☐

b **10%-facts-and-circumstances test—2014.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ ☐

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6)						0

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
13 **Total support.** (Add lines 9, 10c, 11, and 12)						

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2015 (line 8, column (f) divided by line 13, column (f))	15	0 %
16	Public support percentage from 2014 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2015** (line 10c, column (f) divided by line 13, column (f))	17	0 %
18	Investment income percentage from **2014** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2015.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

b **33 1/3% support tests—2014.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶ ☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 11 of Part I If you checked 11a of Part I, complete Sections A and B If you checked 11b of Part I, complete Sections A and C If you checked 11c of Part I, complete Sections A, D, and E If you checked 11d of Part I, complete Sections A and D, and complete Part V)

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in* ***Part VI*** *how the supported organizations are designated If designated by class or purpose, describe the designation If historic and continuing relationship, explain*	**1**		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *how the organization determined that the supported organization was described in section 509(a)(1) or (2)*	**2**		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer (b) and (c) below*	**3a**		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* ***Part VI*** *when and how the organization made the determination*	**3b**		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* ***Part VI*** *what controls the organization put in place to ensure such use*	**3c**		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below*	**4a**		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations*	**4b**		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes*	**4c**		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer (b) and (c) below (if applicable) Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document)*	**5a**		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	**5b**		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	**5c**		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* ***Part VI.***	**6**		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990)*	**7**		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? *If "Yes," complete Part II of Schedule L (Form 990)*	**8**		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509 (a)(1) or (2))? *If "Yes," provide detail in* ***Part VI.***	**9a**		
b	Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* ***Part VI.***	**9b**		
c	Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* ***Part VI.***	**9c**		
10a	Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer b below*	**10a**		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings)*	**10b**		
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?	**11a**		
b	A family member of a person described in (a) above?	**11b**		
c	A 35% controlled entity of a person described in (a) or (b) above? *If "Yes" to a, b, or c, provide detail in Part VI*	**11c**		

Part IV **Supporting Organizations** (continued)

Section B. Type I Supporting Organizations

		Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? *If "No," describe in **Part VI** how the supported organization(s) effectively operated, supervised, or controlled the organization's activities If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year*	1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in **Part VI** how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization*	2		

Section C. Type II Supporting Organizations

		Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in **Part VI** how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s)*	1		

Section D. All Type III Supporting Organizations

		Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (1) a written notice describing the type and amount of support provided during the prior tax year, (2) a copy of the Form 990 that was most recently filed as of the date of notification, and (3) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in **Part VI** how the organization maintained a close and continuous working relationship with the supported organization(s)*	2		
3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in **Part VI** the role the organization's supported organizations played in this regard*	3		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**

a ☐ The organization satisfied the Activities Test Complete **line 2** below

b ☐ The organization is the parent of each of its supported organizations Complete **line 3** below

c ☐ The organization supported a governmental entity Describe in Part VI how you supported a government entity (see instructions)

		Yes	No
2 Activities Test **Answer (a) and (b) below.**			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in **Part VI identify those supported organizations and explain** how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities*	2a		
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in **Part VI** the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement*	2b		
3 Parent of Supported Organizations **Answer (a) and (b) below.**			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in Part VI*	3a		
b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard*	3b		

Part V **Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E ☐

	Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	**Adjusted Net Income** (subtract lines 5, 6 and 7 from line 4)	8		

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1		
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (explain in detail in Part VI) ______			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

	Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

7 Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions) ☐

Part V **Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)**

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 **Total annual distributions.** Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2015 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2015	(iii) Distributable Amount for 2015
1 Distributable amount for 2015 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2015 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2015			
a			
b			
c			
d From 2013. . . . . . . ______			
e From 2014. . . . . . . ______			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2015 distributable amount			
i Carryover from 2010 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2015 from Section D, line 7 $ ______			
a Applied to underdistributions of prior years			
b Applied to 2015 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2015, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2015 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 **Excess distributions carryover to 2016.** Add lines 3j and 4c			
8 Breakdown of line 7			
a			
b			
c Excess from 2013. . . . . . . ______			
d From 2014. . . . . . . ______			
e From 2015. . . . . . . ______			

Part VI Supplemental Information.
Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference	Explanation

SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.

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

OMB No 1545-0047

2015

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

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

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

Name of the organization	Employer identification number
Plan International USA Inc	13-5661832

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV

2 Political expenditures ▶ $

3 Volunteer hours

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $

3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds If none, enter -0-	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
2				
3				
4				
5				
6				

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply

	Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a) Filing organization's totals**	**(b) Affiliated group totals**
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b	Total lobbying expenditures to influence a legislative body (direct lobbying)		
c	Total lobbying expenditures (add lines 1a and 1b)		
d	Other exempt purpose expenditures	54,377,526	
e	Total exempt purpose expenditures (add lines 1c and 1d)	54,377,526	
f	Lobbying nontaxable amount Enter the amount from the following table in both columns	1,000,000	

If the amount on line 1e, column (a) or (b) is:	**The lobbying nontaxable amount is:**
Not over $500,000	20% of the amount on line 1e
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000
Over $17,000,000	$1,000,000

		(a)	(b)
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000	
h	Subtract line 1g from line 1a If zero or less, enter -0-		
i	Subtract line 1f from line 1c If zero or less, enter -0-		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ Yes ☐ No

4-Year Averaging Period Under section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

	Calendar year (or fiscal year beginning in)	**(a)** 2012	**(b)** 2013	**(c)** 2014	**(d)** 2015	**(e)** Total
2a	Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b	Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c	Total lobbying expenditures					
d	Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e	Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f	Grassroots lobbying expenditures					

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

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

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

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

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

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

Part IV **Supplemental Information**

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

Return Reference	Explanation

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
Plan International USA Inc

Employer identification number
13-5661832

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)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

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

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

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

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other

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

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" 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	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21, 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	(c) Two years back	(d) Three years back	(e) Four years back
1a	Beginning of year balance	14,054,906	14,434,136	13,579,146	12,987,055	12,289,377
b	Contributions	110,907	70,771	273,073	215,697	411,873
c	Net investment earnings, gains, and losses	167,019	263,399	1,442,797	1,156,854	285,805
d	Grants or scholarships					
e	Other expenditures for facilities and programs	1,151,569	713,400	860,880	780,460	
f	Administrative expenses					
g	End of year balance	13,181,263	14,054,906	14,434,136	13,579,146	12,987,055

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

a Board designated or quasi-endowment ▶ 13 000 %

b Permanent endowment ▶ 70 000 %

c Temporarily restricted endowment ▶ 17 000 %

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		184,588		184,588
b Buildings		2,503,303	1,966,548	536,755
c Leasehold improvements		697,199	604,691	92,508
d Equipment		2,668,535	1,345,063	1,323,472
e Other				
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c))* ▶				2,137,323

Part VII Investments—Other Securities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

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

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d See Form 990, Part X, line 15

(a) Description	(b) Book value
Total. *(Column (b) must equal Form 990, Part X, col (B) line 15)* . . . . ▶	

Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
Federal income taxes	
Due to Plan International, Inc	4,977,266
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	4,977,266

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII ☐

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	70,482,744
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	13,359,513		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d	-198,700		
e	Add lines **2a** through **2d**			2e	13,160,813
3	Subtract line **2e** from line **1**			3	57,321,931
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	58,774		
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	58,774
5	Total revenue Add lines **3** and **4c.**(This must equal Form 990, Part I, line 12)			5	57,380,705

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	71,932,709
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	13,359,513		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	13,359,513
3	Subtract line **2e** from line **1**			3	58,573,196
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	58,774		
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	58,774
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	58,631,970

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
Pt V, Line 4	The intended use of the Endowment Fund is to maintain

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

Return Reference	Explanation
Pt V, Line 4	returns which provide for both (a) future growth of the
Pt V, Line 4	endowment and (b) current income that can be used to
Pt V, Line 4	support Plan's program activities
Pt XI, Line 2d	This amount represents the amount of the Net Impairment
Pt XI, Line 2d	loss on investments (totaling -$198,700)
Other	
Other	Additional information relating to Part XI, line 2b and Part XII, line 2a Plan's outreach includes partnerships developed to increase awareness of global poverty One such major campaign during Fy16 was Plan's and Nickelodeon International's "Together for Good" global initiative which included over $13m of media donated to Plan which was broadcast across multiple platforms in 150 countries and territories The revenue and expense amounts reported as reconciling items in Part XI and XII, respectively, represent amounts included in the audited financial statements for US Generally Accepted Accounting Principles but excluded for the purposes of the Form 990 in accordance with the IRS instructions

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
Plan International USA Inc

Employer identification number
13-5661832

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

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☑ Yes ☐ No

2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States

3 Activites per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
(1) See Add'l Data					
(2)					
(3)					
(4)					
(5)					
3a Sub-total	0	0			423,478
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	0	0			423,478

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 . . . . . ▶ 9

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

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

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(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
Pt I Line 3 Col (F)	The grant listed as item (1) under Part I, Line 3 is with Plan's research partner on a pro ject being conducted in Mozambique and Kenya Plan monitors the activity of the grantee or ganization through the review of quarterly program and financial reports that are required as part of the grant agreement as well as periodic calls to discuss research, design and implementation

990 Schedule F, Supplemental Information

Return Reference	Explanation
Pt I Line 3 Col (F)	

990 Schedule F, Supplemental Information

Return Reference	Explanation
Pt I Line 3 Col (F)	The grant listed as item (2) under Part I, Line 3 is with Plan's partner on a project bein g conducted in Kenya where the primary role of the grantee organization is to provide tech nical leadership in the area of mentoring mothers The Kenya office of grantee and its pro ject staff work with the Plan's Chief of Party ("CoP")and project team to plan and integra te their activities into project work plans Activities are then jointly implemented by th e grantee along with other Plan program staff They submit monthly financial and quarterly accrual reports to Plan Quarterly program performance reports are shared with the CoP, a s are work plans, once they are agreed and finalized in-country These documents are also tracked and reviewed by Plan

990 Schedule F, Supplemental Information

Return Reference	Explanation
Pt I Line 3 Col (F)	

990 Schedule F, Supplemental Information

Return Reference	Explanation
Pt I Line 3 Col (F)	The grant listed as item (3) under Part I, Line 3 is with Plan's partner on a project bein g conducted in Central African Republic ("CAR") The primary role of the grantee organizat ion is to work to reunite children with their families (many of whom were separated by fig hting in CAR) and helping reintegrate these children and families into their communities Plan monitors the grantee thru the review of monthly financial and program performance rep orts as well as via field visits

Additional Data

Software ID: 15000272
Software Version:
EIN: 13-5661832
Name: Plan International USA Inc

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service (s) in region	(f) Total expenditures for region
Sub-Saharan Africa	0	0	Grants	N/A	167,617
Sub-Saharan Africa	0	0	Grants	N/A	110,712
Sub-Saharan Africa	0	0	Grants	N/A	89,724

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service (s) in region	(f) Total expenditures for region
Sub-Saharan Africa	0	0	Grants	N/A	10,410
Sub-Saharan Africa	0	0	Grants	N/A	9,226
Sub-Saharan Africa	0	0	Grants	N/A	9,000

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service (s) in region	(f) Total expenditures for region
Sub-Saharan Africa	0	0	Grants	N/A	8,376
Sub-Saharan Africa	0	0	Grants	N/A	7,613
South Asia	0	0	Grants	N/A	10,000

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service (s) in region	(f) Total expenditures for region
South Asia	0	0	Grants	N/A	800

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)
		Sub-Saharan Africa	Early Childhood Care	167,617	Wire transfer			
		Sub-Saharan Africa	Orphans/Vuln childrn	110,712	Wire transfer			
		Sub-Saharan Africa	Child Re-integration	89,724	Wire transfer			
		Sub-Saharan Africa	Women's empowerment	10,410	Wire transfer			

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)
		Sub-Saharan Africa	Women's empowerment	9,226	Wire transfer			
		Sub-Saharan Africa	Women's empowerment	9,000	Wire transfer			
		Sub-Saharan Africa	Women's empowerment	8,376	Wire transfer			
		Sub-Saharan Africa	Women's empowerment	7,613	Wire transfer			

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)
		South Asia	Children's Education	10,000	Wire transfer			

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SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a
▶ Attach to Form 990 or Form 990-EZ
▶ Information about Schedule G (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
Plan International USA Inc

Employer identification number
13-5661832

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities Check all that apply

a ☑ Mail solicitations
b ☑ Internet and email solicitations
c ☑ Phone solicitations
d ☑ In-person solicitations
e ☑ Solicitation of non-government grants
f ☑ Solicitation of government grants
g ☑ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☑ **Yes** ☐ **No**

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

	(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col **(i)**	**(vi)** Amount paid to (or retained by) organization
1	Public Outreach Fundraising	In-person solicitation		No	787,112	1,809,969	-1,022,857
2	Donorworx	In-person solicitation		No	100,769	238,780	-138,011
3	Tribal Vision	FR Counsel-website		No		225,200	-225,200
4	Direct Point Group Inc	FR Counsel-Retention		No		41,800	-41,800
5							
6							
7							
8							
9							
10							
Total		▶			887,881	2,315,749	-1,427,868

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

AL, AK, AZ, AR, CA, CO, CT, DE, DC, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY

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

		(a) Event #1 (event type)	**(b)** Event #2 (event type)	**(c)** Other events (total number)	**(d)** Total events (add col **(a)** through col **(c)**)
Revenue	1 Gross receipts				
	2 Less Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				
	11 Net income summary Subtract line 10 from line 3, column (d) ▶				

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

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

9 Enter the state(s) in which the organization conducts gaming activities ____________

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

b If "No," explain ____________

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

b If "Yes," explain ____________

11 Does the organization conduct gaming activities with nonmembers? ☐ **Yes** ☐ **No**

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? ☐ **Yes** ☐ **No**

13 Indicate the percentage of gaming activity conducted in

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

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

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ **Yes** ☐ **No**

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ________ and the amount of gaming revenue retained by the third party ▶ $ ________

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

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

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

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

Return Reference	Explanation
Line 2b col(v)	The information for Public Outreach is representative of the results
Line 2b col(v)	during the fiscal year ended June 30, 2016 The activities are
Line 2b col(v)	undertaken primarily to generate monthly-giving donors as opposed
Line 2b col(v)	to soliciting one-time gifts Although the gross receipts do include
Line 2b col(v)	some one-time gifts, the focus of the fundraising efforts is on
Line 2b col(v)	child and project sponsors who enroll in a long-term voluntary
Line 2b col(v)	giving program As a result, it is not unusual to have relatively small
Line 2b col(v)	amounts of revenue within the same fiscal year as the campaigns are
Line 2b col(v)	conducted Instead, the intention is to recover the costs over a longer
Line 2b col(v)	period of time during which the retained donors make continuing contributions

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Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Information about Schedule I (Form 990) and its instructions is at *www.irs.gov/form990*.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
Plan International USA Inc

Employer identification number
13-5661832

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☑ **Yes** ☐ **No**

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.

Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000 Part II can be duplicated if additional space is needed

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							

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

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

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

Additional Data

Software ID: 15000272
Software Version:
EIN: 13-5661832
Name: Plan International USA Inc

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
Plan International Inc PO Box 7670 Warwick, RI 02887	51-0169168	501(c)(3)	34,325,781		N/A	N/A	Prog Support
Univ of North Carolina 104 Airport Drive Chapel Hill, NC 27598	56-6001393	501(c)(3)	119,187		N/A	N/A	Research
Danya International Inc 8737 Colesville Rd 1100 Silver Spring, MD 20910	52-1981367	N/A	177,260		N/A	N/A	Monitor & Eval

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
Population Council Inc One Dag Hammarskjold Plza New York, NY 10017	13-1687001	501(c)(3)	19,645		N/A	N/A	Research

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
Plan International USA Inc

Employer identification number
13-5661832

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed 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 ☐ Travel for companions ☑ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		No
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	**2**	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III ☐ Compensation committee ☑ Independent compensation consultant ☑ Form 990 of other organizations ☐ Written employment contract ☑ Compensation survey or study ☑ Approval by the board or compensation committee			
4	During the year, did any person listed 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 accured 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**		

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				
1 ANA TERESA GUTIERREZ-SAN MARTIN	(i)	296,800			22,525	379	319,704	
	(ii)							
2 DAVID CANNATA	(i)	181,633			15,673	1,147	198,453	
	(ii)							
3 SHANNA MARZILLI	(i)	185,371			16,304	14,797	216,472	
	(ii)							
4 ANN HUDOCK	(i)	219,891			13,731	379	234,001	
	(ii)							
5 YVONNE NORMAN	(i)	162,164			9,415	10,201	181,780	
	(ii)							
6 SARKA SENGEZENER	(i)	167,790			14,230	379	182,399	
	(ii)							
7 MARCIA ODELL	(i)	150,185			12,529	875	163,589	
	(ii)							
8 DARREN SAYWELL	(i)	178,949			15,558	15,396	209,903	
	(ii)							
9 MARCIO NASCIMENTO	(i)	150,754			9,808	14,797	175,359	
	(ii)							

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
Pt I Line 1b	The only expense item on Part I, Line 1b that applied to Plan International USA
Pt I Line 3	For a detailed explanation of the process used to determine CEO compensation

Additional Data

Software ID:
Software Version:
EIN: 13-5661832
Name: Plan International USA Inc

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

(A) Name and Title		(B)(i) Base Compensation	(B)(ii) Bonus & incentive compensation	(B)(iii) Other reportable 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
1 ANA TERESA GUTIERREZ-SAN MARTIN	(i)	296,800			22,525	379	319,704	
	(ii)					-	-	
1 DAVID CANNATA	(i)	181,633			15,673	1,147	198,453	
	(ii)					-	-	
2 SHANNA MARZILLI	(i)	185,371			16,304	14,797	216,472	
	(ii)					-	-	
3 ANN HUDOCK	(i)	219,891			13,731	379	234,001	
	(ii)					-	-	
4 YVONNE NORMAN	(i)	162,164			9,415	10,201	181,780	
	(ii)					-	-	
5 SARKA SENGEZENER	(i)	167,790			14,230	379	182,399	
	(ii)					-	-	
6 MARCIA ODELL	(i)	150,185			12,529	875	163,589	
	(ii)					-	-	
7 DARREN SAYWELL	(i)	178,949			15,558	15,396	209,903	
	(ii)					-	-	
8 MARCIO NASCIMENTO	(i)	150,754			9,808	14,797	175,359	
	(ii)					-	-	

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SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶Information about Schedule M (Form 990) and its instructions is at *www.irs.gov/form990*

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
Plan International USA Inc

Employer identification number
13-5661832

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	29	578,632	
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ( )				
26 Other ▶ ( )				
27 Other ▶ ( )				
28 Other ▶ ( )				

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

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II			
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		No
b If "Yes," describe in Part II			
33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II			

Part II Supplemental Information.

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

Return Reference	Explanation
Pt I col(b)	The number of contributions listed on line 9 represent 29 separate
Pt I col(b)	gifts of publicly traded stocks or mutual funds received
Pt I col(b)	throughout the fiscal year ended June 30, 2016

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	Employer identification number
Plan International USA Inc	13-5661832

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	******PLAN INTERNATIONAL USA,INC MISSION STATEMENT******
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan strives to achieve lasting improvements in the quality of life of vulnerable children in developing countries by (1) Enabling children, their families and their communities to meet basic needs and to increase their ability to participate in and benefit from their societies, (2) Fostering relationships to increase understanding and unity among people of different cultures and countries, and (3) Promoting the rights and interests of the world's children
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 11b	The Form 990 is provided electronically to each member of the
Pt VI, Line 11b	Plan International USA Audit Committee The Audit Committee

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 11b	then meets with Plan International USA's CEO and CFO to review the
Pt VI, Line 11b	Form 990 in detail Once the 990 has been approved by the Audit

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 11b	Committee, it is sent electronically to the full Board of
Pt VI, Line 11b	Directors for review and comment Once the comment period is over,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 11b	either the Board approves or delegates the authority to the
Pt VI, Line 11b	Executive Committee of the Board to approve the Form 990

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 11b	Once approved, it is filed with the IRS and posted to the
Pt VI, Line 11b	Organization's website for public disclosure

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 11b	
Pt VI, Line 12c	On an annual basis, the officers, directors and all employees

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	receive a copy of and review Plan International USA's Conflict
Pt VI, Line 12c	of Interest disclosure questionnaire Each of them signs that

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	questionnaire w here they must disclose any actual or
Pt VI, Line 12c	potential conflicts of interest All questionnaires w ith any

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	actual or potential conflicts are then review ed by either the
Pt VI, Line 12c	Chair of the Audit Committee, Board Chair, V P of Human Resources

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	or the Ethics & Compliance Officer depending on the position
Pt VI, Line 12c	of the person whose questionnaire has a disclosure

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	Appropriate action is taken as needed During the year, if
Pt VI, Line 12c	potential conflicts arise, they must be disclosed promptly and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	in writing to the appropriate person (as noted above)
Pt VI, Line 12c	If there are any potential conflicts of interest relating

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	to a particular vote that the Board is taking, the
Pt VI, Line 12c	Board member(s) must declare the potential conflict and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	abstain from voting This is then recorded in the minutes
Pt VI, Line 12c	of the Board meeting

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	
Pt VI, Line 15a	Every year (typically in late summer), the Talent Management

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	Committee of the Board ("TMC") leads the annual CEO performance
Pt VI, Line 15a	review process The TMC requests and review s a CEO evaluation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	feedback form that is received from each Board member and
Pt VI, Line 15a	can also include feedback from members of the Executive Team

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	Based on that feedback, the TMC prepares the performance
Pt VI, Line 15a	review for Board approval The discussion with the CEO is

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	conducted by the Board Chair and the Chair of the TMC Based
Pt VI, Line 15a	on the CEO's performance against objectives and a comparison

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	to external market factors for CEO's in similar locations
Pt VI, Line 15a	and of similar sized organizations, an increase (if applicable

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	based on the aforementioned factors) is recommended by the TMC
Pt VI, Line 15a	and brought to the Board for approval typically around the time

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	of the September Board meeting The TMC retains documentation
Pt VI, Line 15a	w ith respect to the process, deliberations, external data and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	the decisions made regarding CEO compensation The process
Pt VI, Line 15a	includes a regular review of benchmarks with periodic consultation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	with a compensation specialist to ensure the CEO salary and
Pt VI, Line 15a	those of other positions in the organization are within the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	market range of comparable positions at similar organizations
Pt VI, Line 15a	in similar markets

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	
Pt VI, Line 15b	For current staff, including officers and key employees,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	but with the exception of the CEO (as described in reference
Pt VI, Line 15b	above to Pt VI, Line 15a), the annual performance reviews

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	are conducted in the summer/fall following each fiscal year-end
Pt VI, Line 15b	At that time, managers determine compensation increases for

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	staff based on merit and the availability of funds based on
Pt VI, Line 15b	the budget and corresponding organizational performance

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	As needed, positions at Plan International USA are market
Pt VI, Line 15b	priced with an outside consultant to determine if the pay ranges

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	for each job are in line with those in other like positions
Pt VI, Line 15b	in similar geographic locations When changes to the job

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	descriptions are made, Human Resources staff have a process
Pt VI, Line 15b	for determining the grade level and salary For instances where

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	the compensation for a position is in question, HR has an
Pt VI, Line 15b	external compensation specialist to consult Documentation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	is kept regarding each employee's salary Officers and key
Pt VI, Line 15b	employees are reviewed by the CEO and any salary changes for

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15b	officers and key employees are approved by the CEO
Pt VI, Line 15b	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 19	Plan International USA's audited financial statements are made
Pt VI, Line 19	available publicly on our website at www planusa org and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 19	also on other websites such as Guidestar In addition, financial
Pt VI, Line 19	information as well as governing documents and our Conflict

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 19	of Interest Policy are available upon request
Pt VI, Line 19	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt XI	Other Changes in Net Assets (Part XI, Line 9)
Pt XI	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt XI	Change in value of perpetual trusts $(33,837)
Pt XI	Change in value of split-interest agreements (52,121)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt XI	Net loss from non-operating lease (19,333)
Pt XI	Net impairment loss on Investments (198,700)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt XI	-----------
Other	Other Changes in Net Assets(non-operating) $(303,991)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	PLAN INTERNATIONAL USA, INC
Other	PROGRAM SERVICE ACCOMPLISHMENTS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan International USA, Inc is the United States member

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	organization of Plan International Inc (PII), along with 21 other member organizations around the world Plan International
Other	USA implements the vast majority of its international activities

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	through PII, which is also a non-profit organization registered
Other	in the United States Plan has been working for nearly 80

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	years to break the cycle of poverty Today, we support children,
Other	youth, families, and communities in 52 program countries

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	across Africa, Asia, and the Americas to strengthen the health,
Other	knowledge, and resilience of millions of children, which

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	results in lasting change for families, communities, and
Other	ultimately, nations

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	We focus on ensuring that the children who are most marginalized

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	receive the education and protection to which they have a
Other	right, and that they are not excluded from services or decision

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	-making We carry out our work by partnering with communities,
Other	local and national governments, and civil-society organizations

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	We are independent, with no religious, political, or governmental
Other	affiliations

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	A PROGRAM AND TECHNICAL SUPPORT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Program and Technical Support Funding of $42,470,556 (for

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the fiscal year ended June 30, 2016) represents funds received
Other	by Plan International USA from sponsors, donors, and other entities

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(such as the U S government, corporations, foundations, etc),
Other	$7,405,205 of which was used on programmatic activities conducted

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	directly by Plan International USA, and $35,065,351 of which
Other	more than 97% was transferred to Plan International Inc ("PII")

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and combined w ith the funding received from the other 21 donor
Other	countries around the w orld The combined funds are then used

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to support field programs in more than 51,000 communities in
Other	52 developing countries

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan's field programs are focused on the following six core

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	areas described below
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	1 EDUCATION
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's goal Children and youth will realize their right
Other	to quality education

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Education is one of the most powerful tools available to
Other	ensure children are able to fulfill their potential Every

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	child has the right to education, but many are excluded
Other	because of poverty, gender, disability, geographical remoteness,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	or language or cultural barriers
Other	We w ork to promote free, equal access to quality education

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	for all children We promote child-friendly learning environments,
Other	develop teaching skills and teaching materials, provide training to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	government staff, and help communities become more involved
Other	in how schools are run

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	We work with national and local governments to help improve

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the laws and public policy on education, and we take part
Other	in local, national, and international campaigns to support

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	quality education for all
Other	In fiscal year 2016, Plan International USA's expenditures

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in education totaled approximately $6,032,521, with $4,486,914
Other	transferred to PII for our overseas programs Examples of

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's FY16 projects in this area include Community-Led
Other	Action For Children, Nepal Early Grade Reading Program, Niger

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Education and Community Strengthening(NECS), Tusome Pamoja,
Other	Zambia Read To Succeed, and Room to Learn South Sudan

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	COMMUNITY-LED ACTION FOR CHILDREN

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This $2 3 million project, funded by the Conrad N Hilton
Other	Foundation, is the second phase of the Community-Led Action

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	for Children project that is reaching children in communities
Other	affected by the HIV/AIDS pandemic in Kenya and Mozambique

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This three-year effort aims to provide pre-school-aged children
Other	with a healthy and strong start in life through an array

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of interventions These encompass parenting education, including
Other	a focus on male caregiver engagement, establishment of early

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	learning centers, transitioning to primary school, strengthening
Other	community referral systems, and policy advocacy and partnerships

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to put in place strengthened national and sub-national Early
Other	Childhood Care and Development (ECCD) policies, using a strong

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	evidence base
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	NEPAL EARLY GRADE READING PROGRAM
Other	This $2 8 million, USAID-funded Early Grade Reading Program (EGRP)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	is implemented by a consortium led by Research Triangle International
Other	(RTI) It aims to provide reading instruction in grades

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	1-3 and to enhance community engagement in education and
Other	school planning Plan leads the third component of the project

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This component focuses on providing guidance and support to parents,
Other	community organizations, and Nepali non-governmental organizations

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(NGOs) to promote reading practice at home and in the community
Other	Plan has w orked at the national level on drafting a Social

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and Community Mobilization Strategy in partnership with the
Other	Ministry of Education (MOE) in collaboration with other

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	organizations w orking in the EGR sector Plan is also developing
Other	tools for community mobilization and overseeing small grants

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to NGOs and community-based organizations (CBOs) working with
Other	Parent Teacher Associations and School Management Committees

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	NIGER EDUCATION AND COMMUNITY STRENGTHENING (NECS)
Other	NECS is a $7 6 million, USAID-funded project focused on improving

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	educational opportunities for children while strengthening
Other	links between schools and community and state structures NECS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	uses a comprehensive approach to improve educational opportunities
Other	available to children, while strengthening links between local

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	communities and state structures On June 30, 2016, a two-year
Other	extension for an additional $3,982,451 was finalized with USAID

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The extension will focus on the early grade [grades 1 (CI)
Other	and 2 (CP)] reading work as well as strengthen progress made

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in the area of social mobilization NECS is implemented by
Other	Plan International Niger (prime) and Aide et Action International

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	NECS facilitates students' access and retention in the learning
Other	environment through mentorship programs and social community

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	mobilization support The project also focuses on improving
Other	the quality of education through improved reading instruction

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in four local languages The NECS project covers 150 villages/
Other	schools in seven regions of Niger

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	TUSOME PAMOJA
Other	The Tusome Pamoja project in Tanzania is a five year education

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	initiative implemented by Research Triangle International
Other	(RTI) as the prime contractor, working in collaboration with

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan International (sub-contract based on expenditures not
Other	to exceed $6,579,949) Tusome Pamoja is focused on supporting

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	improvements to reading, w riting, and arithmetic learning
Other	(3Rs) on a national scale, w orking w ith the Ministry of Education

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and Vocational Training in the Tanzanian Mainland and the
Other	Zanzibar Ministry of Education and Vocational Training in

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	coordination with the Prime Minister's Office- Regional
Other	Administration and Local Government Tusome Pamoja will contribute

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to national efforts to improve learning outcomes by focusing
Other	investments in five regions, consisting of 34 districts, and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	reaching 1 4 million Tanzanian children Working in over 3,000
Other	schools, Tusome Pamoja will operate at the national, district,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and w ard levels to build the capacity of government officials
Other	by providing training, coaching, and mentoring support Plan

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	supports the implementation of community based programs focused
Other	on increasing the effective engagement of parents and community

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in education To achieve the project goals, Tusome Pamoja will
Other	focus on supporting parents and community members to increase

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	their engagement in the 3Rs and further community and civil
Other	society oversight of instruction Tusome Pamoja will engage

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	parents and the community in early grade learning efforts in
Other	a strategic manner through training, mobilization activities,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	advocacy, and specifically designed social and behavioral change
Other	communication (SBCC) interventions

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	ZAMBIA READ TO SUCCEED

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The Read to Succeed project is funded by USAID to increase
Other	learning in reading, math, and English in 1,300 government

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	basic schools in six provinces in Zambia Plan International
Other	is an implementing partner of the project under Creative

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Associates Read to Succeed (RTS) is carried out in partnership
Other	with the Zambian Ministry of Education, Science, Vocational

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Training, and Early Education, and the project aims to improve
Other	the effectiveness of schools so that students can acquire

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	essential academic and life skills Taking a "w hole school,
Other	w hole teacher, w hole child" approach, the project view s schools

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	as centers of learning, care, and support Read to Succeed
Other	addresses five key elements that influence school effectiveness

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	learning, teaching, management, parental/community participation,
Other	and responsiveness to children's needs Plan supports the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	RTS w ork focused on strengthening School Community Partnerships
Other	(SCP) These partnerships support school effectiveness and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	student performance using a participatory approach to involve
Other	the school and community in order to improve the performance

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and retention of learners in schools, especially girls and
Other	orphans and vulnerable children (OVCs) They help to strengthen

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	alliances between the school and community to effectively
Other	support teaching and learning, both in and out of school

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The SCP model thrives on a genuinely reciprocal relationship
Other	betw een schools and communities that integrates activities

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	including Education Leadership Management (ELM), Learner
Other	Performance Improvement Plans, and HIV prevention

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	ROOM TO LEARN SOUTH SUDAN
Other	Room To Learn South Sudan (RtL) is a $780,000 program funded

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	by USAID that aims to expand education opportunities that
Other	are inclusive and promote social cohesion Plan International

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	is an implementing partner of the project under Winrock International
Other	Originally a five year project, USAID announced that the project

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	w ould close due to shifts in priority at the mission in 2016,
Other	tw o years earlier than scheduled Room to Learn aims to implement

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	activities that offer safe access to quality education for
Other	1 million children and youth, with special focus on increasing

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	access to the most disadvantaged groups such as out-of-school
Other	children, girls, Internally Displaced Persons (IDPs) in host

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	communities, pastoralists, returnees, people with special needs,
Other	and other marginalized groups that suffer from lack of education

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	or poor quality, disrupted, unsafe access to education The
Other	program components include

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	1 Improvement and expansion of safer education services

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	for children and youth,
Other	2 Enhancement of relevancy of education and promotion

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of learner well-being, and
Other	3 Improvement of the quality of education system management

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	through local education authorities
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan International has been leading the work related to school
Other	community-led emergency preparedness in the Room to Learn

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Project to ensure that all children receive a quality education
Other	within a safe learning environment, even in times of emergency

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and post-crisis recovery This includes setting up community
Other	crisis response mechanisms in schools and initiating and expanding

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	school-based psychosocial support services for the learners
Other	and teachers Additionally, as an example of partnership and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	leveraging of funds from multiple donors, RtL collaborated
Other	with the United Kingdom's Department for International Development

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(DFID)-funded Girls' Education South Sudan (GESS) project to
Other	develop a School Governance Handbook The Handbook w as compiled

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	with both projects' training materials to create one unified
Other	document as the standard tool on school governance in South

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Sudan The School Governance Handbook has been approved by
Other	the Ministry of General Education and Instruction (MoGEI) and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	is available for all schools, County and Payam Education Offices,
Other	NGOs, and other education partners, demonstrating an unprecedented

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	resource guide in the Global South
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	2 HEALTH
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's goal Providing the tools, training, and resources
Other	for communities to raise healthy children Children and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	youth will realize their right to sexual and reproductive
Other	health, including HIV prevention, care, and treatment

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan supports a range of programs that reduce new born and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	maternal mortality, increase child survival, and support
Other	the healthy development of children into adulthood These

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	interventions include initiatives to prevent and combat specific
Other	avoidable childhood illnesses

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	We promote good nutrition, early child development, and early

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	education, providing support for parents and caregivers
Other	We work with our partners to help mothers, children, and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	young people access quality primary health care and social
Other	services We also support quality, age-appropriate reproductive

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and sexual health education and services for children and
Other	young people We challenge the beliefs and attitudes that

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	maintain inequality between the sexes We also advocate for
Other	more effective policies and actions that respect and protect

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the rights of children living in a world with HIV These
Other	include the right to be protected from HIV and, for those

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	affected, to receive care and support This w ork includes
Other	advocating for children orphaned by AIDS to live w ith family

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	members In FY16, Plan International USA's expenditures
Other	for health totaled approximately $12,841,971, $10,889,625

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of which was transferred to PII Examples of Plan's FY16
Other	projects in this area include Nilinde Support for Orphans

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and Vulnerable Girls and Boys in Nairobi and Coast Counties
Other	of Kenya, One Community, USAID Development Innovation Ventures

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(DIV)-supported "Pregnant Women's Groups An Integrated Approach
Other	to Reduce Maternal and Neonatal Deaths in Nepal"X, Safe Motherhood

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Nigeria Ambulances and Accountability for Maternal Health
Other	Project, and Tekponon Jikuagou Addressing Unmet Need for

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Family Planning Through Social Networks
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	NILINDE SUPPORT FOR ORPHANS AND VULNERABLE GIRLS AND BOYS IN NAIROBI AND COAST COUNTIES OF KENYA
Other	On this $41,005,731 project, Plan leads a consortium that

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	also includes Ananda Marga Universal Relief Team (AMURT)
Other	Childline Kenya and mothers2mothers (m2m) The project, know n

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	locally as "Nilinde," meaning "Protect Me" in Swahili, works
Other	to support at-risk children in Kenya by focusing on improving

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the w elfare and protection of the most vulnerable households
Other	affected by HIV in Nairobi and Coast Counties Nilinde w orks

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	with local partner organizations to increase household resiliency
Other	and empower parents and caregivers to make investments that

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	will improve the health and well-being of orphans and vulnerable
Other	children (OVC) Working at both local and national levels,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Nilinde aims to increase access to health and social services
Other	and support government efforts at strengthening child w elfare

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and protection systems Nilinde's holistic case management
Other	approach connects health, nutrition, HIV services, psychosocial

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	support, and education to economic strengthening services
Other	designed to graduate families out of program support by developing

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	their ability to grow and sustain their assets, income, and
Other	skills In Nairobi County, the project focuses on informal

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	settlements w here the majority of the OVC reside In Coast
Other	Counties, the project w orks in both informal settlements

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in urban areas and in rural areas where larger OVC populations
Other	live Nilinde also works with Kenyan government agencies to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	strengthen national monitoring and management information systems (MIS)
Other	for OVC and integrates information and communications technology

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(ICT) and social and behavior change communications (SBCC)
Other	across project interventions At the same time, Nilinde w orks

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	w ith governmental and non-governmental partners to use data for
Other	decision making and to improve quality services to OVC

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	ONE COMMUNITY

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Led by the Johns Hopkins Center for Communication Programs
Other	(CCP), partnering with Project HOPE and Plan International,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the USAID-funded One Community Project (OC) focuses on building
Other	strong HIV competent communities, families, and individuals

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's portion of the grant as a subcontractor is $4,528,075
Other	The project works in eight districts including Balaka, Machinga,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Phalombe, Mulanje, Chikw aw a, Blantyre, Zomba, and Mangochi,
Other	and is based on a socio-ecological model that links the actions

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of individual children, adolescents, and adults to the actions
Other	of families and communities, the services available to them,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and the social structures that govern them OC seeks to enable
Other	community resource persons to deliver core packages of evidence

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	-based interventions tailored to vulnerable groups such as OVCs
Other	and their families, adolescents living with HIV (ALHIV), adult

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	people living with HIV (PLHIV), fisher folk, and mobile workers
Other	The OC team will work closely with MOH and Ministry of Social

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Welfare, PEPFAR, and other stakeholders to define priority
Other	vulnerable populations and standard minimum packages of services

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Working in the catchment areas of the PEPFAR priority sites
Other	to complement facility interventions, activities will specifically

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	focus on community mobilization and engagement of local partners
Other	to reduce incidence of new infections and improve clinical,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	social, and economic outcomes among vulnerable groups Plan's
Other	focus areas are OVCs, Early Childhood Development, and Provision

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of services for adolescents living with HIV/AIDS to include
Other	youth economic empowerment Plan has also been tasked with

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	DREAMS, PEPFAR's new initiative to reduce new HIV infections
Other	among vulnerable Adolescent Girls and Young Women (AGYW) in

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	ten priority African countries, including Malawi DREAMS addresses
Other	positive sexual health behaviors, increases access to sexual

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and reproductive health services, and creates an enabling environment
Other	for AGYW by supporting caregivers, addressing harmful community

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	norms and practices, and creating safe spaces for AGYW in schools
Other	and in communities

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	USAID DEVELOPMENT INNOVATION VENTURES (DIV) SUPPORTED "PREGNANT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	WOMEN'S GROUPS AN INTEGRATED APPROACH TO REDUCE MATERNAL AND
Other	NEONATAL DEATHS IN NEPAL"

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The USAID Development Innovation Ventures (DIV) supported
Other	"Pregnant Women's Groups An Integrated Approach to Reduce

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Maternal and Neonatal Deaths in Nepal" project is scaling
Other	up Plan's Pregnant Women's Group (PWG) approach to 15 districts

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of Nepal from 2014 to 2017 This $1 5 million project builds
Other	upon Plan's previous w ork under the USAID-supported Local

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Innovation for Better Outcomes for Neonates (LIBON) project
Other	The PWG project, implemented in 12 Terai (plains) and three

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	hill districts, has a quasi-experimental component and involves
Other	rigorous monitoring and evaluation The PWG approach brings

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	together a group of 8-15 pregnant w omen and their relatives,
Other	w ho live in the same w ard, to give them access to health

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	information, improve their awareness and utilization of health
Other	services, and empower them and their family members to advocate

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	with service providers - with the overall goal of contributing
Other	to the reduction in maternal and neonatal morbidity and mortality

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in Nepal The PWGs meet monthly and the meetings are facilitated
Other	by trained female community health volunteers (FCHV), who are

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	part of the Nepal health system The FCHV educate the pregnant
Other	w omen on various health and w ater, sanitation and hygiene (WASH)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	topics such as danger signs during pregnancy, delivery, and
Other	after delivery, birth preparedness, aw areness about nutritional

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	supplements, immunization, and hygiene, and utilization of
Other	health services (antenatal care, institutional delivery, post

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	natal care, etc) The positive peer pressure within the group
Other	serves as a driving force for behavior change for healthy practices

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	SAFE MOTHERHOOD NIGERIA AMBULANCES AND ACCOUNTABILITY FOR MATERNAL HEALTH PROJECT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The $260,000 ambulance project, funded by the MacArthur Foundation
Other	(MAF), has sought to contribute to reducing maternal mortality

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in Nigeria-specifically in Alimosho LGA in Lagos State-through
Other	various community-level activities related to strengthening

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	ambulance systems, improving basic emergency obstetric care
Other	during transport, and fostering community advocacy for maternal

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	health accountability Some of the achievements of the project
Other	include consensus building among different stakeholders (state

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and local officials, service providers, ward health committees,
Other	community members) that led to the development of a paramedic

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	training curriculum and a service delivery guideline document
Other	Plan also built the capacity of w ard health committees and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	community members to enable them to advocate for services
Other	and resource allocation as well as to hold their officials

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and service providers accountable This grant w as a continuation
Other	of the MAF IV project, and aims to sustain community advocacy

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and accountability for ambulances and maternal health in
Other	Lagos State

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	TEKPONON JIKUAGOU (MEANING "DOING EVERYTHING POSSIBLE TO

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	PREVENT MATERNAL MORTALITY") ADDRESSING UNMET NEED FOR FAMILY
Other	PLANNING THROUGH SOCIAL NETWORKS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This USAID-funded $1 2 million project aims to develop and
Other	test a scalable package of social netw ork activities to engage

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	men and w omen in discussion and reflection about unmet need
Other	for family planning Under the project, Georgetow n University's

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Institute for Reproductive Health is the primary implementing
Other	organization, while Plan and CARE provide technical resources

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	for testing and implementing netw ork-based interventions
Other	that address unmet need for family planning The package

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of activities works with and through influential and connected
Other	network actors who may be more effective in diffusing new ideas

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and mobilizing public dialogue than formal leaders or health
Other	w orkers alone The intervention aims to increase acceptability

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of discussions concerning family size and family planning
Other	use It also aims to create an enabling environment for family

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	planning use by increasing the perception that social netw ork
Other	members approve of family planning use There w ere tw o phases

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to the project which included a pilot and scale up phase
Other	The pilot phase was carried out in a total of 90 villages

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(45 with Plan, 45 with CARE) for the development and testing
Other	of the intervention package The second phase focused on

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	scalıng up the ıntervention package ın Couffo Plan managed
Other	thıs process vıa tw o local NGOs ın 44 vıllages CRAIB and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	DBDIBA The project's goal is to expand successful social
Other	netw ork interventions to additional communities throughout

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Benin, and if possible, West Africa
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	3 DISASTER & CONFLICT
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's goal Children and youth grow up in resilient communities
Other	and realize their rights in safety and with dignity, before,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	during, and after disasters and conflicts
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	In times of disaster, children are particularly vulnerable
Other	Separation from families and friends causes uncertainty, anxiety,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and shock, with a significant impact on children's emotional
Other	well-being Our initial disaster response work focuses on

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	children's urgent needs, such as shelter, food, and w ater
Other	We then prioritize child protection and education to help

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	re-establish a sense of security and normalcy An important
Other	part of our response involves developing child-friendly spaces

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	that help protect children from harm and exploitation, and
Other	aid emotional healing

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Our goal is to support children and youth, their communities,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and their societies to develop resilience enabling them to
Other	better absorb external shocks and continue forward with their

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	personal and community development Toward that end, we
Other	also seek to address the social inequities and governance

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	challenges that marginalize segments of the population and
Other	prevent them from developing resilience

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan International USA's expenditures on disasters and conflicts in FY16

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	totaled approximately $4,575,353, $4,087,266 w as transferred
Other	to PII Examples of Plan's FY16 projects in this area include

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Assistance to Self-Help Shelter and Sanitation Solutions
Other	in Dolakha, Nepal, Provision of Integrated Protection and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Education Services to South Sudanese Refugee Girls, Boys,
Other	and Women and Host Communities in Ethiopia, Supporting the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Tracing and Reunification of Unaccompanied and Separated
Other	Children, including Children Formerly Associated with Armed

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Forces and Armed Groups in CAR
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	ASSISTANCE TO SELF-HELP SHELTER AND SANITATION SOLUTIONS
Other	IN DOLAKHA, NEPAL

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This six-month, $1 million, USAID-funded emergency response
Other	project helped meet the shelter and sanitation needs among

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	residents of 21 heavily-impacted Village Development Committees
Other	(VDCs) of Dolakha district in the Central Development Region

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of Nepal Focusing on the provision of emergency assistance
Other	to households attempting self-help Shelter solutions and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	community and household level sanitation support, the project
Other	provided technical and material support, as well as hygiene

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	promotion activities, to approximately 20,000 individuals
Other	impacted by the devastating April 25, 2015 and May 12, 2015

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	earthquakes
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	PROVISION OF INTEGRATED PROTECTION AND EDUCATION SERVICES
Other	TO SOUTH SUDANESE REFUGEE GIRLS, BOYS, AND WOMEN AND HOST

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	COMMUNITIES IN ETHIOPIA
Other	This 12-month, $800,000, State Department-funded aw ard seeks

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to improve access of the Gambella area refugee population
Other	and host communities to quality and essential education as

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	well as child protection services The program responds to
Other	enormous needs, ranging from basic requirements of education

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to the more all-encompassing issue of child protection, among
Other	children and youths in the South Sudanese refugee population

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and the Ethiopian host community populations in Gambella
Other	In Child Protection, Plan is targeting 17,500 children and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	adults, including Unaccompanied and Separated Children, through
Other	case management (referral, tracing, family reunification,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and long-term alternative care arrangement), psychosocial
Other	support, child friendly activities, and Non-Food Item distribution

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Adults are directly benefiting from the project and are actively
Other	involved in project implementation acting as social workers,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	foster parents, community based child protection committee
Other	members, and through trainings and community aw areness and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	learning sessions In Education, the project is providing
Other	access, improved teaching and the necessary educational materials

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to ECCD centers and primary schools Those activities target
Other	children from 0 to 14 as well as adults (ECCD facilitators,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	teachers, parents association, school mothers, and beneficiaries
Other	of aw areness raising sessions) 10,500 students from Grade

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	1-4 and 5,000 pre-school children are targeted and the project
Other	is indirectly addressing 4,270 household heads (reaching

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	35% of total households) in back to school campaign, girls'
Other	education community sensitization events, and through house-to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	-house community mobilization sessions In total, the project
Other	will reach a total of 33,000 direct beneficiaries, as well

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	as almost 39,000 indirect beneficiaries
Other	SUPPORTING THE TRACING AND REUNIFICATION OF UNACCOMPANIED

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	AND SEPARATED CHILDREN, INCLUDING CHILDREN FORMERLY ASSOCIATED
Other	WITH ARMED FORCES AND ARMED GROUPS, IN CENTRAL AFRICAN REPUBLIC (CAR)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This 18-month $1 19 million, USAID-funded project (including
Other	a 6 month, $342,555 extension) supports the identification,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	documentation, interim care, tracing, reunification, and
Other	reintegration of unaccompanied and separated children (UASC),

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	including Children Formerly Associated with Armed Forces
Other	and Armed Groups (former CAAFAG), in the Prefectures of Lobaye

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and Ouham 250 UASC and former CAAFAG (128 girls) are benefiting
Other	from support toward reunification and reintegration with

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	their families in the target prefectures These same children
Other	are also benefiting from gaining birth registration, which

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	is key to ensuring that children's basic rights are not violated
Other	and to mitigate the risk of abuse, exploitation, or recruitment

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	into armed forces Through this process, the project is providing
Other	life-saving assistance to these victimized young people,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	helping break the cycle of violence in CAR In its extension
Other	phase, the project will support the youth being reunited under

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the current project with vocational training, life skills,
Other	and literacy classes in order to reintegrate them in a sustainable

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	way and help avoid recruitment into armed groups or early marriage
Other	100 UASC (35 girls), including former CAAFAG, will benefit from

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	support toward reunification and reintegration with their host
Other	families in the target prefecture Lobaye Through this process,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the project will provide life-saving assistance to these victimized
Other	young people, helping break the cycle of violence in CAR by

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	giving them a clear vision and realistic opportunity for productive
Other	economic futures Further, the 100 host families caring for

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	target UASC and former CAAFAG will receive training and support
Other	In order to make sure that youth caring for younger children

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	can take part in these activities, an Early Childhood Care
Other	and Development (ECCD) room will be established in the venue

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of the vocational training and life skills and literacy
Other	4 PROTECTION

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's goal Providing a safe place for children to live and
Other	grow to their full potential

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan w orks to ensure that all children are safe and protected

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	from abuse, neglect, exploitation, and violence We provide
Other	services designed to prevent abuse, neglect, and exploitation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of children and to help victims recover We campaign for and
Other	promote adequate legal protection at all levels, as well as

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	advocate for strong support within families and communities
Other	In addition, we raise public awareness of, and respect for,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the right of all children to protection, and we help young
Other	people access the skills and knowledge that will enable them

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to protect themselves
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Expenditures from Plan International USA in this area totaled
Other	approximately $6,908,808 for FY16, $6,258,026 of which was

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	transferred to PII Examples of Plan's FY16 projects in this
Other	area include Addressing Basic Human Rights in Senegal, Protecting

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Human Rights, and Improved Services for Vulnerable Populations
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	ADDRESSING BASIC HUMAN RIGHTS IN SENEGAL (ABRIS)
Other	This $750,000 project funded by the U S Department of State

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Office to Monitor and Combat Trafficking in Persons, ABRIS
Other	addresses trafficking and exploitation of children of Senegal,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	particularly those attending private religious schools While
Other	many schools offer genuine religious instruction, some are

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	physically and sexually abusive and highly exploitative, forcing
Other	young children to beg for food and money Plan and its partners

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	conducted a comprehensive study of the underlying factors and
Other	the various types of trafficked children and built the capacity

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of law enforcement, legal, and health system personnel to identify
Other	trafficked children In addition, a referral system was developed

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to provide the services needed
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	In September 2016 the ABRIS project received a six-month no-cost
Other	extension from the U S Department of State to continue programming

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	through March 2017 in order to continue the training of national
Other	police forces, and legal personnel, instituting community awareness

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	campaigns via radio broadcasting, and implementing community-led
Other	action plans to combat forced begging

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	PROTECTING HUMAN RIGHTS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	PHR is a $12 7 million USAID-funded project that uses a comprehensive
Other	set of interventions to combat domestic violence, child marriage,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and other human rights abuses This is highly prevalent in
Other	many parts of Bangladesh Plan's response comprises five interconnected

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	components advocating for stronger legislation and enforcement
Other	of law s to reduce domestic violence, building the capacity

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of duty-bearers-including law enforcement, the judicial system,
Other	civil society organizations, and the media-to better understand

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the laws, support survivors, and share their stories, increasing
Other	access to justice and helping survivors make informed choices

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	by providing pro-bono legal support and information, including
Other	through "doorstep" legal counseling, strengthening direct services

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to survivors, including medical, shelter, and livelihood support,
Other	and public aw areness campaigns to inform people of domestic

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	violence laws and shift attitudes towards harmful practices
Other	Working closely with the Bangladesh National Woman Lawyers'

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Association (BNWLA), and 11 local NGOs, PHR has seen major
Other	success During the life of the project, the government signed

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	into law the Rules of Domestic Violence (Prevention and Protection
Other	Act) A trained cadre of social workers together with community-based

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Social Protection Groups have resulted in community ow nership
Other	as they look to both decrease incidences of domestic violence

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	as well as help survivors Through the training of teachers
Other	and students as well as working in partnership with a range

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of stakeholders, PHR has supported local government to create
Other	child marriage free zones In the three years of the project,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	it has resulted in a decrease in child marriage in a number
Other	of the project areas

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	IMPROVED SERVICES FOR VULNERABLE POPULATIONS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan is a member of a consortium led by Global Communities
Other	to implement the Improved Services for Vulnerable Populations

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(ISVP) program, a USAID-funded project that aims to assist the
Other	members of 50,000 vulnerable households in 12 districts of

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Rw anda to build their self-reliance in w ays that promote mutual
Other	support The program capitalizes upon USAID support to the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Government of Rwanda and civil society partners to facilitate
Other	these vulnerable populations' access to health and social services

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	that enable them to live productive lives
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Program objectives include reducing the risk and impact of
Other	HIV/AIDS and other health threats facing the most vulnerable

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	populations in Rwanda by increasing the capacity of families
Other	and communities to provide better care for vulnerable individuals

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This includes ISVP support for vulnerable people to access
Other	education as a core element for improving protection against

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	adverse circumstances over the long term ISVP also involves
Other	boys and men as well as girls and women in accessing sexual

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	reproductive health information and services Plan supports
Other	the facilitation of a process in which boys think through the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	advantages - and disadvantages - of living with core elements
Other	that characterize the prevailing male masculinity Plan also

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	provides technical leadership in early childhood development
Other	activities that support positive parenting skills and community

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Early Childhood Development centers Across the w ork of ISVP
Other	Plan provides technical leadership to ensure that gender is mainstreamed

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	5 WATER, SANITATION AND HYGIENE

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan's goal Children and youth w ill realize their right to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	safe, reliable, and affordable drinking w ater supplies, to
Other	hygienic sanitation, and to live in a clean environment

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan's w ater, sanitation, and hygiene(WASH) programs are reaching

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	a grow ıng number of people, and w e are one of the leadıng proponents
Other	of communıty-led total sanıtatıon Thıs rıghts-based approach

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	involves encouraging communities-often children and young people-
Other	to take the lead in improving their sanitation and to champion

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the benefits of hygiene and sanitation to their peers, families,
Other	and neighbors We train and support the community to maintain

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	w ater supplies and latrines and reinforce behaviors such as
Other	hand w ashing w ith soap We w ork alongside government, communities,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and local groups to ensure that our impact is sustainable in
Other	the long term

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan International USA expended approximately $5,094,382 on

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	water, sanitation, and hygiene in FY16, $4,118,209 of which
Other	was transferred to PII Examples of Plan's FY16 projects in

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	this area include Afya Pwani - Kenya, Testing Modified Community
Other	-Led Total Sanitation for Scalability, Cambodia Rural Sanitation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and Hygiene Program, and Promoting Agriculture, Health, and
Other	Alternative Livelihoods (PAHAL) - Nepal

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	AFYA PWANI - KENYA

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Under the leadership of Pathfinder International for this three
Other	year, $48 million program, Plan, the Cooperative League of

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the USA (CLUSA), International Centre for Reproductive Health,
Other	Futures Group International and O'Hanlon Health Consulting

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	work in five counties - Kilifi, Kwale, Lamu, Mombasa, and Taita
Other	Taveta to improve access to and utilization of quality health

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	services including HIV, Maternal, Neonatal, Child Health (MNCH),
Other	family planning, WASH, and nutrition In the consortium, Plan

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	International is responsible for the WASH and Nutrition component
Other	that aims at increasing access to and utilization of WASH and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	nutrition services by the communities in Kilifi County The
Other	project's investment in WASH and nutrition focuses at the system

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	level to build the County health service management capacity,
Other	integrate WASH and nutrition into school and health institutions'

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	regular portfolio, and at the community level to support the
Other	community's involvement in WASH-related decision making Lastly,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's w ork supports community-based WASH and nutrition activities
Other	including handw ashing, household w ater treatment, safe sanitation,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	community support groups to implement nutrition trainings,
Other	kitchen gardening, and planning for diversified diets

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	TESTING MODIFIED COMMUNITY-LED TOTAL SANITATION FOR SCALABILITY

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This five-year $7 3 million project funded by the Bill & Melinda
Other	Gates Foundation aims to advance rural sanitation programs

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in Kenya, Ethiopia, Ghana, and worldwide by analyzing and improving
Other	the cost-effectiveness and scalability of the Community-Led

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Total Sanitation (CLTS) approach Successfully mobilizing communities
Other	to reach Open Defecation Free (ODF) status depends on several

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	preconditions - not least the capacity of local actors Through
Other	this work, in partnership with the Water Institute at the University

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of North Carolina (UNC), Plan tested, implemented, and evaluated
Other	a first-of-its kind operational research study on community-wide

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	sanitation behavior change The project measured the relative
Other	effect of different local actors on CLTS (i e , natural leaders,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	teachers and government staff), as compared to conventional
Other	(NGO-facilitated) implementation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	CAMBODIA RURAL SANITATION AND HYGIENE PROGRAM

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The $12 million CR-SHIP program is funded by the Global Sanitation
Other	Fund (GSF), a unique financing mechanism for sanitation programs,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and targets rural villages in 10 provinces Kampong Cham,
Other	Kampong Speu, Takeo, Kandal, Svay Rieng, Kampong Chhang, Kampong

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Thom, Kratie, Kampot, and Prey Veng CR-SHIP aims to increase
Other	access to improved sanitation, to promote proper hygiene practices

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in rural communities of Cambodia, and to strengthen the capacity
Other	of the government, local authorities, and local NGOs in promoting

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	improved sanitation and hygiene The program utilizes and delivers
Other	its service through non-hardw are subsidized approaches that

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	have proven successful in enhancing sanitation access within
Other	the poorest groups in society Community-Led Total Sanitation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(CLTS), School and Community Water, Sanitation and Hygiene
Other	(SC WASH), Sanitation Marketing, Information, Education and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Communication (IEC), Behavior Change Campaigns (BCC) The project
Other	utilizes regular monitoring and evaluation to track progress

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and identify challenges Recent estimates of impact show that
Other	sub-grantees have conducted CLTS triggering activities in

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	2,027 communities, 603,716 people are now living in open-defecation
Other	free environments, 471,058 people have gained access to improved

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	toilets, and 1 1 million people have been reached by messages
Other	on hand-washing with soap

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	PROMOTING AGRICULTURE, HEALTH, AND ALTERNATIVE LIVELIHOODS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(PAHAL)- NEPAL
Other	Under the leadership of Mercy Corps for this $37 million, USAID/Food

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	for Peace-funded comprehensive program, Plan International,
Other	Development Enterprises (DE), Tufts University's Feinstein

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	International Center (FIC), and Nepalese partners NTAG, Rupantaran,
Other	RIMSNepal, and SAPPROS w ork at a systemic level to address

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	both the symptoms and root causes of food insecurity, targeting
Other	individuals, households, communities, and systems to build

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	resilience As the technical lead for the sanitation component
Other	of the program, Plan is implementing community-led total sanitation

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and promotion of a Total Sanitation strategy that focuses on
Other	promoting latrine use, personal hygiene, hand washing with

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	w ater and soap, and household's drinking w ater safety activities
Other	The project is operational in 167 Village Development Committees

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(VDCs) in 14 target districts of the Far West and Mid-West Regions
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	6 YOUTH AND ECONOMIC EMPOWERMENT
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's goal Young adolescents and youth will live in communities
Other	that value their participation and provide opportunities for

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	their leadership and economic empow erment
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan currently w orks w ith youth in 72 countries around the w orld
Other	Through Plan's community-based, gender-sensitive approach,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	our programs engage marginalized youth to build their productive
Other	assets and prepare them with appropriate skills to manage their

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	transition to w ork and adulthood Our holistic programming
Other	targets very young adolescents (10-14), adolescents (15-19),

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and youth (20-29)
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan International USA expended approximately $7,017,521 on
Other	youth and economic empow erment in FY 16, $4,495,741 of w hich

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	w as transferred to PII Examples of Plan's FY16 projects in
Other	this area include USAID Bridges to Employment in El Salvador,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Women And Youth Saving For Empowerment, Lifelong Learning,
Other	Guatemala, and Philippines Improving the Financial Capability

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of Poor Households Affected by Typhoon Haiyan
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	USAID BRIDGES TO EMPLOYMENT IN EL SALVADOR
Other	The USAID Bridges to Employment project, led by DAI and in

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	partnership with Plan International and JBS International,
Other	aims to link over 20,000 at-risk youth-especially young women

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and vulnerable populations-to basic social resources of w ork,
Other	know ledge, security, and social capital to foster social inclusion

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	through employment opportunities The $3 million subcontract
Other	will advance three objectives 1) Improved enabling environment

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	promoting w orkforce development of at-risk youth in targeted
Other	high-grow th sectors, 2) Improved quality of w orkforce development

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	services to effectively insert at-risk youth into targeted
Other	high-grow th sectors, and 3) Improved w orkforce readiness demonstrated

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	by targeted at-risk youth The project will work with youth,
Other	employers, training institutions, and other stakeholders in

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	15 of El Salvador's high-crime municipalities
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan International is a key partner and leads Objective 3,
Other	working directly with youth to increase their employment and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	self-employment opportunities This project will allow Plan
Other	to continue to promote and validate our global Pathways Approach

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to Youth Economic Empowerment by scaling up Plan's previous
Other	youth employment programming in El Salvador 10 times (from

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	reaching 2,000 to 20,000 vulnerable youth) Plan will lead
Other	major activities including the implementation of a comprehensive

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Participatory Youth Assessment and the development and implementation
Other	of soft skills and life skills through training curriculum

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Moreover, Plan will facilitate alliances with service providers
Other	to improve access to workforce development training and basic

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	education opportunities for at-risk youth Through business
Other	incubation, Plan will support the development of youth entrepreneur

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	initiatives, driven by identified market demands Plan will
Other	also facilitate access to career counseling and mentoring services

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	for at-risk youth and material support as youth transition
Other	to jobs

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	WOMEN AND YOUTH SAVING FOR EMPOWERMENT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The WYSE $1 million project, which will run until July 2017,
Other	funds the expansion of savings groups (SGs) in three West African

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	countries-Benin, Burkina Faso, and Togo-and uses them as drivers
Other	for social and economic development WYSE aims to engage over

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	39,000 women and youth members in more than 1,700 savings groups
Other	The project reflects Plan's Child-Centered Development approach,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	through which marginalized groups of women and youth generate
Other	increased assets (personal, social, financial, and physical)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and access to quality services for themselves and their children
Other	Expanding beyond the typical savings group model, WYSE uses

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	savings groups as platforms for learning and skills building
Other	By participating in enhancement activities to develop skill

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	sets such as literacy, leadership, enterprise development,
Other	and entrepreneurship, members strengthen their financial management

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and maximize investment of savings and dividends
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	LIFELONG LEARNING, GUATEMALA
Other	This project is funded by USAID and led by Juarez and Associates,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in partnership with Plan and ChildFund, to improve education
Other	quality and access for underserved populations in Guatemala

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	through tw o main components Component A) Learning to Read,
Other	and Component B) Education for Employment and Lifelong Learning

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan is partnering with school communities to increase parents'

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and communities' aw areness of education, especially for girls
Other	To begin, Plan led several assessments in the Western Highlands

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to better understand educational challenges facing their communities
Other	and to develop viable solutions to address issues of quality

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	education, literacy, and intercultural bilingual education
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan also led a participatory youth assessment to better understand
Other	the constraints of youth access to formal and alternative education,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	vocational training, and civic engagement The methodology
Other	integrated qualitative and quantitative data collection that

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	will continue to inform the project's strategies to increase
Other	opportunities for out-of-school youth to attend school programs

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and develop marketable skills for employment The results produced
Other	a database of approximately 1,300 variables, indicating a high

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	level of apathy among youth, high levels of unemployment, and
Other	reports of extensive gender discrimination As a result Plan

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	developed an action plan for increased involvement of parents
Other	and community members in education, including activities to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	build their capacity through an awareness campaign on quality
Other	education Additionally, through Aulas para Padres, or Classrooms

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	for Parents, Plan is engaging parents and community members
Other	more in their children's education and issues that impact them

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Through this work, Plan and the Aulas para Padres have identified
Other	hundreds of young people who have not continued their studies,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and who are now being supported to reintegrate into the education
Other	system

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Plan also w orks to create alliances in each of the 12 target

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	communities among key youth service providers, thereby maximizing
Other	resources for more effective and complementary service provision

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to local youth Partners include training providers, employers,
Other	community-based organizations, parent and youth associations,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and local and national government officials Plan supports
Other	these netw orks to generate and coordinate projects for out-of

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	-school youth, improving their capacities and their conditions
Other	for a better quality of life

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	PHILIPPINES IMPROVING THE FINANCIAL CAPABILITY OF POOR HOUSEHOLDS
Other	AFFECTED BY TYPHOON HAIYAN

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	JP Morgan Chase Foundation was funding community savings groups (CSGs)
Other	for families that were affected by Typhoon Haiyan The project

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	aimed to strengthen the livelihoods and improve the economic
Other	security of poor communities by helping poor households' smooth

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	consumption (particularly in the event of financial shocks), increase
Other	their ability to accumulate cash and physical assets, and promote

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	commercial income generation These activities bolstered Plan's
Other	already robust recovery and rehabilitation approach in typhoon

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	-affected areas The project has three primary objectives
Other	to increase household security through savings, to strengthen

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	households' financial capacities to utilize loans and savings
Other	for productive investments and developmental needs through

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	economic and life skills training modules, and to improve access
Other	of CSG members to basic social services through community netw orks

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and referrals
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	B BUILDING RELATIONSHIPS
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	As part of our mission, we promote learning and understanding
Other	among people of different countries and cultures Our child

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	sponsorship program-through which a sponsor in the U S is
Other	linked with a child in need-encourages children and sponsors

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to exchange letters, cards, and photos as a w ay to better understand
Other	each other's cultures Through our w ebsite and sponsor communications,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	w e frequently urge sponsors to send email communications or
Other	letters to their sponsored children These cross-cultural exchanges

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	provide the foundation for the sponsor/child relationship
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan also provides various program communications to sponsors
Other	throughout the year Sponsors are introduced to their children

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	through the initial materials in their Sponsorship Guide The
Other	"Sponsored Child Introduction" provides information on the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	child and his or her family, along with two photographs This
Other	background information is accompanied by an "Area Overview"

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	that provides information relevant to activities, programs,
Other	and projects in the sponsored child's program area and country

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Our annual "Sponsored Child Update" also details activities,
Other	programs and projects within a child's program area and country

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	This update is accompanied by new photographs of the sponsored
Other	child and his or her family members

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	Building relationships is a reciprocal process, and we frequently

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	encourage tw o-w ay communications We contact all new sponsors
Other	to w elcome them to Plan and encourage them to w rite to their

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	sponsored child To support sponsors in writing to their sponsored
Other	children consistently, we provide turn-around stationery several

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	times throughout the year In addition, we remind sponsors
Other	of their children's upcoming birthdays and encourage them to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	send birthday greetings
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The cost of $1,065,570 associated with these cross-cultural exchanges
Other	is known as "Building Relationships " During the year ending

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	June 30, 2016, there were more than 112,000 instances of communications
Other	between sponsors, sponsored children and families, and the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	child's local Plan office These communications are processed
Other	through a centralized communications and mail area at the Plan

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	International USA office in Warwick, RI
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	C DEVELOPMENT EDUCATION AND ADVOCACY
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	As part of its mission, Plan International USA conducts educational
Other	outreach programs in the U S with youth, educators, donors,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	sponsors, and the public about issues affecting children and
Other	families in the developing world Development Education programs

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	enhance the public's understanding of the causes and conditions
Other	of poverty in developing countries and the role that Plan has

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in the development process Development Education is one of
Other	the key tools Plan uses to strengthen relationships with and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	betw een individual children, adults, groups, organizations,
Other	and institutions Plan International USA brings messages to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the public through its country information briefs, cross-cultural
Other	communications, website updates, monthly e-newsletter, and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	education toolkits
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Information about issues affecting children is regularly posted
Other	on our w ebsite and through social media channels Youth group

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	activities and speaking engagements by staff also play a key
Other	role in the delivery of these messages

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	The Youth Engagement and Action (YEA) team at Plan International

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	USA w orks directly w ith students and teachers in an effort to
Other	increase aw areness of the challenges and barriers that children

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and youth in the developing world face Specifically, our youth
Other	network -- Youth United for Global Action & Awareness (YUGA) --

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	gives young people a voice by helping them organize meetings,
Other	school activities, retreats, and events that bring attention

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to children affected by poverty, HIV/AIDS, child trafficking,
Other	and other issues

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	The Youth Advisory Board (YAB) is another body of young people

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	from around the U S striving to vocalize the needs of youth
Other	by serving as ambassadors to Plan International USA The YAB

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	creates and nurtures a netw ork betw een Plan's international
Other	youth and organizational decision-makers in order to reinforce

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan's mission of empow ering children across the w orld Its
Other	role ranges from participating in discussions w ith the Board

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	of Directors to collaborating with other Plan Federation members'
Other	youth advisory groups, and growing a network of youth across

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the U S dedicated to supporting the w ork of Plan
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Additionally, Plan International USA facilitates engagement
Other	through group meetings, development of school curricula, and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	advocacy that reinforces our communications around poverty
Other	and community development Plan International USA is an active

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	partner and/or member of groups and coalitions that support
Other	these issues, such as the Sanitation and Water for All Partnership

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	(SWA), Alliance for International Youth Development, and InterAction
Other	Plan International USA is also a founding member, chair, and

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	coordinator of the Orphans and Vulnerable Children Task Force
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Other important elements of Plan's outreach are the initiatives
Other	and partnerships we develop to increase awareness about challenges

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	in the developing w orld Plan and Nickelodeon International's
Other	"Together For Good" is a global initiative to empow er kids to make

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	positive changes in the w orld around them Together For Good serves as
Other	Nickelodeon's international platform to inspire its audiences to

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	get involved in their communities, provide the resources and education
Other	to get the job done, and celebrate the impact they're making every

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	day Plan is Nickelodeon's inaugural partner for this initiative
Other	The international-only campaign launched July 21st outside of

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	the US across Nickelodeon platforms in 150 countries and
Other	territories Nickelodeon and Plan International invited children

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	aged 6 to 17 years to log on to good nickelodeon tv to read
Other	inspirational stories about other children and upload photos

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and videos of themselves making a difference in their community
Other	A panel of Nickelodeon International and Plan International

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	team members then chose the finalists in each participating
Other	region who were then recognized for their achievements on Nickelodeon's

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	w ebsites and social media channels Nickelodeon view ers then
Other	had the opportunity to vote online for the regional finalists

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	and the winner, celebrating these special change-makers who
Other	are creatively making a stand-out impact in their community

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Nearly 78,000 kids voted for their favorite finalist
Other	The campaign culminated with a celebration honoring change-makers

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	from around the world and the announcement of one lucky finalist
Other	The winner was a young boy from Guatemala who helped translate

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	medical needs for local clients and visiting doctors in his community
Other	The campaign was a huge success and leveraged over $13m of media

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	outreach across multiple Nickelodeon platforms
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Plan also has an ongoing partnership with Glamour magazine,
Other	which announced its newest charitable initiative in 2014 the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Girl Project The Girl Project was conceptualized and started
Other	in part because of recent world events highlighting the dangers

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	girls face going to and staying in school Along with three
Other	other non-profit partners, Plan is benefiting from money raised

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	from the print campaign and broader outreach, including advocacy
Other	and aw areness-raising events featuring First Lady Michelle

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Obama and other notable changemakers Plan youth ambassadors
Other	from Vietnam, the Philippines, and El Salvador have spoken

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	at high-level events promoting international support of making
Other	sure girls can safely go to school

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	
Other	A different type of partnership -- celebrity engagement -- has been

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	extremely helpful in leveraging our brand and raising awareness
Other	Celebrities are able to lend their voices to Plan International

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	USA's causes and to amplify our messages to various audiences,
Other	particularly through print, on-air and social media channels

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Through donor communications, sponsor meetings, website publications,
Other	and public gatherings, Plan International USA will continue

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	to reach out to the public and invite them to engage with us
Other	and make a lasting difference for children around the world

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	We have found that once people understand these ıssues, they
Other	are w ıllıng to take actıon Our task ıs to help brıng these

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	ıssues to lıght
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Regular meetings between CEOs and senior staff of organizations
Other	with similar missions help to give all of us a stronger voice

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	For the fiscal year ended June 30, 2016, the total Development
Other	Education and Advocacy expenses were $1,088,373 During the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	fiscal year ended June 30, 2016, Plan International USA initiated
Other	over 1,100,000 mailed or emailed communications, to help educate

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	our donors and partners and also participated in various
Other	presentations, activities, and forums

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990EZ, Part I, Line 16	Professional Consulting Fees
Form 990EZ, Part I, Line 16	Marketing/Media

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990EZ, Part I, Line 16	Miscellaneous
Form 990EZ, Part II, Line 24	Pledges Receivable - Net

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990EZ, Part II, Line 24	Grants Receivable - Net
Form 990EZ, Part II, Line 24	Prepaids

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990EZ, Part II, Line 24	Investments
Form 990EZ, Part II, Line 26	Accounts Payable & Accrued Expenses

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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
Plan International USA Inc

Employer identification number

13-5661832

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) Plan International Inc PO Box 7670 Warwick, RI 02887 51-0169168	Supporting Organization	NY	501(c)(3)	509(A)(3),LINE 11 TY	NA		No

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) Disproprtionate 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
(1) Charitable Remainder Unitrust N/A NA, RI 02886	REMAINDER TRUST	RI	NA	T					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

			Yes	No
1	During the tax year, did the orgranization 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**	Yes	
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**		No
o	Sharing of paid employees with related organization(s)	**1o**		No
p	Reimbursement paid to related organization(s) for expenses	**1p**	Yes	
q	Reimbursement paid by related organization(s) for expenses	**1q**	Yes	
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) Plan International Inc	b	34,325,781	Accrual Acctg
(2) Plan International Inc	p	289,084	Invoice Amt
(3) Plan International Inc	q	514,653	Invoice Amt

Part VI **Unrelated Organizations Taxable as a Partnership** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate 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		Yes	No	

Part VII Supplemental Information

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

Return Reference	Explanation