Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

▶ Do not enter social security numbers on this form as it may be made public
▶ Information about Form 990 and its instructions is at *www IRS gov/form990*

OMB No 1545-0047

2016

Open to Public Inspection

A For the 2016 calendar year, or tax year beginning 07-01-2016 , and ending 06-30-2017

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

C Name of organization
PLAN INTERNATIONAL INC

Doing business as

Number and street (or P O box if mail is not delivered to street address) | Room/suite
228 EAST 45TH STREET 15TH FLOOR

City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10017

D Employer identification number
51-0169168

E Telephone number
(917) 398-0018

G Gross receipts $ 620,186,140

F Name and address of principal officer
ANNE-BIRGITTE ALBRECTSEN
Dukes Court Woking
GU BH
UK

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 plan-international 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
International development and humanitarian relief work to enable children who are at risk of poverty to achieve their potential

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**	11
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	11
5	Total number of individuals employed in calendar year 2016 (Part V, line 2a)	**5**	283
6	Total number of volunteers (estimate if necessary)	**6**	75,654
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)	593,070,659	618,340,700
	9	Program service revenue (Part VIII, line 2g)		0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	668,636	678,310
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	760,948	1,167,130
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	594,500,243	620,186,140
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	243,035,589	255,807,725
	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)	174,376,350	174,557,124
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	490,387	425,215
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶6,995,919		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	184,514,688	182,328,472
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	602,417,014	613,118,536
	19	Revenue less expenses Subtract line 18 from line 12	-7,916,771	7,067,604

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	**20**	Total assets (Part X, line 16)	236,951,674	252,356,261
	21	Total liabilities (Part X, line 26)	62,653,003	64,374,076
	22	Net assets or fund balances Subtract line 21 from line 20	174,298,671	187,982,185

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

****** | 2019-05-02
Signature of officer | Date

ANNE-BIRGITTE ALBRECTSEN CHIEF EXECUTIVE OFFICER
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

Independent development and humanitarian organization that strives

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 $ 140,476,261 including grants of $) (Revenue $)

See Additional Data

4b (Code) (Expenses $ 85,179,510 including grants of $) (Revenue $)

See Additional Data

4c (Code) (Expenses $ 82,139,395 including grants of $) (Revenue $)

See Additional Data

(Code) (Expenses $ 249,787,972 including grants of $) (Revenue $)

See Schedule O

4d Other program services (Describe in Schedule O)

(Expenses $ 249,787,972 including grants of $) (Revenue $)

4e **Total program service expenses ▶** 557,583,138

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		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15	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

Part IV Checklist of Required Schedules *(continued)*

			Yes	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		
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		No
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	17			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	283			
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	Yes	
b	If "Yes," enter the name of the foreign country ▶ BL , BR , BM , CO , DR , EC , ES , GT , HA , HO , NU , PA , PE , EG , ET , JO , KE , MI , MZ , RW , OD , SU , TZ , UG , ZA , ZI , BN , UV , CM , CT , GH , GV , PU , LI , ML , NG , SG , SL , TO , BG , CB , CH , TT , IN , ID , LA , NP , PK , RP , CE , TH , VM 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		No
9a	Did the sponsoring organization make any taxable distributions under section 4966? . . .			9a		No
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . .			9b		No
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12 . . .	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
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** 11			
	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** 11			
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**	Yes	
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		**4**	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		**5**	Yes	
6	Did the organization have members or stockholders?		**6**	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		**7a**	Yes	
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**	Yes	
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**	Yes	
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**	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**		No
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**		No
	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▶ NY

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
▶MANDY STEWARD CO PLAN INTERNATIONAL 305 East 47th Street Fl New York, NY 10017 (917) 398-0018

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) JOSHUA LISWOOD Chair	6 00	X		X				0	0	0
(2) GUNVOR KRONMAN Vice Chair	3 00	X						0	0	0
(3) WERNER BAUCH Treasurer	3 00	X						0	0	0
(4) MAYU AVILA Director	2 00	X						0	0	0
(5) GUNTER HAAG Director	2 00	X						0	0	0
(6) GERALD HUESTON Director	2 00	X						0	0	0
(7) DOROTA KEVERIAN Director	2 00	X						0	0	0
(8) SONALI KHAN Director	2 00	X						0	0	0
(9) ANNE SKIPPER Director	2 00	X						0	0	0
(10) IMERU TAMERAT YIGEZU Director	2 00	X						0	0	0
(11) CARLOS APARICIO Director	2 00	X						0	0	0
(12) ANNE-BIRGITTE ALBRECTSEN Chief Executive Officer	48 00			X				99,000	0	255,170
(13) JONATHAN MITCHELL Chief Program Officer	48 00			X				0	0	211,699
(14) PAMELA INNES Director of People and Culture	48 00			X				0	0	158,219
(15) TARA CAMM Chief Legal Officer	48			X						173,771
(16) ROLAND ANGERER Regional Director-East Africa	48				X			152,328		10,836
(17) MATTHEW DONALD CARLSON Regional Director-Americas	48				X			185,298		24,547

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
(18) CORINA VILLACORTA Regional Director-Americas	48				X			179,182		
(19) HENRICUS DIJESSELBLOEM Operations Support Manager	48					X		171,836		18,907
(20) DANIEL MCCORMICK Program Support Mgr -Strategic Prog	48					X		136,047		14,700
(21) JOHN MCDONAGH Country Director-Thailand	48					X		151,068		4,685
(22) SHABNAM SHAHNAZ Proj Dir-Advancing Adolescent Health	48					X		176,592		
(23) AGUIMA TANKOANO Chief of Party	48					X		166,456		-300
(24) MARK PIERCE Regional Director-Asia	48						X	183,447		24,019

	(D)	(E)	(F)
1b Sub-Total ▶			
c Total from continuation sheets to Part VII, Section A ▶			
d Total (add lines 1b and 1c) ▶	1,601,254		896,253

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 ▶ 65

			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	Yes	
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
ITC Global Networking Solutions 850 Cranberry Woods 2240 Cranberry, PA 16066	Programme Management	799,711
Pricewaterhouse Coopers LLP 1 Hays Lane London SE RD UK	Programme Management	614,629
Tech Mahindra Ltd Infocity Unit 12 Survey 64 Madhapur IN	Programme Management	347,275
The Task Force for Global Health Ciudad de Guatemala GT	Programme Management	332,985
Alher Abdelbh BP 131 Tillaberi NG	Programme Monitoring	133,126

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 ▶ 18

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	607,810,234				
e Government grants (contributions) 1e	1,980,563				
f All other contributions, gifts, grants, and similar amounts not included above 1f	8,549,903				
g Noncash contributions included in lines 1a-1f $ 66,908,462					
h **Total.** Add lines 1a-1f . . . . ▶		618,340,700			

Program Service Revenue	Business Code	(A)	(B)	(C)	(D)
2a					
b					
c					
d					
e					
f All other program service revenue					
g **Total.** Add lines 2a–2f . . . . ▶					

Other Revenue	(i)	(ii)	(A)	(B)	(C)	(D)
3 Investment income (including dividends, interest, and other similar amounts) . . . . . . ▶			458,896			458,896
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		219,414				
b Less cost or other basis and sales expenses						
c Gain or (loss)		219,414				
d Net gain or (loss) . . . . . . ▶			219,414			219,414
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 Other Income	900099		1,167,130			1,167,130
b						
c						
d All other revenue						
e **Total.** Add lines 11a–11d . . . . ▶			1,167,130			
12 **Total revenue.** See Instructions . . . . . . ▶			620,186,140			1,845,440

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) Fundraisingexpenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21				
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, line 15 and 16	255,807,725	255,807,725		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,447,628	1,348,628	99,000	0
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	161,884,298	157,211,856	192,643	4,479,799
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	688,594	655,675	0	32,919
9 Other employee benefits	10,250,505	9,795,584	0	454,921
10 Payroll taxes	286,099	277,982	0	8,117
11 Fees for services (non-employees)				
a Management	32,251,252	0	32,251,252	0
b Legal	712,608	681,127	20,666	10,815
c Accounting	2,016,343	1,029,725	958,131	28,487
d Lobbying	217,092	217,092	0	0
e Professional fundraising services See Part IV, line 17	425,215			425,215
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	17,782,881	17,385,139	397,742	0
12 Advertising and promotion	2,459,268	1,674,363	3,276	781,629
13 Office expenses	33,819,080	31,199,419	2,422,041	197,620
14 Information technology	6,865,178	6,799,266	0	65,912
15 Royalties . .				
16 Occupancy	18,292,907	18,258,299	0	34,608
17 Travel	48,866,342	47,504,380	947,154	414,808
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	5,831,986	5,831,986	0	0
20 Interest	701,310	663,204	36,407	1,699
21 Payments to affiliates	7,729,708	588	7,729,120	0
22 Depreciation, depletion, and amortization . .	1,428,200	1,420,373	0	7,827
23 Insurance . . .	1,086,282	1,074,501	0	11,781
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 Memberships & Subscriptions	736,187	666,862	53,166	16,159
b Exchange Gains/Losses	1,531,848	-1,920,636	3,428,881	23,603
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	613,118,536	557,583,138	48,539,479	6,995,919
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 IX . . . . ☐

				(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing		85,428,883	1	81,585,304
	2	Savings and temporary cash investments		94,329,527	2	90,841,819
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		533,084	4	-878,869
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use		1,126,407	8	1,450,618
	9	Prepaid expenses and deferred charges		26,909,935	9	31,694,526
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 34,018,287			
	b	Less accumulated depreciation	10b 30,629,751	3,988,280	10c	3,388,536
	11	Investments—publicly traded securities			11	
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets		45,985	14	29,789
	15	Other assets See Part IV, line 11		24,589,573	15	44,244,538
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		236,951,674	16	252,356,261
Liabilities	17	Accounts payable and accrued expenses		19,701,093	17	34,944,619
	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		42,951,910	25	29,429,457
	26	**Total liabilities.** Add lines 17 through 25		62,653,003	26	64,374,076
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		54,319,254	27	27,420,770
	28	Temporarily restricted net assets		119,979,417	28	160,561,415
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		174,298,671	33	187,982,185
	34	Total liabilities and net assets/fund balances		236,951,674	34	252,356,261

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	620,186,140
2	Total expenses (must equal Part IX, column (A), line 25)	2	613,118,536
3	Revenue less expenses Subtract line 2 from line 1	3	7,067,604
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	174,298,671
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	6,615,910
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	187,982,185

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	

Additional Data

Software ID: 16000371
Software Version:
EIN: 51-0169168
Name: PLAN INTERNATIONAL INC

Form 990 (2016)

Form 990, Part III, Line 4a:

PROTECTION AND ASSISTANCE IN EMERGENCY SITUATIONS ACTIVITIES INCLUDE RISK REDUCTION TRAINING AND RELIEF ACTIVITIES SUCH AS THE DISTRIBUTION OF FOOD AND WATER, THE PROVISION OF SHELTER AND SANITATION FACILITIES, AS WELL AS HEALTH AND PSYCHOLOGICAL SUPPORT FOR CHILDREN WHO ARE VICTIMS OF DISASTER DURING THE YEAR ENDED JUNE 30, 2017 PLAN INTERNATIONAL, INC (PLAN) CARRIED OUT 89 DISASTER RESPONSES GLOBALLY

Form 990, Part III, Line 4b:

HEALTHY START IN LIFE PLAN SUPPORTS A RANGE OF ACTIVITIES AIMED AT REDUCING NEONATAL AND MATERNAL MORTALITY AND INCREASING CHILD SURVIVAL AND THE HEALTHY DEVELOPMENT OF CHILDREN THIS INCLUDES BUILDING AND EQUIPPING PRE-SCHOOL CENTRES AND CLINICS AND THE PROMOTION OF UNIVERSAL BIRTH REGISTRATION, THE TRAINING OF HEALTH WORKERS AND THE PREVENTION OF EARLY CHILDHOOD ILLNESSES DURING THE YEAR ENDED JUNE 30, 2017 PLAN REACHED 12,540,813 GIRLS, BOYS, WOMEN AND MEN THROUGH ITS HEALTHY START PROGRAMS

Form 990, Part III, Line 4c:

QUALITY EDUCATION PLAN SEEKS TO PROMOTE FREE EQUAL ACCESS TO QUALITY EDUCATION AND LIFE- SKILLS TRAINING TO HELP CHILDREN AND YOUNG PEOPLE REACH THEIR FULL POTENTIAL THIS IS DONE THROUGH ACTIVITIES SUCH AS THE BUILDING AND EQUIPPING OF CLASSROOMS, TEACHER TRAINING AND ADVOCATING FOR EDUCATION POLICY IMPROVEMENT DURING THE YEAR ENDED JUNE 30, 2017 PLAN REACHED 7,959,579 GIRLS, BOYS, WOMEN & MEN THROUGH ITS EDUCATION PROGRAMS

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
2016
Open to Public Inspection

Name of the organization
PLAN INTERNATIONAL INC

Employer identification number
51-0169168

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 12, 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 agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or university

10 ☐ An organization that normally receives (1) more than 33 1/3% 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 33 1/3% 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)

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

12 ☑ 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 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g

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 21

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- 10 above (see instructions))	(iv) Is the organization listed in your governing document? Yes	(iv) No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
See Additional Data Table						
Total 21					607,810,234	0

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, 8, or 9 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)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4						0

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						0
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						

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

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2016 (line 6, column (f) divided by line 11, column (f)) | 14 | 0 %

15 Public support percentage for 2015 Schedule A, Part II, line 14 | 15 |

16a **33 1/3% support test—2016.** 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—2015.** 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—2016.** 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—2015.** 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 10 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) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(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) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(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 2016 (line 8, column (f) divided by line 13, column (f))	15	0 %
16	Public support percentage from 2015 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2016** (line 10c, column (f) divided by line 13, column (f))	17	0 %
18	Investment income percentage from **2015** Schedule A, Part III, line 17	18	

19a **331/3% support tests—2016.** 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—2015.** 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 12 of Part I If you checked 12a of Part I, complete Sections A and B If you checked 12b of Part I, complete Sections A and C If you checked 12c of Part I, complete Sections A, D, and E If you checked 12d 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	Yes	
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	Yes	
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		No
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 12a or 12b in Part I, answer (b) and (c) below*	4a	Yes	
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	Yes	
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	Yes	
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		No
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 (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) 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		No
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)*	7		No
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 I of Schedule L (Form 990 or 990-EZ)*	8		No
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		No
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in **Part VI.***	9b		No
c	Did a disqualified person (as defined in line 9a) 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		No
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below*	10a		No
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		

Part IV Supporting Organizations (continued)

			Yes	No
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		No
b	A family member of a person described in (a) above?	11b		No
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		No

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	Yes	
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		No

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, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) 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 2016 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-2016	(iii) Distributable Amount for 2016
1 Distributable amount for 2016 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2016 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2016			
a			
b			
c From 2013.			
d From 2014.			
e From 2015.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2016 distributable amount			
i Carryover from 2011 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2016 from Section D, line 7 $			
a Applied to underdistributions of prior years			
b Applied to 2016 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2016, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2016 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 **Excess distributions carryover to 2017.** Add lines 3j and 4c			
8 Breakdown of line 7			
a			
b Excess from 2013.			
c Excess from 2014.			
d Excess from 2015.			
e Excess from 2016.			

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

990 Schedule A, Supplemental Information

Return Reference	Explanation
Pt IV Sec A Ln 2	The foreign organizations are charitable organizations in their respective countries and w ould not be considered Private Foundations were they organized in the United States becaus e they would be considered publicly supported organizations under Internal Revenue Code Se ction 170(b)(1)(A)(vi)

990 Schedule A, Supplemental Information

Return Reference	Explanation
Pt IV Sec A Ln 4b	

990 Schedule A, Supplemental Information

Return Reference	Explanation
Pt IV Sec A Ln 4c	A budget for grant amounts to Plan International, Inc (Plan) member National Organizations may be included in the budget proposal to the Members' Assembly each year and the Members' Assembly approves the overall budget for Plan However, the decision on the overall annual budget amount to propose is made by the Plan Board and individual grants within this are proposed by Plan management Plan management or the Plan Board also decides on the release of grants to Plan member National Organizations No one National Organization controls Plan

990 Schedule A, Supplemental Information

Return Reference	Explanation
Other Addl Info	PUBLIC CHARITY STATUS - ADDITIONAL INFORMATION

990 Schedule A, Supplemental Information

Return Reference	Explanation
Other Addl Info	As noted ın Part I, Plan ıs a Type I supportıng organızatıon In addıtıon, Plan also qualı fies as an organızatıon that normally receıves a substantıal part of ıts dırect and ındire ct support from a governmental unıt and from the general publıc as descrıbed ın IRC sectıo n 170(b)(1)(A)(vı) As a result, Plan qualıfıes for the fırst Specıal Rule as noted on Sch edule B, Schedule of Contrıbutors

990 Schedule A, Supplemental Information

Return Reference	Explanation
Pt I Ln 12g	All of the organizatıons lısted on lıne G are non-profit charıtable fundraısıng organızati ons operatıng ın their home countrıes Funds obtaıned by these Natıonal Organızatıons are dıstrıbuted by Plan Internatıonal, Inc to support chıldren, famılıes and communıtıes thro ugh Plan Internatıonal, Inc 's field offices ın 50 countrıes Plan Internatıonal USA, Inc ıs the only affılıated entıty ıncorporated and operatıng ın the Unıted States and ıs exem pt from taxatıon under Internal Revenue Code Sectıon 501(c)(3) and receıves a substantıal part of ıts support from the general publıc

Additional Data

Software ID: 16000371
Software Version:
EIN: 51-0169168
Name: PLAN INTERNATIONAL INC

Form 990, Sch A, Part I, Line 12g - 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? Yes	No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
(A) Plan Int'l USA Inc	135661832	7	Yes		35,923,747	0
(A) Plan Int'l USA Inc	135661832	7	Yes		35,923,747	0
(A) Plan Int'l Australia	000000000	7	Yes		35,283,955	0
(A) Plan Int'l Australia	000000000	7	Yes		35,283,955	0
(B) Plan Belgium	000000000	7	Yes		11,601,074	0
(B) Plan Belgium	000000000	7	Yes		11,601,074	0
(C) Plan Int'l Canada	000000000	7	Yes		126,688,777	0
(C) Plan Int'l Canada	000000000	7	Yes		126,688,777	0
(D) Plan Suomi Saatio	000000000	7	Yes		10,959,967	0
(D) Plan Suomi Saatio	000000000	7	Yes		10,959,967	0
(E) Plan Int'l France	000000000	7	Yes		10,421,731	0
(E) Plan Int'l France	000000000	7	Yes		10,421,731	0
(F) Plan Int'l Dtschlnd EV	000000000	7	Yes		128,213,295	0
(F) Plan Int'l Dtschlnd EV	000000000	7	Yes		128,213,295	0
(G) Plan Japan	000000000	7	Yes		20,011,223	0
(G) Plan Japan	000000000	7	Yes		20,011,223	0
(H) Stichting Plan Ndrlnd	000000000	7	Yes		30,441,440	0
(H) Stichting Plan Ndrlnd	000000000	7	Yes		30,441,440	0
(I) Plan Norge	000000000	7	Yes		40,779,419	0
(I) Plan Norge	000000000	7	Yes		40,779,419	0
(J) Plan Int'l de Espana	000000000	7	Yes		23,421,208	0
(J) Plan Int'l de Espana	000000000	7	Yes		23,421,208	0
(K) Plan Int'l Sverige	000000000	7	Yes		39,972,503	0
(K) Plan Int'l Sverige	000000000	7	Yes		39,972,503	0
(L) Plan Int'l UK	000000000	7	Yes		56,896,919	0
(L) Plan Int'l UK	000000000	7	Yes		56,896,919	0
(M) Plan Denmark	000000000	7	Yes		6,767,366	0
(M) Plan Denmark	000000000	7	Yes		6,767,366	0
(N) Plan Ireland	000000000	7	Yes		10,768,888	0
(N) Plan Ireland	000000000	7	Yes		10,768,888	0

Form 990, Sch A, Part I, Line 12g - 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**		
(P) Plan Korea	000000000	7	Yes		9,952,085	0
(P) Plan Korea	000000000	7	Yes		9,952,085	0
(A) Plan Switzerland	000000000	7	Yes		3,519,507	0
(A) Plan Switzerland	000000000	7	Yes		3,519,507	0
(B) Plan Hong Kong	000000000	7	Yes		6,187,130	0
(B) Plan Hong Kong	000000000	7	Yes		6,187,130	0
(C) Plan India	000000000	7	Yes		0	0
(C) Plan India	000000000	7	Yes		0	0
(D) Plan Italia Onlus	000000000	7	Yes		0	0
(D) Plan Italia Onlus	000000000	7	Yes		0	0
(E) Fundacion Plan (Columbia)	000000000	7	Yes		0	0
(E) Fundacion Plan (Columbia)	000000000	7	Yes		0	0

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

2016

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 INC	51-0169168

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		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount Enter the amount from the following table in both columns		

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)		
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)** 2013	**(b)** 2014	**(c)** 2015	**(d)** 2016	**(e)** Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity	(a) Yes	(a) 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?	Yes		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	Yes		
c Media advertisements?	Yes		26,570
d Mailings to members, legislators, or the public?		No	
e Publications, or published or broadcast statements?	Yes		28,399
f Grants to other organizations for lobbying purposes?	Yes		77,472
g Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		41,590
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	Yes		43,061
i Other activities?		No	
j Total Add lines 1c through 1i			217,092
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

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

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

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

Part IV **Supplemental Information**

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

Return Reference	Explanation
Pt II-B Line 1	Bangladesh
Pt II-B Line 1	Domestic Violence Act 2010
Pt II-B Line 1	Child Marriage Restraint Act 2017
Pt II-B Line 1	Guatemala
Pt II-B Line 1	Decree 8-2015 of the National Congress of the Republic of Guatemala

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
2016
Open to Public Inspection

Name of the organization
PLAN INTERNATIONAL INC

Employer identification number
51-0169168

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" on 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

a Board designated or quasi-endowment ▶

b Permanent endowment ▶

c Temporarily restricted endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

			Yes	No
	(i) unrelated organizations	3a(i)		
	(ii) related organizations	3a(ii)		
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' on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c)Accumulated depreciation	(d)Book value
1a Land				
b Buildings		1,074,202	977,739	96,463
c Leasehold improvements				
d Equipment		32,944,085	29,652,012	3,292,073
e Other				
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c))* . . ▶				3,388,536

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		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
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
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
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
(1) Inter Plan Balances	44,244,538
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 15)* ▶	44,244,538

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
(1) Federal income taxes	
Accrued Statutory Severence Pay	29,429,457
Inter Plan Balances	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	29,429,457

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

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	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	

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
See Additional Data Table	

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

Return Reference	Explanation

Additional Data

Software ID: 16000371
Software Version:
EIN: 51-0169168
Name: PLAN INTERNATIONAL INC

Supplemental Information

Return Reference	Explanation
Pt X, Line 2	Federal Income Taxes A favourable determination letter has been obtained by the Internal Revenue Service which exempts Plan International, Inc from federal income taxes under Int ernal Revenue Code Section 501(c)(3) Accordingly no tax charges arise on Plan Internation al, Inc 's change in net assets Additionally, the organization did not generate any unrel ated business income during the year ended June 30, 2017

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization
PLAN INTERNATIONAL INC

Employer identification number
51-0169168

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

(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in region	**(d)** Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in region	**(f)** Total expenditures for and investments in region
See Add'l Data					
3a Sub-total	368	8,491			613,118,536
b Total from continuation sheets to Part I					
c **Totals** (add lines 3a and 3b)	368	8,491			613,118,536

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)
See Add'l Data								

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 . . . . ▶ 7

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)

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 separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A)* ☐ Yes ☑ No

3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U S Persons with Respect to Certain Foreign Corporations (see Instructions for Form 5471)* ☑ Yes ☐ No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☑ No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U S Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☑ No

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713)* ☑ Yes ☐ No

Part V Supplemental Information

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

Return Reference	Explanation
Pt I Line 2	Payments are subject to an agreement, memorandum of understanding or contract between Plan and the third party The program is often broken into discrete projects and activities planned over time Funding would be released in tranches with each tranche being conditional on satisfactory progress of the program activity and a satisfactory accounting for the funds already advanced Local program staff will work with implementing partners throughout the project's life and finance department staff and operational management will visit to review progress periodically Larger projects will be visited by senior operational and financial management from the country offices Additionally, the country's own internal control teams may audit projects and Plan's Global Assurance team might also audit projects Projects that are funded by grants received from third party donors will also be subject to scrutiny via reporting specified by the donor Such reporting is typically quarterly and such projects may also be subject to external audit on behalf of the donor Finally, Plan's external auditors review project spending as part of the annual financial statement audit process

Additional Data

Software ID: 16000371
Software Version:
EIN: 51-0169168
Name: PLAN INTERNATIONAL 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
Central America	38	1,021	Program Services	General Support	51,912,462
Central America	0	0	Fundraising		998,498
East Asia and Pacific	64	1,318	Program Services	General Support	88,115,171

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
East Asia and Pacific	0	0	Fundraising		483,744
Middle East	13	209	Program Services	General Support	11,144,884
Middle East	0	0	Fundraising		75,677

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 America	55	794	Program Services	General Support	32,286,670
South America	0	0	Fundraising		3,087,308
South Asia	60	1,061	Program Services	General Support	52,767,284

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	Fundraising		151,156
Sub-Saharan Africa	135	4,065	Program Services	General Support	320,476,837
Sub-Saharan Africa	0	0	Fundraising		1,249,947

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Europe	3	23	Program Services	General Support	879,066
Europe	0	0	Fundraising		949,589
Europe	0	0	Operational	General Support	48,540,243

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)
		Central America	SEE					
		East Asia and Pacific	ATTACHED					

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

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

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 America	FOR					
		South Asia	FURTHER					

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	INFORMATION					

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

2016

Open to Public Inspection

Name of the organization
PLAN INTERNATIONAL INC

Employer identification number
51-0169168

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
Google	Promotional		No		156,626	-156,626
Repense	Promotional		No		71,184	-71,184
3 Fg TV Prod Rua Ministro	Promotional		No		57,314	-57,314
	Promotional		No		47,721	-47,721
Accenture 30 Fenchurch St	Consulting		No		24,339	-24,339
Tierra Vida-Calle 26 B N 5	Consulting		No		19,643	-19,643
Actual Sales-Av Brigadeiro	Promotional		No		19,280	-19,280
Trilha Tecnologia-Rua	Call Centre		No		13,654	-13,654
TELECORPORACION SALVADORENA	Promotional		No		8,019	-8,019
Imagen Sa De Cv-Calle	Promotional		No		7,435	-7,435
Total ▶					425,215	-425,215

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

Part II **Fundraising Events.** Complete if the organization answered "Yes" 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)	In addition to being paid $24,339 for services, Accenture was reimbursed for expenses totalling $2,213 These expenses were provided independently on Accenture's invoice

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Schedule J (Form 990)

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

Department of the Treasury
Internal Revenue Service

Name of the organization
PLAN INTERNATIONAL INC

Employer identification number
51-0169168

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 ☑ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**	Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	**2**	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III ☐ Compensation committee ☑ Written employment contract ☐ Independent compensation consultant ☑ Compensation survey or study ☐ Form 990 of other organizations ☐ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	**4c**		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		No
b	Any related organization? If "Yes," on line 5a or 5b, describe in Part III	**5b**		No
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization? If "Yes," on line 6a or 6b, describe in Part III	**6b**		No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or 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				
See Additional Data Table							

Part III Supplemental Information

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

Return Reference	Explanation
See Additional Data	

Additional Data

Software ID:
Software Version:
EIN: 51-0169168
Name: PLAN INTERNATIONAL INC

Part III, Supplemental Information

Return Reference	Explanation
Pt I Line 1b	Plan International, Inc provides reimbursement of costs and expenses in accordance with its various written policies relating to the conditions of employment of staff

Part III, Supplemental Information

Return Reference	Explanation
Pt I Line 1b	

Part III, Supplemental Information

Return Reference	Explanation
Pt I Line 1b	These policies provide inter-alia for the provision of accomodation for international expatriate staff

Part III, Supplemental Information

Return Reference	Explanation
Other	Anne-Birgitte Albrecsten, Jonathan Mitchell and Tara Camm are not citizens nor residents of the United States and the services they provide to the organization were not performed in the United States As a result, their compensation is not subject to U S taxation and has been shown in column D as "non-taxable benefits" This compensation, however, is subject to income tax in the United Kingdom

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation (i) Base Compensation	(ii) Bonus & incentive compensation	(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 ANNE-BIRGITTE ALBRECTSEN	(i)	99,000					99,000	
	(ii)					- 255,170	- 255,170	
1 JONATHAN MITCHELL	(i)							
	(ii)					- 211,699	- 211,699	
2 PAMELA INNES	(i)					158,219	158,219	
	(ii)					-	-	
3 TARA CAMM	(i)							
	(ii)					- 173,771	- 173,771	
4 ROLAND ANGERER	(i)	139,196		13,132	10,836		163,164	
	(ii)					-	-	
5 MATTHEW DONALD CARLSON	(i)	94,939		90,359	24,547		209,845	
	(ii)					-	-	
6 CORINA VILLACORTA	(i)	124,795		54,387			179,182	
	(ii)					-	-	
7 HENRICUS DIJESSELBLOEM	(i)	96,137		75,699	18,907		190,743	
	(ii)					-	-	
8 DANIEL MCCORMICK	(i)	80,176		55,871	14,700		150,747	
	(ii)					-	-	
9 JOHN MCDONAGH	(i)	93,693		57,375	4,685		155,753	
	(ii)					-	-	
10 SHABNAM SHAHNAZ	(i)	169,922		6,670			176,592	
	(ii)					-	-	
11 AGUIMA TANKOANO	(i)	153,324		13,132	-300		166,156	
	(ii)					-	-	
12 MARK PIERCE	(i)	79,547		103,900	24,019		207,466	
	(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

2016

Open to Public Inspection

Name of the organization
PLAN INTERNATIONAL INC

Employer identification number
51-0169168

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	X		67,275	Fair Market Value
5 Clothing and household goods	X		266,946	Fair Market Value
6 Cars and other vehicles	X	2	108,579	Fair Market Value
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory	X	187	53,735,689	Fair Market Value
20 Drugs and medical supplies	X	2	2,805,969	Fair Market Value
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (bedding/bed nets)		3	9,613,148	Fair Market Value
26 Other ▶ (tents & shelter)		1	38,489	Fair Market Value
27 Other ▶ (tools/toys & equipment)		8	264,752	Fair Market Value
28 Other ▶ (cameras & personal computers)		1	7,615	Fair Market Value

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)	In all cases, Column B represents the number of contributions and not the number of items contributed

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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 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

2016

Open to Public Inspection

Name of the organization	Employer identification number
PLAN INTERNATIONAL INC	51-0169168

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 3	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 3	Plan International, Inc (Plan) has a management services subsidiary, Plan Limited, established in the United Kingdom (UK) The directors of this subsidiary during the year ended June 30, 2017 were the CRO, Deputy CEO and CFO of Plan International, Inc The Deputy CEO, CFO and other Senior Management of Plan Limited report to the CEO of Plan International Inc The services provided by Plan Limited include programme and fundraising support services and management services for Plan International, Inc and its member organizations Programme support services include programme policy and technical expertise, impact evaluations and research, as well as systems which are integral to programme implementation Fundraising activities include funding of new Plan National Organizations, business development of existing National Organizations and business planning services designed to develop the fundraising capabilities of Plan Support activities include governance, legal, finance, internal audit, human resources and back office information technology services

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 6	The Members of Plan International, Inc are separate legal entities(National Organizations) established with objectives, purposes and constitutions which are substantially similar t o those of Plan International, Inc These National Organizations carry out fundraising, de velopment education and advocacy and those in India and Colombia also carry out developmen t programmes in their respective countries National Organizations are admitted as Members of Plan International, Inc in accordance with Plan International, Inc's By-laws During the year ended June 30, 2017 there were 21 Member National Organizations

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	During the year ended June 30, 2017 the Members' Assembly

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	of Plan International, Inc (Plan) approved and adopted

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	a new Purpose Statement (Vision and Mission) which will

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	place the advancement of children's rights and equality

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	for girls at the centre of Plan's work This purpose

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	statement has been reflected in changes in Plan's legal

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	objects in its Certificate of Incorporation, which were

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	approved by the Members' Assembly in November 2016 In

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	June 2017, the Members' Assembly also authorized the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	launching of a new five-year global strategy on July 1,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	2017 Further details are available on Plan's website,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Lıne 4	www plan-ınternatıonal org

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	The Internal Revenue Service no longer issues letters

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	confirming the tax-exempt status of organizations that

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	report significant changes to their organizational

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	documents but it is Plan's contention that its revised

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	Purpose Statement is consistent with its tax-exempt

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 4	purpose

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	*********** DIVERSION OF ASSETS ***********

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	During the year ended June 30, 2017 it was identified

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	that there had been an ongoing diversion of funds

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	between April 2013 and December 2015 in one of the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	Plan International, Inc (Plan) programme countries, Sierra Leone This diversion occurred through fraudulent activites by a small number of Plan employees and third parties, somet imes in collusion As soon as Plan became aware, the local police were alerted and staff s uspended and subsequently terminated Investigations were undertaken by the Sierra Leone C riminal Investigations Department and later the Anti-Corruption Commission At the time of this writing, a criminal trial is underway

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	After a thorough internal investigation, sufficient evidence exists to conclude that funds amounting to $1,824,259 had been subject to fraud

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	There were further transactions with a total value of

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	$1,764,879 for which it is impossible to draw conclusions

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	due to missing documentation which may have been lost,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	misplaced or intentionally destroyed or made unavailable

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	The combined value of $3,589,138 has been expensed in the

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	June 30, 2017 financial statements and a further prudent

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	amount of $1,197,408 for transactions with questionable

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	documentation is included in contingent liabilities

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	Plan is pursuing all options to recover funds

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	Immediate and long-term measures have been implemented to protect

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	funds against future misappropriation A new Country

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	Director has been appointed in Sierra Leone to reform

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	the operations structure and implement a new operating

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	model, key staff in functions such as administration,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	procurement and finance have been changed Partnership

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	agreements with implicated NGO partners have been

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	terminated and the local supplier database has been

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	rebuilt from scratch, with implicated vendors blacklisted

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	Other controls in place include the following

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	1 PEOPLE/VALUES

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	A A team of experienced managers has been hired to lead on all key functional areas This includes the position of Deputy Country Director Operations,Logistics Manager, Finance Manager, and Grant Manager,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	B New recruitment procedures are in place to assure transparency and fairness in recruitm ent processes and to ensure that only people with the required skills and competency sets are hired,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	C Complete redundancy has been implemented and the process is ongoing to build the office back from scratch,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	D Organizational development action plan is currently being implemented to creat a new or ganizational culture better aligned with Plan values

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	2 FINANCE/BUDGET/MANAGEMENT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	A No check or wire transfer is processed by the bank before a telephone confirmation of t he payee and the amount is done by the Country Finance Manager (CFM),

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	B Bank reconcilations reviewed on a monthly basis by the CFM and approved by the Deputy County Director (DCD)/Country Director (CD),

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	C Budget analysis report prepared by the CFM and discussed as a standing item on the monthly Country Management Team (CMT) meeting agenda,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	D Advance liquidation reports include a bank reconciliation statement and a copy of the b ank statement to help trace reported expenditures to the bank statements,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	E Monthly cost recover reports at the CMT meeting,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	F Monthly budget monitoring review (MBMR) meetings with project managers,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	G Monthly budget management analysis (expenditures tracking, burn rate etc)and report di scussed during CMT meetings to identify inconsistency and inaccuracy for follow up actions ,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	H Bi-monthly random verification by the Country Internal Control Department of effectiven ess of existing controls and report any short-comings to CMT for action,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	I Quarterly review of effectiveness of existing control using the Internal Control Questionaire (ICQ) and subsequent implementation of mitigation actions

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	3 PARTNERSHIP

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	A Re-assessment of all active partners based on a thoroughly amended assessment tool to inform management decision,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	B All active partners now have bank accounts where payments are made,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	C All active partnership agreements amended to insert a clause that indicates long outsta nding advances will result in non-renewal of the agreements with the partners,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	D Staffs in charge of partners advance liquidation trained on diligences they need to exercise during review,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	E Checklist in place to support consistent review of all partner documents,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	F A monitoring mechanism for donor reporting with a clear RACI matrix and timeline from t he implementing partner to the grant department responsible to send this report is in plac e,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	G Training of the staff on effective management of grant funded projects

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	4 LOGISTICS & PROCUREMENT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	A Implementation of action plan resulting from the procurement and logistics self-assessment tool required by the regional office,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	B A contract management tool is being developed to improve monitoring of contracts and to ensure that the terms and conditions are being adhered to,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	C The rebuilding of the supplier database,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	D Approved procedures to transparently recover vehicle use costs to projects,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	E Conduct annual update of the suppliers database based on assessment, purge the database of all unsatisfactory suppliers,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	F Development and approval of the supplier roster ensuring that all received quotes are p rofessionally assessed and site visits are conducted and accounted for with rigor,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	G Internal asset disposal process completed and ongoing external stage,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	H Alignment of Plan Sierra Leone's procurement practices to commonly accepted standards b y developing and implementing a set of procedures and tools,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	I Training of administration staff in various areas including SAP,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	J New contract templates designed and signed off by an attorney that ensure key requireme nts and protecting clauses are embedded in our contractual documents,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	K A guidance document for use by Procurement Committees and the training of PC members on how to professionally assess quotes/tenders

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	5 FILING

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	A Guidelines are now in place for a systematic filing of payment documents and partners liquidations,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	B Re-filing of past payment vouchers with the view not only to find some missing document s, but also to deterimine the extent of loss of documents,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	C Log books available in each department to monitor the movement of files

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 5	***********

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 7a	The Board of Plan International, Inc, is elected by the Members of Plan International, Inc Elections are held either when the term of office of a Board Director expires or on the resignation of a Board Director Each term of office is for a period of three years

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 6	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 7b	The Members Assembly has the responsibility for approving the strategy of Plan International, Inc , the annual budget and long term financial plans, the appointment of the auditors , the annual financial statements, changes to the governance documents and governance arrangement, establishing the goals for the Board and monitoring its performance and ratifying the appointment of the CEO Each Member National Organization is entitled to a minimum of one vote Entitlement to further votes is determined by the level of funds transferred to Plan International, Inc or to Plan International, Inc approved programmes in India and Columbia

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 11b	The Form 990 is reviewed by senior members of the Global Finance Department and the CFO an d by an independent certified public accountant appointed by the organization

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 12c	Plan International, Inc has required Directors, Officers and Key Employees to disclose po tential conflicts of interest as they arise throughout the year ended June 30, 2017 The C orporation revised its Conflict of Interest policy in June 2014 to meet the requirements o f the New York State Non-Profit Revitalisation Act and other developments in good practice On introduction of the new policy, Officers, Directors, Key Employees, Regional Director s, other Senior Management of the Management Services company, Plan Limited, and the Group Treasurer were required to disclose relevant interests or confirm that none arose Declar ations will continue to be required as circumstances change, when individuals are newly ap pointed and also on an annual basis Entries on the register of interest will be disclosed to the Financial Audit Committee of the Board at least annually

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 15a	The compensation of the CEO is determined by a performance review by the Chair and the Vic e Chair of the Board and by use of comparability data for similar roles in the sector

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt VI, Line 19	The financial statements of Plan International, Inc together with the governing documents and policies are available upon request Additionally, Plan International, Inc posts the Annual Review and Worldwide accounts as well as the main policies that govern Plan's work on it's website (http //plan-international org)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt XI	Other changes in net assets or fund balances is due to the currency translation adjustment between opening and closing reserves of ($6,615,910)

990 Schedule O, Supplemental Information

Return Reference	Explanation
Pt XII, Line 3b	The A-133 audit for the fiscal year ended June 30, 2017 is still in progress

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	***FORM 990, PART III, LINE 4d, OTHER PROGRAM SERVICES***

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Sexual and Reproductive Health including HIV ($37,264,840) Provision of sexuality educati on and awareness training to children, adolescents and young people Plan reached 2,118,30 7 girls, boys, women and men through it's sexual and reproductive health and rights work

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Water and Improved Sanitation ($41,843,691) Installing latrines, sewer systems, provisions of affordable drinking water, hygiene promotion and health education and training During the year ended June 30, 2017, Plan reached 6,364,197 girls, boys, women & men through its improved sanitation work

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Adequate Standard of Living ($49,962,594) Availability of water, improving sanitation standards, medical access and education, as well as building sustainable communities During the fiscal year ended June 30, 2017, 53,311 communities were directly affected by Plan's work

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Protection from all forms of Violence ($46,198,612) Protection from exploitation, neglect , abuse and violence, training of children and parents, capacity building of government an d civil society organizations in child protection issues, child protection and promotion o f child rights During the fiscal year ended June 30, 2017 Plan reached 6,577,558 girls, b oys, women & men through its protection programs

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Participate as Citizens ($38,759,353) Education through child media, life skills training for adolescents, Because I am a Girl Campaign and child and youth group activities During the fiscal year ended June 30, 2017 Plan reached 6,577,558 girls, boys, women and men through its participation work

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	Sponsorship Communications ($35,758,882) From enrolling children in the scheme, monitorin g their development within their communities and other visits and communications with thei r sponsors During the fiscal year ended June 30, 2017 1,193,314 children were assigned to sponsors and 199,114 children were assisted pending and assignment to sponsors

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	AMENDED RETURN FILING

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	FORM 990, PAGE 11, BALANCE SHEET (COLUMN B) LINES # 27,28

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other	The taxpayer recorded a prior period adjustment for the fiscal year ended June 30, 2017 th at was related to assets released from restrictions during the fiscal year ended June 30, 2016 The prior period adjustment affected the balance sheet (Part X) as originally report ed for the fiscal year ended June 30, 2016 There was no change to the State of Revenue (p art VIII) and the Statement of Functional Expenses (part IX) as originally reported

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part III, Line 4d	See Schedule O 249787972 0 0

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

2016

Open to Public Inspection

Name of the organization
PLAN INTERNATIONAL INC

Employer identification number

51-0169168

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.

See Additional Data Table

(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

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? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership

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	(i) No
(1) Plan Limited Dukes Court Block A Duke Street Woking Surrey GU BH UK	Support Services	UK	NA	C			100 000 %	Yes	
(2) Plan Italia Onlus NA Bianche 3 Palazzo Larice 20871 Vimercate Milan IT	FUNDRAISING	IT	NA	C	1,559,700	745,892	100 000 %	Yes	

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		No
c Gift, grant, or capital contribution from related organization(s)	1c	Yes	
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

See Additional Data Table

(a) Name of related organization	**(b)** Transaction type (a-s)	**(c)** Amount involved	**(d)** Method of determining amount involved

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)

Additional Data

Software ID: 16000371
Software Version:
EIN: 51-0169168
Name: PLAN INTERNATIONAL INC

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(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) 155 Plan Way Warwick, RI 02886 13-5661832	Supported Organization Fundraising	RI	501(c)(3)	7	NA		No
(1) Level 18/60 City Road Southbank VIC AS	Supported Organization Fundraising	AS	See Sch A Pt VI	See Sch A Pt VI	NA		No
(2) Galerie Ravenstein 3B5 Bruxelles BE	Supported Organization Fundraising	BE	See Sch A Pt VI	See Sch A Pt VI	NA		No
(3) 245 Eglinton Avenue East Ste 300 To MP OB Ontario CA	Supported Organization Fundraising	CA	See Sch A Pt VI	See Sch A Pt VI	NA		No
(4) Kumpulantie 3 6th Floor Helsinki FI	Supported Organzation Fundraising	FI	See Sch A Pt VI	See Sch A Pt VI	NA		No
(5) 14 Blvd de Douaumont 75017 Paris FR	Supported Organization Fundraising	FR	See Sch A Pt VI	See Sch A Pt VI	NA		No
(6) Bramfelder Strasse 70 D-22305 Hamburg GM	Supported Organization Fundraising	GM	See Sch A Pt VI	See Sch A Pt VI	NA		No
(7) 11F Sun Towers Centre Building Tokyo JA	Supported Organization Fundraising	JA	See Sch A Pt VI	See Sch A Pt VI	NA		No
(8) Stadhouderskade 60 1072 AC Amsterdam NL	Supported Organization Fundraising	NL	See Sch A Pt VI	See Sch A Pt VI	NA		No
(9) Tullins Gate 4C 0166 Oslo NO	Supported Organization Fundraising	NO	See Sch A Pt VI	See Sch A Pt VI	NA		No
(10) C/Pantoja 10 28002 Madrid SP	Supported Organization Fundraising	SP	See Sch A Pt VI	See Sch A Pt VI	NA		No
(11) Textilgatan 43 120 08 Stockholm SW	Supported Organization Fundraising	SW	See Sch A Pt VI	See Sch A Pt VI	NA		No
(12) Finsgate 5-7 Cranwood St EC1V 9LH London UK	Supported Organization Fundraising	UK	See Sch A Pt VI	See Sch A Pt VI	NA		No
(13) Borgergade 101300 Kobenhavn DA	Supported Organization Fundraising	DA	See Sch A Pt VI	See Sch A Pt VI	NA		No
(14) 126 Lower Baggot Street Dublin EI	Supported Organization Fundraising	EI	See Sch A Pt VI	See Sch A Pt VI	NA		No
(15) 463-400680 H Bundang Sampyeondong S East Lake KS	Supported Organization Fundraising	KS	See Sch A Pt VI	See Sch A Pt VI	NA		No
(16) Badenerstrasse 580 8048 Zurich SZ	Supported Organization Fundraising	SZ	See Sch A Pt VI	See Sch A Pt VI	NA		No
(17) Unit 1104 11/F Cameron Comm Bldg Causeway Bay HK	Supported Organization Fundraising	HK	See Sch A Pt VI	See Sch A Pt VI	NA		No
(18) E-12 Kailash Colony New Delhi IN	Supported Organization Fundraising	IN	See Sch A Pt VI	See Sch A Pt VI	NA		No
(19) Calle 71 No 13-47 Bogota DC CO	Supported Organization Fundraising	CO	See Sch A Pt VI	See Sch A Pt VI	NA		No

Form 990, Schedule R, Part V - Transactions With Related Organizations

	(a) Name of related organization	(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(1)	Plan International USA Inc	c	35,923,747	Pledged Amount
(1)	Plan International Australia	c	35,285,036	Pledged Amount
(2)	Plan Belgium	c	11,601,074	Pledged Amount
(3)	Plan International Canada	c	126,688,777	Pledged Amount
(4)	Plan Suomi Saatio	c	10,959,967	Pledged Amount
(5)	Plan International France	c	10,421,731	
(6)	Plan International Deutschland E V	c	128,213,295	
(7)	Plan Japan	c	20,011,223	
(8)	Stichting Plan Nederlands	c	30,441,440	
(9)	Plan Norge	c	40,779,419	
(10)	Plan International de Espana	c	23,421,208	
(11)	Plan International Sverige	c	39,972,503	
(12)	Plan International UK	c	56,896,919	
(13)	Plan Denmark	c	6,767,366	
(14)	Plan Ireland	c	10,768,888	
(15)	Plan Korea	c	9,952,085	
(16)	Plan Switzerland	c	3,519,507	
(17)	Plan Hong Kong	c	6,187,130	
(18)	Plan Limited	p	32,239,654	
(19)	Plan International Australia	p	397,020	
(20)	Plan Belgium	p	122,906	
(21)	Plan International Canada	p	1,180,669	
(22)	Plan Denmark	p	291,488	
(23)	Plan Suomi Saatio	p	239,930	
(24)	Plan Hong Kong	p	385,825	

Form 990, Schedule R, Part V - Transactions With Related Organizations

(a) Name of related organization	(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(26) Plan International France	p	287,398	
(1) Plan International Deutschland E V	p	666,497	
(2) Plan Italia Onlus	p	344,827	
(3) Plan Ireland	p	239,298	
(4) Plan Japan	p	234,361	
(5) Plan Korea	p	57,436	
(6) Stichting Plan Nederland	p	1,467,173	
(7) Plan International de Espana	p	59,001	
(8) Plan International Sverige	p	1,135,701	
(9) Plan Switzerland	p	17,051	
(10) Plan International UK	p	511,375	
(11) Plan International USA Inc	p	616,886	
(12) Plan India	p	4,500,848	
(13) Plan Columbia	p	26,564,451	
(14) Plan International Australia	q	95,262	
(15) Plan Belgium	q	150,514	
(16) Plan International Canada	q	775,520	
(17) Plan Denmark	q	319,309	
(18) Plan Suomi Saatio	q	232,566	
(19) Plan Hong Kong	q	387,843	
(20) Plan International France	q	262,539	
(21) Plean International Deutschland E V	q	668,744	
(22) Plan Ireland	q	234,619	
(23) Plan Italia Onlus	q	342,923	
(24) Plan Japan	q	241,975	

Form 990, Schedule R, Part V - Transactions With Related Organizations

(a) Name of related organization	(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(51) Plan Korea	q	96,760	
(1) Stichting Plan Nederland	q	1,794,263	
(2) Plan Norge	q	401,585	
(3) Plan International de Espana	q	324,917	
(4) Plan International Sverige	q	1,577,385	
(5) Plan Switzerland	q	16,929	
(6) Plan International UK	q	622,636	
(7) Plan International USA Inc	q	615,407	
(8) Fundacion Plan (Colombia)	q	26,156,337	
(9) Plan India	q	4,916,057	