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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

▶ Do not enter social security numbers on this form as it may be made public

▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 01-01-2018 , and ending 12-31-2018

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

C Name of organization
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Doing business as

Number and street (or P O box if mail is not delivered to street address) 1130 CONNECTICUT AVENUE NW NO 800 | Room/suite

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20036

D Employer identification number
52-1984713

E Telephone number
(202) 974-8383

G Gross receipts $ 34,202,021

F Name and address of principal officer
SHAWNA BADER-BLAU
1130 CONNECTICUT AVENUE NW NO 800
WASHINGTON, DC 20036

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) (5) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ SOLIDARITYCENTER ORG

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

L Year of formation 1997 | **M** State of legal domicile DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
TO EMPOWER WORKERS TO RAISE THEIR VOICE FOR DIGNITY ON THE JOB, JUSTICE IN THEIR COMMUNITIES AND GREATER EQUALITY IN THE GLOBAL ECONOMY

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	9
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	6
5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)	5	96
6	Total number of volunteers (estimate if necessary)	6	0
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	89,534

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	31,515,180	32,526,000
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	65,457	394,670
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	30,764	0
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	31,611,401	32,920,670
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,957,954	2,555,804
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	18,530,860	18,176,300
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	11,820,430	11,777,969
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	32,309,244	32,510,073
	19	Revenue less expenses Subtract line 18 from line 12	-697,843	410,597

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	13,177,973	12,917,047
	21	Total liabilities (Part X, line 26)	12,469,760	12,661,244
	22	Net assets or fund balances Subtract line 21 from line 20	708,213	255,803

Part II Signature Block

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

Sign Here

Signature of officer | Date 2019-11-18

MICHAEL LAWRENCE EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN P01324904
Firm's name ▶ CALIBRE CPA GROUP PLLC			Firm's EIN ▶ 47-0900880	
Firm's address ▶ 7501 WISCONSIN AVENUE SUITE 1200 WEST BETHESDA, MD 20814			Phone no (202) 331-9880	

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

TO EMPOWER WORKERS TO RAISE THEIR VOICE FOR DIGNITY ON THE JOB, JUSTICE IN THEIR COMMUNITIES AND GREATER EQUALITY IN THE GLOBAL ECONOMY

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 $ including grants of $) (Revenue $)

See Additional Data

4b (Code) (Expenses $ including grants of $) (Revenue $)

See Additional Data

4c (Code) (Expenses $ including grants of $) (Revenue $)

See Additional Data

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

PROMOTED WORKERS RIGHTS OVERSEAS INCLUDING THE PROTECTION OF CHILDREN FROM EXPLOITATION PROMOTED FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING AND OTHER WORKER RIGHTS IN EMERGING DEMOCRACIES

4d Other program services (Describe in Schedule O)

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

4e Total program service expenses ▶

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1		No
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		
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		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No

Part IV **Checklist of Required Schedules** *(continued)*

			Yes	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		
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		
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		No
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		No
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	32			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	

					Yes	No
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**	96			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			**2b**	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year? . . .			**3a**	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O* . . .			**3b**	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . .			**4a**	Yes	
b	If "Yes," enter the name of the foreign country ▶BG , BR , CB , CO , GG , GT , ID , KE , KG , NI , PE , SF , CE , TH , UP , ZI , MX					
5a	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) 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**	Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . .			**6b**	Yes	
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor? . . .			**7a**		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided? . . .			**7b**		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . .			**7c**		
d	If "Yes," indicate the number of Forms 8282 filed during the year . . .	**7d**				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			**7e**		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . .			**7f**		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . .			**7g**		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . .			**7h**		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . .			**8**		
9a	Did the sponsoring organization make any taxable distributions under section 4966? . . .			**9a**		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . .			**9b**		
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12 . . .	**10a**				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders . . .	**11a**				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . .	**11b**				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			**12a**		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	**12b**				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O			**13a**		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans . . .	**13b**				
c	Enter the amount of reserves on hand . . .	**13c**				
14a	Did the organization receive any payments for indoor tanning services during the tax year? . . .			**14a**		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O* . .			**14b**		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N . . .			**15**		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O . . .			**16**		No

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

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

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	**10a**		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	**10b**		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**		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**	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	**16b**		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed▶

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A 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
▶SOLIDARITY CENTER - QUOC NGUYEN 1130 CONNECTICUT AVENUE NW SUITE WASHINGTON, DC 20036 (202) 974-8323

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: 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) RICHARD TRUMKA CHAIR	2 00 38 00	X		X				0	279,224	99,427
(2) TEFERE GEBRE VICE CHAIR	2 00 38 00	X		X				0	237,229	86,760
(3) ELIZABETH SHULER SECRETARY - TREASURER	2 00 38 00	X		X				0	237,229	95,424
(4) TERRENCE MELVIN TRUSTEE	2 00 2 00	X						0	0	0
(5) ART PULASKI TRUSTEE	2 00 2 00	X						0	0	0
(6) LEO GERARD TRUSTEE	2 00 2 00	X						0	0	0
(7) ROBERT MARTINEZ TRUSTEE	2 00 2 00	X						0	0	0
(8) JOSLYN N WILLIAMS TRUSTEE	2 00 2 00	X						0	0	0
(9) DOUG MOORE TRUSTEE	2 00 2 00	X						0	0	0
(10) SHAWNA BADER BLAU EXECUTIVE DIRECTOR	40 00 2 00			X				152,090	0	82,121
(11) LYSTIA SANTOSA DIRECTOR OF FINANCE	40 00 2 00			X				133,727	0	77,312
(12) KATHLEEN DOHERTY DEPUTY DIRECTOR ED (THRU MARCH 2018)	40 00 2 00			X				56,997	0	29,829
(13) HANAD MOHAMMAD COUNTRY PROGRAM DIRECTOR	35 00					X		269,409	0	56,531
(14) HIND CHERROUK REGIONAL PROGRAM DIRECTOR	40 00					X		173,160	0	57,360
(15) ALONZO SUSON COUNTRY PROGRAM DIRECTOR	35 00					X		153,199	0	54,879
(16) ROBERT PAJKOVSKI COUNTRY PROGRAM DIRECTOR	35 00					X		170,393	0	44,038
(17) SAMANTHA TATE CPD/PROGRAM OFFICER	35 00					X		167,879	0	45,045

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) Position: 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

	(D)	(E)	(F)
1b Sub-Total . . . ▶			
c Total from continuation sheets to Part VII, **Section A** . . . ▶			
d Total (add lines 1b and 1c) . . . ▶	1,276,854	753,682	728,726

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 ▶ 51

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
AMERICAN TECHNOLOGY SERVICES 2751 PROSPERITY AVENUE 6TH FLOOR FAIRFAX, VA 22031	IT SERVICES	106,202

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 ▶ 1

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	300,000				
e Government grants (contributions)	1e	31,870,749				
f All other contributions, gifts, grants, and similar amounts not included above	1f	355,251				
g Noncash contributions included in lines 1a - 1f $						
h Total. Add lines 1a-1f ▶			32,526,000			
Program Service Revenue	Business Code					
2a						
b						
c						
d						
e						
f All other program service revenue						
g Total. Add lines 2a–2f ▶						
Other Revenue						
3 Investment income (including dividends, interest, and other similar amounts) ▶			48,050			48,050
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	1,627,971					
b Less cost or other basis and sales expenses	1,281,351					
c Gain or (loss)	346,620					
d Net gain or (loss) ▶			346,620			346,620
8a Gross income from fundraising events (not including $ of contributions reported on line 1c) See Part IV, line 18	a					
b Less direct expenses	b					
c Net income or (loss) from fundraising events ▶						
9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses	b					
c Net income or (loss) from gaming activities ▶						
10a Gross sales of inventory, less returns and allowances	a					
b Less cost of goods sold	b					
c Net income or (loss) from sales of inventory ▶						
Miscellaneous Revenue	Business Code					
11a						
b						
c						
d All other revenue						
e Total. Add lines 11a–11d ▶						
12 Total revenue. See Instructions ▶			32,920,670	0	0	394,670

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	26,747			
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	2,529,057			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	532,076			
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	11,254,103			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	2,095,040			
9 Other employee benefits	3,555,422			
10 Payroll taxes	739,659			
11 Fees for services (non-employees)				
a Management				
b Legal	136,258			
c Accounting	188,400			
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,731,476			
12 Advertising and promotion	20,157			
13 Office expenses	1,535,119			
14 Information technology	203,485			
15 Royalties . .				
16 Occupancy	1,499,487			
17 Travel	4,381,769			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	498,029			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .	212,010			
23 Insurance . . .	166,519			
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 BAD DEBT	98,850			
b STAFF TRAINING AND TUIT	64,812			
c LEGAL ASSISTANT PROGRAM	45,482			
d REPRESENTATION	28,864			
e All other expenses	-32,748			
25 Total functional expenses. Add lines 1 through 24e	32,510,073			
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		3,336,533	1	2,681,035
	2	Savings and temporary cash investments		118,909	2	119,052
	3	Pledges and grants receivable, net		486,638	3	1,084,813
	4	Accounts receivable, net		5,494	4	3,273
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		474,251	9	512,665
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 2,411,669			
	b	Less accumulated depreciation	10b 495,772	2,122,911	10c	1,915,897
	11	Investments—publicly traded securities		5,523,555	11	5,275,888
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		1,109,682	15	1,324,424
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		13,177,973	16	12,917,047
Liabilities	17	Accounts payable and accrued expenses		12,037,017	17	11,901,616
	18	Grants payable			18	
	19	Deferred revenue		321,611	19	315,675
	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		111,132	25	443,953
	26	**Total liabilities.** Add lines 17 through 25		12,469,760	26	12,661,244
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		708,213	27	255,803
	28	Temporarily restricted net assets			28	
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		708,213	33	255,803
	34	Total liabilities and net assets/fund balances		13,177,973	34	12,917,047

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	32,920,670
2	Total expenses (must equal Part IX, column (A), line 25)	2	32,510,073
3	Revenue less expenses Subtract line 2 from line 1	3	410,597
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	708,213
5	Net unrealized gains (losses) on investments	5	-420,008
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	-442,999
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	255,803

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:

Software Version:

EIN: 52-1984713

Name: AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Form 990 (2018)

Form 990, Part III, Line 4a:

SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES

Form 990, Part III, Line 4b:

CONDUCTED EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS DESIGNED TO BRING SELECTED VISITORS TO THE U S TO OBSERVE, INTERACT, AND CONSULT WITH SPECIALISTS ON LABOR ISSUES

Form 990, Part III, Line 4c:

CONDUCTED STUDIES OF INTERNATIONAL LABOR ISSUES THROUGH A GLOBAL PROGRAM OF RESEARCH ACTIVITIES AND PUBLICATIONS

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.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Employer identification number
52-1984713

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 7/25/06, 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				
c Leasehold improvements		1,961,536	356,643	1,604,893
d Equipment		428,103	117,099	311,004
e Other		22,030	22,030	0
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c))* ▶				1,915,897

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) ADVANCES TO FIELD OFFICES	718,189
(2) EXPENSE ADVANCES TO EMPLOYEES	262,835
(3) SECURITY DEPOSIT	343,400
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 15)* ▶	1,324,424

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	
DUE TO EDUCATION FUND	443,953
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	443,953

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	34,426,507
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains (losses) on investments	2a	-420,008		
b	Donated services and use of facilities	2b	1,191,037		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d	734,808		
e	Add lines **2a** through **2d**			2e	1,505,837
3	Subtract line **2e** from line **1**			3	32,920,670
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12)			5	32,920,670

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	34,415,775
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	1,191,037		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d	714,665		
e	Add lines **2a** through **2d**			2e	1,905,702
3	Subtract line **2e** from line **1**			3	32,510,073
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	32,510,073

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:

Software Version:

EIN: 52-1984713

Name: AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Supplemental Information

Return Reference	Explanation
PART X, LINE 2	SOLIDARITY CENTER IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(5) OF THE INTER NAL REVENUE CODE, EXCEPT ON NET INCOME, IF ANY, FROM UNRELATED BUSINESS ACTIVITIES SOLIDA RITY CENTER ACCOUNTS FOR INCOME TAXES IN ACCORDANCE WITH THE ACCOUNTING STANDARDS CODIFICA TION (ASC) TOPIC INCOME TAXES THESE PROVISIONS PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUN TING FOR UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PR ESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX POS ITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN THE CENTER PERFORMED AN EVALUATION O F UNCERTAIN TAX POSITIONS FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017, AND DETERMINED T HAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR TH AT MAY HAVE AN EFFECT ON ITS TAX-EXEMPT STATUS AS OF DECEMBER 31, 2018, THE STATUE OF LIM ITATIONS FOR TAX YEARS 2015 THROUGH 2017 REMAINS OPEN WITH THE U S FEDERAL JURISDICTION I N WHICH THE CENTER FILES RETURNS

Supplemental Information

Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS	REVENUE OF RELATED ORGANIZATION 734,808

Supplemental Information

Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS	EXPENSES OF RELATED ORGANIZATION 714,665

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.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Employer identification number
52-1984713

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

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

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

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

	(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in region	**(d)** Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in region	**(f)** Total expenditures for and investments in region
(1)	See Add'l Data					
(2)						
(3)						
(4)						
(5)						
3a	Sub-total	23	142			17,017,600
b	Total from continuation sheets to Part I					350,524
c	**Totals** (add lines 3a and 3b)	24	143			17,368,124

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Part II can be duplicated if additional space is needed.

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

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ 0

3 Enter total number of other organizations or entities . . . . ▶ 75

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

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

Part IV Foreign Forms

1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes,"the organization may be required to file Form 926, Return by a U S Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☑ No

2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to 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, don't file with Form 990)* ☐ Yes ☑ No

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

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

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

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713, don't file with Form 990)* ☐ Yes ☑ No

Part V **Supplemental Information**

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

990 Schedule F, Supplemental Information

Return Reference	Explanation
PART I, LINE 2	SOLIDARITY CENTER HAS MONITORING POLICIES AND PROCEDURES WHICH ARE APPLIED TO ALL OF THE AGREEMENTS THE CENTER ISSUES TO OUR PARTNERS ORGANIZATIONS OVERSEAS THE AGREEMENTS SPECIFY THE TERMS, THE BUDGET AMOUNT AND PERIOD, THE SCOPE OF WORK, AS WELL AS THE NARRATIVE AND FINANCIAL REPORT REQUIREMENTS ON HOW TO ACCOUNT FOR THE FUNDS GIVEN TO THE PARTNERS ORGANIZATIONS OUR FIELD OFFICES ARE RESPONSIBLE FOR MONITORING AND OVERSEEING THE PROGRESS AND IMPLEMENTATION OF THE PROGRAM ACTIVITIES CONDUCTED BY THE PARTNERS ADVANCE FUNDS ARE GIVEN TO THE SUBRECIPIENTS BY OUR FIELD OFFICES WITH THE TERMS AND CONDITIONS IN WHICH THE SUBGRANTEE MUST COMPLY WITH ALL DISBURSEMENTS PAID BY THE SUBGRANTEES MUST BE ACCOUNTED FOR AND SUPPORTED BY LEGITIMATE RECEIPTS IN ORDER TO BE ACCEPTED BY THE SOLIDARITY CENTER THE RECEIPTS ARE BEING AUDITED BY OUR FINANCIAL STAFF IN FIELD OFFICES PRIOR TO SENDING TO SOLIDARITY CENTER'S HEADQUARTERS FOR FINAL REVIEW AND AUDIT

Additional Data

Software ID:
Software Version:
EIN: 52-1984713
Name: AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

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	3	6	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	1,398,695
EAST ASIA AND THE PACIFIC	5	34	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	3,515,462

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
MIDDLE EAST AND NORTH AFRICA	2	11	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	1,860,510
NORTH AMERICA	1	7	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	832,415

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	2	8	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	1,564,429
SOUTH ASIA	2	42	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	2,336,129

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
SUB-SAHARAN AFRICA	5	22	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	3,636,549
RUSSIA AND NEIGHBORING STATES	3	12	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	1,873,411

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 (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	1	1	PROGRAM SERVICES	SUPPORTED TRADE UNIONS AND TRAINED MEMBERS AND LEADERS OVERSEAS IN EMERGING DEMOCRACIES	350,524

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	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	5,103	WIRE TRANSFER			
		CENTRAL AMERICA	PROMOTE A CULTURE OF COMPLIANCE WITH LABOR RIGHTS FOR APPAREL SECTOR WORKERS AND DOMESTIC WORKERS THROUGH WORKER OUTREACH, LABOR RIGHTS EDUCATION, ORGANIZATIONAL STRENGTHENING, AND ADVOCACY ENGAGEMENT	22,867	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	PROMOTE A CULTURE OF COMPLIANCE WITH LABOR RIGHTS FOR APPAREL SECTOR WORKERS AND DOMESTIC WORKERS THROUGH WORKER OUTREACH, LABOR RIGHTS EDUCATION, ORGANIZATIONAL STRENGTHENING, AND ADVOCACY ENGAGEMENT	53,117	WIRE TRANSFER			
		CENTRAL AMERICA	SUPPORT FOR CENTRAL AMERICAN UNIONS IN THE BANANA AND AGRICULTURE SECTOR	9,413	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	SUPPORT FOR CENTRAL AMERICAN UNIONS IN THE BANANA AND AGRICULTURE SECTOR	7,123	WIRE TRANSFER			
		CENTRAL AMERICA	SUPPORT FOR CENTRAL AMERICAN UNIONS IN THE BANANA AND AGRICULTURE SECTOR	12,325	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	PROMOTE A CULTURE OF COMPLIANCE WITH LABOR RIGHTS FOR DOMESTIC WORKERS THROUGH WORKER OUTREACH, LABOR RIGHTS EDUCATION, ORGANIZATIONAL STRENGTHENING, AND ADVOCACY ENGAGEMENT	5,019	WIRE TRANSFER			
		CENTRAL AMERICA	PROMOTE A CULTURE OF COMPLIANCE WITH LABOR RIGHTS FOR APPAREL SECTOR WORKERS AND DOMESTIC WORKERS THROUGH WORKER OUTREACH, LABOR RIGHTS EDUCATION, ORGANIZATIONAL STRENGTHENING, AND ADVOCACY ENGAGEMENT	50,045	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	PROMOTE A CULTURE OF COMPLIANCE WITH LABOR RIGHTS FOR APPAREL SECTOR WORKERS AND DOMESTIC WORKERS THROUGH WORKER OUTREACH, LABOR RIGHTS EDUCATION, ORGANIZATIONAL STRENGTHENING, AND ADVOCACY ENGAGEMENT	13,297	WIRE TRANSFER			
		CENTRAL AMERICA	STRENGTHEN THE ORGANIZING, RIGHTS EDUCATION, AND REPRESENTATION CAPACITY OF AERONAUTICAL TRANSPORTATION UNIONS IN EL SALVADOR WITH SUBCONTRACTED WORKERS IN THE SECTOR	13,725	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	STRENGTHEN THE ORGANIZING, RIGHTS EDUCATION, AND REPRESENTATION CAPACITY OF AERONAUTICAL TRANSPORTATION UNIONS IN EL SALVADOR WITH SUBCONTRACTED WORKERS IN THE SECTOR	16,759	WIRE TRANSFER			
		CENTRAL AMERICA	STRENGTHEN THE ORGANIZING, RIGHTS EDUCATION, AND REPRESENTATION CAPACITY OF AERONAUTICAL TRANSPORTATION UNIONS IN EL SALVADOR WITH SUBCONTRACTED WORKERS IN THE SECTOR	20,981	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	STRENGTHEN THE ORGANIZING, RIGHTS EDUCATION, AND REPRESENTATION CAPACITY OF AERONAUTICAL TRANSPORTATION UNIONS IN EL SALVADOR WITH SUBCONTRACTED WORKERS IN THE SECTOR	8,486	WIRE TRANSFER			
		CENTRAL AMERICA	STRENGTHEN THE ORGANIZING, RIGHTS EDUCATION, AND REPRESENTATION CAPACITY OF AERONAUTICAL TRANSPORTATION UNIONS IN EL SALVADOR WITH SUBCONTRACTED WORKERS IN THE SECTOR	15,233	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	BUILD THE CAPACITY OF TRADE UNIONS IN CENTRAL AMERICA AND SOUTHERN AFRICA TO PROMOTE AND PROTECT THE FUNDAMENTAL LABOR RIGHTS OF MIGRANT WORKERS	12,589	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF HOTEL SECTOR TRADE UNIONS AT THE NATIONAL AND LOCAL LEVEL WITH AN EMPHASIS ON GENDER EQUALITY	5,440	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF HOTEL SECTOR TRADE UNIONS AT THE NATIONAL AND LOCAL LEVEL WITH AN EMPHASIS ON GENDER EQUALITY	12,075	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF GRASS ROOTS WORKERS AND INDEPENDENT WORKER RIGHTS ADVOCATES TO PROMOTE LABOR LAW ENFORCEMENT AND ADVOCATE FOR STRENGTHENED WORKER RIGHTS AND REMEDIES	81,165	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF GRASS ROOTS WORKERS AND INDEPENDENT WORKER RIGHTS ADVOCATES TO PROMOTE LABOR LAW ENFORCEMENT AND ADVOCATE FOR STRENGTHENED WORKER RIGHTS AND REMEDIES	145,394	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF WORKERS, LEGAL PRACTITIONERS, SCHOLARS AND ACTIVISTS TO REDRESS VIOLATIONS OF WORKER RIGHTS AND PROMOTE LABOR LAW REFORMS IN THE REGION	12,430	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF WORKERS, LEGAL PRACTITIONERS, SCHOLARS AND ACTIVISTS TO REDRESS VIOLATIONS OF WORKER RIGHTS AND PROMOTE LABOR LAW REFORMS IN THE REGION	34,725	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF NATIONAL AND REGIONAL OSH NETWORKS TO ADVANCE OCCUPATIONAL SAFETY AND HEALTH RIGHTS IN ASIA	22,123	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF NATIONAL AND REGIONAL OSH NETWORKS TO ADVANCE OCCUPATIONAL SAFETY AND HEALTH RIGHTS IN ASIA	90,769	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	RAISE PUBLIC AWARENESS AND PROMOTE PARTICIPATION OF UNION MEMBERS AND WORKING FAMILY COMMUNITIES ON WORKER RIGHTS ISSUES	155,129	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	ENHANCE THE ABILITY OF HKCTU AFFILIATES TO ORGANIZE, NEGOTIATE AND ADVOCATE FOR BETTER PROTECTIONS FOR WORKERS	76,896	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	BUILD THE CAPACITY OF LABOR SCHOLARS AND WORKER RIGHTS ADVOCATES TO PROMOTE LABOR LAW REFORMS	68,037	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	BUILD THE CAPACITY OF LABOR SCHOLARS AND WORKER RIGHTS ADVOCATES TO PROMOTE LABOR LAW REFORMS	68,905	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	BUILD THE CAPACITY OF LABOR SCHOLARS AND WORKER RIGHTS ADVOCATES TO PROMOTE LABOR LAW REFORMS	18,683	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	RAISE WORKERS RIGHTS AWARENESS AND STRENGTHEN THE CAPACITY OF GRASS ROOTS WORKER RIGHTS ADVOCATES TO PROMOTE BETTER ENFORCEMENT OF LABOR LAWS	24,050	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	RAISE WORKERS RIGHTS AWARENESS AND STRENGTHEN THE CAPACITY OF GRASS ROOTS WORKER RIGHTS ADVOCATES TO PROMOTE BETTER ENFORCEMENT OF LABOR LAWS	7,375	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	RAISE WORKERS RIGHTS AWARENESS AND STRENGTHEN THE CAPACITY OF GRASS ROOTS WORKER RIGHTS ADVOCATES TO PROMOTE BETTER ENFORCEMENT OF LABOR LAWS	42,988	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	BUILD THE CAPACITY OF WORKER ACTIVISTS, OSH VICTIMS AND LEGAL PRACTITIONERS TO PROMOTE BETTER ENFORCEMENT OF OSH LAWS	46,220	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	PROTECT AND DEFEND THE RIGHTS OF MIGRANT WORKERS, AND PROVIDE LEGAL ADVOCACY	6,300	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	PROTECT MIGRANT WORKERS FROM LABOR RIGHTS ABUSES AND FORCED LABOR AND ENSURE ACCESS TO JUSTICE	93,407	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	PROTECT MIGRANT WORKERS FROM LABOR RIGHTS ABUSES AND FORCED LABOR AND ENSURE ACCESS TO JUSTICE	43,365	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	PROTECT MIGRANT WORKERS FROM LABOR RIGHTS ABUSES AND FORCED LABOR AND ENSURE ACCESS TO JUSTICE	42,821	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	BUILD THEIR CAPACITY TO RECRUIT AND REPRESENT MEMBERS	6,636	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF HOTEL SECTOR TRADE UNIONS AT THE NATIONAL AND LOCAL LEVEL WITH AN EMPHASIS ON GENDER EQUALITY	6,708	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		MIDDLE EAST AND NORTH AFRICA	BULDING CAPACITY FOR TRIPARTITE DIALOQUE	45,475	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	BULDING CAPACITY FOR TRIPARTITE DIALOQUE	5,131	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		MIDDLE EAST AND NORTH AFRICA	IMPLEMENT ALL PROGRAM ACTIVITIES ON THE GROUND, USING LOCAL COORDINATORS AND A TRAINER THAT HAS WORKED EXTENSIVELY WITH THE SC THROUGHOUT THE REGION AND IS FAMILIAR WITH SCS TRAINING MATERIALS AND SKILLED IN POPULAR EDUCATION METHODOLOGY	48,047	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	STRENGTHEN THE CAPACITY OF UNIONS IN THE MENA REGION TO DEFEND THE RIGHTS OF WORKERS AND IMPROVE WORKING CONDITIONS IN THE SUPPLY CHAINS OF MULTINATIONAL CORPORATIONS	12,411	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	7,509	WIRE TRANSFER			
		NORTH AMERICA	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	12,353	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	5,714	WIRE TRANSFER			
		NORTH AMERICA	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	30,831	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	18,477	WIRE TRANSFER			
		NORTH AMERICA	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	10,447	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	STRENGTHEN THE ABILITY OF WORKERS ORGANIZATIONS TO ATTAIN AND DEFEND THE DOMESTIC AND INTERNATIONAL LABOR RIGHTS OF AGRICULTURAL WORKERS IN MEXICO	69,139	WIRE TRANSFER			
		NORTH AMERICA	CONTINUE TO PROMOTE EMPLOYER ACCOUNTABILITY AND GOVERNMENT TRANSPARENCY	42,634	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	CONTINUE TO PROMOTE EMPLOYER ACCOUNTABILITY AND GOVERNMENT TRANSPARENCY	28,234	WIRE TRANSFER			
		NORTH AMERICA	CONTINUE TO PROMOTE EMPLOYER ACCOUNTABILITY AND GOVERNMENT TRANSPARENCY	23,569	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	PROMOTING RIGHTS AND INTERESTS IN TARGETED GARMENT COMMUNITIES	38,169	WIRE TRANSFER			
		SOUTH ASIA	BUILD THE CAPACITY OF GARMENT WORKER UNIONS TO UTILIZE THE 2018 ACCORDS FREEDOM OF ASSOCIATION (FOA) COMPLAINT MECHANISM TO REPORT RIGHTS VIOLATIONS	24,500	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	PROGRAM WILL PROMOTE DECENT AND SAFE EMPLOYMENT PRACTICES FOR JOURNALISTS AND MEDIA WORKERS IN PAKISTAN BY STRENGTHENING THEIR TRADE UNIONS AND ASSOCIATIONS	43,964	WIRE TRANSFER			
		SOUTH ASIA	PROGRAM WILL PROMOTE DECENT AND SAFE EMPLOYMENT PRACTICES FOR JOURNALISTS AND MEDIA WORKERS IN PAKISTAN BY STRENGTHENING THEIR TRADE UNIONS AND ASSOCIATIONS	19,709	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	PROGRAM WILL PROMOTE DECENT AND SAFE EMPLOYMENT PRACTICES FOR JOURNALISTS AND MEDIA WORKERS IN PAKISTAN BY STRENGTHENING THEIR TRADE UNIONS AND ASSOCIATIONS	11,462	WIRE TRANSFER			
		SOUTH ASIA	STRENGTHEN THE CAPACITY OF WORKER RIGHTS DEFENDERS ACROSS BORDERS TO PROMOTE THE RIGHTS OF MIGRANT WORKERS AT ALL STAGES OF THE MIGRATION PROCESS AND ADVANCE THEIR ACCESS TO DEMOCRATIC NORMS	5,000	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	EXPAND ADVOCACY TO COMBAT IFF BY SUPPORTING TRADE UNION CAMPAIGNS IN AT LEAST THREE COUNTRIES, AND BROADENING AWARENESS-RAISING EFFORTS TO TARGET YOUTH AND WOMEN	12,000	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	PROVIDE SUPPORT FOR AGRICULTURE ARGO-PROCESSING INDUSTRIAL UNION OF LIBERIA (AAIWUL) TO CONDUCT A PRE-BARGAINING SURVEY OF WORKERS AT THE FIRESTONE PLANTATION	6,500	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	STRENGTHEN CETUS BRANCH-LEVEL CAPACITY TO IMPLEMENT MEMBER OUTREACH PROGRAMS AND INNOVATIVE ORGANIZING IN THE CONSTRUCTION, AGRICULTURE AND TEXTILES SECTORS	35,377	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	PROMOTE INCLUSION OF WOMEN AND ADVANCEMENT OF GENDER EQUALITY IN LIBERIA	21,890	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	EDUCATE, TRAIN, AND RAISE THE CONSCIOUSNESS OF INDIVIDUALS WITHIN THE ZCTU MEMBERSHIP AREAS	12,000	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	EDUCATE, TRAIN, AND RAISE THE CONSCIOUSNESS OF INDIVIDUALS WITHIN THE ZCTU MEMBERSHIP AREAS	22,748	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	EDUCATE, TRAIN, AND RAISE THE CONSCIOUSNESS OF INDIVIDUALS WITHIN THE ZCTU MEMBERSHIP AREAS	8,275	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	EXPAND ADVOCACY TO COMBAT IFF BY SUPPORTING TRADE UNION CAMPAIGNS IN AT LEAST THREE COUNTRIES, AND BROADENING AWARENESS-RAISING EFFORTS TO TARGET YOUTH AND WOMEN	27,000	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	EXPAND ADVOCACY TO COMBAT IFF BY SUPPORTING TRADE UNION CAMPAIGNS IN AT LEAST THREE COUNTRIES, AND BROADENING AWARENESS-RAISING EFFORTS TO TARGET YOUTH AND WOMEN	12,000	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	EXPAND ADVOCACY TO COMBAT IFF BY SUPPORTING TRADE UNION CAMPAIGNS IN AT LEAST THREE COUNTRIES, AND BROADENING AWARENESS-RAISING EFFORTS TO TARGET YOUTH AND WOMEN	12,000	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	DEVELOP A STRATEGIC ALLIANCE WITH NATIONAL CENTERS THROUGHOUT THE SOUTHERN AFRICA	27,507	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	BUILD THE CAPACITY OF TRADE UNIONS WITHIN THE AFRICA MIGRATION TRADE UNION NETWORK TO PROMOTE AND PROTECT THE FUNDAMENTAL LABOR RIGHTS OF MIGRANT WORKERS	69,445	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	ENHANCE THE PROSPERITY, DIGNITY AND QUALITY OF LIFE FOR WORKING PEOPLE	5,138	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SHARE UPDATES ON COUNTRY/REGIONAL EXPERIENCES AND DEVELOPMENTS ON THE ACCESSIBILITY AND PORTABILITY OF SOCIAL SECURITY BENEFITS	21,310	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		RUSSIA AND THE NEWLY INDEPENDENT STATES	STREGTHEN THE CAPACITY OF PUBLIC SECTOR TRADE UNIONS TO PROTECT MEMBERS FUNDAMENTAL RIGHTS AT WORK	40,350	WIRE TRANSFER			
		RUSSIA AND THE NEWLY INDEPENDENT STATES	BUILD THE CAPACITY OF THE ORGANIZATION AND ITS AFFILIATES TO CONDUCT TRAINING FOR FREEDOM OF ASSOCIATION AND SOCIAL POLICY ADVOCACY	201,475	WIRE TRANSFER			

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

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		RUSSIA AND THE NEWLY INDEPENDENT STATES	BUILD THE CAPACITY OF THE ORGANIZATION AND ITS AFFILIATES TO PROTECT THE RIGHTS TO FREEDOM OF POLICY	90,646	WIRE TRANSFER			

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Employer identification number
52-1984713

Part I General Information on Grants and Assistance

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

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

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000 Part II can be duplicated if additional space is needed

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section (if applicable)	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of noncash assistance	**(h)** Purpose of grant or assistance
(1) INTERNATIONAL CENTER FOR RESEARCH ON WOMEN 1120 20TH STREET NW SUITE 500N WASHINGTON, DC 20036	52-1081455	501(C)(3)	26,747				CAPTURING THE BENEFITS OF GENDER EQUALITY IN GLOBAL VALUE CHAINS A PARTICIPATORY MEASUREMENT TOOL FOR WORKERS

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

3 Enter total number of other organizations listed in the line 1 table . . . . . ▶ 0

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

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of noncash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	**Explanation**
PART I, LINE 2	SOLIDARITY CENTER HAS MONITORING POLICIES AND PROCEDURES WHICH ARE APPLIED TO ALL OF THE AGREEMENTS THE CENTER ISSUES TO OUR PARTNER'S ORGANIZATIONS THE AGREEMENTS SPECIFY THE TERMS, THE BUDGET AMOUNT AND PERIOD, THE SCOPE OF WORK, THE NARRATIVE AND FINANCIAL REPORT REQUIREMENTS ON HOW TO ACCOUNT FOR THE FUNDS GIVEN TO THE PARTNER'S ORGANIZATIONS ANY OTHER TERMS AND CONDITIONS SPECIFIED IN THE CENTER'S GRANT AGREEMENT ALSO FLOW DOWN TO THE CENTER'S SUBRECIPIENTS (PARTNERS) PARTNERS ARE RESPONSIBLE FOR MONITORING AND OVERSEEEING THE PROGRESS AND IMPLEMENTATION OF THE PROGRAM ACTIVITIES ADVANCE FUNDS GIVEN FOR THE ASSISTANCE TO PARTNERS MUST BE ACCOUNTED FOR AND SUPPORTED BY LEGITIMATE RECEIPTS IN ORDER FOR THE EXPENSES TO BE ACCEPTED BY THE SOLIDARITY CENTER THE RECEIPTS SUBMITTED BY THE GRANTEES ARE AUDITED BY OUR FINANCIAL STAFF THE CENTER ALSO REQUIRES SUBRECIPIENTS TO SUBMIT A-133 AUIDT REPORTS WHEN APPLICABLE TO THE GRANTEES

Schedule J (Form 990)

Compensation Information

OMB No 1545-0047

2018

Open to Public Inspection

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.

▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Employer identification number
52-1984713

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items			

- ☐ First-class or charter travel
- ☐ Travel for companions
- ☐ Tax idemnification and gross-up payments
- ☐ Discretionary spending account
- ☑ Housing allowance or residence for personal use
- ☐ Payments for business use of personal residence
- ☑ Health or social club dues or initiation fees
- ☐ Personal services (e g , maid, chauffeur, chef)

			Yes	No
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b	Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	2	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III			

- ☐ Compensation committee
- ☐ Independent compensation consultant
- ☐ Form 990 of other organizations
- ☑ Written employment contract
- ☐ Compensation survey or study
- ☑ Approval by the board or compensation committee

			Yes	No
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	Yes	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Yes	
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	Only 501(c)(3), 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		
b	Any related organization?	5b		
	If "Yes," on line 5a or 5b, describe in Part III			
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		
b	Any related organization?	6b		
	If "Yes," on line 6a or 6b, describe in Part III			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7		
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		
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
PART I, LINE 1A	SOLIDARITY CENTER PAYS HOUSING AND EDUCATION EXPENSES FOR ALL OF OUR EXPATS OVERSEAS THE BENEFITS ARE CONSIDERED TAXABLE BENEFITS TO OUR EXPATS STAFF AND REPORTED ON THEIR W-2 SOLIDARITY CENTER PAYS EACH EMPLOYEE $200 PER YEAR FOR HEALTH ENHANCEMENT EXPENSES

Return Reference	Explanation
PART I, LINES 4A-B	PART I, LINE 4A DURING 2018, SAMANTHA TATE, CPD/PROGRAM OFFICER, RECEIVED A SEVERANCE PAYMENT TOTALING $55,414 PART I, LINE 4B CERTAIN TRUSTEES WHO ARE ALSO OFFICERS OF THE AFL-CIO, A RELATED ORGANIZATION, PARTICIPATE IN A SUPPLEMENTAL NONQUALIFIED DEFERRED COMPENSATION ARRANGEMENT OF THE AFL-CIO DURING 2018, RICHARD TRUMKA AND ELIZABETH SHULER PARTICIPATED IN SUCH PLAN BUT DID NOT RECEIVE ANY PAYMENTS FROM THE PLAN

Additional Data

Software ID:
Software Version:
EIN: 52-1984713
Name: AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

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
RICHARD TRUMKA CHAIR	(i)	0	0	0	0	0	0	0
	(ii)	267,015	0	12,209	69,424	30,003	378,651	0
TEFERE GEBRE VICE CHAIR	(i)	0	0	0	0	0	0	0
	(ii)	234,379	0	2,850	60,939	25,821	323,989	0
ELIZABETH SHULER SECRETARY - TREASURER	(i)	0	0	0	0	0	0	0
	(ii)	234,379	0	2,850	60,939	34,485	332,653	0
SHAWNA BADER BLAU EXECUTIVE DIRECTOR	(i)	152,090	0	0	36,501	45,620	234,211	0
	(ii)	0	0	0	0	0	0	0
LYSTIA SANTOSA DIRECTOR OF FINANCE	(i)	133,727	0	0	32,094	45,218	211,039	0
	(ii)	0	0	0	0	0	0	0
HANAD MOHAMMAD COUNTRY PROGRAM DIRECTOR	(i)	117,143	0	152,266	28,114	28,417	325,940	0
	(ii)	0	0	0	0	0	0	0
HIND CHERROUK REGIONAL PROGRAM DIRECTOR	(i)	120,573	0	52,587	28,937	28,423	230,520	0
	(ii)	0	0	0	0	0	0	0
ALONZO SUSON COUNTRY PROGRAM DIRECTOR	(i)	110,233	0	42,966	26,456	28,423	208,078	0
	(ii)	0	0	0	0	0	0	0
ROBERT PAJKOVSKI COUNTRY PROGRAM DIRECTOR	(i)	109,958	0	60,435	26,390	17,648	214,431	0
	(ii)	0	0	0	0	0	0	0
SAMANTHA TATE CPD/PROGRAM OFFICER	(i)	107,658	0	60,221	25,838	19,207	212,924	0
	(ii)	0	0	0	0	0	0	0

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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.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization	Employer identification number
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	52-1984713

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	A DRAFT OF THE 990 IS SENT TO THE AUDIT AND FINANCE COMMITTEE FOR THEIR REVIEW AND APPROVAL

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE CONFLICT OF INTEREST POLICY IS INCORPORATED INTO THE EMPLOYEE'S HANDBOOK AND COLLECTIV E BARGAINING AGREEMENT (CBA) THE HANDBOOK IS DISTRIBUTED TO ALL STAFF AND RETAINED BY STA FF FOR THE REFERENCE ON SOLIDARITY CENTER'S OPERATING POLICY AND PROCEDURES DURING THE OR IENTATION FOR NEW EMPLOYEE, SOLIDARITY CENTER'S HR REVIEW THE CENTER'S POLICY AND PROCEDUR ES, INCLUDING CONFLICT OF INTEREST POLICY AND MADE THE NEW STAFF AWARE OF OUR POLICY

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE PROCESS OF DETERMINING COMPENSATION - SOLIDARITY CENTER'S BOARD OF DIRECTORS APPROVES THE SALARY FOR THE EXECUTIVE DIRECTOR, AND THE EXECUTIVE DIRECTOR APPROVES THE SALARY FOR EACH MANAGEMENT AND STAFF POSITION THE PAY SCALES WERE DIVIDED INTO CATEGORIES FOR EACH P OSITION FOR MANAGEMENT AND STAFF EACH YEAR, THE PAY SCALES MAY BE ADJUSTED FOR COLA INCRE ASES IN ACCORDANCE WITH ANY INCREASE MADE BY THE AFL-CIO

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE DOCUMENTS ARE AVAILABLE UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9	POSTRETIREMENT BENEFIT COSTS OTHER THAN NET PERIODIC BENEFIT COST -442,999

990 Schedule O, Supplemental Information

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

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.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY

Employer identification number
52-1984713

Part I **Identification of Disregarded Entities** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II **Identification of Related Tax-Exempt Organizations** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity? Yes	No
(1) EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY 1130 CONNECTICUT AVENUE NW WASHINGTON, DC 20036 52-1984719	BETTERMENT OF THE LIVES OF WORKING MEN AND WOMEN WORLDWIDE	DC	501(C)(3)	LINE 7	AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	Yes	
(2)AFL-CIO 815 16TH STREET NW WASHINGTON, DC 20006 53-0228172	FEDERATION OF LABOR UNIONS	DC	501(C)(5)		N/A		No

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

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

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

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

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	Yes	
o Sharing of paid employees with related organization(s)	1o	Yes	
p Reimbursement paid to related organization(s) for expenses	1p		No
q Reimbursement paid by related organization(s) for expenses	1q	Yes	
r Other transfer of cash or property to related organization(s)	1r		No
s Other transfer of cash or property from related organization(s)	1s		No

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

(a) Name of related organization	**(b)** Transaction type (a-s)	**(c)** Amount involved	**(d)** Method of determining amount involved
(1)EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	N	235,148	ACTUAL COST REIMBURSEMENT
(2)AFL-CIO	C	300,000	ACTUAL AMOUNT CONTRIBUTED
(3)EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	O	306,868	ACTUAL COST REIMBURSEMENT
(4)EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	P	874,837	ACTUAL COST REIMBURSEMENT

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII **Supplemental Information**

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

Return Reference	Explanation