

| Part II Balance Sheets | | Attached schedules and amounts in the description column should be for end-of-year amounts only (See instructions.) | | |
|---|---|---|----------------|-----------------------|
| | | Beginning of year | End of year | |
| | | (a) Book Value | (b) Book Value | (c) Fair Market Value |
| Assets | 1 Cash—non-interest-bearing | 259,556 | 117,074 | 117,074 |
| | 2 Savings and temporary cash investments | 2,193,740 | 1,204,130 | 1,204,130 |
| | 3 Accounts receivable ▶ _____ Less allowance for doubtful accounts ▶ _____ | | | |
| | 4 Pledges receivable ▶ _____ Less allowance for doubtful accounts ▶ _____ | | | |
| | 5 Grants receivable | | | |
| | 6 Receivables due from officers, directors, trustees, and other disqualified persons (attach schedule) (see instructions) | | | |
| | 7 Other notes and loans receivable (attach schedule) ▶ _____ Less allowance for doubtful accounts ▶ _____ | | | |
| | 8 Inventories for sale or use | | | |
| | 9 Prepaid expenses and deferred charges | 22,642 | 10,476 | 10,476 |
| | 10a Investments—U S and state government obligations (attach schedule) | | | |
| | b Investments—corporate stock (attach schedule) | 12,006,147 | 15,397,113 | 15,397,113 |
| | c Investments—corporate bonds (attach schedule) | | | |
| | 11 Investments—land, buildings, and equipment basis ▶ _____ Less accumulated depreciation (attach schedule) ▶ _____ | | | |
| | 12 Investments—mortgage loans | | | |
| | 13 Investments—other (attach schedule) | 57,326,823 | 63,443,699 | 63,443,699 |
| | 14 Land, buildings, and equipment basis ▶ _____ 31,039 Less accumulated depreciation (attach schedule) ▶ 27,135 | 7,064 | 3,904 | 3,904 |
| 15 Other assets (describe ▶ _____) | | | | |
| 16 Total assets (to be completed by all filers—see the instructions Also, see page 1, item I) | 71,815,972 | 80,176,396 | 80,176,396 | |
| Liabilities | 17 Accounts payable and accrued expenses | 6,781 | 1,918 | |
| | 18 Grants payable | 970,000 | 585,000 | |
| | 19 Deferred revenue | | | |
| | 20 Loans from officers, directors, trustees, and other disqualified persons | | | |
| | 21 Mortgages and other notes payable (attach schedule) | | | |
| | 22 Other liabilities (describe ▶ _____) | 587,728 | 390,659 | |
| | 23 Total liabilities (add lines 17 through 22) | 1,564,509 | 977,577 | |
| Net Assets or Fund Balances | Foundations that follow FASB ASC 958, check here ▶ <input checked="" type="checkbox"/> and complete lines 24, 25, 29 and 30. | | | |
| | 24 Net assets without donor restrictions | 70,251,463 | 79,198,819 | |
| | 25 Net assets with donor restrictions | | | |
| | Foundations that do not follow FASB ASC 958, check here ▶ <input type="checkbox"/> and complete lines 26 through 30. | | | |
| | 26 Capital stock, trust principal, or current funds | | | |
| | 27 Paid-in or capital surplus, or land, bldg , and equipment fund | | | |
| | 28 Retained earnings, accumulated income, endowment, or other funds | | | |
| | 29 Total net assets or fund balances (see instructions) | 70,251,463 | 79,198,819 | |
| 30 Total liabilities and net assets/fund balances (see instructions) . | 71,815,972 | 80,176,396 | | |

Part III Analysis of Changes in Net Assets or Fund Balances

| | | |
|---|----------|------------|
| 1 Total net assets or fund balances at beginning of year—Part II, column (a), line 29 (must agree with end-of-year figure reported on prior year's return) | 1 | 70,251,463 |
| 2 Enter amount from Part I, line 27a | 2 | -1,344,728 |
| 3 Other increases not included in line 2 (itemize) ▶ _____ | 3 | 10,292,084 |
| 4 Add lines 1, 2, and 3 | 4 | 79,198,819 |
| 5 Decreases not included in line 2 (itemize) ▶ _____ | 5 | 0 |
| 6 Total net assets or fund balances at end of year (line 4 minus line 5)—Part II, column (b), line 29 . | 6 | 79,198,819 |

Part IV Capital Gains and Losses for Tax on Investment Income

| (a) List and describe the kind(s) of property sold (e g , real estate, 2-story brick warehouse, or common stock, 200 shs MLC Co) | (b) How acquired P—Purchase D—Donation | (c) Date acquired (mo , day, yr) | (d) Date sold (mo , day, yr) |
|--|---|---|-------------------------------------|
| 1 a Publicly traded securities | | | |
| b Capital gains from pass-through entities | P | | |
| c Capital gains subject to income tax | P | | |
| d Capital gains reported on Form 990-T | P | | |
| e | | | |

| (e) Gross sales price | (f) Depreciation allowed (or allowable) | (g) Cost or other basis plus expense of sale | (h) Gain or (loss) (e) plus (f) minus (g) |
|--------------------------|---|--|---|
| a | | | 674,846 |
| b | | | 1,911,286 |
| c | | | 3,655 |
| d | | | -3,655 |
| e | | | |

| Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69 | | | (l) Gains (Col (h) gain minus col (k), but not less than -0-) or Losses (from col (h)) |
|---|---|--|---|
| (i) F M V as of 12/31/69 | (j) Adjusted basis as of 12/31/69 | (k) Excess of col (i) over col (j), if any | |
| a | | | 674,846 |
| b | | | 1,911,286 |
| c | | | 3,655 |
| d | | | -3,655 |
| e | | | |

| | | |
|---|---|-----------|
| 2 Capital gain net income or (net capital loss) | 2 | 2,586,132 |
| 3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6) If gain, also enter in Part I, line 8, column (c) (see instructions) If (loss), enter -0- in Part I, line 8 | 3 | |

Part V Qualification Under Section 4940(e) for Reduced Tax on Net Investment Income

(For optional use by domestic private foundations subject to the section 4940(a) tax on net investment income)

If section 4940(d)(2) applies, leave this part blank

Was the foundation liable for the section 4942 tax on the distributable amount of any year in the base period?

☐

Yes

☒

No

If "Yes," the foundation does not qualify under section 4940(e) Do not complete this part

1 Enter the appropriate amount in each column for each year, see instructions before making any entries

| (a) Base period years Calendar year (or tax year beginning in) | (b) Adjusted qualifying distributions | (c) Net value of noncharitable-use assets | (d) Distribution ratio (col (b) divided by col (c)) |
|--|--|--|---|
| 2018 | 4,455,180 | 76,378,915 | 0 058330 |
| 2017 | 3,703,218 | 72,699,486 | 0 050939 |
| 2016 | 3,415,874 | 66,434,203 | 0 051417 |
| 2015 | 3,156,591 | 68,425,389 | 0 046132 |
| 2014 | 2,920,090 | 67,275,613 | 0 043405 |

| | | |
|--|---|------------|
| 2 Total of line 1, column (d) | 2 | 0 250223 |
| 3 Average distribution ratio for the 5-year base period—divide the total on line 2 by 5 0, or by the number of years the foundation has been in existence if less than 5 years | 3 | 0 050045 |
| 4 Enter the net value of noncharitable-use assets for 2019 from Part X, line 5 | 4 | 75,734,624 |
| 5 Multiply line 4 by line 3 | 5 | 3,790,139 |
| 6 Enter 1% of net investment income (1% of Part I, line 27b) | 6 | 28,687 |
| 7 Add lines 5 and 6 | 7 | 3,818,826 |
| 8 Enter qualifying distributions from Part XII, line 4 | 8 | 4,719,780 |

If line 8 is equal to or greater than line 7, check the box in Part VI, line 1b, and complete that part using a 1% tax rate See the Part VI instructions

Part VI Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948—see instructions)

| | | | |
|-----------|---|-----------|--------|
| 1a | Exempt operating foundations described in section 4940(d)(2), check here <input type="checkbox"/> and enter "N/A" on line 1 Date of ruling or determination letter _____ (attach copy of letter if necessary—see instructions) | | |
| b | Domestic foundations that meet the section 4940(e) requirements in Part V, check here <input checked="" type="checkbox"/> and enter 1% of Part I, line 27b | 1 | 28,687 |
| c | All other domestic foundations enter 2% of line 27b. Exempt foreign organizations enter 4% of Part I, line 12, col (b) | | |
| 2 | Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-) | 2 | 0 |
| 3 | Add lines 1 and 2. | 3 | 28,687 |
| 4 | Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-) | 4 | 0 |
| 5 | Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0- | 5 | 28,687 |
| 6 | Credits/Payments | | |
| a | 2019 estimated tax payments and 2018 overpayment credited to 2019 | 6a | 46,704 |
| b | Exempt foreign organizations—tax withheld at source | 6b | |
| c | Tax paid with application for extension of time to file (Form 8868) | 6c | 0 |
| d | Backup withholding erroneously withheld | 6d | 0 |
| 7 | Total credits and payments. Add lines 6a through 6d. | 7 | 46,704 |
| 8 | Enter any penalty for underpayment of estimated tax. Check here <input checked="" type="checkbox"/> if Form 2220 is attached | 8 | 168 |
| 9 | Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed | 9 | |
| 10 | Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid | 10 | 17,849 |
| 11 | Enter the amount of line 10 to be Credited to 2020 estimated tax Refunded 17,849 | 11 | 0 |

Part VII-A Statements Regarding Activities

| | Yes | No |
|---|-----------|-----|
| 1a During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene in any political campaign? | 1a | No |
| b Did it spend more than \$100 during the year (either directly or indirectly) for political purposes? (see Instructions for definition). <i>If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials published or distributed by the foundation in connection with the activities</i> | 1b | No |
| c Did the foundation file Form 1120-POL for this year? | 1c | No |
| d Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year (1) On the foundation \$ 0 (2) On foundation managers \$ 0 | | |
| e Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers \$ 0 | | |
| 2 Has the foundation engaged in any activities that have not previously been reported to the IRS? <i>If "Yes," attach a detailed description of the activities</i> | 2 | No |
| 3 Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation, or bylaws, or other similar instruments? <i>If "Yes," attach a conformed copy of the changes</i> | 3 | No |
| 4a Did the foundation have unrelated business gross income of \$1,000 or more during the year? | 4a | Yes |
| b If "Yes," has it filed a tax return on Form 990-T for this year? | 4b | Yes |
| 5 Was there a liquidation, termination, dissolution, or substantial contraction during the year? <i>If "Yes," attach the statement required by General Instruction T</i> | 5 | No |
| 6 Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either • By language in the governing instrument, or • By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remain in the governing instrument? | 6 | Yes |
| 7 Did the foundation have at least \$5,000 in assets at any time during the year? <i>If "Yes," complete Part II, col (c), and Part XV</i> | 7 | Yes |
| 8a Enter the states to which the foundation reports or with which it is registered (see instructions) CA, CO, IL | | |
| b If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate) of each state as required by General Instruction G? <i>If "No," attach explanation</i> . | 8b | Yes |
| 9 Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calendar year 2019 or the taxable year beginning in 2019? See the instructions for Part XIV. <i>If "Yes," complete Part XIV</i> | 9 | No |
| 10 Did any persons become substantial contributors during the tax year? <i>If "Yes," attach a schedule listing their names and addresses</i> | 10 | No |

Part VII-A Statements Regarding Activities (continued)

| | | | | |
|-----------|--|-----------|------------|-----------|
| 11 | At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If "Yes," attach schedule. See instructions. | 11 | | No |
| 12 | Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified person had advisory privileges? If "Yes," attach statement. See instructions. | 12 | | No |
| 13 | Did the foundation comply with the public inspection requirements for its annual returns and exemption application? Website address ► <u>WWW.GENERALSERVICE.ORG</u> | 13 | Yes | |
| 14 | The books are in care of ► <u>BILL REPPLINGER</u> Telephone no ► <u>(970) 920-6834</u> | | | |

Located at ► 557 NORTH MILL STREET NO 201 ASPEN CO ZIP+4 ► 81611

| | | | | |
|-----------|---|--------------------------|------------|-----------|
| 15 | Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041 —check here | <input type="checkbox"/> | | |
| | and enter the amount of tax-exempt interest received or accrued during the year | ► 15 | | |
| 16 | At any time during calendar year 2019, did the foundation have an interest in or a signature or other authority over a bank, securities, or other financial account in a foreign country? | 16 | Yes | No |
| | See the instructions for exceptions and filing requirements for FinCEN Form 114. If "Yes", enter the name of the foreign country ► | | | |

Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required

File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.

| | | | | |
|-----------|---|-----------|---|-----------|
| 1a | During the year did the foundation (either directly or indirectly) | | Yes | No |
| | (1) Engage in the sale or exchange, or leasing of property with a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | |
| | (2) Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | |
| | (3) Furnish goods, services, or facilities to (or accept them from) a disqualified person? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| | (4) Pay compensation to, or pay or reimburse the expenses of, a disqualified person? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| | (5) Transfer any income or assets to a disqualified person (or make any of either available for the benefit or use of a disqualified person)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | |
| | (6) Agree to pay money or property to a government official? (Exception. Check "No" if the foundation agreed to make a grant to or to employ the official for a period after termination of government service, if terminating within 90 days). <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | |
| b | If any answer is "Yes" to 1a(1)–(6), did any of the acts fail to qualify under the exceptions described in Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance? See instructions. | 1b | | No |
| | Organizations relying on a current notice regarding disaster assistance check here. | | | |
| c | Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that were not corrected before the first day of the tax year beginning in 2019? | 1c | | No |
| 2 | Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5)) | | | |
| a | At the end of tax year 2019, did the foundation have any undistributed income (lines 6d and 6e, Part XIII) for tax year(s) beginning before 2019? | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |
| | If "Yes," list the years ► 20____, 20____, 20____, 20____ | | | |
| b | Are there any years listed in 2a for which the foundation is not applying the provisions of section 4942(a)(2) (relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to all years listed, answer "No" and attach statement—see instructions). | 2b | | |
| c | If the provisions of section 4942(a)(2) are being applied to any of the years listed in 2a, list the years here ► 20____, 20____, 20____, 20____ | | | |
| 3a | Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time during the year? | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |
| b | If "Yes," did it have excess business holdings in 2019 as a result of (1) any purchase by the foundation or disqualified persons after May 26, 1969, (2) the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest, or (3) the lapse of the 10-, 15-, or 20-year first phase holding period? (Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2019). | 3b | | |
| 4a | Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes? | 4a | | No |
| b | Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2019? | 4b | | No |

Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required (continued)

| | | | | |
|-----------|---|---|------------|-----------|
| 5a | During the year did the foundation pay or incur any amount to | | Yes | No |
| (1) | Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| (2) | Influence the outcome of any specific public election (see section 4955), or to carry on, directly or indirectly, any voter registration drive? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| (3) | Provide a grant to an individual for travel, study, or other similar purposes? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| (4) | Provide a grant to an organization other than a charitable, etc., organization described in section 4945(d)(4)(A)? See instructions. | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| (5) | Provide for any purpose other than religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| b | If any answer is "Yes" to 5a(1)–(5), did any of the transactions fail to qualify under the exceptions described in Regulations section 53.4945 or in a current notice regarding disaster assistance? See instructions. | | 5b | No |
| | Organizations relying on a current notice regarding disaster assistance check here. | <input type="checkbox"/> | | |
| c | If the answer is "Yes" to question 5a(4), does the foundation claim exemption from the tax because it maintained expenditure responsibility for the grant? | <input type="checkbox"/> Yes <input type="checkbox"/> No | | |
| | If "Yes," attach the statement required by Regulations section 53.4945–5(d) | | | |
| 6a | Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | 6b | No |
| b | Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | | | |
| | If "Yes" to 6b, file Form 8870 | | | |
| 7a | At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | 7b | |
| b | If "Yes", did the foundation receive any proceeds or have any net income attributable to the transaction? | | | |
| 8 | Is the foundation subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment during the year? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |

Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors

| 1 List all officers, directors, trustees, foundation managers and their compensation. See instructions | | | | |
|---|---|---|---|---------------------------------------|
| (a) Name and address | (b) Title, and average hours per week devoted to position | (c) Compensation (If not paid, enter -0-) | (d) Contributions to employee benefit plans and deferred compensation | (e) Expense account, other allowances |
| See Additional Data Table | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| 2 Compensation of five highest-paid employees (other than those included on line 1—see instructions). If none, enter "NONE." | | | | |
| (a) Name and address of each employee paid more than \$50,000 | (b) Title, and average hours per week devoted to position | (c) Compensation | (d) Contributions to employee benefit plans and deferred compensation | (e) Expense account, other allowances |
| Holly Bartling 2120 University Avenue Berkely, CA 94704 | Senior Program Offic 40 00 | 144,130 | 29,134 | 0 |
| Elaine Mui 2120 University Avenue Berkely, CA 94704 | Grants & Operations 40 00 | 113,400 | 13,968 | 0 |
| Rhea Bailey 2120 University Avenue Berkely, CA 94704 | Program Officer 40 00 | 71,556 | 13,490 | 0 |
| | | | | |
| | | | | |
| | | | | |
| Total number of other employees paid over \$50,000. | | | | 0 |

Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors (continued)
3 Five highest-paid independent contractors for professional services (see instructions). If none, enter "NONE".

| (a) Name and address of each person paid more than \$50,000 | (b) Type of service | (c) Compensation |
|--|------------------------|------------------|
| Generation Investment 733 Third Avenue Ste 1825 New York, NY 10017 | Investment Management | 268,108 |
| Moziac LLC 9401 Wilshire Boulevard Ste 525 Beverly Hills, CA 90212 | Investment Consultants | 226,878 |
| Eagle Capital Management 499 Park Avenue New York, NY 10022 | Investment Management | 108,781 |
| Silchester International 780 Third Avenue 42nd Floor New York, NY 10017 | Investment Management | 102,517 |
| | | |
| | | |
| Total number of others receiving over \$50,000 for professional services. ► | | 0 |

Part IX-A Summary of Direct Charitable Activities

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.

| | Expenses |
|----------|----------|
| 1 | |
| | |
| | |
| 2 | |
| | |
| | |
| 3 | |
| | |
| | |
| 4 | |
| | |
| | |

Part IX-B Summary of Program-Related Investments (see instructions)

| Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2 | Amount |
|--|----------|
| 1 | |
| | |
| | |
| 2 | |
| | |
| | |
| All other program-related investments. See instructions. | |
| 3 | |
| | |
| | |
| Total. Add lines 1 through 3 ► | 0 |

Part X Minimum Investment Return (All domestic foundations must complete this part. Foreign foundations, see instructions.)

| | | | |
|----------|---|-----------|------------|
| 1 | Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes | | |
| a | Average monthly fair market value of securities. | 1a | 75,404,804 |
| b | Average of monthly cash balances. | 1b | 1,483,139 |
| c | Fair market value of all other assets (see instructions). | 1c | 0 |
| d | Total (add lines 1a, b, and c). | 1d | 76,887,943 |
| e | Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation). | 1e | 0 |
| 2 | Acquisition indebtedness applicable to line 1 assets. | 2 | 0 |
| 3 | Subtract line 2 from line 1d. | 3 | 76,887,943 |
| 4 | Cash deemed held for charitable activities. Enter 1 1/2% of line 3 (for greater amount, see instructions). | 4 | 1,153,319 |
| 5 | Net value of noncharitable-use assets. Subtract line 4 from line 3. Enter here and on Part V, line 4 | 5 | 75,734,624 |
| 6 | Minimum investment return. Enter 5% of line 5. | 6 | 3,786,731 |

Part XI Distributable Amount (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations check here ☐ and do not complete this part.)

| | | | |
|-----------|--|-----------|-----------|
| 1 | Minimum investment return from Part X, line 6. | 1 | 3,786,731 |
| 2a | Tax on investment income for 2019 from Part VI, line 5. | 2a | 28,687 |
| b | Income tax for 2019 (This does not include the tax from Part VI). | 2b | |
| c | Add lines 2a and 2b. | 2c | 28,687 |
| 3 | Distributable amount before adjustments. Subtract line 2c from line 1. | 3 | 3,758,044 |
| 4 | Recoveries of amounts treated as qualifying distributions. | 4 | 0 |
| 5 | Add lines 3 and 4. | 5 | 3,758,044 |
| 6 | Deduction from distributable amount (see instructions). | 6 | 0 |
| 7 | Distributable amount as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII, line 1. | 7 | 3,758,044 |

Part XII Qualifying Distributions (see instructions)

| | | | |
|----------|--|-----------|-----------|
| 1 | Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes | | |
| a | Expenses, contributions, gifts, etc.—total from Part I, column (d), line 26. | 1a | 4,719,780 |
| b | Program-related investments—total from Part IX-B. | 1b | 0 |
| 2 | Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes. | 2 | |
| 3 | Amounts set aside for specific charitable projects that satisfy the | | |
| a | Suitability test (prior IRS approval required). | 3a | |
| b | Cash distribution test (attach the required schedule). | 3b | |
| 4 | Qualifying distributions. Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4 | 4 | 4,719,780 |
| 5 | Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income. Enter 1% of Part I, line 27b. See instructions. | 5 | 28,687 |
| 6 | Adjusted qualifying distributions. Subtract line 5 from line 4. | 6 | 4,691,093 |

Note: The amount on line 6 will be used in Part V, column (b), in subsequent years when calculating whether the foundation qualifies for the section 4940(e) reduction of tax in those years.

Part XIII Undistributed Income (see instructions)

| | (a) Corpus | (b) Years prior to 2018 | (c) 2018 | (d) 2019 |
|--|---------------|----------------------------|-------------|-------------|
| 1 Distributable amount for 2019 from Part XI, line 7 | | | | 3,758,044 |
| 2 Undistributed income, if any, as of the end of 2019 | | | | |
| a Enter amount for 2018 only. | | | 0 | |
| b Total for prior years 20____, 20____, 20____ | | 0 | | |
| 3 Excess distributions carryover, if any, to 2019 | | | | |
| a From 2014. | | | | |
| b From 2015. | | | | |
| c From 2016. | | | | 111,714 |
| d From 2017. | | | | 108,542 |
| e From 2018. | | | | 808,840 |
| f Total of lines 3a through e. | 1,029,096 | | | |
| 4 Qualifying distributions for 2019 from Part XII, line 4 ▶ \$ <u>4,719,780</u> | | | | |
| a Applied to 2018, but not more than line 2a | | | 0 | |
| b Applied to undistributed income of prior years (Election required—see instructions). | | 0 | | |
| c Treated as distributions out of corpus (Election required—see instructions). | 0 | | | |
| d Applied to 2019 distributable amount. | | | | 3,758,044 |
| e Remaining amount distributed out of corpus | 961,736 | | | |
| 5 Excess distributions carryover applied to 2019 (If an amount appears in column (d), the same amount must be shown in column (a)) | 0 | | | 0 |
| 6 Enter the net total of each column as indicated below: | | | | |
| a Corpus Add lines 3f, 4c, and 4e Subtract line 5 | 1,990,832 | | | |
| b Prior years' undistributed income Subtract line 4b from line 2b | | 0 | | |
| c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed. | | 0 | | |
| d Subtract line 6c from line 6b Taxable amount—see instructions | | 0 | | |
| e Undistributed income for 2018 Subtract line 4a from line 2a Taxable amount—see instructions | | | 0 | |
| f Undistributed income for 2019 Subtract lines 4d and 5 from line 1 This amount must be distributed in 2020 | | | | 0 |
| 7 Amounts treated as distributions out of corpus to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3) (Election may be required - see instructions). | 0 | | | |
| 8 Excess distributions carryover from 2014 not applied on line 5 or line 7 (see instructions). | 0 | | | |
| 9 Excess distributions carryover to 2020. Subtract lines 7 and 8 from line 6a | 1,990,832 | | | |
| 10 Analysis of line 9 | | | | |
| a Excess from 2015. | | | | |
| b Excess from 2016. | | | | 111,714 |
| c Excess from 2017. | | | | 108,542 |
| d Excess from 2018. | | | | 808,840 |
| e Excess from 2019. | | | | 961,736 |

Part XIV Private Operating Foundations (see instructions and Part VII-A, question 9)

1a If the foundation has received a ruling or determination letter that it is a private operating foundation, and the ruling is effective for 2019, enter the date of the ruling. ▶

b Check box to indicate whether the organization is a private operating foundation described in section ☐ 4942(j)(3) or ☐ 4942(j)(5)

2a Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part X for each year listed

| | Tax year | Prior 3 years | | | (e) Total |
|--|----------|---------------|----------|----------|-----------|
| | (a) 2019 | (b) 2018 | (c) 2017 | (d) 2016 | |
| b 85% of line 2a | | | | | |
| c Qualifying distributions from Part XII, line 4 for each year listed | | | | | |
| d Amounts included in line 2c not used directly for active conduct of exempt activities | | | | | |
| e Qualifying distributions made directly for active conduct of exempt activities. Subtract line 2d from line 2c | | | | | |
| 3 Complete 3a, b, or c for the alternative test relied upon | | | | | |
| a "Assets" alternative test—enter | | | | | |
| (1) Value of all assets | | | | | |
| (2) Value of assets qualifying under section 4942(j)(3)(B)(i) | | | | | |
| b "Endowment" alternative test— enter 2/3 of minimum investment return shown in Part X, line 6 for each year listed. . . | | | | | |
| c "Support" alternative test—enter | | | | | |
| (1) Total support other than gross investment income (interest, dividends, rents, payments on securities loans (section 512(a)(5)), or royalties) | | | | | |
| (2) Support from general public and 5 or more exempt organizations as provided in section 4942(j)(3)(B)(iii). | | | | | |
| (3) Largest amount of support from an exempt organization | | | | | |
| (4) Gross investment income | | | | | |

Part XV Supplementary Information (Complete this part only if the foundation had \$5,000 or more in assets at any time during the year—see instructions.)

1 Information Regarding Foundation Managers:

a List any managers of the foundation who have contributed more than 2% of the total contributions received by the foundation before the close of any tax year (but only if they have contributed more than \$5,000) (See section 507(d)(2))

b List any managers of the foundation who own 10% or more of the stock of a corporation (or an equally large portion of the ownership of a partnership or other entity) of which the foundation has a 10% or greater interest

2 Information Regarding Contribution, Grant, Gift, Loan, Scholarship, etc., Programs:

Check here ☒ if the foundation only makes contributions to preselected charitable organizations and does not accept unsolicited requests for funds. If the foundation makes gifts, grants, etc. to individuals or organizations under other conditions, complete items 2a, b, c, and d. See instructions.

a The name, address, and telephone number or e-mail address of the person to whom applications should be addressed

General Service Foundation
2120 University Ave
Berkeley, CA 94704
(510) 679-3876

b The form in which applications should be submitted and information and materials they should include

GSF is not currently accepting new Letters of Inquiries (LOIs). Grantees who are invited to propose do so via the internet at www.generalservice.org

c Any submission deadlines

Invited proposals are due October 1st and March 1st

d Any restrictions or limitations on awards, such as by geographical areas, charitable fields, kinds of institutions, or other factors

The Foundation makes grants to organizations in the U.S. The Foundation supports organizations that advance racial and gender justice using strategies of organizing, alliance building cultural and narrative work and leadership development

Part XV **Supplementary Information** (continued)**3 Grants and Contributions Paid During the Year or Approved for Future Payment**

| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
|--|--|--------------------------------------|-------------------------------------|-----------|
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> See Additional Data Table | | | | |
| Total | | | ▶ 3a | 3,609,000 |
| b <i>Approved for future payment</i> See Additional Data Table | | | | |
| Total | | | ▶ 3b | 585,000 |

Enter gross amounts unless otherwise indicated

| Line No. | Explain below how each activity for which income is reported in column (e) of Part XVI-A contributed importantly to the accomplishment of the foundation's exempt purposes (other than by providing funds for such purposes) (See instructions) |
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Form **990-PF** (2019)

Part XVII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations

| | | | |
|---|--------------|------------|-----------|
| 1 Did the organization directly or indirectly engage in any of the following with any other organization described in section 501(c) (other than section 501(c)(3) organizations) or in section 527, relating to political organizations? | | Yes | No |
| a Transfers from the reporting foundation to a noncharitable exempt organization of | | | |
| (1) Cash. | 1a(1) | | No |
| (2) Other assets. | 1a(2) | | No |
| b Other transactions | | | |
| (1) Sales of assets to a noncharitable exempt organization. | 1b(1) | | No |
| (2) Purchases of assets from a noncharitable exempt organization. | 1b(2) | | No |
| (3) Rental of facilities, equipment, or other assets. | 1b(3) | | No |
| (4) Reimbursement arrangements. | 1b(4) | | No |
| (5) Loans or loan guarantees. | 1b(5) | | No |
| (6) Performance of services or membership or fundraising solicitations. | 1b(6) | | No |
| c Sharing of facilities, equipment, mailing lists, other assets, or paid employees. | 1c | | No |
| d If the answer to any of the above is "Yes," complete the following schedule. Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting foundation. If the foundation received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received. | | | |

| (a) Line No | (b) Amount involved | (c) Name of noncharitable exempt organization | (d) Description of transfers, transactions, and sharing arrangements |
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2a Is the foundation directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) (other than section 501(c)(3)) or in section 527? ☐ Yes ☒ No

b If "Yes," complete the following schedule

| (a) Name of organization | (b) Type of organization | (c) Description of relationship |
|--------------------------|--------------------------|---------------------------------|
| | | |
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| | | |

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 taxpayer) is based on all information of which preparer has any knowledge.

| | | | | |
|------------------|---------------------------------|------------|-------|--|
| Sign Here | ***** | 2020-09-09 | ***** | May the IRS discuss this return with the preparer shown below? (see instr.) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| | Signature of officer or trustee | Date | Title | |

| | | | | | |
|---|---|----------------------|------|---|-------------------------|
| Paid Preparer Use Only | Print/Type preparer's name | Preparer's Signature | Date | Check if self-employed <input type="checkbox"/> | PTIN |
| | Laurie Anderson | | | | P01416697 |
| | Firm's name ▶ Kundinger Corder & Engle PC | | | | Firm's EIN ▶ |
| Firm's address ▶ 475 Lincoln Street Suite 200 Denver, CO 80203 | | | | | Phone no (303) 534-5953 |

Form 990FP Part VIII Line 1 - List all officers, directors, trustees, foundation managers and their compensation

| (a) Name and address | Title, and average hours per week (b) devoted to position | (c) Compensation (If not paid, enter -0-) | (d) Contributions to employee benefit plans and deferred compensation | Expense account, (e) other allowances |
|--|---|---|---|---------------------------------------|
| Robin Snidow | President 15 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Griff Foxley | Vice-President 3 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Marcie J Musser | Secretary 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Peter Halby | Treasurer 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Eliot Estrin | Trustee 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Jesse Estrin | Trustee 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Mary L Estrin | Trustee 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Zoe Foxley | Trustee 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Will Halby | Trustee 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Kierra Johnson | Trustee 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Robert Musser | Trustee 3 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Carmen Rojas | Trustee 2 00 | 0 | 0 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| Dimple Abichandani | Executive Director 40 00 | 253,400 | 58,318 | 0 |
| 2120 University Avenue Berkeley, CA 94704 | | | | |
| William M Repplinger | CFO, Asst Treasurer 40 00 | 195,000 | 47,879 | 0 |
| 557 North Mill Street Suite 201 Aspen, CO 81611 | | | | |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|--|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| 9 to 5 National Association of Working Women 4130 Tejon Street Unit A Denver, CO 80218 | | Public Charity | 9 to 5 Colorado | 35,000 |
| Action Center on Race and the Economy 1901 W Carroll Ave Chicago, IL 606122401 | | Public Charity | General Support | 50,000 |
| Allied Media Projects4126 3rd Street Detroit, MI 482011612 | | Public Charity | Emergent Strategies Ideation Institute | 10,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Amalgamated Foundation 1825 K Street NW Washington, DC 20006 | | Public Charity | Amplify Fund | 150,000 |
| Amalgamated Foundation 1825 K Street NW Washington, DC 20006 | | Public Charity | Defending the Dream | 170,000 |
| Ancient Africa Enslavement and Civil War Museum 1410 Water Avenue Selma, AL 367033873 | | Public Charity | General Support | 5,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|------------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Annie Pearl Avery1410 Water Avenue Selma, AL 36703 | | Individual | General Support | 5,000 |
| Bend the Arc - A Jewish Partnership for Justice 330 7th Ave Ste 1902 New York, NY 100015241 | | Public Charity | Caring Across Generations Campaign | 80,000 |
| Centro de los Derechos del Migrante Inc 10 E North Avenue Suite 9 Baltimore, MD 212024886 | | Public Charity | General Support | 40,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Chinese Progressive Association 1042 Grant Avenue Suite 5 San Francisco, CA 94133 | | Public Charity | Black Futures Lab | 50,000 |
| Color Of Change Education Fund 1714 Fraklin St Ste 100 136 Oakland, CA 94612 | | Public Charity | General Support | 40,000 |
| Colorado Immigrant Rights Coalition 2525 W Alameda Ave Denver, CO 80219 | | Public Charity | General Support | 35,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Colorado Immigrant Rights Coalition 2525 W Alameda Ave Denver, CO 80219 | | Public Charity | General Support | 45,000 |
| Colorado Organization for Latina Opportunity and Reproductive Rights PO Box 40991 Denver, CO 80204 | | Public Charity | General Support | 20,000 |
| Colorado People's Alliance 700 Kalamath Street Denver, CO 80204 | | Public Charity | General Support | 35,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|---|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Common Council Foundation 1624 Franklin Street Ste 1022 Oakland, CA 94612 | | Public Charity | Amplify Fund | 50,000 |
| Community CatalystOne Federal Street Boston, MA 02210 | | Public Charity | Building Voice and Power for Women's Health | 40,000 |
| Community Partners 1000 N Alameda Street Ste 240 Los Angeles, CA 900124297 | | Public Charity | Los Angeles Black Worker Center | 70,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Confluence Philanthropy Inc 436 14th S Street Ste 900 Oakland, CA 94812 | | Public Charity | General Support | 4,000 |
| Faith Crusades Ministries 17 Mildred Street Montgomery, AL 361044117 | | Public Charity | I Am More Than Initiative | 10,000 |
| Forward Together 300 Frank H Ogawa Plaza Suite 700 Oakland, CA 94612 | | Public Charity | General Support | 75,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|--|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Fractured Atlas Inc 248 W 35th Street 10th Floor New York, NY 100012505 | | Public Charity | Equality Labs Digital Resilience Initiative | 110,000 |
| Funders for Reproductive Equity PO Box 750 Rockville, MD 208480750 | | Public Charity | Rockwood Fellowship for Leaders in Reproductive Health | 80,000 |
| Funders for Reproductive Equity PO Box 750 Rockville, MD 208480750 | | Public Charity | General Support | 10,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Groundswell Fund 548 Market Street 49734 San Francisco, CA 94104 | | Public Charity | General Support | 130,000 |
| Jobs With Justice Education Fund 1616 P Street NW Ste 150 Washington, DC 20036 | | Public Charity | General Support | 10,000 |
| Jolt InitiativePO Box 4185 Austin, TX 78765 | | Public Charity | General Support | 60,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|---|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Mijente Support Committee 734 West Pold Street Phoenix, AZ 85007 | | Public Charity | General Support | 10,000 |
| Movement Strategy Center 436 14th Street Ste 500 Oakland, CA 94612 | | Public Charity | Movement Generation Justice and Ecology Project | 35,000 |
| Ms Foundation for Women 12 MetroTech Center 26th Floor Brooklyn, NY 11201 | | Public Charity | General Support | 80,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| National Advocates for Pregnant Women 575 8th Ave Floor 7 New York, NY 10018 | | Public Charity | General Support | 40,000 |
| National Asian Pacific American Women's Forum (NAPAWF) 1225 New York Ave NW Ste 800 Washington, DC 20005 | | Public Charity | General Support | 40,000 |
| National Committee for Responsive Philanthropy 1900 L Street NW Ste 825 Washington, DC 200365009 | | Public Charity | General Support | 1,500 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|---|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| National Day Laborer Organizing Network 1030 S Arroyo Pkwy Ste 106 Pasadena, CA 91105 | | Public Charity | General Support | 90,000 |
| National Domestic Workers Alliance 45 Broadway Suite 320 New York, NY 10006 | | Public Charity | General Support | 45,000 |
| National Domestic Workers Alliance 45 Broadway Suite 320 New York, NY 10006 | | Public Charity | Lani Shaw Movement Award - Families Belong Together | 50,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| National Domestic Workers Alliance 45 Broadway Suite 320 New York, NY 10006 | | Public Charity | Families Belong Together | 50,000 |
| National Employment Law Project 90 Broad Street Suite 1100 New York, NY 10004 | | Public Charity | General Support | 35,000 |
| National Health Law Program Inc 3701 Wilshire Blvd Ste 750 Los Angeles, CA 90010 | | Public Charity | General Support | 35,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| National Latina Institute for Reproductive Health 50 Broad Street Suite 1937 New York, NY 10004 | | Public Charity | General Support | 40,000 |
| National Network of Abortion Funds PO Box 22457 Philadelphia, PA 19110 | | Public Charity | General Support | 30,000 |
| Neighborhood Funders Group 300 Frank H Ogawa Plaza Ste 700 Oakland, CA 94612 | | Public Charity | Neighborhood Funders Group | 40,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|--|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| NEO Philanthropy 45 W 36th Street Floor 6 New York, NY 100187635 | | Public Charity | Resilient Strategies Healing In Resistance Project, a fiscally sponsored project of NEO Philanthropy | 50,000 |
| NEO Philanthropy 45 W 36th Street Floor 6 New York, NY 100187635 | | Public Charity | National Black Workers Center Project | 60,000 |
| NEO Philanthropy 45 W 36th Street Floor 6 New York, NY 100187635 | | Public Charity | Social Transformation Project (STP) - Northstar Network | 40,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| New Orleans Workers' Center for Racial Justice 217 N Prieur Street New Orleans, LA 70112 | | Public Charity | General Support | 70,000 |
| New Venture Fund 1201 Connecticut Ave NW Ste 300 Washington, DC 20036 | | Public Charity | The Partnership Fund | 75,000 |
| New Venture Fund 1201 Connecticut Ave NW Ste 300 Washington, DC 20036 | | Public Charity | The Partnership Fund | 105,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|---|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| New Venture Fund 1201 Connecticut Ave NW Ste 300 Washington, DC 20036 | | Public Charity | Coworker org | 60,000 |
| New Venture Fund 1201 Connecticut Ave NW Ste 300 Washington, DC 20036 | | Public Charity | All above All | 50,000 |
| North Bay Organizing Project PO Box 503 Graton, CA 954440503 | | Public Charity | UndocuFund for Fire Relief in Sonoma County | 13,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|---|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Northern California Grantmakers 160 Spear Street Ste 360 San Francisco, CA 94105 | | Public Charity | Membership | 500 |
| People's Action Institute 2125 W North Avenue Chicago, IL 60647 | | Public Charity | General Support | 40,000 |
| Progressive America Fund dba Organization United for Respect One Mtrotech Center North 11 Floor Brooklyn, NY 11201 | | Public Charity | General Support | 30,000 |
| Total ► 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Proteus Fund15 Research Drive Ste B Amherst, MA 01002 | | Public Charity | ReFrame Program | 50,000 |
| Proteus Fund15 Research Drive Ste B Amherst, MA 01002 | | Public Charity | Protecting the Right to Protest | 100,000 |
| Restaurant Opportunities Centers United 275 Seventh Avenue Ste 1703 New York, NY 10001 | | Public Charity | Pop Culture Collaborative | 45,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|----------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Rockefeller Philanthropy Advisors 6 West 48th 10th Floor New York, NY 100361802 | | Public Charity | Pop Culture Collaborative | 100,000 |
| Rockefeller Philanthropy Advisors 6 West 48th 10th Floor New York, NY 100361802 | | Public Charity | Pop Culture Collaborative | 100,000 |
| Sunrise Movement Education Fund 50 F Street NW Ste 700 Washington, DC 200011530 | | Public Charity | General Support | 100,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|--|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Texas Freedom Network Education Fund PO Box 1624 Austin, TX 787671624 | | Public Charity | Texas Youth Power Alliance | 100,000 |
| The Praxis Project 1001 Connecticut Avenue NW Ste 201 Washington, DC 20036 | | Public Charity | Black Organizing for Leadership and Dignity (BOLD) | 30,000 |
| The Women's Foundation of California 300 Frank H Ogawa Plaza Ste 420 Oakland, CA 946120000 | | Public Charity | The Culture Change Collaborative Fund | 50,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|--|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| Third Sector New England Inc 89 South Street Ste 700 Boston, MA 021112671 | | Public Charity | Civil Liberties and Public Policy Program | 50,000 |
| Third Sector New England Inc 89 South Street Ste 700 Boston, MA 021112671 | | Public Charity | Building Movement Project - Leadership Funders Group | 5,000 |
| United for a New Economy 7760 West 38th Avenue Ste 200 Wheat Ridge, CO 80033 | | Public Charity | Transformative Leadership for Change | 75,000 |
| Total ▶ 3a | | | | 3,609,000 |

| Form 990PF Part XV Line 3 - Grants and Contributions Paid During the Year or Approved for Future Payment | | | | |
|--|---|--------------------------------|--------------------------------------|-----------|
| Recipient | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution | Amount |
| Name and address (home or business) | | | | |
| a <i>Paid during the year</i> | | | | |
| United for a New Economy 7760 West 38th Avenue Ste 200 Wheat Ridge, CO 80033 | | Public Charity | Transformative Leadership for Change | 40,000 |
| Western States CenterPO Box 40305 Portland, OR 972400305 | | Public Charity | General Support | 80,000 |
| Workers Defense Project 5604 Manor Road Austin, TX 78723 | | Public Charity | General Support | 50,000 |
| Total ▶ 3a | | | | 3,609,000 |

TY 2019 Accounting Fees Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535

| Category | Amount | Net Investment Income | Adjusted Net Income | Disbursements for Charitable Purposes |
|--------------------------------|---------------|----------------------------------|--------------------------------|--|
| Kundinger, Corder & Engle, P C | 31,000 | 15,500 | | 15,500 |

TY 2019 Investments Corporate Stock Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535**Investments Corporation Stock Schedule**

| Name of Stock | End of Year Book Value | End of Year Fair Market Value |
|------------------------------|-------------------------------|--------------------------------------|
| Eagle Capital Management LLC | 14,714,826 | 14,714,826 |
| Invitation Homes | 678,431 | 678,431 |
| Madhava Honey, Ltd | 3,856 | 3,856 |

TY 2019 Investments - Other Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535**Investments Other Schedule 2**

| Category/ Item | Listed at Cost or FMV | Book Value | End of Year Fair Market Value |
|---|------------------------------|-------------------|--------------------------------------|
| Northwoods Capital Equity Holdings I, LP | FMV | 1,513,360 | 1,513,360 |
| Northwoods Capital Equity Holdings II, LP | FMV | 945,214 | 945,214 |
| Generation IM | FMV | 19,094,559 | 19,094,559 |
| Silchester International Value Equity Trust | FMV | 11,046,153 | 11,046,153 |
| NZC Guggenheim Fund Limited | FMV | 120 | 120 |
| AG Mortgage Value Partners, Ltd | FMV | 2,472,305 | 2,472,305 |
| AG REDI, Ltd | FMV | 3,684,384 | 3,684,384 |
| Black Rock Value Credit Partners, LP | FMV | 100,972 | 100,972 |
| InSolve Global Credit Feed Fund II, LP | FMV | 402,889 | 402,889 |
| InSolve Global Credit Feed Fund II, LP | FMV | 1,708,845 | 1,708,845 |
| InSolve Global Credit Feed Fund IV, LP | FMV | 908,727 | 908,727 |
| DK LT Distressed Opp Fund II | FMV | 354,492 | 354,492 |
| DK LT Distressed Opp Fund III | FMV | 879,155 | 879,155 |
| DK LT Distressed Opp Fund IV | FMV | 770,047 | 770,047 |
| AG DLI I | FMV | 931,240 | 931,240 |
| AG DLI II | FMV | 1,805,002 | 1,805,002 |
| AG DLI III | FMV | 559,708 | 559,708 |
| Almitas Tactical Fund | FMV | 1,269,265 | 1,269,265 |
| New Energy Credit Infreastructure Credit Fund | FMV | 339,441 | 339,441 |
| North Sky Clean Tech Fund IV | FMV | 426,276 | 426,276 |
| Clean Tech Alliance, LP | FMV | 206,481 | 206,481 |
| Commons Capital LP | FMV | 45,002 | 45,002 |
| Elevor Equity Fund II LP | FMV | 1,359,712 | 1,359,712 |
| Ellevest, Inc. | FMV | 499,997 | 499,997 |
| GCEV Co-Invest TRR, LP | FMV | 669,156 | 669,156 |
| TPG ART Partners LP | FMV | 1,192,726 | 1,192,726 |
| Landmark Equity XV | FMV | 394,147 | 394,147 |
| Landmark Equity XVI | FMV | 276,708 | 276,708 |
| Advancit Capital III, LP | FMV | 1,111,379 | 1,111,379 |
| AG Europe Realty Holdings II, LP | FMV | 906,013 | 906,013 |

Investments Other Schedule 2

| Category/ Item | Listed at Cost or FMV | Book Value | End of Year Fair Market Value |
|-----------------------------|------------------------------|-------------------|--------------------------------------|
| Starwood Opp Fund IX | FMV | 675,290 | 675,290 |
| Starwood Opp Fund X | FMV | 930,576 | 930,576 |
| Starwood Opp Fund XI | FMV | 412,041 | 412,041 |
| KA Real Estate Partners III | FMV | 23,624 | 23,624 |
| KA Real Estate Partners IV | FMV | 580,427 | 580,427 |
| KA Real Estate Partners V | FMV | 630,579 | 630,579 |
| Landmark VIII | FMV | 319,921 | 319,921 |
| Lyme Forest Timber Fund III | FMV | 476,744 | 476,744 |
| Lyme Timber Fund IV | FMV | 1,010,971 | 1,010,971 |
| Redcar Fund I | FMV | 302,386 | 302,386 |
| Atlas Co-Invest | FMV | 1,186,045 | 1,186,045 |
| Thorofare Fund V, LP | FMV | 1,021,620 | 1,021,620 |

TY 2019 Land, Etc. Schedule

Name: GENERAL SERVICE FOUNDATION

EIN: 36-6018535

| Category / Item | Cost / Other Basis | Accumulated Depreciation | Book Value | End of Year Fair Market Value |
|---|--------------------|--------------------------|------------|-------------------------------|
| Furniture, equipment and leasehold improvements | 31,039 | 27,135 | 3,904 | 3,904 |

TY 2019 Legal Fees Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535

| Category | Amount | Net Investment Income | Adjusted Net Income | Disbursements for Charitable Purposes |
|------------------|---------------|----------------------------------|--------------------------------|--|
| Adler & Colvin | 4,114 | 0 | | 4,114 |
| Cozen O'Conner | 249 | 0 | | 249 |
| Perkins Cole LLC | 835 | 0 | | 835 |

TY 2019 Other Expenses Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535**Other Expenses Schedule**

| Description | Revenue and Expenses per Books | Net Investment Income | Adjusted Net Income | Disbursements for Charitable Purposes |
|---|--------------------------------|-----------------------|---------------------|---------------------------------------|
| Board expense | 68,955 | 0 | | 68,955 |
| Staff development | 23,574 | 0 | | 23,574 |
| Business liability insurance | 1,901 | 0 | | 1,901 |
| Contract services | 5,971 | 0 | | 5,971 |
| Communications | 29,212 | 0 | | 29,212 |
| Supplies | 26,439 | 0 | | 26,439 |
| Miscellaneous | 5,483 | 0 | | 5,483 |
| Decrease in deferred excise tax payable | -197,069 | 0 | | 0 |

TY 2019 Other Income Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535**Other Income Schedule**

| Description | Revenue And Expenses Per Books | Net Investment Income | Adjusted Net Income |
|---|-----------------------------------|--------------------------|---------------------|
| Income from pass-through entities | 564,271 | 564,271 | 564,271 |
| Investment loss reported by pass-through entities | -8,032 | | -8,032 |

TY 2019 Other Increases Schedule

Name: GENERAL SERVICE FOUNDATION
EIN: 36-6018535

| Description | Amount |
|--------------------------------|------------|
| Unrealized gain on investments | 10,292,084 |

TY 2019 Other Liabilities Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535

| Description | Beginning of Year - Book Value | End of Year - Book Value |
|-----------------------------|-----------------------------------|-----------------------------|
| Deferred excise tax payable | 587,728 | 390,659 |

TY 2019 Other Professional Fees Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535

| Category | Amount | Net Investment Income | Adjusted Net Income | Disbursements for Charitable Purposes |
|------------------------------------|---------------|----------------------------------|--------------------------------|--|
| Trinet HR Corporation | 9,268 | 0 | | 9,268 |
| Mozaic, LLC | 226,878 | 226,878 | | 0 |
| Goldman Sachs Asset Management | 35,000 | 35,000 | | 0 |
| Silchester International Investors | 102,517 | 102,517 | | 0 |
| Eagle Capital Management | 108,781 | 108,781 | | 0 |
| Generation Investment Management | 268,108 | 268,108 | | 0 |
| State Street Bank | 7,433 | 7,433 | | 0 |

TY 2019 Taxes Schedule**Name:** GENERAL SERVICE FOUNDATION**EIN:** 36-6018535

| Category | Amount | Net Investment Income | Adjusted Net Income | Disbursements for Charitable Purposes |
|---------------------------------------|--------|--------------------------|------------------------|---|
| Estimated excise tax paid in 2019 | 45,000 | 0 | | 0 |
| Income tax | 10,982 | 0 | | 0 |
| Foreign tax | 21,651 | 21,651 | | 0 |
| Increase in prepaid exise tax expense | 12,166 | 0 | | 0 |