

Form **990-PF**  
 Department of the Treasury  
 Internal Revenue Service

**Return of Private Foundation**  
**or Section 4947(a)(1) Trust Treated as Private Foundation**

▶ **Do not enter social security numbers on this form as it may be made public.**  
 ▶ **Go to [www.irs.gov/Form990PF](http://www.irs.gov/Form990PF) for instructions and the latest information.**

OMB No. 1545-0052  
**2020**  
**Open to Public Inspection**

**For calendar year 2020, or tax year beginning 01-01-2020 , and ending 12-31-2020**

Name of foundation UNDERSTOOD FOR ALL INC		<b>A Employer identification number</b> 83-2365235	
Number and street (or P.O. box number if mail is not delivered to street address) 96 MORTON STREET FL5	Room/suite	<b>B Telephone number (see instructions)</b> (516) 654-7584	
City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 100143459		<b>C</b> If exemption application is pending, check here <input type="checkbox"/>	
<b>G</b> Check all that apply: <input type="checkbox"/> Initial return <input type="checkbox"/> Initial return of a former public charity <input type="checkbox"/> Final return <input type="checkbox"/> Amended return <input type="checkbox"/> Address change <input type="checkbox"/> Name change		<b>D 1.</b> Foreign organizations, check here..... <input type="checkbox"/> <b>2.</b> Foreign organizations meeting the 85% test, check here and attach computation ... <input type="checkbox"/>	
<b>H</b> Check type of organization: <input checked="" type="checkbox"/> Section 501(c)(3) exempt private foundation <input type="checkbox"/> Section 4947(a)(1) nonexempt charitable trust <input type="checkbox"/> Other taxable private foundation		<b>E</b> If private foundation status was terminated under section 507(b)(1)(A), check here ..... <input type="checkbox"/>	
<b>I</b> Fair market value of all assets at end of year (from Part II, col. (c), line 16) ▶ \$ <u>4,255,151</u>		<b>J</b> Accounting method: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other (specify) _____ <i>(Part I, column (d) must be on cash basis.)</i>	
		<b>F</b> If the foundation is in a 60-month termination under section 507(b)(1)(B), check here ..... <input type="checkbox"/>	

<b>Part I Analysis of Revenue and Expenses</b> <i>(The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a) (see instructions).)</i>		(a) Revenue and expenses per books	(b) Net investment income	(c) Adjusted net income	(d) Disbursements for charitable purposes (cash basis only)
<b>Revenue</b>	<b>1</b> Contributions, gifts, grants, etc., received (attach schedule)	27,412,393			
	<b>2</b> Check <input type="checkbox"/> if the foundation is <b>not</b> required to attach Sch. B				
	<b>3</b> Interest on savings and temporary cash investments	142	142		
	<b>4</b> Dividends and interest from securities				
	<b>5a</b> Gross rents				
	<b>b</b> Net rental income or (loss)				
	<b>6a</b> Net gain or (loss) from sale of assets not on line 10				
	<b>b</b> Gross sales price for all assets on line 6a				
	<b>7</b> Capital gain net income (from Part IV, line 2)		0		
	<b>8</b> Net short-term capital gain			0	
	<b>9</b> Income modifications				
	<b>10a</b> Gross sales less returns and allowances				
<b>b</b> Less: Cost of goods sold					
<b>c</b> Gross profit or (loss) (attach schedule)					
<b>11</b> Other income (attach schedule)	250,231	100	220,626		
<b>12 Total.</b> Add lines 1 through 11	27,662,766	242	220,626		
<b>Operating and Administrative Expenses</b>	<b>13</b> Compensation of officers, directors, trustees, etc.	18,145	0	0	18,145
	<b>14</b> Other employee salaries and wages	13,866,607	0	220,626	13,645,981
	<b>15</b> Pension plans, employee benefits	3,341,468	0	0	3,388,275
	<b>16a</b> Legal fees (attach schedule)	148,623	0	0	162,510
	<b>b</b> Accounting fees (attach schedule)	47,415	0	0	47,415
	<b>c</b> Other professional fees (attach schedule)	96,059	0	0	102,677
	<b>17</b> Interest				
	<b>18</b> Taxes (attach schedule) (see instructions)				
	<b>19</b> Depreciation (attach schedule) and depletion	41,156	0	0	
	<b>20</b> Occupancy	1,087,382	0	0	1,170,079
	<b>21</b> Travel, conferences, and meetings	161,145	0	0	173,463
	<b>22</b> Printing and publications	14,171	0	0	10,851
	<b>23</b> Other expenses (attach schedule)	8,494,575	0	0	8,667,070
	<b>24 Total operating and administrative expenses.</b> Add lines 13 through 23	27,316,746	0	220,626	27,386,466
	<b>25</b> Contributions, gifts, grants paid	0			0
<b>26 Total expenses and disbursements.</b> Add lines 24 and 25	27,316,746	0	220,626	27,386,466	
<b>27</b> Subtract line 26 from line 12:					
<b>a Excess of revenue over expenses and disbursements</b>	346,020				
<b>b Net investment income</b> (if negative, enter -0-)		242			
<b>c Adjusted net income</b> (if negative, enter -0-)			0		

**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
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	1,127,797	953,167	953,167
	<b>2</b> Savings and temporary cash investments . . . . .	200,135	200,235	200,235
	<b>3</b> Accounts receivable ▶ <u>46,786</u>			
	Less: allowance for doubtful accounts ▶ _____	30,235	46,786	46,786
	<b>4</b> Pledges receivable ▶ <u>75,000</u>			
	Less: allowance for doubtful accounts ▶ _____		75,000	75,000
	<b>5</b> Grants receivable . . . . .			
	<b>6</b> Receivables due from officers, directors, trustees, and other disqualified persons (attach schedule) (see instructions) . . . . .			
	<b>7</b> Other notes and loans receivable (attach schedule) ▶ _____			
	Less: allowance for doubtful accounts ▶ _____			
	<b>8</b> Inventories for sale or use . . . . .			
	<b>9</b> Prepaid expenses and deferred charges . . . . .	151,738	197,145	197,145
	<b>10a</b> Investments—U.S. and state government obligations (attach schedule)			
	<b>b</b> Investments—corporate stock (attach schedule) . . . . .			
	<b>c</b> Investments—corporate bonds (attach schedule) . . . . .			
	<b>11</b> Investments—land, buildings, and equipment: basis ▶ _____			
Less: accumulated depreciation (attach schedule) ▶ _____				
<b>12</b> Investments—mortgage loans . . . . .				
<b>13</b> Investments—other (attach schedule) . . . . .				
<b>14</b> Land, buildings, and equipment: basis ▶ <u>2,796,323</u>				
Less: accumulated depreciation (attach schedule) ▶ <u>56,948</u>	233,864	2,739,375	2,739,375	
<b>15</b> Other assets (describe ▶ _____)	13,042	43,443	43,443	
<b>16 Total assets</b> (to be completed by all filers—see the instructions. Also, see page 1, item I)	1,756,811	4,255,151	4,255,151	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	1,008,176	652,999	
	<b>18</b> Grants payable . . . . .			
	<b>19</b> Deferred revenue . . . . .			
	<b>20</b> Loans from officers, directors, trustees, and other disqualified persons			
	<b>21</b> Mortgages and other notes payable (attach schedule) . . . . .			
	<b>22</b> Other liabilities (describe ▶ _____)	0	2,517,952	
	<b>23 Total liabilities</b> (add lines 17 through 22) . . . . .	1,008,176	3,170,951	
<b>Net Assets or Fund Balances</b>	<b>Foundations that follow FASB ASC 958, check here</b> ▶ <input checked="" type="checkbox"/> <b>and complete lines 24, 25, 29 and 30.</b>			
	<b>24</b> Net assets without donor restrictions . . . . .	748,635	1,009,200	
	<b>25</b> Net assets with donor restrictions . . . . .	0	75,000	
	<b>Foundations that do not follow FASB ASC 958, check here</b> ▶ <input type="checkbox"/> <b>and complete lines 26 through 30.</b>			
	<b>26</b> Capital stock, trust principal, or current funds . . . . .			
	<b>27</b> Paid-in or capital surplus, or land, bldg., and equipment fund			
	<b>28</b> Retained earnings, accumulated income, endowment, or other funds			
<b>29 Total net assets or fund balances</b> (see instructions) . . . . .	748,635	1,084,200		
<b>30 Total liabilities and net assets/fund balances</b> (see instructions) .	1,756,811	4,255,151		

**Part III Analysis of Changes in Net Assets or Fund Balances**

<b>1</b> 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) . . . . .	<b>1</b>	748,635
<b>2</b> Enter amount from Part I, line 27a . . . . .	<b>2</b>	346,020
<b>3</b> Other increases not included in line 2 (itemize) ▶ _____	<b>3</b>	0
<b>4</b> Add lines 1, 2, and 3 . . . . .	<b>4</b>	1,094,655
<b>5</b> Decreases not included in line 2 (itemize) ▶ _____	<b>5</b>	10,455
<b>6</b> Total net assets or fund balances at end of year (line 4 minus line 5)—Part II, column (b), line 29 .	<b>6</b>	1,084,200

**Part IV Capital Gains and Losses for Tax on Investment Income**

<b>(a)</b> 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>(b)</b> How acquired P—Purchase D—Donation	<b>(c)</b> Date acquired (mo., day, yr.)	<b>(d)</b> Date sold (mo., day, yr.)
<b>1a</b>			

<b>(e)</b> Gross sales price	<b>(f)</b> Depreciation allowed (or allowable)	<b>(g)</b> Cost or other basis plus expense of sale	<b>(h)</b> Gain or (loss) (e) plus (f) minus (g)
<b>a</b>			
<b>b</b>			
<b>c</b>			
<b>d</b>			
<b>e</b>			

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

<b>2</b> Capital gain net income or (net capital loss)	{	If gain, also enter in Part I, line 7 If (loss), enter -0- in Part I, line 7	}	<b>2</b>	
<b>3</b> 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	{		}	<b>3</b>	

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

**SECTION 4940(e) REPEALED ON DECEMBER 20, 2019 - DO NOT COMPLETE**

<b>1</b> Reserved	<b>(a)</b> Reserved	<b>(b)</b> Reserved	<b>(c)</b> Reserved	<b>(d)</b> Reserved
<b>2</b> Reserved . . . . .				<b>2</b>
<b>3</b> Reserved . . . . .				<b>3</b>
<b>4</b> Reserved . . . . .				<b>4</b>
<b>5</b> Reserved . . . . .				<b>5</b>
<b>6</b> Reserved . . . . .				<b>6</b>
<b>7</b> Reserved . . . . .				<b>7</b>
<b>8</b> Reserved . . . . .				<b>8</b>

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

Table with 11 rows for excise tax calculations. Includes fields for exempt foundations, tax under section 511, tax based on investment income, and credits/payments. Total tax due and overpayment are also calculated.

Part VII-A Statements Regarding Activities

Table with 10 rows for activity statements. Columns include question number, 'Yes', and 'No' responses. Questions cover political activities, tax on political expenditures, and asset requirements.

Part VII-A Statements Regarding Activities (continued)

Table with 3 columns: Question, Yes, No. Rows 11-13 regarding controlled entities, donor advised funds, and public inspection requirements.

14 The books are in care of DAVID WAGGETT SR DIRECTOR OF FINANCE AND OPERATIONS Telephone no. (646) 613-8934

Located at 96 MORTON STREET FL5 NEW YORK NY ZIP+4 100143459

15 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041 - check here and enter the amount of tax-exempt interest received or accrued during the year 15

Table with 3 columns: Question, Yes, No. Row 16 regarding interest in foreign countries.

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.

Main table with 3 columns: Question, Yes, No. Rows 1a-4b regarding Form 4720 exceptions and requirements.



**Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors (continued)**

<b>3 Five highest-paid independent contractors for professional services (see instructions). If none, enter "NONE".</b>		
<b>(a) Name and address of each person paid more than \$50,000</b>	<b>(b) Type of service</b>	<b>(c) Compensation</b>
GOLINHARRIS INTERNATIONAL INC 733 10TH STREET NW SUITE 900 WASHINGTON, DC 20001	PUBLIC RELATIONS	625,299
FLOAT DESIGN STUDIOS LLC 11 WEST 25TH STREET FLOOR 6 NEW YORK, NY 10010	ARCHITECTURE	529,190
CREATIVE CIRCLE LLC PO BOX 74007899 CHICAGO, IL 60674	CREATIVE STAFFING	511,021
RACKSPACE US INC PO BOX 730759 DALLAS, TX 75373	WEBSITE SUPPORT	312,832
ANDELA 129 WEST 29TH STREET FLOOR 4 NEW YORK, NY 10001	ENGINEERING STAFFING	292,135
<b>Total number of others receiving over \$50,000 for professional services.</b>		<b>29</b>

**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
<b>1</b> SEE STATEMENT 11 FOR UNDERSTOOD FOR ALL NARRATIVE	20,686,958
<b>2</b> SEE STATEMENT 12 FOR WORKPLACE INITIATIVE NARRATIVE	2,349,556
<b>3</b>	
<b>4</b>	

**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
<b>1</b>	
<b>2</b>	
All other program-related investments. See instructions.	
<b>3</b>	
<b>Total.</b> Add lines 1 through 3	<b>0</b>

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

<b>1</b>	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes:		
<b>a</b>	Average monthly fair market value of securities. . . . .	<b>1a</b>	0
<b>b</b>	Average of monthly cash balances. . . . .	<b>1b</b>	1,397,966
<b>c</b>	Fair market value of all other assets (see instructions). . . . .	<b>1c</b>	0
<b>d</b>	<b>Total</b> (add lines 1a, b, and c). . . . .	<b>1d</b>	1,397,966
<b>e</b>	Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation). . . . .	<b>1e</b>	0
<b>2</b>	Acquisition indebtedness applicable to line 1 assets. . . . .	<b>2</b>	0
<b>3</b>	Subtract line 2 from line 1d. . . . .	<b>3</b>	1,397,966
<b>4</b>	Cash deemed held for charitable activities. Enter 1 1/2% of line 3 (for greater amount, see instructions). . . . .	<b>4</b>	20,969
<b>5</b>	<b>Net value of noncharitable-use assets.</b> Subtract line 4 from line 3. Enter here and on Part V, line 4	<b>5</b>	1,376,997
<b>6</b>	<b>Minimum investment return.</b> Enter 5% of line 5. . . . .	<b>6</b>	68,850

**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.)

<b>1</b>	Minimum investment return from Part X, line 6. . . . .	<b>1</b>	
<b>2a</b>	Tax on investment income for 2020 from Part VI, line 5. . . . .	<b>2a</b>	
<b>b</b>	Income tax for 2020. (This does not include the tax from Part VI.). . . . .	<b>2b</b>	
<b>c</b>	Add lines 2a and 2b. . . . .	<b>2c</b>	
<b>3</b>	Distributable amount before adjustments. Subtract line 2c from line 1. . . . .	<b>3</b>	
<b>4</b>	Recoveries of amounts treated as qualifying distributions. . . . .	<b>4</b>	
<b>5</b>	Add lines 3 and 4. . . . .	<b>5</b>	
<b>6</b>	Deduction from distributable amount (see instructions). . . . .	<b>6</b>	
<b>7</b>	<b>Distributable amount</b> as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII, line 1. . . . .	<b>7</b>	

**Part XII Qualifying Distributions** (see instructions)

<b>1</b>	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:		
<b>a</b>	Expenses, contributions, gifts, etc.—total from Part I, column (d), line 26. . . . .	<b>1a</b>	27,386,466
<b>b</b>	Program-related investments—total from Part IX-B. . . . .	<b>1b</b>	0
<b>2</b>	Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes. . . . .	<b>2</b>	2,563,448
<b>3</b>	Amounts set aside for specific charitable projects that satisfy the:		
<b>a</b>	Suitability test (prior IRS approval required). . . . .	<b>3a</b>	
<b>b</b>	Cash distribution test (attach the required schedule). . . . .	<b>3b</b>	
<b>4</b>	<b>Qualifying distributions.</b> Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4	<b>4</b>	29,949,914
<b>5</b>	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. . . . .	<b>5</b>	0
<b>6</b>	<b>Adjusted qualifying distributions.</b> Subtract line 5 from line 4. . . . .	<b>6</b>	29,949,914

**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 2019	(c) 2019	(d) 2020
<b>1</b> Distributable amount for 2020 from Part XI, line 7				
<b>2</b> Undistributed income, if any, as of the end of the end of 2020:				
<b>a</b> Enter amount for 2019 only. . . . .				
<b>b</b> Total for prior years: 20____, 20____, 20____				
<b>3</b> Excess distributions carryover, if any, to 2020:				
<b>a</b> From 2015. . . . .				
<b>b</b> From 2016. . . . .				
<b>c</b> From 2017. . . . .				
<b>d</b> From 2018. . . . .				
<b>e</b> From 2019. . . . .				
<b>f</b> <b>Total</b> of lines 3a through e. . . . .				
<b>4</b> Qualifying distributions for 2020 from Part XII, line 4: ▶ \$ _____				
<b>a</b> Applied to 2019, but not more than line 2a				
<b>b</b> Applied to undistributed income of prior years (Election required—see instructions). . . . .				
<b>c</b> Treated as distributions out of corpus (Election required—see instructions). . . . .				
<b>d</b> Applied to 2020 distributable amount. . . . .				
<b>e</b> Remaining amount distributed out of corpus				
<b>5</b> Excess distributions carryover applied to 2020. (If an amount appears in column (d), the same amount must be shown in column (a).)				
<b>6</b> <b>Enter the net total of each column as indicated below:</b>				
<b>a</b> Corpus. Add lines 3f, 4c, and 4e. Subtract line 5				
<b>b</b> Prior years' undistributed income. Subtract line 4b from line 2b . . . . .				
<b>c</b> 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. . . . .				
<b>d</b> Subtract line 6c from line 6b. Taxable amount—see instructions . . . . .				
<b>e</b> Undistributed income for 2019. Subtract line 4a from line 2a. Taxable amount—see instructions . . . . .				
<b>f</b> Undistributed income for 2021. Subtract lines 4d and 5 from line 1. This amount must be distributed in 2020 . . . . .				
<b>7</b> 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). . . . .				
<b>8</b> Excess distributions carryover from 2015 not applied on line 5 or line 7 (see instructions). . . . .				
<b>9</b> <b>Excess distributions carryover to 2021.</b> Subtract lines 7 and 8 from line 6a . . . . .				
<b>10</b> Analysis of line 9:				
<b>a</b> Excess from 2016. . . . .				
<b>b</b> Excess from 2017. . . . .				
<b>c</b> Excess from 2018. . . . .				
<b>d</b> Excess from 2019. . . . .				
<b>e</b> Excess from 2020. . . . .				

**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 2020, enter the date of the ruling. . . . . 2019-02-15

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

	Tax year				(e) Total
	(a) 2020	(b) 2019	(c) 2018	(d) 2017	
<b>2a</b> Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part X for each year listed . . . . .	0	0	0	0	0
<b>b</b> 85% of line 2a . . . . .	0	0	0	0	0
<b>c</b> Qualifying distributions from Part XII, line 4 for each year listed . . . . .	29,949,914	23,516,164	0	0	53,466,078
<b>d</b> Amounts included in line 2c not used directly for active conduct of exempt activities . . . . .	0	0	0	0	0
<b>e</b> Qualifying distributions made directly for active conduct of exempt activities. Subtract line 2d from line 2c . . . . .	29,949,914	23,516,164	0	0	53,466,078
<b>3</b> Complete 3a, b, or c for the alternative test relied upon:					
<b>a</b> "Assets" alternative test—enter:					
<b>(1)</b> Value of all assets . . . . .					0
<b>(2)</b> Value of assets qualifying under section 4942(j)(3)(B)(i)					0
<b>b</b> "Endowment" alternative test— enter 2/3 of minimum investment return shown in Part X, line 6 for each year listed. . . . .	45,900	23,658	0	0	69,558
<b>c</b> "Support" alternative test—enter:					
<b>(1)</b> Total support other than gross investment income (interest, dividends, rents, payments on securities loans (section 512(a)(5)), or royalties) . . . . .					0
<b>(2)</b> Support from general public and 5 or more exempt organizations as provided in section 4942(j)(3)(B)(iii). . . . .					0
<b>(3)</b> Largest amount of support from an exempt organization					0
<b>(4)</b> Gross investment income					0

**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 email address of the person to whom applications should be addressed:

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

**c** Any submission deadlines:

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

**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)				
<b>a</b> <i>Paid during the year</i>				
<b>Total . . . . .</b> ▶ <b>3a</b>				0
<b>b</b> <i>Approved for future payment</i>				
<b>Total . . . . .</b> ▶ <b>3b</b>				0





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

<b>(a)</b> Name and address	Title, and average hours per week <b>(b)</b> devoted to position	<b>(c)</b> Compensation (If not paid, enter -0-)	<b>(d)</b> Contributions to employee benefit plans and deferred compensation	Expense account, <b>(e)</b> other allowances
FREDERIC M POSES 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	PRESIDENT & CEO 40.00	0	0	0
NANCY POSES 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	CHAIR & SECRETARY 5.00	0	0	0
JACOB POSES 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	TREASURER 5.00	0	0	0
MARY BETH GUSTAFSSON 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	BOARD MEMBER 5.00	0	0	0
MARY QUICK 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	BOARD MEMBER 5.00	0	0	0
KENNETH DE REGT 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	BOARD MEMBER 5.00	0	0	0
LAURIE SIEGEL 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	BOARD MEMBER 5.00	0	0	0

**TY 2020 Accounting Fees Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235

<b>Category</b>	<b>Amount</b>	<b>Net Investment Income</b>	<b>Adjusted Net Income</b>	<b>Disbursements for Charitable Purposes</b>
PKF O'CONNOR DAVIES LLP	44,500	0	0	44,500
WITHUMSMITH+BROWN	2,915	0	0	2,915

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

## TY 2020 Depreciation Schedule

**Name:** UNDERSTOOD FOR ALL INC

**EIN:** 83-2365235

### Depreciation Schedule

Description of Property	Date Acquired	Cost or Other Basis	Prior Years' Depreciation	Computation Method	Rate / Life (# of years)	Current Year's Depreciation Expense	Net Investment Income	Adjusted Net Income	Cost of Goods Sold Not Included
FURNITURE AND FIXTURES	2020-12-31	3,393		SL	7.000000000000	0	0	0	
COMPUTERS AND EQUIPMENT	2019-06-30	148,158	9,869	SL	5.000000000000	26,482	0	26,482	
PHOTO PRODUCTION EQUIPMENT	2019-06-30	100,208	5,923	SL	7.000000000000	14,674	0	14,674	
CONSTRUCTION IN PROGRESS	2019-01-01	2,544,564		NC	0 %	0	0	0	

# TY 2020 General Explanation Attachment

**Name:** UNDERSTOOD FOR ALL INC

**EIN:** 83-2365235

## General Explanation Attachment

Identifier	Return Reference	Explanation	
1		FORM 990PF, PART IX-A, LINE 1:	<p>AN ESTIMATED 1 IN 5 PEOPLE IN THE U.S. NAVIGATE LIFE WITH LEARNING AND THINKING DIFFERENCES. YET RESOURCES AND COMMUNITIES ARE HARD TO FIND AND SOCIETY CAN FEEL LIKE IT'S SHAPED FOR A NORMAL THAT DOESN'T EXIST. THAT MEANS PEOPLE GET LEFT BEHIND. AND WHEN THAT HAPPENS, WE ALL MISS OUT. UNDERSTOOD IS AN ORGANIZATION DEDICATED TO SHAPING A WORLD WHERE PEOPLE WHO LEARN AND THINK DIFFERENTLY CAN THRIVE. WHERE ANY ONE, REGARDLESS OF DIFFERENCE OR DIAGNOSIS, CAN BE PROUD TO SAY, "I AM UNDERSTOOD." WE DELIVER OUR IMPACT BY :- RAISING AWARENESS TO SHIFT PERCEPTIONS AND ERADICATE STIGMA- UNCOVERING INSIGHTS TO BETTER UNDERSTAND LEARNING AND THINKING DIFFERENCES- CONNECTING FAMILIES THROUGH ONLINE SUPPORT COMMUNITIES- PROVIDING PROVEN, HIGH-IMPACT TOOLS AND INFORMATION FOR FAMILIES, EDUCATORS AND EMPLOYERS UNDERSTOOD WAS FOUNDED IN 2014 AND BORN OUT OF A VISION BY FRED AND NANCY PORES, WHOSE SON LEARNS AND THINKS DIFFERENTLY. OUR INITIAL FOCUS WAS TO PROVIDE PARENTS WITH RESOURCES, CONTENT, AND ACCESS TO SOME OF THE COUNTRY'S LEADING EXPERTS ON LEARNING AND THINKING DIFFERENCES. IN LATE 2018, UNDERSTOOD EXPANDED ITS MISSION BEYOND SUPPORT FOR PARENTS. WE LAUNCHED NEW PROGRAMS THAT TARGET DIFFERENT AUDIENCE SEGMENTS AND WORK TOGETHER TO DELIVER IMPACT AT SCALE. SINCE ITS INCEPTION, UNDERSTOOD HAS PUBLISHED MORE THAN 3000 PIECES OF EXPERT-VETTED CONTENT, CREATED MULTIMEDIA EXPERIENCES, AND BUILT A STRONG SOCIAL MEDIA FOLLOWING. TO DATE THE IMPACT OF THESE COMBINED PROGRAMMATIC EFFORTS REACH OVER 2 MILLION MONTHLY VISITORS TO OUR WEBSITE, OVER 400,000 SUBSCRIBERS TO OUR VARIOUS COMMUNITIES, AND OVER 500,000 FOLLOWERS ON OUR SOCIAL MEDIA CHANNELS. A SUMMARY OF OUR PROGRAMS IS BELOW: - THE FAMILIES PROGRAM WHICH TARGETS CAREGIVERS WHO PLAY THE MOST POWERFUL SUPPORT ROLE IN INDIVIDUALS' DEVELOPMENT. BRAND DEVELOPMENT THROUGH CONTENT CREATION TARGETING FAMILIESB. INFLUENCER AND EXPERT ENGAGEMENT TO GENERATE FAMILY/PARENT CONTENT TO SERVE AS A RESOURCEC. PARTNERSHIP DEVELOPMENT TO IDENTIFY ENTITIES WHO PROVIDE SUPPORT TO FAMILIES/PARENTS LEARNING ABOUT DIFFERENCE - THE YOUNG ADULT PROGRAM WHICH AIMS TO HELP THOSE WHO LEARN AND THINK DIFFERENTLY MAKE SUCCESSFUL TRANSITIONSA. ESTABLISH A PARTNERSHIP WITH EYE TO EYE WHICH ALLOWED FOR SHARED CONTENT GENERATED BY YOUNG ADULTS WITH LEARNING AND THINKING DIFFERENCESB. LAUNCH OF UNDERSTOOD BY US WHICH FEATURES CONTENT CREATED BY YOUNG ADULTS WITH LEARNING AND THINKING DIFFERENCE AND INFLUENCERS OF YOUNG ADULTS.- THE EDUCATOR PROGRAM WHICH AIMS TO HELP TEACHERS MORE CONFIDENTLY AND MORE EFFICACIOUSLY REACH AND TEACH THEIR STUDENTS WHO LEARN AND THINK DIFFERENTLY SO THAT THEY THRIVE IN SCHOOL AND IN LIFE.A. ALL MEANS ALL COHORT GRANTEES/PARTNERS TO EVOLVE TEACHER PRE-SERVICE TRAINING AND IN-PERSON PROFESSIONAL DEVELOPMENT TO CENTRALLY INCORPORATE TEACHING TO THE 1 IN 5, WHILE DELIVERING EFFECTIVE INSTRUCTION TO ALL.B. CREATION OF TEACHER FELLOWSC. CREATION OF EDUCATORS COHORT TO SHARE BEST PRACTICES</p>

## General Explanation Attachment

Identifier	Return Reference	Explanation	
2		FORM 990PF, PART IX-A, LINE 2:	- THE WORKPLACE INITIATIVE - A PROGRAM THAT FOCUSES ON ALL DISABILITIES - AND ENSURING INCLUSION IN THE WORKPLACE. A. ESTABLISH A PARTNERSHIP WITH SHRM TO PROVIDE CERTIFICATION TO HR PROFESSIONALS ABOUT HOW TO CREATE A WORK ENVIRONMENT SUPPORTIVE OF DISABILITIES IN THE WORKPLACE. B. ESTABLISH AN EMPLOYER COHORT PROGRAM TO PROVIDE ON-SITE SUPPORT TO COACH/EDUCATE ORGANIZATIONS TO CREATE AN ENVIRONMENT SUPPORTIVE OF PEOPLE WITH DISABILITIES AND TO RECRUIT AND RETAIN EMPLOYEES WITH DISABILITIES. C. CREATE AN ONLINE CURRICULUM/LEARNING MODULES THAT ORGANIZATIONS CAN USE TO TRAIN MANAGERS AND EMPLOYEES ON HOW TO CREATE A WORKPLACE FOR PEOPLE WITH DISABILITIES IN THE WORKPLACE.

**TY 2020 Land, Etc.  
Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235

<b>Category / Item</b>	<b>Cost / Other Basis</b>	<b>Accumulated Depreciation</b>	<b>Book Value</b>	<b>End of Year Fair Market Value</b>
FURNITURE AND FIXTURES	3,393	0	3,393	
COMPUTERS AND EQUIPMENT	148,158	36,351	111,807	
PHOTO PRODUCTION EQUIPMENT	100,208	20,597	79,611	
CONSTRUCTION IN PROGRESS	2,544,564	0	2,544,564	

**TY 2020 Legal Fees Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235

<b>Category</b>	<b>Amount</b>	<b>Net Investment Income</b>	<b>Adjusted Net Income</b>	<b>Disbursements for Charitable Purposes</b>
GREENWALD DOHERTY LLP	15,900	0	0	14,161
DROSSMAN LAW PC	1,948	0	0	4,265
PILLSBURY WINTHROP SHAW PITTMAN LLP	46,697	0	0	63,451
OUTSIDE GC LLC	82,620	0	0	79,175
LOEB & LOEB LLP	1,278	0	0	1,278
INFOLAWGROUP LLP	180	0	0	180

**TY 2020 Other Assets Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235**Other Assets Schedule**

Description	Beginning of Year - Book Value	End of Year - Book Value	End of Year - Fair Market Value
SECURITY DEPOSITS	3,070	0	0
ESCROWED FUNDS & RETAINERS	7,279	14,109	14,109
OTHER ASSETS	2,693	29,334	29,334

**TY 2020 Other Decreases Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235

<b>Description</b>	<b>Amount</b>
LOSS ON DISPOSAL OF ASSETS	10,455

**TY 2020 Other Expenses Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235**Other Expenses Schedule**

Description	Revenue and Expenses per Books	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
INSURANCE	40,995	0	0	40,995
PUBLIC RELATIONS AND MARKETING	955,583	0	0	804,388
IC TEAM	3,499,770	0	0	3,686,698
CREATIVE EXPENSES	385,745	0	0	343,211
WEBSITE PLATFORM	1,485,742	0	0	1,603,275
ADVERTISING EXP	1,307,027	0	0	1,288,895
PROGRAM/POLICY RESEARCH	180,722	0	0	250,722
RECRUITMENT EXP	240,875	0	0	241,580
OFFICE EXP	268,274	0	0	290,850
TRAINING & PROFESSIONAL DEV	62,908	0	0	50,938

## Other Expenses Schedule

Description	Revenue and Expenses per Books	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
EVENT EXPENSES	31,013	0	0	24,517
INFORMATION TECHNOLOGY	35,921	0	0	41,001

**TY 2020 Other Income Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235**Other Income Schedule**

Description	Revenue And Expenses Per Books	Net Investment Income	Adjusted Net Income
LICENSING INCOME	100	100	0
ICC PROGRAMS PARTICIPATION	220,626		220,626
REBATES AND REWARDS	29,193		0
REIMBURSEMENT	312		0

**TY 2020 Other Liabilities Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235

<b>Description</b>	<b>Beginning of Year - Book Value</b>	<b>End of Year - Book Value</b>
DEFERRED RENT	0	615,134
PAYCHECK PROTECTION PROGRAM LOAN	0	1,902,818

**TY 2020 Other Professional Fees Schedule****Name:** UNDERSTOOD FOR ALL INC**EIN:** 83-2365235

<b>Category</b>	<b>Amount</b>	<b>Net Investment Income</b>	<b>Adjusted Net Income</b>	<b>Disbursements for Charitable Purposes</b>
VOYA	11,641	0	0	9,800
SAMANTHA GILLELAND	0	0	0	3,490
MARINER WEALTH ADVISORS LLC	11,680	0	0	14,906
PRIMEPAY LLC	2,784	0	0	2,594
QUALIFIED PLAN CONSULTANTS	1,481	0	0	1,481
WAGeworks	33	0	0	33
NAVEX GLOBAL INC.	2,700	0	0	2,700
LIAZON	9,609	0	0	9,579
ADP LLC	9,675	0	0	9,736
HAKIM WILLIAMS	5,000	0	0	5,000
HARBOR COMPLIANCE	28,970	0	0	28,970
KERI GRAY GROUP	1,613	0	0	1,613
PRINCETON HR INSIGHT LLC	4,500	0	0	4,500
ROBIN C. HOUSTON LLC	1,373	0	0	875
THE LIVES OF MEN	5,000	0	0	5,000

<b>Category</b>	<b>Amount</b>	<b>Net Investment Income</b>	<b>Adjusted Net Income</b>	<b>Disbursements for Charitable Purposes</b>
LAWLEY INSURANCE	0	0	0	2,400

**Schedule B**  
(Form 990, 990-EZ,  
or 990-PF)  
Department of the Treasury  
Internal Revenue Service

**Schedule of Contributors**  
▶ Attach to Form 990, 990-EZ, or 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047  
**2020**

Name of the organization  
UNDERSTOOD FOR ALL INC

**Employer identification number**  
83-2365235

**Organization type** (check one):

**Filers of:**

**Section:**

Form 990 or 990-EZ

501(c)( ) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

**General Rule**

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

**Special Rules**

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33<sup>1</sup>/<sub>3</sub>% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year . . . . . ▶ \$ \_\_\_\_\_

**Caution:** An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization  
UNDERSTOOD FOR ALL INC

Employer identification number  
83-2365235

**Part I**  
**Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	THE POSES FAMILY FOUNDATON 145 HUDSON STREET SUITE 5B NEW YORK, NY 10013	\$ 27,047,481	<input checked="" type="checkbox"/> Person <input type="checkbox"/> Payroll <input checked="" type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
2	LAURENCE E HIRSCH 300 CRESCENT COURT SUITE 550 DALLAS, TX 75201	\$ 200,000	<input checked="" type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
3	BILL AND MELINDA GATES FOUNDATION PO BOX 23350 SEATTLE, WA 98102	\$ 50,000	<input checked="" type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
4	MAX'IS CREATIONS INC 70 WELLESLEY STREET WESTON, MA 024932510	\$ 25,000	<input checked="" type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

Name of organization UNDERSTOOD FOR ALL INC	Employer identification number 83-2365235
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**Part II Noncash Property**

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
1	EQUIPMENT AND FURNITURE	\$ 6,326	2020-12-31
-	_____ _____ _____	\$ _____	_____
-	_____ _____ _____	\$ _____	_____
-	_____ _____ _____	\$ _____	_____
-	_____ _____ _____	\$ _____	_____
-	_____ _____ _____	\$ _____	_____

Name of organization  
 UNDERSTOOD FOR ALL INC

Employer identification number  
 83-2365235

**Part III** Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ▶ \$ \_\_\_\_\_  
 Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	