

Return of Organization Exempt From Income Tax

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

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2017 calendar year, or tax year beginning Jul 1, 2017, and ending Jun 30, 2018

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

C Name of organization Plan International USA, Inc.
 Doing business as _____
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
155 Plan Way
 City or town, state or province, country, and ZIP or foreign postal code
Warwick, RI 02886-1099

D Employer identification number
13-5661832

E Telephone number
(401) 738-5600

G Gross receipts \$ 83,497,753.

F Name and address of principal officer:
A. San Martin, 155 Plan Way, Warwick, RI 02886

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list. (see instructions)

H(c) Group exemption number ▶ _____

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

J Website: ▶ www.planusa.org

K Form of organization: Corporation Trust Association Other ▶ _____

L Year of formation: 1937 **M** State of legal domicile: RI

Part I Summary		Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: <u>See the Organization's Purpose Statement on Schedule O, Page 1</u>		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	15
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	15
	5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	5	169
	6 Total number of volunteers (estimate if necessary)	6	15
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, line 34	7b	10,292.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	70,328,366.	75,624,370.
	9 Program service revenue (Part VIII, line 2g)		
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,069,347.	509,997.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		3,048.
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	71,397,713.	76,137,415.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	37,785,870.	45,508,860.
	14 Benefits paid to or for members (Part IX, column (A), line 4)		
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	14,343,748.	14,450,534.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	2,618,891.	3,043,282.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ <u>5,501,677.</u>		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	9,036,200.	10,441,086.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	63,784,709.	73,443,762.
19 Revenue less expenses. Subtract line 18 from line 12	7,613,004.	2,693,653.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	44,686,721.	45,996,338.
	21 Total liabilities (Part X, line 26)	8,749,982.	7,081,465.
	22 Net assets or fund balances. Subtract line 21 from line 20	35,936,739.	38,914,873.

Part II Signature Block

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

Sign Here

Signature of officer: [Signature] Date: 1-3-2019

Ana Teresa Gutierrez-San Martin, President & CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: ROBERT A. PERILLO Preparer's Signature: [Signature] Date: 1-3-19 Check if self-employed PTIN: P00548403

Firm's name ▶ DYL & PERILLO, INC. Firm's EIN ▶ 05-0485365

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

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III Yes No

1 Briefly describe the organization's mission:

See the Organization's Purpose Statement on Schedule O, Page 1

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 54,946,949. including grants of \$ 45,508,860.) (Revenue \$ 0.)

Program and Technical Support - Plan International USA carries out the vast majority of its international activities through Plan International, Inc. (also registered in the USA) which implements programs through offices in over 50 developing countries. Worldwide programs (See Sch. O) are focused on:
1. Education (Exp \$8,147,626 incl. grants of \$6,699,512)
2. Health (Exp \$16,297,169 incl. grants of \$13,213,907)
3. Disaster & Conflict (Exp \$10,674,713 incl. grants of \$9,832,176)
4. Protection (Exp. \$6,922,370 incl. grants of \$5,854,781)
5. Water, Sanitation & Hygiene (Exp \$3,655,145 incl. grants of \$3,216,006)
6. Youth and Economic Empowerment (Exp. \$9,249,926 incl. grants of \$6,692,478)
For more information, please see "Program Service Accomplishments" in Schedule O.

4b (Code:) (Expenses \$ 820,940. including grants of \$ 0.) (Revenue \$ 0.)

Building Relationships - Our child sponsorship program links a sponsor in the United States with a child in need; they can exchange letters, cards and photos as a way to build relationships. Plan also shares program communications to keep sponsors informed of the work underway in the field. For more detailed information, please see "Program Service Accomplishments" in Schedule O.

4c (Code:) (Expenses \$ 1,463,793. including grants of \$ 0.) (Revenue \$ 0.)

Development Education and Advocacy - Plan conducts educational outreach programs in the United States with youth, educators, sponsors and the public about issues affecting children and families in the developing world. These programs strive to enhance the understanding of poverty and the role that Plan has in the development process.
For more information, please see "Program Service Accomplishments" in Schedule O.

4d Other program services (Describe in Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses **▶** 57,231,682.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV.</i>	14b X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15 X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV.</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I (see instructions)</i>	17 X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X

Part IV Checklist of Required Schedules *(continued)*

	Yes	No
20 a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	X	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	X	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with columns for question numbers (1a-14b), Yes/No checkboxes, and numerical input fields. Includes questions about Form 1096, Form W-2G, backup withholding, Form W-3, unrelated business gross income, foreign accounts, prohibited tax shelter transactions, annual gross receipts, deductible contributions, and Form 8282.

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

Section A. Governing Body and Management

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

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed ► AL
- 18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19** Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records: ►
 David Cannata, 155 Plan Way, , Warwick, RI 02886-1099 (401)562-8417

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Dorota Keverian Board Chair	12.00	X					0.	0.	0.	
(2) Georgiana Gibson Secretary	4.00	X					0.	0.	0.	
(3) Jack Poulson Treasurer	4.00	X					0.	0.	0.	
(4) Allison Knapp Womack Vice Chair	6.00	X					0.	0.	0.	
(5) Howard Cutler Board Member	2.00	X					0.	0.	0.	
(6) Elizabeth Fessenden Board Member	2.00	X					0.	0.	0.	
(7) Vincent Jackson Board Member	2.00	X					0.	0.	0.	
(8) Carol Peasley Board Member	2.00	X					0.	0.	0.	
(9) Paul Dwyer Board Member; Audit Chair	2.00	X					0.	0.	0.	
(10) Tamer Rashad Board Member	2.00	X					0.	0.	0.	
(11) Marcelo Kim Board Member	2.00	X					0.	0.	0.	
(12) Sara Moore Board Member	2.00	X					0.	0.	0.	
(13) Elizabeth Myers Board Member	4.00	X					0.	0.	0.	
(14) Susan Benton Board Member	2.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) Devesh Raj Board Member	2.00	<input checked="" type="checkbox"/>						0.	0.	0.
(16) Nasima Sadeque Board Member	2.00	<input checked="" type="checkbox"/>						0.	0.	0.
(17) Ana Teresa Gutierrez-San Martin President/CEO	50.00			<input checked="" type="checkbox"/>				325,736.	0.	23,329.
(18) David Cannata CFO	50.00			<input checked="" type="checkbox"/>				198,786.	0.	18,233.
(19) Shanna Marzilli Chief Marketing Officer	50.00				<input checked="" type="checkbox"/>			259,062.	0.	38,962.
(20) Ann Hudock Sr.VP, International Programs	50.00				<input checked="" type="checkbox"/>			148,853.	0.	12,999.
(21) Constantin Abarbieritei COO	50.00				<input checked="" type="checkbox"/>			251,299.	0.	7,948.
(22) Yvonne Norman Director of IT	50.00					<input checked="" type="checkbox"/>		170,239.	0.	25,999.
(23) Aaron Sundsmo Senior Dir Int'l Ops Africa/Asia	50.00					<input checked="" type="checkbox"/>		178,278.	0.	15,518.
(24) Daniel Grant Director, WASH Practice	50.00					<input checked="" type="checkbox"/>		156,694.	0.	18,682.
(25) Marcio Nascimento Sr. Dir. Business Development	50.00					<input checked="" type="checkbox"/>		158,812.	0.	14,368.
1b Sub-total								1,847,759.	0.	176,038.
c Total from continuation sheets to Part VII, Section A								156,272.	0.	24,989.
d Total (add lines 1b and 1c)								2,004,031.	0.	201,027.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **▶** 40

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
Public Outreach Fundraising, 1003-207 West Hastings St., Vancouver, CA	In-person solicitation	2,000,000.
Whelnet Services Inc., 6264 Loisdale Ct. Ste. 300, Springfield, VA 22150	IT support/consulting	171,509.
Tribal Vision, 2346 Post Road, Suite 200, Warwick, RI 02886	Fundraising Counsel	220,629.
GiveBridge, 525 Western Monroe St., Ste 900, Chicago, IL 60661	In-person solicitation	744,021.
PricewaterhouseCoopers LLP, 1800 Tysons Blvd, McLean, VA 22102	Auditing Services	282,120.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **▶** 5

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c	7,733.			
	d Related organizations	1d				
	e Government grants (contributions)	1e	35,785,843.			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	39,830,794.			
	g Noncash contributions included in lines 1a-1f: \$		3,369,786.			
	h Total. Add lines 1a-1f		75,624,370.			
Program Service Revenue	Business Code					
	2a -----					
	b -----					
	c -----					
	d -----					
	e -----					
	f All other program service revenue .					
g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		407,217.	0.	0.	407,217.
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross rents	(i) Real				
	b Less: rental expenses	(ii) Personal				
	c Rental income or (loss)					
	d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities	7,459,316.			
	b Less: cost or other basis and sales expenses	(ii) Other				
	c Gain or (loss)		102,780.			
	d Net gain or (loss)		102,780.	0.	0.	102,780.
	8a Gross income from fundraising events (not including \$ <u>7,733.</u> of contributions reported on line 1c). See Part IV, line 18	a	6,850.			
	b Less: direct expenses	b	3,802.			
	c Net income or (loss) from fundraising events .		3,048.		0.	3,048.
	9a Gross income from gaming activities. See Part IV, line 19	a				
	b Less: direct expenses	b				
	c Net income or (loss) from gaming activities . .					
10a Gross sales of inventory, less returns and allowances	a					
b Less: cost of goods sold	b					
c Net income or (loss) from sales of inventory . .						
Miscellaneous Revenue		Business Code				
11a -----						
b -----						
c -----						
d All other revenue						
e Total. Add lines 11a-11d						
12 Total revenue. See instructions.			76,137,415.	0.	0.	513,045.

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	44,155,427.	44,155,427.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	1,353,433.	1,353,433.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,242,118.	116,271.	1,081,493.	44,354.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	10,422,353.	4,906,012.	4,639,866.	876,475.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	780,627.	334,300.	384,448.	61,879.
9 Other employee benefits	1,200,591.	513,971.	591,484.	95,136.
10 Payroll taxes	804,845.	344,671.	396,375.	63,799.
11 Fees for services (non-employees):				
a Management				
b Legal	36,093.	0.	36,093.	0.
c Accounting	187,425.	76,000.	111,425.	0.
d Lobbying				
e Professional fundraising services. See Part IV, line 17	3,043,282.			3,043,282.
f Investment management fees	30,761.	0.	30,761.	0.
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	3,363,866.	2,733,089.	565,918.	64,859.
12 Advertising and promotion	448,099.	34,029.	0.	414,070.
13 Office expenses	1,458,240.	726,870.	246,617.	484,753.
14 Information technology	861,908.	3,552.	790,033.	68,323.
15 Royalties				
16 Occupancy	1,043,908.	445,405.	515,475.	83,028.
17 Travel	1,574,736.	1,124,145.	347,896.	102,695.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	369,407.	158,197.	181,928.	29,282.
23 Insurance	104,418.	50,462.	49,932.	4,024.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <u>Banking & Credit Card Fees</u>	365,714.	0.	365,714.	0.
b <u>Outside Clerical</u>	65,765.	0.	65,765.	0.
c <u>Educ/Training/Mtgs</u>	169,883.	72,648.	85,881.	11,354.
d <u>Repairs/Maintenance</u>	87,714.	27,953.	54,587.	5,174.
e All other expenses	273,149.	55,247.	168,712.	49,190.
25 Total functional expenses. Add lines 1 through 24e	73,443,762.	57,231,682.	10,710,403.	5,501,677.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash—non-interest-bearing	6,340,641.	1	9,011,457.
	2 Savings and temporary cash investments	1,931,348.	2	498,828.
	3 Pledges and grants receivable, net	17,017,932.	3	16,884,171.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	2,096,660.	9	774,102.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 5,959,469.		
	b Less: accumulated depreciation	10b 4,520,390.	1,754,599.	10c 1,439,079.
	11 Investments—publicly traded securities	15,545,541.	11	17,388,701.
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	44,686,721.	16	45,996,338.	
Liabilities	17 Accounts payable and accrued expenses	2,279,675.	17	1,809,228.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	6,470,307.	25	5,272,237.
	26 Total liabilities. Add lines 17 through 25	8,749,982.	26	7,081,465.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	10,890,443.	27	14,452,349.
	28 Temporarily restricted net assets	15,376,752.	28	14,700,916.
	29 Permanently restricted net assets	9,669,544.	29	9,761,608.
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	35,936,739.	33	38,914,873.
34 Total liabilities and net assets/fund balances	44,686,721.	34	45,996,338.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	76,137,415.
2	Total expenses (must equal Part IX, column (A), line 25)	2	73,443,762.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,693,653.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	35,936,739.
5	Net unrealized gains (losses) on investments	5	509,929.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-225,448.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	38,914,873.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? . . . If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	X	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	X	

Form 990: Return of Organization Exempt from Income Tax

Part VII: Section A (continued)

Continuation Statement

Name and title	Average hours per week (list any hours for related organizations on the right)		Position						Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
			C1 - Individual trustee or director C2 - Institutional trustee C3 - Officer C4 - Key employee C5 - Highest compensated employee C6 - Former								
			C1	C2	C3	C4	C5	C6			
Jill Nosach Senior Dir of Development	50.00						X		156,272.	0.	24,989.
									156,272.	0.	24,989.

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

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

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

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

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vii)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33¹/₃% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33¹/₃% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	97,794,197.	84,352,318.	56,865,516.	70,328,366.	75,624,370.	384,964,767.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	97,794,197.	84,352,318.	56,865,516.	70,328,366.	75,624,370.	384,964,767.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						812,702.
6 Public support. Subtract line 5 from line 4						384,152,065.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
7 Amounts from line 4	97,794,197.	84,352,318.	56,865,516.	70,328,366.	75,624,370.	384,964,767.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	434,002.	565,273.	518,651.	336,930.	407,217.	2,262,073.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						387,226,840.
12 Gross receipts from related activities, etc. (see instructions)					12	2,903,859.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f))	14	99.21 %
15 Public support percentage from 2016 Schedule A, Part II, line 14	15	99.39 %
16a 33 1/3% support test—2017. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test—2016. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10%-facts-and-circumstances test—2017. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10%-facts-and-circumstances test—2016. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2016 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2016 Schedule A, Part III, line 17	18	%
19a 33 1/3% support tests—2017. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 33 1/3% support tests—2016. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization <input type="checkbox"/>		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions <input type="checkbox"/>		

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
3b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
3c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
4b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
4c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
5b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
5c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
9b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
9c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i>		
10b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2	Activities Test. Answer (a) and (b) below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations. Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4).	8		
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI):			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by .035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2017 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1 Distributable amount for 2017 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2017 (reasonable cause required—explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2017			
a			
b From 2013			
c From 2014			
d From 2015			
e From 2016			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2017 distributable amount			
i Carryover from 2012 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2017 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2017 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2017, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2017. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2018. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2013			
b Excess from 2014			
c Excess from 2015			
d Excess from 2016			
e Excess from 2017			

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2017

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

Department of the Treasury
Internal Revenue Service

▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Open to Public Inspection

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

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

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

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

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

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

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

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. (see instructions for definition of "political campaign activities")
- 2 Political campaign activity expenditures (see instructions) ▶ \$
- 3 Volunteer hours for political campaign activities (see instructions)

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	0.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	0.													
c	Total lobbying expenditures (add lines 1a and 1b)	0.													
d	Other exempt purpose expenditures	67,942,085.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	67,942,085.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.	1,000,000.	
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column (e))					6,000,000.
c Total lobbying expenditures	0.	0.	0.	0.	0.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	0.	0.	0.	0.	0.

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

For each "Yes," response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

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

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

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

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

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

Part IV Supplemental Information

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

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

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

OMB No. 1545-0047

2017

Open to Public Inspection

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

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor advisement.

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Form for Part II Conservation Easements. Includes questions about purpose of easements, total number and acreage, and monitoring requirements. Includes a table for 'Held at the End of the Tax Year' with rows 2a, 2b, 2c, and 2d.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting requirements and amounts for revenue and assets.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a** Public exhibition
- b** Scholarly research
- c** Preservation for future generations
- d** Loan or exchange programs
- e** Other

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

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

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
1c Beginning balance	
1d Additions during the year	
1e Distributions during the year	
1f Ending balance	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? **Yes** **No**

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	13,555,395.	13,181,263.	14,054,906.	14,434,136.	13,579,146.
b Contributions	99,093.	58,982.	110,907.	70,771.	273,073.
c Net investment earnings, gains, and losses	714,655.	1,164,354.	167,019.	263,399.	1,442,797.
d Grants or scholarships					
e Other expenditures for facilities and programs	833,150.	849,204.	1,151,569.	713,400.	860,880.
f Administrative expenses					
g End of year balance	13,535,993.	13,555,395.	13,181,263.	14,054,906.	14,434,136.

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

- a** Board designated or quasi-endowment ▶ 12. %
- b** Permanent endowment ▶ 69. %
- c** Temporarily restricted endowment ▶ 19. %

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

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

	Yes	No
(i) unrelated organizations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(ii) related organizations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?	<input type="checkbox"/>	<input type="checkbox"/>

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		184,588.		184,588.
b Buildings		2,503,303.	2,131,523.	371,780.
c Leasehold improvements		697,640.	633,823.	63,817.
d Equipment		2,573,938.	1,755,044.	818,894.
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) ▶ 1,439,079.

Part VII Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A) _____		
(B) _____		
(C) _____		
(D) _____		
(E) _____		
(F) _____		
(G) _____		
(H) _____		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ►		

Part VIII Investments—Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) ►		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ►	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value	
(1) Federal income taxes		
(2) Due to Plan International, Inc.	5,272,237.	
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ►	5,272,237.	

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

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	76,151,294.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	261,995.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	-217,355.
e	Add lines 2a through 2d	2e	44,640.
3	Subtract line 2e from line 1	3	76,106,654.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	30,761.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	30,761.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	76,137,415.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	73,678,798.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	261,995.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	3,802.
e	Add lines 2a through 2d	2e	265,797.
3	Subtract line 2e from line 1	3	73,413,001.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	30,761.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	30,761.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	73,443,762.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

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

Pt V, Line 4: the purchasing power of the assets through long-term

Pt V, Line 4: returns which provide for both (a) future growth of the

Pt V, Line 4: endowment and (b) current income that can be used to

Pt V, Line 4: support Plan's activities.

Pt XI, Line 2d: This amount represents the amount of the Net Impairment

Pt XI, Line 2d: loss on investments (totaling -\$221,157) and the direct expenses

Pt XI, Line 2d: incurred on Fundraising Events of \$3,802 for a net of \$(217,355).

Pt XII, Line 2d: Amount represents direct expenses incurred on Fundraising Events.

Part XIII Supplemental Information (continued)

Other: Additional information relating to Part XI, line 2b and Part XII, line 2a: Plan's outreach includes partnerships developed to increase awareness of global poverty. One such campaign that began late in Fy18 (and continued into Fy19) was Plan International USA and Plan's Latin American offices which partnered with Viacom International, more specifically with the Comedy Central brand. The initiative is aimed at addressing gender inequalities throughout Latin America. The activity was broadcast on Comedy Central Platforms (on air, digital, off air) in June 2018 and will continue into Plan's fiscal 2019. The campaign will be in Spanish, reaching 27.9+ million households in 24 countries, including 10 Plan markets. The Plan markets include Bolivia, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Panama, Peru, and Paraguay. The revenue and expense amounts reported as reconciling items in Part XI and XII, respectively, represent amounts included in the audited financial statements for US Generally Accepted Accounting Principles but excluded for the purposes of the Form 990 in accordance with the IRS instructions.

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2017

Open to Public Inspection

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) Sub-Saharan Africa	0	0	Grants	N/A	593,231.
(2) South America	0	0	Grants	N/A	270,237.
(3) Sub-Saharan Africa	0	0	Grants	N/A	87,209.
(4) Sub-Saharan Africa	0	0	Grants	N/A	73,447.
(5) Sub-Saharan Africa	0	0	Grants	N/A	69,685.
(6) Sub-Saharan Africa	0	0	Grants	N/A	60,156.
(7) South Asia	0	0	Grants	N/A	55,926.
(8) South America	0	0	Grants	N/A	48,802.
(9) South Asia	0	0	Grants	N/A	35,646.
(10) Sub-Saharan Africa	0	0	Grants	N/A	7,576.
(11) Sub-Saharan Africa	0	0	Grants	N/A	7,551.
(12) South America	0	0	Grants	N/A	6,750.
(13) Sub-Saharan Africa	0	0	Grants	N/A	4,166.
(14) South Asia	0	0	Grants	N/A	3,600.
(15) Sub-Saharan Africa	0	0	Grants	N/A	3,599.
(16) Sub-Saharan Africa	0	0	Grants	N/A	3,599.
(17) Sub-Saharan Africa	0	0	Grants	N/A	3,593.
3a Sub-total	0	0			1,334,773.
b Total from continuation sheets to Part I	0	0			18,660.
c Totals (add lines 3a and 3b)	0	0			1,353,433.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2017

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			Sub-Saharan Africa	Orphans/Vuln childrn	593,231.	Wire transfer			
(2)			South America	Shelter/WASH	270,737.	Wire transfer			
(3)			Sub-Saharan Africa	SustDevelopmentGoals	87,209.	Wire transfer			
(4)			Sub-Saharan Africa	Early childhood care	73,447.	Wire transfer			
(5)			Sub-Saharan Africa	SustDevelopmentGoals	69,685.	Wire transfer			
(6)			Sub-Saharan Africa	SustDevelopmentGoals	60,156.	Wire transfer			
(7)			South Asia	SustDevelopmentGoals	55,926.	Wire transfer			
(8)			South America	SustDevelopmentGoals	48,802.	Wire transfer			
(9)			South Asia	SustDevelopmentGoals	35,646.	Wire transfer			
(10)			Sub-Saharan Africa	family planning	7,576.	Wire transfer			
(11)			Sub-Saharan Africa	family planning	7,551.	Wire transfer			
(12)			South America	Women's empowerment	6,750.	Wire transfer			
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ▶ 12

3 Enter total number of other organizations or entities ▶

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

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

Part IV Foreign Forms

- 1** Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2** Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3** Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4** Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)*. Yes No
- 5** Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6** Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

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

Pt I Line 2: Details are provided below regarding the monitoring of

Pt I Line 2: grants and other assistance.

Pt I Line 3 Col (F): The grant listed as item (1) under Part I, Line 3 is with

Plan's partner on a project being conducted in Kenya where the primary role of

the grantee organization is to provide technical leadership in the area of mentoring

mothers. The Kenya office of grantee and its project staff work with Plan's Chief

of Party ("CoP") and project team to plan and integrate their activities into

project work plans. Activities are then jointly implemented by the grantee along

with other Plan program staff. They submit monthly financial and quarterly accrual

reports to Plan. Quarterly program performance reports are shared with the CoP,

as are work plans, once they are agreed and finalized in-country. These documents

are also tracked and reviewed by Plan.

Pt I Line 3 Col (F): The grant listed as item (2) under Part I, Line 3 is with

Plan's partner on a USAID funded project relating to shelter and WASH (Water,

Sanitation and Hygiene) in Peru. Plan monitors this activity through communications

with the partner as well as the review of financial and programmatic reports

required in the scope of the subgrant agreement.

Pt I Line 3 Col (F): The grants listed as items (3, 5, 7, 8 & 9) under Part

I, Line 3 relate to Plan's work on a project focused on the Sustainable Development

Goals with partner organizations in 5 countries. Plan monitors the progress of

the grantees thru the review of monthly financial and program performance reports

as well as via field visits and recurring communications with the project teams

at the partner organizations.

Part V Supplemental Information

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

Pt I Line 3 Col (F): The grant listed as item (4) under Part I, Line 3 is with Plan's research partner on a project being conducted in Mozambique and Kenya. Plan monitors the activity of the grantee organization through the review of quarterly program and financial reports that are required as part of the grant agreement as well as periodic calls to discuss research, design and implementation.

Pt I Line 3 Col (F): The grant listed as item (6) under Part I, Line 3 is with Plan's partner on a USAID funded project relating to a study on long-term health consequences of acute malnutrition in Ethiopia. Plan monitors this activity through communications with the partner as well as the review of financial and programmatic reports required in the scope of the subgrant agreement with the partner.

Pt I Line 3 Col (F): The amounts shown on lines 10, 11, 13, 18 and 27 thru 30, relate to "small grants" under a USAID funded health policy project which in these cases were made to local organizations in Malawi, Pakistan, Kenya and Uganda. Activities included providing information and training on family planning and health programs, expanding access to family planning and health services to youth, conducting assessments of the prioritization of family planning by local governments/counties with the ultimate goal of the programs being to make inclusion of population/family planning and related health issues routine in the communities. In these cases, performance monitoring plans were developed and included as part of the grant agreement. The recipient was also required to file periodic financial and project narrative reports. As needed, Plan technical staff also provide programmatic support to the recipients. Payments were made contingent upon complying with the agreement and receiving the deliverables.

Part V Supplemental Information

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

Pt I Line 3 Col (F): Plan International USA refers to items shown on line numbers 12, 14 thru 17 and 19 thru 26 under Part I, Line 3 as "small grants" which in these cases were made to organizations in India, Iraq, Liberia, Nigeria, Vietnam, Indonesia, South Africa, and Peru as part of Plan's Women's Leadership Institute and Global Women in Management program. The purposes of these grants spanned across many areas relating to livelihood such as business training, income generation projects, training of vocational skills, financial literacy training, etc. In these cases, monitoring and evaluation plans are developed and the recipient is also required to file periodic financial and project narrative reports. As needed, Plan technical staff also provide programmatic support to the recipients. Payments are made contingent upon complying with the agreement.

Pt II, Line 1: The amounts listed on Part II, line 1, represent funds transferred to various organizations for specific activities and are reported under the accrual method of accounting.

Other: Plan International USA, Inc. is the United States member organization of Plan International, Inc (PII). PII is exempt under 501(c)(3) of the Internal Revenue Code. Plan International USA implements the vast majority of its international activities through PII. See Schedule I for more information.

Additional information from your Schedule F: Statement of Activities Outside U.S

Schedule F: Statement of Activities Outside U.S -- Page 1 (Copy 1)

Part I: General Information on Activities Outside the United States

Continuation Statement

Region	No. of Offices	No. of Employ	Act Conducted	Description	Total
South Asia	0	0	Grants	N/A	2,248.
Sub-Saharan Africa	0	0	Grants	N/A	1,500.
Sub-Saharan Africa	0	0	Grants	N/A	1,500.
Europe	0	0	Grants	N/A	1,499.
Sub-Saharan Africa	0	0	Grants	N/A	1,499.
East Asia and Pacific	0	0	Grants	N/A	1,498.
Sub-Saharan Africa	0	0	Grants	N/A	1,498.
Sub-Saharan Africa	0	0	Grants	N/A	1,497.
Sub-Saharan Africa	0	0	Grants	N/A	1,494.
Sub-Saharan Africa	0	0	Grants	N/A	1,427.
Sub-Saharan Africa	0	0	Grants	N/A	1,200.
Sub-Saharan Africa	0	0	Grants	N/A	1,000.
Sub-Saharan Africa	0	0	Grants	N/A	800.
Total	0	0			18,660.

**SCHEDULE G
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2017

Open to Public Inspection

Name of the organization: **Plan International USA, Inc.** Employer identification number: **13-5661832**

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

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a** Mail solicitations
 - b** Internet and email solicitations
 - c** Phone solicitations
 - d** In-person solicitations
 - e** Solicitation of non-government grants
 - f** Solicitation of government grants
 - g** Special fundraising events
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? **Yes** **No**
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 Public Outreach Fundraising 1003-207 West Hastings St. Vancouver, BC	In-person solicitation		X	808,209.	1,868,027.	-1,059,818.
2 Tribal Vision 2346 Post Road, Suite 200 Warwick, RI 02886	FR Counsel-website		X	0.	130,310.	-130,310.
3 Direct Point Group, Inc. 170 Dorval Dr, Suite 305 Oakville, Ontario	FR Counsel-Retention		X	0.	17,100.	-17,100.
4 GiveBridge 525 Western Monroe St., Ste 900 Chicago, IL 60661	In-person solicitation		X	411,505.	1,027,845.	-616,340.
5						
6						
7						
8						
9						
10						
Total				1,219,714.	3,043,282.	-1,823,568.

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

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

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

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

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
		1 Gross revenue			
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No		
7 Direct expense summary. Add lines 2 through 5 in column (d) ▶					
8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶					

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

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

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

Name ▶ _____

Address ▶ _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____
- c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

Director/officer Employee Independent contractor

- 17 Mandatory distributions:
 - a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
 - b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

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

Line 2b col(v): The information for Public Outreach is representative of the results during the fiscal year ended June 30, 2018. The activities are undertaken primarily to generate monthly-giving donors as opposed to soliciting one-time gifts. Although the gross receipts do include some one-time gifts, the focus of the fundraising efforts is on child and project sponsors who enroll in a long-term voluntary giving program. As a result, it is not unusual to have relatively small amounts of revenue within the same fiscal year as the campaigns are conducted. Instead, the intention is to recover the costs over a longer period of time during which the retained donors make continuing contributions. During the fiscal year ended June 30, 2018, the campaigns with Public Outreach generated approx. 6,500 new donors of which approx. 88% enrolled in monthly giving programs.

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

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

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

Name ▶ _____

Address ▶ _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____
- c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

Director/officer Employee Independent contractor

- 17 Mandatory distributions:
 - a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
 - b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

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

Line 2b col(v): The information relating to activity with GiveBridge is similar to above with similar goals and objectives around obtaining monthly-giving donors. During the fiscal year ended June 30, 2018, the campaign with GiveBridge generated approx. 3,200 new gifts of which approx. 92% enrolled in monthly-giving programs.

Line 2b col(v): The information relating to activity with Tribal Vision and Direct Point is different than the other two firms noted on Schedule G because Tribal Vision and Direct Point are known as fundraising counsel whereas the others are soliciting contributions. Fundraising counsel are generally defined as any person/organization who (for compensation) plans, manages, advises or assists a charitable organization with the solicitation of contributions which the charitable organization conducts. Fundraising counsel do not directly solicit contributions

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

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

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

Name ▶ _____

Address ▶ _____

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

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

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

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

- Director/officer Employee Independent contractor

17 Mandatory distributions:

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

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

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

from individuals. As such, while the services described below may fall within the broad scope of work done by a "fundraising professional," there are no fundraising revenue figures directly attributed to these consultants because they do not actually solicit or collect revenue for the organization through fundraising campaigns.

Line 2b col(v): During fiscal year ended June 30, 2018, Tribal Vision provided Plan International USA with general digital content marketing and strategy consultation. Tribal Vision analyzed and executed social media and display advertising and provided the organization with recommendations on how to optimize digital advertising.

Line 2b col(v): During fiscal year ended June 30, 2018, Direct Point was in

- 11** Does the organization conduct gaming activities with nonmembers? Yes No
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

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

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

Name ▶ _____

Address ▶ _____

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

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

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

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

- Director/officer Employee Independent contractor

17 Mandatory distributions:

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

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

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

the final stages of a contract that overall had provided planned giving fundraising consultation by reviewing past planned giving activities and proposing further strategies and tactical approaches to help promote and grow planned giving fundraising. Direct Point also reviewed Plan International USA's mid-level donor program and proposed new strategies and tactical approaches to grow overall revenue at that level, including creative design help for marketing communication components.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

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

OMB No. 1545-0047

2017

**Open to Public
Inspection**

Employer identification number

13-5661832

Plan International USA, Inc.

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) Plan International Inc. 300 East 47th St., 10th Floor New York NY 10017	51-0169168	501(c)(3)	43,734,725.	0.	N/A	N/A	Prog. Support
(2) School to School Intrnatl 1005 Terra Nova Blvd., Ste 1, Pacifica CA 94044	02-0600889	501(c)(3)	391,927.	0.	N/A	N/A	Reading matrls
(3) Three Stones Int'l LLC 67 Stevensville Rd. Underhill VT 05489	82-2320878	S-Corp	26,990.	0.	N/A	N/A	Survey/Data analysis
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

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

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (2017)

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

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

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

Pt I Line 2: Plan International USA, Inc. is the United States member organization of

Pt I Line 2: Plan International, Inc. ("PII"). Plan International USA implements the vast

Pt I Line 2: majority of its international activities through PII and the \$43,734,725

Pt I Line 2: represents the program support funding transferred or accrued to PII during the year

Pt I Line 2: ended June 30, 2018 for community development projects focusing on children

Pt I Line 2: in over 50 developing countries around the world.

Pt I Line 2: Plan International USA monitors funds transferred to PII regularly throughout

Pt I Line 2: each fiscal year. Plan International USA staff are involved in the planning,

Pt I Line 2: design, and implementation of programs that are currently administered through

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

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

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

Pt I Line 2: PII and work directly with staff of PII in these matters. Some of the

Pt I Line 2: specific activities include:

Pt I Line 2: 1. Plan International USA has access to and regularly reviews the global

Pt I Line 2: organization's intranet site which includes significant amounts of data on

Pt I Line 2: the program activities being conducted throughout all of the program locations.

Pt I Line 2: 2. Plan International USA has regular access to the financial reporting

Pt I Line 2: which allows for the monitoring of programs on a budget vs. actual basis as

Pt I Line 2: well as providing some detail on the types of spending that are conducted in

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

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

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

Pt I Line 2: the field so that the monitoring of the scope of work can be done.

Pt I Line 2: 3. Plan International USA can review the results of the work conducted by PII's

Pt I Line 2: Global Assurance Unit (i.e. Internal Audit) to gain satisfaction over the

Pt I Line 2: procedures and controls that are in place at the program locations.

Pt I Line 2: 4. Plan International USA staff conduct regular field visits whereby they

Pt I Line 2: perform program monitoring and evaluation work as well as providing technical

Pt I Line 2: program backstopping.

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

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

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

Pt I Line 2: 5. Plan International USA has representation on many of the global management

Pt I Line 2: committees and consortia that are in place to help oversee and guide the work of PII.

Pt I Line 2: 6. An aspect of the global governance structure provides that the member

Pt I Line 2: organizations of the global organization (Plan International USA is the U.S.

Pt I Line 2: member of Plan International) share in the governance of the global

Pt I Line 2: organization via representation on the Plan International Member's Assembly.

Pt I Line 2: The Member's Assembly is composed of delegates from each member organization

Pt I Line 2: around the world. Plan International USA currently has 2 delegates which are

Pt I Line 2: elected by the Board of Directors of Plan International USA. The Member's

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

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

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

Pt I Line 2: Assembly serves as the governance and policy setting Board for the

Pt I Line 2: worldwide organization.

Pt I Line 2: Overall, there is open communication between Plan International USA and PII

Pt I Line 2: which provides for effective and timely oversight of the use of funding

Pt I Line 2: provided by Plan International USA to PII.

Pt I Line 2: The small amount shown on Schedule I, Part II, line 3 relates to a project conducted in Burkina

Faso where surveys, data collection and data analysis work needed to be done in connection with school safety

and gender equality. This was an effort conducted by an outside firm in a limited amount of time and the output

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

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

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

was a report that was reviewed and commented on by Plan International USA and then was finalized by the service provider and used to further enhance the program in Burkina Faso.

Pt I Line 2: Plan International USA's subgrant to School-to-School International ("STS") related to an education project being conducted in Niger. Plan International USA monitored the activities of STS both in the field-country and remotely through review of monthly financial reports, quarterly program performance reports, country office visits and by taking the lead role in the monitoring and evaluation process.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

Plan International USA, Inc.

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

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

OMB No. 1545-0047

2017

Open to Public Inspection

Employer identification number

13-5661832

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as, maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <input type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- | | | |
|----------------------------------------------------------------------------------------------------------|-----------|---|
| a Receive a severance payment or change-of-control payment? | 4a | X |
| b Participate in, or receive payment from, a supplemental nonqualified retirement plan? | 4b | X |
| c Participate in, or receive payment from, an equity-based compensation arrangement? | 4c | X |

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5–9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- | | | |
|----------------------------------------------|-----------|---|
| a The organization? | 5a | X |
| b Any related organization? | 5b | X |

If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- | | | |
|----------------------------------------------|-----------|---|
| a The organization? | 6a | X |
| b Any related organization? | 6b | X |

If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)–(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)–(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 Ana Teresa Gutierrez-San Martin President/CEO	(i)	325,736.	0.	0.	22,950.	379.	349,065.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
2 David Cannata CFO	(i)	198,786.	0.	0.	17,077.	1,156.	217,019.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
3 Shanna Marzilli Chief Marketing Officer	(i)	259,062.	0.	0.	22,737.	16,225.	298,024.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
4 Ann Hudock Sr.VP, International Programs	(i)	148,853.	0.	0.	12,746.	253.	161,852.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
5 Constantin Abarbieritei COO	(i)	251,299.	0.	0.	7,569.	379.	259,247.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
6 Yvonne Norman Director of IT	(i)	170,239.	0.	0.	14,849.	11,150.	196,238.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
7 Aaron Sundsmo Senior Dir Int'l Ops Africa/Asia	(i)	178,278.	0.	0.	15,138.	379.	193,795.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
8 Daniel Grant Director, WASH Practice	(i)	156,694.	0.	0.	13,471.	5,211.	175,376.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
9 Marcio Nascimento Sr. Dir. Business Development	(i)	158,812.	0.	0.	13,989.	379.	173,180.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
10 Jill Nosach Senior Dir of Development	(i)	156,272.	0.	0.	13,839.	11,150.	181,261.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

Part III Supplemental Information

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

Pt I Line 3: For a detailed explanation of the process used to determine CEO compensation
please refer to the reference to Form 990, Page 6, Part VI, Section B, Question 15a
on Schedule O.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2017

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

- ▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
- ▶ **Attach to Form 990.**
- ▶ **Go to www.irs.gov/Form990 for the latest information.**

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

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		354,303.	Fair Market Value
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	51	1,241,162.	FMV on date of gift
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies	X	1	299,312.	Fair Market Value
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (<u>Software licenses</u>)	X	2	1,404,321.	Fair Market Value
26 Other ▶ (<u>Various misc GIK</u>)	X	3	70,688.	Fair Market Value
27 Other ▶ (_____)				
28 Other ▶ (_____)				

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

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

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

Pt I col(b): The number of contributions listed on line 9 represent 51 separate gifts of publicly traded securities or mutual funds received throughout the fiscal year ended June 30, 2018.

Pt I col(b): The non-cash contribution on line 5 represents the fair value of new shoes donated and shipped to a Plan International USA project in India.

Pt I col(b): The non-cash contribution on line 20 represents the fair value of medical supplies donated and shipped to a Plan International USA project in Uganda.

Pt I col(b): The non-cash contribution on line 25 represents the fair value of software licenses donated and shipped to Plan International USA projects in Kenya and South Sudan.

Pt I col(b): The non-cash contribution on line 26 is comprised of 4 immaterial separate gifts in kind that we were utilized by Plan International USA in the United States operation.

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2017

**Open to Public
Inspection**

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

***** PLAN INTERNATIONAL USA, INC. PURPOSE STATEMENT *****

Plan strives for a just world that advances children's rights and equality for girls. We engage people and partners to: (1) Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability; (2) Drive change in practice and policy at local, national and global levels through reach, experience and knowledge of the realities children face; (3) Work with children and communities to prepare for and respond to crises and to overcome adversity; (4) Support the safe and successful progression of children from birth to adulthood.

Pt VI, Line 4: Plan International USA's revised Bylaws were approved by the Board in September 2017. Plan International USA's Certificate of Incorporation was amended and filed with the New York Department of State on February 15, 2018. Significant changes to each document are as follows:

Significant changes to the Certificate of Incorporation:

Background: The original Certificate of Incorporation (the "Certificate") was filed by the New York Department of State on July 13, 1939. Amendments to the Certificate (the "Amendments") were respectively filed by the Department of State on the following dates: October 25, 1939; April 4, 1956; October 28, 1966; March 17, 1982; May 18, 1990; and March 22, 2004. (The Certificate and the Amendments together constitute the "Amended Certificate".)

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

"Organizational purpose (previously section SECOND in the Amended Certificate)

was amended to clarify the purposes of the organization, as follows:

FIFTH:

The Corporation's purposes are:

a) to provide social, development and humanitarian services, and/or financial and material assistance to or for the benefit of children, young people, and their families and communities in countries where such services and assistance will support them in the advancement of their rights;

b) to empower children, young people, and communities to tackle the root causes of discrimination against girls, exclusion, and vulnerability;

(c) to interest people and partners in the necessity of such an undertaking, and to emphasize the value of the support that one human being can offer children, young people, and their communities in the advancement of their rights;

(d) to drive change relating to children and young people at local, national, and global levels and to promote adherence to and support for national laws and international conventions relating to the rights of children and young people to ensure that their rights are fulfilled;

(e) to provide means for the utilization, for the benefit of children, young people, families, and communities, of funds, food, clothing and other goods, services, and materials raised, received or procured;

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

(f)to provide an organization purely humanitarian in character for the purposes stated herein, in accordance with the requirements of the Law, Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code"), and any corresponding or similar section as may from time to time be in force;

(g)to solicit and accept contributions of money and property and to accept devises and bequests and all other money or property made available by virtue of grants, trusts, endowments, deeds of gift, annuities, policies of insurance, or otherwise, and to use and administer such monies or properties for the furtherance of these corporate purchases; and

h)in general and subject to such limitations and conditions as are or may be prescribed by law, to exercise all powers which are now or hereafter may be conferred by law upon any corporation organized for the purposes hereinabove set forth, and to do any and all things proper, necessary, or incidental to any power so conferred or conducive to the attainment of the purposes of the corporation; provided, however, that only such powers shall be exercised and such activities conducted as are in furtherance of the tax exempt purposes of the Corporation and may be exercised or conducted by an organization exempt from federal income tax under Section 501 (c) (3) of the Code, or any corresponding or similar section as may from time to time be in force.

"Section FIFTH of the Amended Certificate was deleted, which stated that the

Significant changes to the Bylaws:

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

"Article I, §1: "Plan USA" was removed as a d/b/a

"Article II, §2: Changed minimum age of Board member from 21 to at least 18

" Article 2 §7: Changed language regarding quorum/voting rights from "If any action or decision is taken without following recognized parliamentary procedure, then all Directors who do not, at the time such action or decision is taken, protest the result on the basis that such rules of procedure have not been followed, shall be deemed to have approved of the process and waived any objection on that basis" to the following "When a quorum is present at any Board or Board Committee meeting, the vote of a majority of the Directors present, or a majority of the Board Committee Members, as applicable, shall decide any question brought before such meeting, unless a greater number is required by law or these Bylaws. A Director who must leave a meeting during a vote due to a conflict of interest or related party transaction is still considered "present" at the time of the vote in order to be counted for quorum purposes. Where any action taken by a Board Committee is in conflict with a Board action, or the Corporation's Bylaws, the Board action, or the Bylaws, as applicable, shall prevail."

"Article II §7: Changed proxy voting to reflect that proxies must be signed by appropriate member, if applicable, and must state the meeting to which the proxy relates. Removed wording about "how proxy should be voted." Added sentence "Proxies will be counted for purposes of establishing a quorum but shall not be counted for voting purposes."

" Article II §8: Changed "action without a meeting" to clarify that Board members must receive full information in order to make an informed decision, and that every director must consent in writing to the decision.

"Article III §1: Detailed that more committees (standing or special) can be added by Board resolution.

"Article IV §1: Clarified that voting on member elections must be by paper ballot,

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not a show of hands.

"Article IV §2: Clarified role of Board Chairman: can vote on all committees, has oversight (as opposed to supervision) of the organization, does not have supervision or oversight of the operations of the Board.

"Article IV §4: Clarified that a quorum must be present in any meeting where a CEO is elected.

"Article IV §7: Added that the Board can designate the Treasurer to endorse a commercial document.

"Article VI: Clarified that quorum must be present at meeting in which the vote takes place to modify documents.

Pt VI, Line 11b: The Form 990 is provided electronically to each member of the Plan International USA Audit Committee. The Audit Committee then meets with Plan International USA's CEO and CFO to review the Form 990 in detail. Once the 990 has been approved by the Audit Committee, it is sent electronically to the full Board of Directors for review and comment. Once the comment period is over, either the Board approves or delegates the authority to the Executive Committee of the Board to approve the Form 990. Once approved it is filed with the IRS and posted to the Organization's website for public disclosure.

Pt VI, Line 12c: On an annual basis, the officers, directors and all employees receive a copy of and review Plan International USA's Conflict of Interest disclosure questionnaire. Each of them signs that questionnaire where they must disclose any actual or potential conflicts of interest. All questionnaires with any actual or potential conflicts are then reviewed by either Chair of the Audit Committee, Board Chair, V.P. of Human Resources, or the Ethics and Compliance Officer depending on the position of the person whose questionnaire has disclosure. Appropriate

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action is taken as needed. During the year if potential conflicts arise, they must be disclosed promptly and in writing to the appropriate person (as noted above).

Pt VI, Line 12c: If there are any potential conflicts of interest relating to a particular vote that the Board is taking, the Board member(s) must declare the potential conflict and abstain from voting. This is then recorded in the minutes of the Board meeting.

Pt VI, Line 15a: Every year (typically in late summer), the Talent Management Committee of the Board ("TMC") leads the annual CEO performance review process.

The TMC requests and reviews a CEO evaluation feedback form that is received from each Board Member and can also include feedback from members of the Executive Team.

Based on that feedback, the TMC prepares the performance review for Board approval. The discussion with the CEO is conducted by the Board Chair and the Chair of the TMC.

Based on the CEO's performance against objectives and a comparison to external market factors for CEO's in similar locations and of similar sized organizations, an increase (if applicable based on the aforementioned factors) is recommended by the TMC and brought to the Board for approval typically around the time of the September Board meeting. The TMC retains documentation with respect to the process, deliberations, external data, and the decisions made regarding CEO compensation.

The process includes a regular review of the benchmarks with periodic consultation with a compensation specialist to ensure that the CEO salary and those of other

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positions in the organization are within the market range of comparable positions at similar organizations in similar markets.

Pt VI, Line 15b: For current staff, including officers and key employees, but with the exception of the CEO (as described in reference above to Pt VI, line 15a), the annual performance reviews are conducted in the summer/fall following each fiscal year end.

At that time, managers determine compensation increases for staff based on merit and the availability of funds based on the budget and corresponding organizational performance.

As needed, positions at Plan International USA are market priced with an outside consultant to determine if the pay ranges for each job are in line with those in other like positions in similar geographic locations.

When changes to the job descriptions are made, Human Resources staff have a process for determining the grade level and salary. For instances where the compensation for the position is in question, Human Resources has an external compensation specialist to consult.

Documentation is kept regarding each employee's salary. Officers and key employees are reviewed by the CEO and any salary changes for officers and key employees are approved by the CEO.

Pt VI, Line 19: Plan International USA's audited financial statements are made available publicly on our website at: www.planusa.org and also on other websites such as Guidestar. In addition, financial information as well as governing documents

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and our Conflict of Interest Policy are available upon request.

Pt XI: Other Changes in Net Assets (Part XI, Line 9)

Change in value of perpetual trusts	\$ 1,869
Change in value of split-interest agreements	(6,551)
Net gain from non-operating lease	391
Net impairment loss on investments	(221,157)

Other Changes in Net Assets(non-operating)	\$(225,448)

PLAN INTERNATIONAL USA, INC.

PROGRAM SERVICE ACCOMPLISHMENTS

Plan International USA, Inc. (Plan) is the U.S. member organization of Plan International Inc. (PII), along with 21 other member offices around the world. Plan implements the vast majority of its international activities through PII, which is also a non-profit organization registered in the United States. Plan has been working for more than 80 years to break the cycle of poverty. Today, we support children, youth, families, and communities in more than 50 countries across Africa, Asia, and the Americas to strengthen the health, knowledge, and resilience of millions of children, which results in lasting change for families, communities, and ultimately, nations.

We focus on ensuring that children, particularly girls-who are often the most marginalized-receive the education and protection to which they have a right, and that they are not excluded from services or decision-making. This means addressing

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gender challenges, the preponderance of which affect girls and young women. We carry out our work by partnering with communities, local and national governments, and civil society organizations. We are independent, with no religious, political, or governmental affiliations.

Plan's Commitment to Gender Equality

Plan is committed to promoting gender equality in every aspect of who we are and how we work. Over the past decade we have worked to promote gender equality in our offices and staffing, our partnerships, our communications and marketing, our advocacy and campaigns, and, of course, our programming. Recently PII adopted a "Global Policy on Gender Equality and Inclusion," which provides the backdrop for a global strategy of working from now until 2022 to bring about gender-transformative change so that 100 million girls and young women can learn, lead, decide, and thrive. Plan is a key partner in implementing this ambitious strategy, which is inextricably linked to efforts to achieve the Sustainable Development Goals by 2030.

Plan's WomenLead Institute (WLI) is one way in which the organization seeks to level the playing field for women and girls across the globe. WLI's core mission is to enhance women's confidence, capacity, and agency to fuel greater representation and impact of women in leadership positions across all sectors and institutions, which results in healthy and educated children and economically resilient families and communities. WLI's distinguished women-centered programs maximize women's leadership and decision-making skills; strengthen their technical and management expertise; and promote gender equality. WLI interventions respond directly to the call for greater representation of women in leading sustainable development

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efforts in non-profit, government, and political institutions.

A. PROGRAM AND TECHNICAL SUPPORT

Program and Technical Support Funding of \$54,946,949 (for the fiscal year ended June 30, 2018) represents funds received by Plan from sponsors, donors, and other entities (such as the U.S. government, corporations, foundations, etc.), \$9,438,089 of which was used on programmatic activities conducted directly by Plan, and \$45,508,860 of which approximately 96% percent was transferred to PII and combined with the funding received from the other 21 member offices around the world.

The combined funds are then used to support field programs in more than 51,000 communities in over 50 developing countries. Plan's field programs are focused on the following five core areas described below:

1. EDUCATION

Plan's goal: Children and youth will realize their right to quality education.

Education is one of the most powerful tools available to ensure children are able to fulfill their potential. Every child has the right to education, but many are excluded because of poverty, gender, disability, geographical remoteness, or language or cultural barriers.

We work to promote free, equal access to quality education for all children.

We promote child-friendly learning environments; develop teaching skills and teaching materials; provide training to government staff; and work closely with parents and communities to enable them to support their children's learning at

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home, in school, and in the wider community. Through our engagements, we encourage young people and critical community stakeholders to be advocates for the change they desire.

We work with national and local governments to help improve the laws and public policy on education, and we take part in local, national, and international campaigns to support quality education for all.

In fiscal year 2018, Plan's expenditures in education totaled approximately \$8,147,626, with \$6,044,213 transferred to PII for our overseas programs. Examples of Plan's FY18 projects in this area include: Niger Education and Community Strengthening, Lecture Pour Tous, and Early Grade Reading Program.

Niger Education and Community Strengthening:

The U.S. Agency for International Development (USAID)-funded Niger Education and Community Strengthening (NECS) program is a \$13 million, nationwide pilot program that couples targeted community mobilization with comprehensive early grade reading interventions for boys and girls in grades 1-2. The seven-year program operates in 158 primary schools in all regions of Niger. NECS aims to improve education opportunities available to children and strengthen the links between communities and state structures. To achieve this goal, NECS works closely with the Ministry of Primary Education, Literacy, Promotion of National Languages, and Civic Education (MEP) and local communities to meet two primary strategic objectives: increase student grade reading achievement and increase access to quality education in school, especially for girls. NECS improves reading instruction and learning through improved grade one and two reading materials and student assessments, as well as targeted training for teachers and school directors.

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In support of these initiatives, the program promotes a culture of reading, identifying leaders within the community to manage community libraries, improve parent literacy, and conduct community-wide reading competitions, writing workshops, and other mobilization activities.

NECS also increases access to quality education by improving schools' physical and social environment. This includes improving water and sanitation facilities, as well as promoting wellness and personal hygiene initiatives within schools.

Program activities strengthen key school structures such as school management committees and student governments, increasing their ability to manage school reform efforts and conduct effective community outreach. In addition, NECS fosters student mentoring programs at the community level and works with existing structures to organize catch-up classes to mitigate the effects of frequent disruptions to the school schedule.

More than 40,000 boys and girls have benefited from NECS interventions, making significant gains in basic reading skills and school enrollment, particularly for girls.

Lecture Pour Tous (All Children Reading):

Lecture Pour Tous is a five-year early grade reading program funded by USAID and implemented by Chemonics in support of the Ministry-led Senegalese National Reading Program. The program aims to greatly improve reading levels for students in grades 1-3. As a lead subcontractor, Plan's \$4.43 million initiative is implementing a comprehensive parent and community engagement program in five regions of Senegal that uses innovative social behavior change communication (SBCC) strategies to increase parent demand for quality reading instruction in schools. Targeted training

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programs and awareness-raising through local radio and community leaders provides parents with the skills to effectively support their children at home as they learn to read.

Working through partnerships with local community-based organizations, schools, and government partners, Plan supports communities as key drivers of change. Together, these key stakeholders implement interactive, child-centered activities, such as summer reading camps and parent learning circles, designed to complement the program's broader teacher training and curriculum development components. To date, Plan has mobilized more than 15,000 community members and parents in 158 communities in the effort to improve early grade reading outcomes.

Early Grade Reading Program:

The Early Grade Reading Program (EGRP) in Nepal is a USAID-funded, multi-stakeholder, country-wide education program that is working to directly assist the Government of Nepal, schools, community actors, and parents in supporting the education of their children. This takes place through community groups, new tools for engagement, and increased support to traditional forms of educational practice. The primary goals of the program are directly aimed at children themselves, as well as the supportive systems that operate their education. The program aims to improve children's reading in grades 1-3 and strengthen the Government of Nepal's capacity to deliver these services across 16 districts of the country.

Plan, as a partner to RTI, is operating a \$2.7 million activity plan that is working to strategically engage, educate, and empower parents around the role they can and should play in their children's education. Understanding the vital importance of creating sustainable interventions, Plan is strategically working

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with parents and school management on equipping them to partner together on educational support through comprehensive SBCC. Using SBCC, Plan is assisting parents in the creation of supplementary reading materials; hosting of after-school reading clubs; improving the home learning environment by creating reading spaces and improving the print-rich nature of their houses; increasing the supportive dialogue among parents through peer-to-peer training; helping guide schools in planning for the allocations under their School Improvement Plans; and ensuring further participation of parents and communities in the direction and management of schools.

The EGRP has significantly assisted in bridging the gap between parents, communities, and schools and has been able to directly increase the support to children's learning in both the formal and non-formal avenues, leading to further positive transformation in children's lives.

2. HEALTH AND WATER, SANITATION AND HYGIENE

Plan's goal: Providing the tools, training, and resources for communities to raise healthy children. Children and youth will realize their right to sexual and reproductive health, including HIV prevention, care, and treatment.

Plan supports a range of programs that reduce newborn and maternal mortality, increase child survival, and support the healthy development of children into adulthood. These interventions include initiatives to prevent and combat specific avoidable childhood illnesses, as well as efforts to strengthen community health systems and positively impact health-seeking behavior.

Our integrated approach to health intersects with work to promote good nutrition,

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early child development, and early education, while providing support for parents and caregivers. We work with our partners to help mothers, children, and young people access quality primary health care and social services. We also support quality, age-appropriate sexual and reproductive health education and services for adolescents and young people. We challenge the beliefs and attitudes that maintain inequality between the sexes. We also advocate for more effective policies and actions that respect and protect the rights of children, adolescents, and young people living in a world with HIV. These include the right to be protected from HIV and, for those affected, to receive care and support. This work includes building the capacity of household members caring for children orphaned by AIDS. In FY18, Plan International USA's combined expenditures for health and the related area of water, sanitation and hygiene totaled approximately \$19,952,314, of which health was \$16,297,169 (\$12,969,381 of which was transferred to PII) and water, sanitation and hygiene was \$3,655,145 (\$3,161,807 of which was transferred to PII). Examples of Plan's FY18 projects in this area include Nilinde: Support for Orphans and Vulnerable Children in Nairobi and Coast Counties of Kenya; USAID Health Systems Strengthening Plus; and Global Comprehensive Coordinated Care for Children in Malawi and Haiti.

Nilinde: Support for Orphans and Vulnerable Children in Nairobi and Coast Counties of Kenya:

On this \$41,005,731 project that is funded by USAID, Plan leads a consortium that, in FY18, included Ananda Marga Universal Relief Team (AMURT), Childline Kenya, and mothers2mothers (m2m). The project, known locally as "Nilinde," meaning "Protect Me" in Swahili, works to support at-risk children in Kenya by focusing on improving the welfare and protection of the most vulnerable households affected by HIV in Nairobi and Coast Counties.

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Nilinde works with local partner organizations to increase household resiliency and empower parents and caregivers to make investments that will improve the health and well-being of orphans and vulnerable children (OVC). Working at both local and national levels, Nilinde aims to increase access to health and social services and support government efforts at strengthening child welfare and protection systems. Nilinde's holistic case management approach connects health, nutrition, HIV services, psychosocial support, and education to economic strengthening services designed to graduate families out of program support by developing their ability to grow and sustain their assets, income, and skills. In Nairobi County, the project focuses on informal settlements where the majority of the OVC reside. In Coast County, the project works in both informal settlements in urban areas and in rural areas where larger OVC populations live.

In FY18, the project reached close to 160,000 children and their households with services and graduated groups of households that had stabilized in the least vulnerable category. The project increased its focus on ensuring that children at risk of HIV infection received HIV testing services and, in the case of those children living with HIV, were linked to care and treatment, with close follow-up and support from community case workers. At the same time, FY18 activities included HIV prevention approaches for HIV-negative adolescent girls and young women. Nilinde continued to work with governmental and non-governmental partners to use data for decision-making and improve quality services to OVC.

Senegal Health Systems Strengthening:

The USAID-funded Health Systems Strengthening project (HSS+) aims to improve the performance of the health system in Senegal by alleviating barriers to quality

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health services. The project is implemented by Abt Associates and includes World Vision and Plan as the two community engagement subrecipient organizations, in addition to local organizations Innovations Group and Health System in Africa (Groupe Issa), Association Council for Action (ACA), and the African Resources Group (ARG). HSS+ involves strengthening local-level governance geared towards reducing maternal morbidity and mortality, and contributes to the USAID/Senegal Health Program (2016-2021) goal to improve the health status of the Senegalese population.

As one of the partners on the community engagement component, Plan focuses on the key expected result of "strengthening community involvement in the management of health systems." This includes 1) awareness and community involvement increased in activities to promote health and enhance the continuity of health care; 2) increased use of community funding mechanisms; and 3) strengthened capacity of the structures of local government to improve health care in response to community needs. In addition, Plan supports implementation at the department, commune, and community levels and the development of community-based health insurance schemes, as well as communication and sensitization activities under the universal health coverage program. Plan focuses on metropolitan Dakar, Kaolack (Nioro du Rip), Louga, and Thies.

Coordinating Comprehensive Care for Children (4C):

Under the Coordinating Comprehensive Care for Children (4Children) project, which is led by Catholic Relief Services (CRS) and funded by USAID, Plan works to increase the availability of, access to, and uptake of specialized evidence-based services for OVC under 5 years and to provide adolescent girls and young women (AGYW) with high-quality case management, household economic strengthening, and

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other evidence-based OVC services within the PEPFAR OVC portfolio.

In 4Children Haiti, Plan is focused on ensuring that vulnerable AGYW have increased access to comprehensive evidence-based and age-appropriate services in four districts (Cap Haitian, Dessalines, Port-au-Prince, and St. Marc). The program has two overall objectives, with Plan focusing primarily on one: adolescent girls and young women at risk of acquiring HIV infection have increased access to comprehensive evidence-based, age-appropriate services in accordance with the Determined, Resilient, Empowered, AIDS-free, Mentored, and Safe (DREAMS) U.S. government initiative guidance and standards in four DREAMS target arrondissements. As part of this objective, Plan brings its expertise in youth mobilization through support for safe spaces, or DREAMS hubs. DREAMS hubs are youth-friendly spaces for adolescent girls through which all DREAMS services are delivered. Through the DREAMS hubs AGYW are able to build positive social connections, receive reinforcing support and mentoring, participate in social asset building activities, and learn about HIV and violence prevention. DREAMS mentors lead activities in the hubs-which are also open to adolescent boys and young men during limited hours.

3. DISASTER & CONFLICT

Plan's goal: Children and youth grow up in resilient communities and realize their rights in safety and with dignity before, during, and after disasters and conflicts.

In times of disaster, children are particularly vulnerable. Separation from families and friends causes uncertainty, anxiety, and shock, with a significant impact on children's emotional well-being. Our initial disaster response work

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focuses on children's urgent needs, such as shelter, food, and water. We then prioritize child protection and education to help re-establish a sense of security and normalcy. An important part of our response involves developing child-friendly spaces that help protect children from harm and exploitation, and aid emotional healing.

Our goal is to support children and youth, their communities, and their societies to develop resilience, enabling them to better absorb external shocks and continue forward with their personal and community development. Toward that end, we also seek to address the social inequities and governance challenges that marginalize segments of the population and prevent them from developing resilience.

Other: Plan's expenditures on disasters in FY18 totaled approximately \$10,674,713, \$9,482,853 of which was transferred to PII. Examples of Plan's FY18 projects in this area include: Support for Self-Help Shelter and WASH Solutions in Piura; Supporting the Tracing and Reunification of Unaccompanied and Separated Children, including Children Formerly Associated with Armed Forces and Armed Groups, in the Central African Republic; and Provision of Integrated Protection and Education Services to South Sudanese Refugee Girls, Boys, Women, and Akula Host Communities in the Gambella Region of Ethiopia.

Support for Self-Help Shelter and WASH Solutions in Piura:

This \$1.37 million USAID-funded project supported the repair and cleaning of houses damaged by floods in Piura. It provided support and assistance to rent shelter spaces for those families who had taken refuge with family or friends. Assistance has also been provided in the construction of transitional shelters (modules) for those with houses that are irreparable and who do not have appropriate

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long-term rental or shelter options. Likewise, these shelter interventions were complemented with the repair of small water systems, the provision of latrines, and promotion of the improvement of self-hygiene and hygiene practices in communities. Support was provided with the delivery of non-food items (NFI), and in some cases cash transfers were made to support home reconstruction.

Families were supported with materials for rehabilitation, including 696 kits for housing renovations, 478 of which were wall rehabilitation kits and 218 roof rehabilitation kits. In addition, 552 non-food item kits were distributed to support the rehabilitation of homes, including bedroom linens and other items (379 kits), as well as kitchen supplies (173 kits). The project provided technical assistance, supervision, and skilled labor for families in the construction of temporary shelters for 147 families and supported house cleaning to remove mud and wreckage from communities using heavy equipment.

The project conducted training to families of beneficiary homes and other members (non-beneficiary families) of 86 communities in the districts of La Arena, Catacaos, La Union, Tambogrande, and Las Lomas. Training topics included healthy behaviors and disease prevention; personal hygiene and hand washing; adequate storage of drinking water and safe water; and proper disposal of excreta and garbage. Training sessions in the selected topics reached 2,580 people.

Supporting the Tracing and Reunification of Unaccompanied and Separated Children, including Children Formerly Associated with Armed Forces and Armed Groups, in Central African Republic (CAR):

This 15-month, \$774,000 USAID-funded project supported the identification, documentation, interim care, tracing, reunification, and reintegration of unaccompanied and

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separated children (UASC), including Children Formerly Associated with Armed Forces and Armed Groups (former CAAFAG), in the Prefectures of Lobaye and Nana-Gribizi. While this project was intended to intervene in the Prefecture of Ouham, activities were suspended there because of local security concerns. Plan identified, registered, and documented 360 vulnerable children (161 girls), including UASC and CAAFAG, and provided them with case management and referral services, including supporting them with temporary host families. Plan established 141 temporary host families and supported these families with food and non-food items throughout the project period. The UASC placed in the temporary host families were provided with family reunification casework, and the CAAFAG placed with temporary host families for vocational training also returned to their homes after the training. During the project period, 23 UASC and former CAAFAG were reunited with their families. In addition, 180 children also benefited from gaining birth registration, which is key to ensuring that children's basic rights are not violated and mitigating the risk of abuse, exploitation, or recruitment into armed forces. Through this process, the project provided life-saving assistance to vulnerable young people, helping break the cycle of violence in CAR. In order to support continued work in tracing and reunification of cases, Plan established and revised six community child protection networks in project areas and provided training on this process to these entities and local government partners.

The project provided intensive vocational training courses for 109 youth beneficiaries. This training, combined with life skills and literacy classes, supported sustainable reintegration of UASC, including CAAFAG. Through this process, the project provided life-saving assistance to these young people, helping break the cycle of violence in CAR by giving them a clear vision and realistic opportunity for productive economic futures.

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Provision of Integrated Protection and Education Services to South Sudanese
Refugee Girls, Boys, Women, and Akula Host Communities in the Gambella Region
of Ethiopia:

This 12-month, \$1 million, State Department-funded award improved access of
the South Sudanese refugee population and host communities in Gambella to quality
education and child protection services. The program responded to enormous needs,
ranging from basic requirements of education to the more all-encompassing issue
of child protection, among children and youths in the South Sudanese refugee
population and the Ethiopian host community populations in Gambella. In child
protection, the project supported 38,000 children and adults, including UASC,
through case management (referral, tracing, family reunification, and long-term
alternative care arrangement), psychosocial support, child-friendly activities,
and non-food item distribution. Adults are directly benefiting from the project
and are actively involved in project implementation, acting as social workers,
foster parents, and community-based child protection committee members, as well
as through trainings and community awareness and learning sessions. Project accomplishments
in child protection include the following: (1) 20,481 children accessing child-friendly
spaces and participating in activities including life skills, drawing pictures,
storytelling, cultural dances, music, drama, clay models, outdoor playgrounds,
soccer, volleyball, and others; (2) 1,797 unaccompanied and separated children
placed in long-term alternative care supported by individual case management;
(3) Two blocks of primary school and ECCD centers constructed and serving 800
children; and (4) 570 separated and unaccompanied children referred for family
reunification (including 133 cross-border cases). In education, the project provided
access, improved teaching, and supplied the necessary educational materials to
ECCD centers and primary schools. Those activities targeted children from 0 to

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14, as well as adults (ECCD facilitators, teachers, parents' association, school mothers, and beneficiaries of awareness-raising sessions). In total, 21,997 students and pre-school children accessed schooling through the project.

In light of the project's success, the State Department Bureau of Population, Refugees, and Migration awarded Plan a July 2018 follow-on project to address the continuing need for education and child protection among refugee and host community populations in Gambella.

4. PROTECTION

Plan's goal: Providing a safe place for children to live and grow to their full potential.

Plan works to ensure that all children are safe and protected from abuse, neglect, exploitation, and violence. Plan recognizes that protection needs and challenges may vary according to a child's gender, and appropriately focuses its efforts and investments to address such differences. We provide services designed to prevent abuse, neglect, and exploitation of children and to help victims recover.

We campaign for and promote adequate legal protection at all levels, as well as advocate for strong support within families and communities. In addition, we raise public awareness of, and respect for, the right of all children to protection, and we help young people access the skills and knowledge that will enable them to protect themselves.

Expenditures from Plan in this area totaled approximately \$6,922,370 for FY18, \$5,648,661 of which was transferred to PII. An example of Plan's FY18 work in

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this area is the Missing Child Alert/PROTECT project.

Missing Child Alert/PROTECT:

The Missing Child Alert/PROTECT program is a \$5 million, 5-year project aimed at holistically empowering all key stakeholders in a child's life with knowledge and skills in the protection and prevention of child trafficking in Nepal, Bangladesh, and India. The program is directly working to educate and empower the entire community, members of which are engaged and responsible for the safe-guarding and security of their children. PROTECT is working with parents, village protection committees, border agents, governments, and children themselves in prevention, protection, and repatriation training, with the aim of creating safe, secure communities for children to thrive. With the protection of children being the responsibility of all actors in a community, Plan's program is working with all "gatekeepers," utilizing different approaches to speak directly to different populations' needs and capacities. PROTECT believes that if one actor is removed from the chain of responsibility, then a gap exists and children are not truly safe. All stakeholders must be fully equipped to create permanent and community-based security. Working through curricula including Choose Your Future; Sticks and Stones; Village-Level Child Protection Training; Village Savings and Loan (VSLA) education; SBCC; and the Repatriation Information Management System (RIMS), PROTECT is responding to both push and pull factors around the reasons children end up being victims of trafficking. PROTECT is working to reduce financial incentives; increase economic security for families and enablers; increase understanding around the true devastation of trafficking; assist government with key legislation and enforcement; and equip children themselves in understanding their rights and capacities as the future generation. In combination with building the capacity of key actors, PROTECT is also working to equip governments and non-state actors

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around innovations in information technology through RIMS.

Understanding the needs in the repatriation process, PROTECT has created a web-based platform for tracking children as they are repatriated back to their homes, a

5. YOUTH AND ECONOMIC EMPOWERMENT

Plan's goal: Young adolescents and youth will live in communities that value their participation and provide opportunities for their leadership and economic empowerment.

Plan currently works with youth in 72 countries around the world. Through Plan's community-based, gender sensitive approach, our programs engage marginalized youth to build their productive assets and prepare them with appropriate skills to manage their transition to work and adulthood. Our holistic programming targets very young adolescents (10-14), adolescents (15-19), and youth (20-29).

Plan expended approximately \$9,249,926 on youth and economic empowerment in FY18, \$6,427,809 of which was transferred to PII. Examples of Plan's FY18 projects in this area include Safeguarding Against and Addressing Fishers' Exploitation at Sea, Bridges to Employment, and Advancing Adolescent Health.

Safeguarding Against and Addressing Fishers' Exploitation at Sea:

Safeguarding Against and Addressing Fishers' Exploitation at Sea (SAFE Seas) is a four-year U.S. Department of Labor-funded project in Indonesia and the Philippines that focuses on improving enforcement to combat labor exploitation on fishing vessels, while decreasing the social constructs that enable forced labor and

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trafficking in persons on fishing vessels. Activities will include creating and/or strengthening regulations and policies to address labor exploitation; encouraging the use of multi-disciplinary inspection models; strengthening institutions and processes that protect workers; and increasing fishers' awareness of their rights and reporting abilities.

Bridges to Employment:

The USAID-funded Bridges to Employment project, led by DAI and in partnership with Plan and JBS International, aims to link more than 20,000 at-risk youth-especially young women and vulnerable populations-to basic social resources of work, knowledge, security, and social capital to foster social inclusion through employment opportunities in El Salvador. The \$3 million subcontract works to advance three objectives:

1) improved enabling environment promoting workforce development of at-risk youth in targeted high-growth sectors; 2) improved quality of workforce development services to effectively insert at-risk youth into targeted high-growth sectors; and 3) improved workforce readiness demonstrated by targeted at-risk youth. The project currently works with youth, employers, training institutions, and other stakeholders in 12 of El Salvador's high-crime municipalities. Through various events and job fairs, Plan has recruited more than 2,700 youth for the project.

Plan leads Objective 3, working directly with youth to increase their employment and self-employment opportunities. Plan leads major activities, including the 2015 implementation of a comprehensive Participatory Youth Assessment with more than 1,500 youth. Plan is working in partnership with the National Institute for Youth (INJUVE) to enhance its life skills curriculum based on USAID's 2016 guidance, and translating the curriculum into braille for youth with sight impairments.

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After youth take a psychometric exam, Plan staff help determine whether the young person is better suited for formal employment or entrepreneurship. For youth interested in employment, Plan facilitates their transition into technical courses related to ICT, manufacturing, hospitality, and agriculture. For those interested in entrepreneurship, Plan supports them with the development of their business plans and offers additional training in self-employment. Other youth who have not finished high school are encouraged to return to school or to participate in flexible education programs. For example, Plan met with the Ministry of Education, which shared the database of youth who are interested in finishing their studies through blended learning or online high school programs. Plan has also facilitated strategic partnerships with the Ministry of Labor, private sector businesses (such as Pollo Campero), and other donor-funded programs to expand the reach of project activities, and to ensure ongoing support by these actors after the project ends.

Advancing Adolescent Health:

The goal of the \$6 million Advancing Adolescent Health (A2H) project is to improve adolescents' sexual and reproductive health and family planning knowledge, as well as access and use of related services for married and unmarried adolescents.

The various cohorts targeted in this project include unmarried and married girls and boys aged 10-14 and 15-19. The project is structured to allow for multi-level interventions that target specific married and unmarried adolescent cohorts, as well as strengthen the engagement of key community gatekeepers and increase the demand for higher quality adolescent sexual and reproductive health (ASRH) and family planning services at the health center and provider levels. The project encourages delayed marriage, healthy birth spacing, and adolescent-friendly SRH services at government, non-governmental organization, and private sector health

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facilities. Specific objectives of the project are to: (1) Deliver ASRH information; encourage delayed marriage; and provide family planning, nutrition, and foundational life skills training via a peer-to-peer model to married and unmarried adolescents in the following cohorts: unmarried girls and boys aged 10-14; unmarried girls and boys aged 15-19; pre-marital couples; newly-married couples; married couples with no children; and married couples with one or more children. (2) Strengthen adolescent-friendly SRH and family planning services and information, as well as comprehensive confidential counseling, in both government and community health centers and with formal and non-formal providers. (3) Engage key community gatekeepers in the intervention areas to become resources and advocates- accountable for their communities' adolescent population-to assist in delaying age at marriage, delaying age at first birth, and encouraging safe birth spacing, along with increasing demand for utilization of and access to strengthened SRH and family planning services.

B. BUILDING RELATIONSHIPS

As part of our mission, we promote learning and understanding between people of different countries and cultures. Our child sponsorship program-through which a sponsor in the U.S. is linked with a child in need-encourages children and sponsors to exchange letters, cards, and photos as a way to better understand each other's cultures. Through our website and sponsor communications, we frequently urge sponsors to send email communications or letters to their sponsored children. These cross-cultural exchanges provide the foundation for the sponsor/child relationship.

Plan also provides various communications to sponsors throughout the year. Sponsors are introduced to their children through initial materials in their Sponsorship

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Guide. The "Sponsored Child Introduction" provides information on the child and his or her family, along with two photographs. This background information is accompanied by an "Area Overview" that provides information relevant to activities, programs, and projects in the sponsored child's program area and country. Our annual "Sponsored Child Update" also details activities, programs, and projects within a child's program area and country. This update is accompanied by new photographs of the sponsored child and his or her family members.

Building relationships is a reciprocal process, and we frequently encourage two-way communications. We contact all new sponsors to welcome them to Plan and encourage them to write to their sponsored children. To support sponsors in writing to their sponsored children consistently, we provide turn-around stationery several times throughout the year. In addition, we remind sponsors of their children's upcoming birthdays and encourage them to send birthday greetings.

During the year ending June 30, 2018, there were more than 97,995 instances of communications between sponsors, sponsored children and families, and the child's local Plan office. These communications are processed through a centralized communications and mail area at the Plan International USA office in Warwick, RI. The cost of \$820,940 associated with cross-cultural exchanges is known as "Building Relationships."

C. DEVELOPMENT EDUCATION AND ADVOCACY

To further our mission, Plan conducts educational outreach programs in the U.S. with youth, educators, donors, sponsors, and the public about issues affecting children and families in the developing world. Development Education programs

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enhance the public's understanding of the causes and conditions of poverty in developing countries and the role that Plan has in addressing children's vulnerabilities and breaking the cycle of poverty. Development Education is one of the key tools Plan uses to strengthen relationships with and between individual children, adults, groups, organizations, and institutions. We provide messages to the public through country and practice area technical briefs, website updates, monthly e-newsletters, and social media posts, among other media. Youth group activities and speaking engagements by staff also play a key role in the delivery of Plan's messages. Regular meetings between CEOs and senior staff of organizations with similar missions help to give all of us a stronger voice. In FY18, Plan began a research project to examine views, and what shapes those views, of gender equality by U.S. adolescents. The research included a survey that was designed through collaboration with PerryUndem, a non-partisan research organization, and M+R, a public relations firm.

The results will be reviewed and broadly shared and promoted in FY19.

Plan's domestic youth engagement programming includes a number of initiatives designed to engage U.S. youth in both the governance of the organization and as advocates for issues affecting youth, in particular girls, around the world. The Youth Advisory Board (YAB) is a group of high school and college-age youth who serve as a resource to organizational decision makers, to reinforce our mission of working both for and with children and young people. Roles and responsibilities include participating in discussions regarding strategic priorities, budgeting, and program design, while also developing connections and partnerships with Plan's global YAB network. In addition, Plan runs an annual week-long summer leadership summit called the Youth Leadership Academy (YLA). The YLA aims to build the capacity of high school youth in leadership and civic engagement, while increasing knowledge about the Sustainable Development Goals (SDGs).

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Additionally, Plan fosters policy change in two main focus areas: global gender equality and increasing the effectiveness of U.S. foreign assistance. As co-chair of the Big Ideas for Women and Girls Coalition and as co-chair of the Modernizing Foreign Assistance Network (MFAN), Plan is playing a leadership role in civil society coalitions advocating for change on these issues. Plan also works through a number of membership groups that span the international development sector, including the Society for International Development (SID), U.S. Global Leadership Coalition (USGLC), and InterAction. Through a series of policy events, Plan has brought the voices and perspectives of the field to decision makers and influencers on Capitol Hill, at the National Security Council, the State Department, USAID, and the wider development community.

Other important elements of Plan's outreach are the initiatives and partnerships we develop to increase awareness about challenges in the developing world, especially around gender inequality. In June 2018, Plan and Viacom International expanded our partnership together beyond the Nickelodeon brand to launch the #XQUNAMUJER campaign with Comedy Central. The campaign aimed to promote gender equality, women's rights, and inclusion throughout Latin America. It used the power of comedy to raise awareness of "machismo" and gender inequality between young men and women in the region. The co-branded campaign consisted of six promotional Public Service Announcements (PSA) airing on television and on the free mobile application, Comedy Central Play. Each PSA starred well-known comedians from Comedy Central Latin America coming together to celebrate women and their achievements, touch on personal themes in a humorous way, and generate a conversation about this important topic. The campaign was also amplified on social media. The six-month campaign is expected to reach more than 27.9 million households in 24 markets,

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including 10 countries in which Plan works.

For International Day of the Girl 2017, several of Plan's youth ambassadors "took over" roles for some of the most powerful women in corporate America, conveying that girls deserve a seat at the workplace table and that #GirlsBelongHere. Girl takeovers took place at companies such as Discovery Communications, State Street Global Advisors, and Alex and Ani. Plan also embarked on a partnership with The Female Quotient (TFQ), a company and community dedicated to achieving workplace equality, to expand our efforts around IDG. Girls took over the social media accounts for Shelley Zalis, the founder of TFQ, and worked with TFQ's media partner, Clear Channel, to showcase a digital billboard in NYC's Times Square. According to the marketing director at Clear Channel Outdoor, "Through our partnership with The Female Quotient, we were introduced to Plan and their initiative to empower young women in the U.S. and globally. On International Day of the Girl, we were happy to share messaging highlighting the efforts and accomplishments of their team on digital billboards broadcast in the crossroads of the world, Times Square. These billboards were projected to the thousands that stream through that pedestrian plaza daily, delivering over two million impressions over the course of the week." By participating in these IDG activities, #GirlsBelongHere went viral on social media with a 40 percent increase in engagement from IDG 2016, and Plan was able to increase its brand visibility, better advocate for and empower girls, and contribute to efforts to improve gender equality worldwide.

A different type of partnership-celebrity engagement has been extremely helpful in leveraging our brand and raising awareness. Celebrities are able to lend their voices to Plan's causes and amplify our messages to various audiences, particularly through print, on-air, and social media channels. Through donor communications,

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sponsor meetings, website publications, and public gatherings, Plan will continue to reach out to the public and invite them to engage with us and make a lasting difference for children around the world. We have found that once people understand these issues, they are willing to take action. Our task is to help bring these issues to light.

For the fiscal year ended June 30, 2018, the total Development Education and Advocacy expenses were \$1,463,793. During FY18, Plan International USA initiated more than 1,500,000 mailed or emailed communications, to help educate our donors and partners and also participated in various presentations, activities, and forums.

Pt VI, Section C, Line 17:

State: AK

State: AR

State: CA

State: CT

State: DC

State: FL

State: GA

State: HI

State: IL

State: KS

State: KY

State: MD

State: MA

State: MI

State: MN

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State: MS

State: NH

State: NJ

State: NM

State: NY

State: OK

State: OR

State: PA

State: RI

State: SC

State: TN

State: UT

State: VA

State: WV

State: WI

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.

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

OMB No. 1545-0047

2017

**Open to Public
Inspection**

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) -----					
(2) -----					
(3) -----					
(4) -----					
(5) -----					
(6) -----					

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) Plan International, Inc. 51-0169168 300 E. 47th St., 10th floor New York NY 10017	Supporting Organization	NY	501(c)(3)	509(a)(3), Line 11 Type I	N/A		X
(2) -----							
(3) -----							
(4) -----							
(5) -----							
(6) -----							
(7) -----							

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512–514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1) -----												
(2) -----												
(3) -----												
(4) -----												
(5) -----												
(6) -----												
(7) -----												

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1) Charitable Remainder Unitrust N/A N/A N/A RI 02886	REMAINDER TRUST	RI	N/A	T					X
(2) -----									
(3) -----									
(4) -----									
(5) -----									
(6) -----									
(7) -----									

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)	X	
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
o Sharing of paid employees with related organization(s)		X
p Reimbursement paid to related organization(s) for expenses	X	
q Reimbursement paid by related organization(s) for expenses	X	
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) Plan International, Inc.	b	43,734,725.	Accrual Acctg
(2) Plan International, Inc.	p	141,912.	Invoice Amt
(3) Plan International, Inc.	q	393,718.	Invoice Amt
(4)			
(5)			
(6)			

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512–514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
(8)													
(9)													
(10)													
(11)													
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(13)													
(14)													
(15)													
(16)													

