

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

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

2020**Open to Public Inspection**

A For the 2020 calendar year, or tax year beginning Jul 1, 2020, and ending Jun 30, 2021

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 \$64,774,891.

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

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: 1939

M State of legal domicile: NY

H(c) Group exemption number ▶

Part I Summary

1 Briefly describe the organization's mission or most significant activities: See the Organization's Purpose Statement on Schedule O, Page 1

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a) 3 14

4 Number of independent voting members of the governing body (Part VI, line 1b) 4 14

5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 5 168

6 Total number of volunteers (estimate if necessary) 6 10

7a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.

b Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	64,990,294.	61,307,387.
9 Program service revenue (Part VIII, line 2g)		
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	606,696.	997,674.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-10,629.	-6,164.
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	65,586,361.	62,298,897.
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	33,709,725.	34,638,677.
14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	16,187,623.	16,041,964.
16a Professional fundraising fees (Part IX, column (A), line 11e)	2,210,376.	2,545,045.
b Total fundraising expenses (Part IX, column (D), line 25) ▶ <u>5,463,953.</u>		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	8,217,585.	6,967,094.
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	60,325,309.	60,192,780.
19 Revenue less expenses. Subtract line 18 from line 12	5,261,052.	2,106,117.
20 Total assets (Part X, line 16)	63,516,312.	70,253,876.
21 Total liabilities (Part X, line 26)	18,408,270.	20,466,842.
22 Net assets or fund balances. Subtract line 21 from line 20	45,108,042.	49,787,034.

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 David A. Cannata Date 12-29-2021
 David A. Cannata, Chief Financial Officer
 Type or print name and title

Paid Preparer Use Only Print/Type preparer's name ROBERT A. PERILLO Preparer's signature [Signature] Date 12/29/21 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 AccomplishmentsCheck 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 \$ 41,962,135. including grants of \$ 34,638,677.) (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 \$5,068,630 incl. grants of \$4,595,056)
2. Health (Exp \$10,161,030 incl. grants of \$8,593,069)
3. Disaster & Conflict (Exp \$8,786,314 incl. grants of \$7,042,265)
4. Protection (Exp. \$6,230,198 incl. grants of \$4,537,374)
5. Youth and Economic Empowerment (Exp. \$11,715,963 incl. grants of \$9,870,913)
For more information, please see "Program Service Accomplishments" in Schedule O.

4b (Code:) (Expenses \$ 1,002,153. 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 \$ 2,273,318. including grants of \$ 0.) (Revenue \$ 0.)

Development Education, Public Engagement, 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 on Schedule O.)

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

4e Total program service expenses **▶** 45,237,606.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 X	
2 Is the organization required to complete Schedule B, Schedule of Contributors 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? If "Yes," complete Schedule C, Part I	3	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? If "Yes," complete Schedule C, Part II	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? If "Yes," complete Schedule C, Part III	5	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? If "Yes," complete Schedule D, Part I	6	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? If "Yes," complete Schedule D, Part II	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	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? If "Yes," complete Schedule D, Part IV	9	X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If "Yes," complete Schedule D, Part V	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? If "Yes," complete Schedule D, Part VI	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? If "Yes," complete Schedule D, Part VII	11b	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? If "Yes," complete Schedule D, Part VIII	11c	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? If "Yes," complete Schedule D, Part IX	11d X	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	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)? If "Yes," complete Schedule D, Part X	11f	X
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	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? If "Yes," complete Schedule F, Parts I and IV	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? If "Yes," complete Schedule F, Parts II and IV	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? If "Yes," complete Schedule F, Parts III and IV	16	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? If "Yes," complete Schedule G, Part I See instructions	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? If "Yes," complete Schedule G, Part II	18 X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	X
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21 X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	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? If "Yes," complete Schedule J	23	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? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	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? If "Yes," complete Schedule L, Part I	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	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, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	X
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	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? If "Yes," complete Schedule R, Part I	33	X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	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)? If "Yes," complete Schedule R, Part V, line 2	35b	X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	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? If "Yes," complete Schedule R, Part VI	37	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.	38	X

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	61
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 168		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b x	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	x
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	x
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	x
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	x
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	x
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a x	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b x	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	x
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	x
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	x
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12 10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders 11a		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b		
c	Enter the amount of reserves on hand 13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	x
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.	15	x
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	x

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 on 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 on Schedule O.	1a 14	
b Enter the number of voting members included on line 1a, above, who are independent	1b 14	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3	X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4 X	
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5	X
6 Did the organization have members or stockholders?	6	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?	7a	X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	8a X	
b Each committee with authority to act on behalf of the governing body?	8b 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 on Schedule O	9	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?	10a	X
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a X	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	12a X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c X	
13 Did the organization have a written whistleblower policy?	13 X	
14 Did the organization have a written document retention and destruction policy?	14 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?		
a The organization's CEO, Executive Director, or top management official	15a X	
b Other officers or key employees of the organization	15b 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?	16a	X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► See Part VI, Line 17 stmt

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, 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 on Schedule O)

19 Describe on 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 ContractorsCheck 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.

See instructions for the order in which to list the persons above.

☐ 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) Ann O'Brien Board Chair	10.00	X						0.	0.	0.
(2) Elizabeth Fessenden Vice Chair & Audit Chair	10.00	X						0.	0.	0.
(3) Georgiana Gibson Secretary	8.00	X						0.	0.	0.
(4) Debbie Simpson Treasurer	8.00	X						0.	0.	0.
(5) Jack Poulson Board Member	4.00	X						0.	0.	0.
(6) James Michel Board Member	4.00	X						0.	0.	0.
(7) Carol Peasley Board Member	6.00	X						0.	0.	0.
(8) Grace Miner Board Member	2.00	X						0.	0.	0.
(9) Paul Dwyer Board Member	2.00	X						0.	0.	0.
(10) Sara Moore Board Member	2.00	X						0.	0.	0.
(11) Elizabeth Myers Board Member	4.00	X						0.	0.	0.
(12) Susan Benton Board Member	6.00	X						0.	0.	0.
(13) Vicki Escarra Board Member	8.00	X						0.	0.	0.
(14) Emily Green Board Member	4.00	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) Eric Chatman Board Member	4.00	<input checked="" type="checkbox"/>						0.	0.	0.
(16) Hatem Mostafa Board Member	4.00	<input checked="" type="checkbox"/>						0.	0.	0.
(17) Ana Teresa Gutierrez-San Martin President/CEO	50.00			<input checked="" type="checkbox"/>				361,864.	0.	24,501.
(18) David Cannata CFO	50.00			<input checked="" type="checkbox"/>				237,509.	0.	21,529.
(19) Shanna Marzilli Chief Marketing Officer	50.00				<input checked="" type="checkbox"/>			295,090.	0.	40,679.
(20) Constantin Abarbieritei COO	50.00				<input checked="" type="checkbox"/>			262,310.	0.	32,912.
(21) John Glover Sr.VP, Programs and Policy	50.00				<input checked="" type="checkbox"/>			237,020.	0.	26,502.
(22) Karina Nersesyan Sr.Director, Project Implementation Unit	50.00					<input checked="" type="checkbox"/>		187,595.	0.	23,662.
(23) Yvonne Norman Director of IT	50.00					<input checked="" type="checkbox"/>		186,244.	0.	27,169.
(24) Jill Nosach Vice President, Philanthropy	50.00					<input checked="" type="checkbox"/>		169,442.	0.	23,094.
(25) Frank Manfredi Senior Director, DRM	50.00					<input checked="" type="checkbox"/>		168,630.	0.	19,924.
1b Subtotal								2,105,704.	0.	239,972.
c Total from continuation sheets to Part VII, Section A								163,073.	0.	17,060.
d Total (add lines 1b and 1c)								2,268,777.	0.	257,032.

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 **44**

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	<input type="checkbox"/>	<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"/>	<input 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 type="checkbox"/>	<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
GiveBridge, 525 Western Monroe St., Ste 900, Chicago, IL 60661	In-person solicitation	1,815,445.
DialogueDirect, Inc., 351 W. 39th St., Ground Floor, New York, NY 10018	In-person solicitation	489,185.
PMX Agency LLC, One World Trade Center, 63rd Floor, New York, NY 10007	Fundraising Counsel	300,594.
Whelnet Services, Inc., 6264 Loisdale Ct. STE 600, Springfield, VA 22150	In-person solicitation	291,665.
Matthew Schwartz Design Studio, 233 Broadway, New York, NY 10279	graphic design	238,266.

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 **11**

Part VIII Statement of RevenueCheck 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	31,992.			
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	22,252,103.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	39,023,292.			
	g	Noncash contributions included in lines 1a-1f	1g	\$ 248,134.			
	h	Total. Add lines 1a-1f		61,307,387.			
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)		431,884.	0.	0.	431,884.
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	6a	(i) Real	(ii) Personal		
	b	Less: rental expenses	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other		
	b	Less: cost or other basis and sales expenses	7b				
	c	Gain or (loss)	7c				
	d	Net gain or (loss)		565,790.	0.	0.	565,790.
	8a	Gross income from fundraising events (not including \$ 31,992. of contributions reported on line 1c). See Part IV, line 18	8a				
	b	Less: direct expenses	8b				
	c	Net income or (loss) from fundraising events . . .		-6,164.		0.	-6,164.
	9a	Gross income from gaming activities. See Part IV, line 19	9a				
	b	Less: direct expenses	9b				
	c	Net income or (loss) from gaming activities . . .					
	10a	Gross sales of inventory, less returns and allowances	10a				
	b	Less: cost of goods sold	10b				
	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			62,298,897.	0.	0.	991,510.

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	34,123,049.	34,123,049.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0.	0.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	515,628.	515,628.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,435,063.	276,672.	1,118,434.	39,957.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7 Other salaries and wages	11,609,329.	5,455,476.	4,734,951.	1,418,902.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	943,201.	397,713.	437,038.	108,450.
9 Other employee benefits	1,200,351.	494,339.	568,240.	137,772.
10 Payroll taxes	854,020.	360,108.	395,716.	98,196.
11 Fees for services (nonemployees):				
a Management	0.	0.	0.	0.
b Legal	15,995.	0.	15,995.	0.
c Accounting	186,596.	74,000.	112,596.	0.
d Lobbying	0.	0.	0.	0.
e Professional fundraising services. See Part IV, line 17	2,545,045.			2,545,045.
f Investment management fees	43,898.	0.	43,898.	0.
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	2,277,902.	1,805,356.	376,645.	95,901.
12 Advertising and promotion	347,632.	87,440.	0.	260,192.
13 Office expenses	1,023,323.	501,229.	123,465.	398,629.
14 Information technology	853,813.	268,985.	400,782.	184,046.
15 Royalties	0.	0.	0.	0.
16 Occupancy	975,683.	533,881.	360,473.	81,329.
17 Travel	0.	0.	0.	0.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.	0.	0.	0.
19 Conferences, conventions, and meetings	0.	0.	0.	0.
20 Interest	0.	0.	0.	0.
21 Payments to affiliates	0.	0.	0.	0.
22 Depreciation, depletion, and amortization	296,385.	120,306.	135,451.	40,628.
23 Insurance	84,966.	7,196.	76,844.	926.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on 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>	384,003.	480.	383,523.	0.
b <u>Outside Clerical</u>	4,169.	2,710.	1,459.	0.
c <u>Educ/Training/Mtgs</u>	38,043.	23,771.	14,104.	168.
d <u>Repairs/Maintenance</u>	84,072.	20,422.	48,628.	15,022.
e All other expenses	350,614.	168,845.	142,979.	38,790.
25 Total functional expenses. Add lines 1 through 24e	60,192,780.	45,237,606.	9,491,221.	5,463,953.
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 SheetCheck if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	17,149,789.	1	13,177,575.
	2 Savings and temporary cash investments	19,785.	2	8,580.
	3 Pledges and grants receivable, net	14,632,322.	3	22,719,878.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	852,752.	9	783,105.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 7,107,443.		
	b Less: accumulated depreciation	10b 5,353,493.		
	11 Investments—publicly traded securities	1,672,174.	10c	1,753,950.
	12 Investments—other securities. See Part IV, line 11	19,915,128.	11	23,203,780.
	13 Investments—program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	9,274,362.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	63,516,312.	15	8,607,008.	
		16	70,253,876.	
Liabilities	17 Accounts payable and accrued expenses	2,097,264.	17	1,931,526.
	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 any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		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	16,311,006.	25	18,535,316.
	26 Total liabilities. Add lines 17 through 25	18,408,270.	26	20,466,842.
	Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.		
27 Net assets without donor restrictions		19,337,052.	27	19,262,453.
28 Net assets with donor restrictions		25,770,990.	28	30,524,581.
Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
29 Capital stock or trust principal, or current funds			29	
30 Paid-in or capital surplus, or land, building, or equipment fund			30	
31 Retained earnings, endowment, accumulated income, or other funds			31	
32 Total net assets or fund balances		45,108,042.	32	49,787,034.
33 Total liabilities and net assets/fund balances	63,516,312.	33	70,253,876.	

Part XI Reconciliation of Net AssetsCheck 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	62,298,897.
2	Total expenses (must equal Part IX, column (A), line 25)	2	60,192,780.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,106,117.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	45,108,042.
5	Net unrealized gains (losses) on investments	5	2,476,811.
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 on Schedule O)	9	96,064.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	49,787,034.

Part XII Financial Statements and ReportingCheck 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	2a	<input checked="" type="checkbox"/>
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	2b	<input checked="" type="checkbox"/>
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 on Schedule O.	2c	<input checked="" type="checkbox"/>
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	<input checked="" type="checkbox"/>
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 on Schedule O and describe any steps taken to undergo such audits	3b	<input checked="" type="checkbox"/>

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			
Jennifer Trainor Senior Director of Mktg & Fundraising	50.00					X		163,073.	0.	17,060.
								163,073.	0.	17,060.

Additional information from your Form 990: Return of Organization Exempt from Income Tax

Form 990: Return of Organization Exempt from Income Tax
Part VI, Line 17 (continued)

Continuation Statement

States Where Copy of Return is Required
AL
AK
AR
CA
CT
DC
FL
GA
HI
IL
KS
KY
MD
MA
MI
MN
MS
NH
NJ
NM
NY
OK
OR
PA
RI
SC
TN
UT
VA
WV
WI

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2020

**Open to Public
Inspection**

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)(vi).** (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 33 $\frac{1}{3}$ % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 $\frac{1}{3}$ % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations
- 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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	70,328,366.	75,624,370.	64,765,143.	64,990,294.	61,307,387.	337,015,560.
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	70,328,366.	75,624,370.	64,765,143.	64,990,294.	61,307,387.	337,015,560.
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)						5,916,142.
6 Public support. Subtract line 5 from line 4						331,099,418.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	70,328,366.	75,624,370.	64,765,143.	64,990,294.	61,307,387.	337,015,560.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	336,930.	407,217.	585,641.	523,820.	431,884.	2,285,492.
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						339,301,052.
12 Gross receipts from related activities, etc. (see instructions)					12	2,848,147.
13 First 5 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 2020 (line 6, column (f), divided by line 11, column (f))	14	97.58 %
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	97.38 %
16a 33⅓% support test—2020. If the organization did not check the box on line 13, and line 14 is 33⅓% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33⅓% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33⅓% 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—2020. 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—2019. 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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(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 5 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 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f)) . . .	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%
19a 33 1/3% support tests—2020. 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—2019. 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 box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, 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 lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c 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 box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b 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>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <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 lines 5b and 5c 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>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c 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 (as 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>		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <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 line 10b below.</i>		
b 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 lines 11b and 11c below, the governing body of a supported organization?		
11a		
b A family member of a person described in line 11a above?		
11b		
c A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI .		
11c		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <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 governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.			
2a			
b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
2b			
3 Parent of Supported Organizations. Answer lines 3a and 3b 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? If "Yes" or "No," provide details in Part VI .			
3a			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.			
3b			

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

- 1** ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*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 (<i>explain in detail in Part VI</i>):		
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 0.015 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 0.035.	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 0.85 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	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required— <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E—Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required— <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020			
a From 2015			
b From 2016			
c From 2017			
d From 2018			
e From 2019			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016			
b Excess from 2017			
c Excess from 2018			
d Excess from 2019			
e Excess from 2020			

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

OMB No. 1545-0047

2020

**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 (grassroots 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	54,776,860.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	54,776,860.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>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.		
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) 2017	(b) 2018	(c) 2019	(d) 2020	(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.

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.

[illegible]

**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

2020

**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.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements.

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

1 Purpose(s) of conservation easements held by the organization (check all that apply). <input type="checkbox"/> Preservation of land for public use (for example, recreation or education) <input type="checkbox"/> Preservation of a historically important land area <input type="checkbox"/> Protection of natural habitat <input type="checkbox"/> Preservation of a certified historic structure <input type="checkbox"/> Preservation of open space	
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►	
4 Number of states where property subject to conservation easement is located ►	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ►	
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	<input type="checkbox"/> Yes <input type="checkbox"/> No
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.	
b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:	
(i) Revenue included on Form 990, Part VIII, line 1	► \$
(ii) Assets included in Form 990, Part X	► \$
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:	
a Revenue included on Form 990, Part VIII, line 1	► \$
b Assets included in Form 990, Part X	► \$

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

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

a ☐ Public exhibition

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other _____

c ☐ Preservation for future generations

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

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

Part IV Escrow and Custodial Arrangements.

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

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

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

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

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided 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	14,943,676.	14,057,589.	13,535,993.	13,555,395.	13,181,263.
b Contributions	63,684.	100,774.	14,010.	99,093.	58,982.
c Net investment earnings, gains, and losses	3,298,449.	890,948.	1,089,319.	714,655.	1,164,354.
d Grants or scholarships					
e Other expenditures for facilities and programs	107,380.	105,635.	581,733.	833,150.	849,204.
f Administrative expenses					
g End of year balance	18,198,429.	14,943,676.	14,057,589.	13,535,993.	13,555,395.

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

a Board designated or quasi-endowment ☐ 13. %

b Permanent endowment ☐ 87. %

c Term endowment ☐ 0. %

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:

(i) Unrelated organizations

(ii) Related organizations

	Yes	No
3a(i)		X
3a(ii)		X
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

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.		2,378,984.	124,319.
c Leasehold improvements	1,430,625.		747,160.	683,465.
d Equipment	2,646,047.		2,227,349.	418,698.
e Other	342,880.			342,880.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				1,753,950.

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) Right of use lease asset	8,607,008.
(2) _____	
(3) _____	
(4) _____	
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	8,607,008.

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.	8,181,868.
(3) Lease liability	10,353,448.
(4) _____	
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	18,535,316.

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 FASB 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	68,230,518.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	2,476,811.
b	Donated services and use of facilities	2b	3,492,544.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	6,164.
e	Add lines 2a through 2d	2e	5,975,519.
3	Subtract line 2e from line 1	3	62,254,999.
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	43,898.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	43,898.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	62,298,897.

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	63,695,623.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	3,492,544.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	54,197.
e	Add lines 2a through 2d	2e	3,546,741.
3	Subtract line 2e from line 1	3	60,148,882.
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	43,898.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	43,898.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	60,192,780.

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 direct expenses

Pt XI, Line 2d: incurred on Fundraising Events of \$6,164. See Form 990, Page
9, Line 8(b)

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

Part XIII Supplemental Information *(continued)*

\$6,164 plus the \$48,033 difference between ASU 842 and Internal Revenue Code section 467 regarding the accounting of lease expense.

Other: Additional information relating to Part XI, line 2b and Part XII, line 2a: Plan's strategic partnerships are another important element of our efforts to increase awareness about challenges in the developing world, especially around gender inequality. By linking Plan's mission with household companies and brands, our reach increases exponentially. In July 2020, Plan partnered once again with ViacomCBS through MTVNLA for the #PARA E PENSA (#STOP&THINK) campaign that highlighted how gender inequality and gender-based violence are everyone's problem, not just those who are victims of it. The campaign targeted individuals ages 16-34 and ran on-air and digitally throughout all of Latin America, the Caribbean and Brazil, in Spanish and Portuguese. The campaign reached more than 44.1 million individuals and generated a media value of over \$2.1 million. Furthering our partnership with ViacomCBS, Plan worked with Nickelodeon in April 2021 on a gender equity campaign to celebrate girls who are defying stereotypes and excelling in male-dominated disciplines. The Extraordinary Me initiative leveraged Nickelodeon's interstitial series, which spotlights everyday children from around the world doing extraordinary things. The campaign included four co-branded profile spots featuring girls from around the world including Karla, a Plan participant from Colombia who plays rugby and is a girls rights activist. The spots ran across Nickelodeon platforms in 144 countries, reaching more than 18.5 million viewers worldwide and generating a media value of more than \$1.6 million. 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

Part XIII Supplemental Information *(continued)*

but excluded for the purposes of the Form 990 in accordance with the IRS instructions.

Other: A favorable determination letter has been obtained from the Internal Revenue Service exempting the organization from federal income tax under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for taxes on the change in net assets has been recorded. Furthermore, Plan International USA, Inc. has determined that no liability for uncertain tax positions under FASB ASC 40 existed as of June 30, 2021.

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

► **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.**

OMB No. 1545-0047

2020

**Open to Public
Inspection**

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) East Asia and Pacific	0	0	Grants	N/A	87,658.
(2) Sub-Saharan Africa	0	0	Grants	N/A	77,252.
(3) Sub-Saharan Africa	0	0	Grants	N/A	64,362.
(4) South Asia	0	0	Grants	N/A	49,706.
(5) South America	0	0	Grants	N/A	44,177.
(6) Sub-Saharan Africa	0	0	Grants	N/A	42,061.
(7) South Asia	0	0	Grants	N/A	37,714.
(8) South America	0	0	Grants	N/A	31,241.
(9) South Asia	0	0	Grants	N/A	30,426.
(10) Central America	0	0	Grants	N/A	16,220.
(11) East Asia and Pacific	0	0	Grants	N/A	16,137.
(12) Europe	0	0	Grants	N/A	10,000.
(13) South Asia	0	0	Grants	N/A	8,674.
(14)					
(15)					
(16)					
(17)					
3a Subtotal	0	0			515,628.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	0	0			515,628.

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

Schedule F (Form 990) 2020

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)			East Asia and Pacific	Covid relief	87,658.	wire transfer			
(2)			Sub-Saharan Africa	SustDevelopmentGoals	77,252.	wire transfer			
(3)			Sub-Saharan Africa	SustDevelopmentGoals	64,362.	wire transfer			
(4)			South Asia	SustDevelopmentGoals	49,706.	wire transfer			
(5)			South America	SustDevelopmentGoals	44,177.	wire transfer			
(6)			Sub-Saharan Africa	SustDevelopmentGoals	42,061.	wire transfer			
(7)			South Asia	SustDevelopmentGoals	37,714.	wire transfer			
(8)			South America	SustDevelopmentGoals	31,241.	wire transfer			
(9)			South Asia	SustDevelopmentGoals	30,426.	wire transfer			
(10)			Central America	SustDevelopmentGoals	16,220.	wire transfer			
(11)			East Asia and Pacific	Covid relief	16,137.	wire transfer			
(12)			Europe	Assisit in emergency	10,000.	wire transfer			
(13)			South Asia	Child protection	8,674.	wire transfer			
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . **13**

3 Enter total number of other organizations or entities . . . **0**

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 grants and other assistance.

Pt I Line 3 Col (F): The grants listed as items 1 and 11 under Part I, Line 3 is with Plan's partners on a USAID funded project relating to Covid awareness, preparedness and relief in Fiji. 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 grants listed as items 2 through 10 on Part I, Line 3 relate to Plan's work on a project focused on the Sustainable Development Goals with partner organizations in 8 countries. Plan monitors the progress of the grantees through review of periodic financial and program performance reports as well as via field visits and recurring communications with the project teams at the partner organizations.

Pt I Line 3 Col (F): The grants listed as items 12 and 13 under Part I, Line 3 is with Plan's partners on private donor funded projects assistance in emergencies and child protection for vulnerable children. Plan monitors these activities through communications with the partner as well as the review of financial and programmatic reports required in the scope of the subgrant agreement with each partner.

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.

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.

Other: Plan International USA, Inc. is the United States member 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 program activities through PII. See Schedule I for more information.

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, 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 instructions and the latest information.

OMB No. 1545-0047

2020

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 <input checked="" type="checkbox"/> Mail solicitations | e <input checked="" type="checkbox"/> Solicitation of non-government grants |
| b <input checked="" type="checkbox"/> Internet and email solicitations | f <input checked="" type="checkbox"/> Solicitation of government grants |
| c <input checked="" type="checkbox"/> Phone solicitations | g <input checked="" type="checkbox"/> Special fundraising events |
| d <input checked="" type="checkbox"/> In-person solicitations | |
- 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 Dialogue Direct 351 West 39th St. Ground Floor New York, NY 10018	In-person solicitation		X	353,706.	689,377.	-335,671.
2 Bob Carter Companies 2145 14th Ave Suite 26 Vero Beach, FL 32960	FR Counsel-Campaign		X	0.	98,800.	-98,800.
3 GiveBridge 525 Western Monroe St., Ste 900 Chicago, IL 60661	In-person solicitation		X	681,764.	1,188,513.	-506,749.
4 Forward PMX LLC One World Trade Center, 63rd Floor New York, NY 10007	FR counsel-digital/web		X	0.	568,355.	-568,355.
5						
6						
7						
8						
9						
10						
Total				1,035,470.	2,545,045.	-1,509,575.

- 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 ID IL IN IA KS KY LA ME MD MA MI MN MS MO MT NE NV NH NJ 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 Day of the Girl (virtual) (event type)	(b) Event #2 NY CLC (virtual) (event type)	(c) Other events None (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	13,588.	10,654.		24,242.
	2 Less: Contributions	13,588.	10,654.		24,242.
	3 Gross income (line 1 minus line 2)	0.	0.		0.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	3,082.	1,787.		4,869.
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				4,869.
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-4,869.

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<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 Dialogue Direct is representative of the results during the fiscal year ended June 30, 2021. The activities are undertaken primarily to generate monthly-giving donors as opposed to soliciting one-time gifts. The focus of the fundraising efforts is on child 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, 2021, the campaign with Dialogue Direct generated approx. 2,064 new donors whom enrolled in monthly giving programs.

Line 2b col(v): The information relating to activity with GiveBridge is similar

- 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.

to above with similar goals and objectives around obtaining monthly-giving donors. During the fiscal year ended June 30, 2021, the campaign with GiveBridge generated approx. 3,600 new donors of which approx. 91% enrolled in monthly-giving programs.

Line 2b col(v): The information relating to activity with Carter and PMX is different than the other two firms noted on Schedule G because these two 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 from individuals. As such, while the services may fall within the broad scope of work done by a "fundraising

- 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.

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, 2021, PMX provided Plan International USA with general digital content marketing and strategy consultation. They 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, 2021, Carter provided Plan International USA with assistance in the development and the planning for a multiple year fundraising campaign.

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

2020

Open to Public
Inspection

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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)	33,691,789.	0.	N/A	N/A	Prog. Support
(2) Sesame Workshop, 1900 Broadway New York NY 10023	13-2655731	501 (c) (3)	131,250.	0.	N/A	N/A	Safe drinking water
(3) Field Ready, Inc., 922 Davis Street Evanston IL 60201	61-1725201	501 (c) (3)	99,452.	0.	N/A	N/A	Prevent spread of Covid 19
(4) Equal Access International, 1001 Connecticut Ave. NW Suite 909 Washington DC 20036	94-3402601	501 (c) (3)	75,873.	0.	N/A	N/A	Youth capacity strengthening
(5) IMPL Project, 1101 Wilson Blvd., 6th Floor Arlington VA 22209	47-4723123	501 (c) (3)	82,280.	0.	N/A	N/A	Training Out of School Youth
(6) Georgetown University, 37th & O Streets NW Washington DC 20057	53-0196603	501 (c) (3)	42,371.	0.	N/A	N/A	Young father child engagement
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2	Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	6
3	Enter total number of other organizations listed in the line 1 table	1

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

REV 09/08/21 PRO

Schedule I (Form 990) 2020

BAA

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 \$33,691,789

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

Pt I Line 2: ended June 30, 2021 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						
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5						
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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						
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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 (in person, pre-Covid; virtual visits during Covid) whereby they perform program monitoring and evaluation work as well as providing technical 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						
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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						
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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: Plan International USA's subgrant to Sesame Workshop was in support of a project in Nigeria relating to children's safe drinking water and also included materials from Sesame Street to incorporate into Plan'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.					

curriculum to be used in schools in Nigeria. Plan International USA monitored the activities of Sesame both in the field-country and remotely through review of monthly financial reports, quarterly program performance reports, country office visits (in person, pre-Covid; virtual visits during Covid) and by taking the lead role in the monitoring and evaluation process.

Pt I Line 2: Plan International USA's subgrant to Field Ready, Inc. related to a project aimed at reducing the spread of Covid 19 in Fiji by promoting and facilitating handwashing. Plan's technical team in the US and in the region monitor the subs work through periodic programmatic and financial reports and correspondence/meetings.

Pt I Line 2: Plan International USA's subgrant to Equal Access International related to a project designed

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						
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7						
Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.						

to strengthen the capacity of youth and community leaders under the Marawi Response Project in the Philippines.

Equal Access provided training to youth team leaders to become more effective and media savvy drivers of change

in order to advance community resilience, youth development, and economic recovery in regions of Mindanao.

Plan's technical team in the US and in the region monitor the subs work through periodic programmatic and financial

reports and correspondence/meetings.

Pt I Line 2: Plan International USA's subgrant to IMPL.Project is related to Plan's Marawi Response Project

in the Philippines. The role of IMPL.Project was to organize and train vulnerable out of school youth into

a construction cooperative that would provide jobs and income for families in the community. Plan's technical

team in the US and in the region monitor the subcontractors' work through periodic programmatic reports and

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						
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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.

financial reports and correspondence/meetings.

Pt I Line 2: Plan International USA's subgrant to Georgetown University was related to a gender project that the organization conducted related to increasing the positive and non-violent engagement of young fathers in the care of their young children. Plan received financial and programmatic reports and conducted meetings and calls in order to monitor progress.

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

2020

**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 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?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a–c, list the persons and provide the applicable amounts for each item in Part III.

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?
- b** Any related organization?
- 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?
- b** Any related organization?
- 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	(iii) Other reportable compensation				
Ana Teresa Gutierrez-San Martin	(i)							
1 President/CEO	(ii)	361,864.	0.	0.	24,225.	276.	386,365.	0.
David Cannata	(i)	237,509.	0.	0.	20,339.	1,190.	259,038.	0.
2 CFO	(ii)	0.	0.	0.	0.	0.	0.	0.
Shanna Marzilli	(i)	295,090.	0.	0.	24,225.	16,454.	335,769.	0.
3 Chief Marketing Officer	(ii)	0.	0.	0.	0.	0.	0.	0.
Constantin Abarbieritei	(i)	262,310.	0.	0.	22,590.	10,323.	295,223.	0.
4 COO	(ii)	0.	0.	0.	0.	0.	0.	0.
John Glover	(i)	237,020.	0.	0.	20,451.	6,051.	263,522.	0.
5 Sr.VP, Programs and Policy	(ii)	0.	0.	0.	0.	0.	0.	0.
Karina Nersesyan	(i)	170,502.	17,093.	0.	12,643.	11,018.	211,256.	0.
6 Sr.Director, Project Implementation Unit	(ii)	0.	0.	0.	0.	0.	0.	0.
Yvonne Norman	(i)	186,244.	0.	0.	16,151.	11,018.	213,413.	0.
7 Director of IT	(ii)	0.	0.	0.	0.	0.	0.	0.
Jill Nosach	(i)	169,442.	0.	0.	14,386.	8,708.	192,536.	0.
8 Vice President, Philanthropy	(ii)	0.	0.	0.	0.	0.	0.	0.
Frank Manfredi	(i)	168,630.	0.	0.	14,489.	5,435.	188,554.	0.
9 Senior Director, DRM	(ii)	0.	0.	0.	0.	0.	0.	0.
Jennifer Trainor	(i)	163,073.	0.	0.	10,973.	6,087.	180,133.	0.
10 Senior Director of Mktg & Fundraising	(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)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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

OMB No. 1545-0047

2020

Open to Public Inspection

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				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	48	248,134.	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				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()				
26 Other ▶ ()				
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 V, Donee Acknowledgement

29

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?

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?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

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.

	Yes	No
30a		X
31	X	
32a		X

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 Line 30b: The number of contributions listed on line 9 represents 48 separate gifts of publicly traded securities or mutual funds received throughout the fiscal year ended June 30, 2021.

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

2020

**Open to Public
Inspection**

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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

Other: Plan strives for a just world that advances children's rights and, in particular, 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; and (4) Support the safe and successful progression of children from birth to adulthood. In connection with the aforementioned key areas, Plan is especially focused on girls' rights when implementing its programs in the US and globally. We are powered by supporters and partner with adolescent girls, children and young women to overcome oppression and gender inequality. We provide the resources that are unique to their needs and the needs of their communities, ensuring they achieve their full potential with dignity, opportunity and safety.

Pt VI, Line 4: Plan International USA made a Bylaw change related to actions which require full board approval as follows:

Pt VI, Line 11b: ...no such Committee shall have authority respecting the following matters (all of which shall be under the authority of the Board as a whole or as otherwise set forth in these Bylaws): (1) The election or removal of any Board member or officer, or the filling of vacancies on any standing Committee. (2)

The amendment or repeal of these Bylaws, any Board Standing Policy, or the Certificate

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Plan International USA, Inc.	13-5661832

of Incorporation, or the adoption of new Bylaws or any new Board Standing Policy.

(3) The amendment or repeal of any resolution of the Board or any Board Standing Policy. (4) The approval of a merger or plan of dissolution. (5) The authorization of any transaction regarding the sale, lease, exchange or other disposition of all or substantially all of the assets of the Corporation.

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 Plan International USA's Conflict of Interest policy and review the 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 the Director of Ethics and Compliance and either General Counsel, Senior Director of Human Resources, the Audit Committee or the Executive Committee depending on the position of the person whose questionnaire has a disclosure. Appropriate 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

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Pt VI, Line 12c: to a particular vote that the Board is taking, the

Pt VI, Line 12c: Board member(s) must declare the potential conflict and

Pt VI, Line 12c: 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 Executive Committee

of the Board (EXCO) leads the annual CEO performance review process. The EXCO

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.

Pt VI, Line 15a: Based on that feedback, the EXCO prepares the performance

Pt VI, Line 15a: review for Board approval. The discussion with the CEO is

conducted by the EXCO.

Pt VI, Line 15a: Based on the CEO's performance against objectives, comparisons

to external market factors for CEO's in similar locations and of similar sized

organizations and availability of funds based on the budget and overall organizational

performance, an increase (if applicable based on the aforementioned factors)

is recommended by the EXCO and brought to the Board for approval; typically around

the time of the September Board meeting. The EXCO 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 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

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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.

Pt VI, Line 15b: 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.

Pt VI, Line 15b: 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 consults with an external compensation specialist.

Pt VI, Line 15b: 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 and our Conflict of Interest Policy are available upon request.

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

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Pt XI: Revenue from non-operating lease \$ 36,774

Pt XI: Change in value of split-interest agreements \$ 18,771

Pt XI: Change in value of perpetual trusts \$ 88,552

Pt XI: Difference in tax treatment of leases \$(48,033)

Pt XI: -----

Pt XI: Other Changes in Net Assets (non-operating) \$ 96,064

Other: PLAN INTERNATIONAL USA, INC.

Other: PROGRAM SERVICE ACCOMPLISHMENTS

Other: Plan strives for a just world that advances children's rights and, in particular, 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; and (4) Support the safe and successful progression of children from birth to adulthood. In connection with the aforementioned key areas, Plan is especially focused on girls' rights when implementing its programs in the US and globally. We are powered by supporters and partner with adolescent girls, children and young women to overcome oppression and gender inequality. We provide the resources that are unique to their needs and the needs of their communities, ensuring they achieve their full potential with dignity, opportunity and safety.

Other: We are part of the Plan International, Inc. (PII) family, which operates in more than 78 countries in Africa, the Americas, Asia, Europe and the Middle

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East. In fiscal year 2021 (FY21), more than 26 million girls benefited from our work in over 61,000 communities. For more than 80 years, we have been committed to building the capacity of communities to develop their own solutions and be part of projects from their inception, implementation and evaluations.

Other: A. PROGRAM AND TECHNICAL SUPPORT

Other: Program and Technical Support Funding of \$41,962,135 (for the fiscal year ended June 30, 2021) represents funds received by Plan from individual donors, corporations, foundations, bi-lateral and multi-lateral entities, \$7,323,458 of which was used on programmatic activities conducted directly by Plan, and \$34,638,677 of which 97% was transferred to PII and combined with the funding received from the 20-member offices around the world. The combined funds are then used to support programs that benefitted more than 50 million children in over 78 developing countries. Plan's programs are focused on the following five core areas: education, health, disaster and conflict, protection, and youth and economic empowerment. Plan's work is intersectional and each of these core areas have overlapping elements with a goal of holistic achievements. An emphasis on gender is central to all Plan programming.

Other: PROGRAM APPROACH

Other: GirlEngage is a development approach created by Plan. This approach allows girls to become drivers of the change they want and need in their lives. It is a strategy focused on adolescent girls that positions them to drive our programs - from designing projects, to leading activities, to measuring success. This approach understands that girls don't live their lives according to program areas;

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their education may depend on their health, their family or the culture in which they live. Girls know the changes they need in their lives, and Plan is listening and working with them to make those changes happen.

Other: Plan strives to incorporate the GirlEngage approach into all of our work. We aim to be girl-centered, girl-driven and girl-led.

Other: 1. EDUCATION

Other: Plan's goal: Children and young people will realize their right to inclusive and quality education.

Other: Plan offers holistic solutions that help the most vulnerable girls and boys access quality educational opportunities, from the earliest years through secondary school. We work directly with communities to build early childhood centers, ensuring that all children get a head start on their education. We support Ministries of Education to design appropriate teaching and learning materials to ensure all children, regardless of language ability or ethnicity, learn foundational literacy. At primary school, Plan helps families and caregivers effectively support their children's learning at home to improve early grade reading outcomes. Finally, Plan is working with all children, but especially girls, to successfully navigate the transition from primary to secondary school. Plan collaborates across sectors to ensure adolescent girls thrive in school by preventing early marriage, increasing school safety, improving teacher quality and providing additional learning support, both in home and at school. In FY21, Plan's expenditures in education totaled approximately \$5,069,630, with \$4,564,139 transferred to PII for our overseas programs.

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Other: 2. HEALTH

Other: Plan's goal: Engaging young people, their peers, families, households and communities so that they have the health knowledge, skills and capacity to thrive. This includes helping adolescents and young people to realize their right to sexual and reproductive health information and services, including HIV prevention, care and treatment.

Other: Plan approaches health programming with a commitment to addressing the different needs of girls, boys, women and men throughout their life cycle. Through our community-based and gender-sensitive approach, Plan works with marginalized communities to ensure that they have access to needed health services, and to equip them with the information, skills and self-efficacy to manage their health. Plan also works with communities, civil society and governments to strengthen health systems and create enabling environments in which everyone can thrive.

Other: Our integrated approach to health intersects with work to promote 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 sexuality and reproductive health education and services for adolescents and young people. We challenge the beliefs and attitudes that maintain inequality between genders. We also advocate for more effective policies and actions that respect and protect the rights of children, adolescents and young people who are living with HIV. These include the right to be protected from HIV and, for those affected, to receive care and support. This work includes

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building the capacity of household members caring for children orphaned by HIV/AIDS.

Other: In FY21, Plan's expenditures for health totaled approximately \$10,161,030, of which \$8,465,609 was transferred to PII.

Other: 3. DISASTER & CONFLICT

Other: Plan's goal: Children and young people grow up in resilient communities and realize their right to safety and dignity before, during and after disasters and conflicts.

Other: 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. Among children, girls are especially at-risk during emergencies, facing threats to physical safety, increased risk of violence and exploitation, as well as early and forced marriage, and deprivation of basic health and hygiene needs. Recognizing the challenges and risks that girls confront during disasters, Plan implements response work that addresses their specific needs.

Other: Our initial disaster response work focuses on children's urgent needs, such as shelter, food and water. We 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 girls and boys from harm and exploitation, and aid emotional healing. These also provide venues for girls to discuss and receive assistance in addressing specific threats to their safety and well-being. Plan implements sexual and reproductive health

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programming to assist adolescent and teenage girls displaced and otherwise impacted by emergencies. In addition to emergency response work, Plan works with communities to help them prepare for and reduce the risk of emergency events. Across the globe, Plan also works extensively with forcibly displaced populations, including refugees and internally displaced persons.

Other: Our goal is to support children and young people, 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 FY21 totaled approximately \$8,786,314, of which \$6,669,106 was transferred to PII.

Other: 4. PROTECTION

Other: Plan's goal: Ensuring children's safety and well-being so they can grow to their full potential.

Other: Plan works to ensure that all children are protected from abuse, neglect, exploitation and violence, and that children who do experience violence have access to child-friendly services. Plan recognizes that protection needs and challenges may vary according to a child's gender, age and maturity, and appropriately tailors programming to address such differences. We provide services designed to prevent abuse, neglect and exploitation of children and to help survivors

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recover. We campaign for and promote adequate legal protection to strengthen child protection systems and work alongside families and communities to strengthen protective practices and influence harmful social norms that drive violence against children. 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.

Other: Expenditures from Plan in this area totaled approximately \$6,230,198 for FY21, \$4,518,237 of which was transferred to PII.

Other: 5. YOUTH AND ECONOMIC EMPOWERMENT

Other: Plan's goal: Adolescents and young people will live in environments which engage and value their participation, and provide opportunities to support leadership, skills and work pathways of their choosing.

Other: Plan's Youth and Economic Empowerment programming partners with young adolescents (10-14), adolescents (15-19) and young people (20-29) towards the realization of two core rights: the right to decent work and the right to participate. Programming for decent work is built on supporting the successful transition of young people from education to the world of work, ensuring that they have the knowledge and skills to identify job opportunities, obtain a job of their choosing within workplaces that afford them fair and decent working conditions and the ability to maintain employment to build financial resiliency (programmatic focus: skills delivery, formal and informal workforce programming, strengthening systems for inclusion, accessibility and realization of labor rights).

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Other: Programming for the right to participate is done in partnership with young people and focuses on supporting adolescent girls and boys in accessing opportunities to strengthen and use their power, voice, participation and leadership to create change of their choosing at the individual, community, national and global levels (programmatic focus: positive youth development, youth governance and youth-led advocacy both domestic and globally).

Other: Plan expended approximately \$11,715,963 on youth and economic empowerment in FY21, \$9,474,699 of which was transferred to PII.

Other: B. BUILDING RELATIONSHIPS

Other: 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 one of Plan's program areas - encourages children and sponsors to exchange letters, cards and photographs as a way to better understand each other's cultures. Through our website and sponsor communications, we frequently urge sponsors to send email communications and letters to their sponsored children. These cross-cultural exchanges provide the foundation for the sponsor/child relationship.

Other: Plan also provides various communications to sponsors throughout the year. Sponsors are introduced to their children through initial materials in their sponsorship welcome kit. This introduction provides information on the child and his or her family. 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

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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.

Other: 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 regularly, 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.

Other: As COVID-19 continues to surge globally, we remain determined to keep our sponsors updated about the well-being of sponsored children and the impact that COVID-19 has on Plan's programmatic work. All sponsors received updates specific to their sponsored child's country last year.

Other: During FY21, there were more than 110,700 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 in Plan's Warwick, RI office.

Other: The cost of \$1,002,153 associated with cross-cultural exchanges is known as "building relationships."

Other: C. DEVELOPMENT EDUCATION, PUBLIC ENGAGEMENT AND ADVOCACY

Other: Plan's development education, public engagement and advocacy efforts

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are focused on contributing to the global PII goal of enabling 100 million girls to learn, lead, decide and thrive - specifically seeking to positively impact 10 million girls around the world and in the U.S. by supporting their efforts to become effective champions of change and help address dynamics in their communities that keep girls from advancing. We aim to achieve these objectives in part by communicating with our supporters and partners to raise awareness around gender norms and inequalities that prevent girls from achieving their true potential; advocating for increased voice and representation of girls and young people, creating the space for those opinions, ideas and experiences to be shared; ensuring that girls feel safe, confident, supported and respected; and celebrating impactful moments and champions of girls' equality.

Other: PUBLIC ENGAGEMENT & ADVOCACY

Other: In FY21, Plan identified and executed several activations in an effort to build stronger young people and general public advocate networks in the U.S. Our International Day of the Girl celebration in October focused on online gender-based violence, with a well-attended policy event and related petition encouraging our constituents to support girls' right to digital freedom. We also continued to reinforce our commitment to gender equality and set up a voting action center through which donors and supporters could check their voter registration status, download scorecards on presidential candidates' positions on gender-related issues, and advocate for the Girls' Platform for Action, which highlights six key areas that girls around the world have prioritized as fundamental to their rights and for establishing equality and accountability.

Other: For International Women's Day 2021, we partnered with Procter & Gamble's

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Always brand to end period stigma and poverty. Always and Plan released research findings that found 85% of girls and young women agree that if they heard others talking openly about periods, they would feel more confident about their own.

In the U.S., people are more comfortable talking openly about sex, STDs, politics and family issues than they are about periods. The report, which sheds light on the negative effects of period stigma in society, was a compilation of newly uncovered data and in-depth historical research and analysis conducted by Always and their research partners throughout the years. It underscored the importance of having open conversations about periods and offered educational guidance to facilitate discussions that help eradicate period stigma. Plan's call to action related to the report was to encourage people to share their period stories and experiences on our website. For every story shared from International Women's Day to Menstrual Hygiene Day, Always and Plan donated Always period products to those in need. We also coordinated a successful policy event on menstrual equity with Congresswoman Grace Meng's office, resulting in 15% growth in our technical email list.

Other: Plan continues to foster 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 the Modernizing Foreign Assistance Network (MFAN), Plan is playing a leadership role in civil society coalitions advocating for change on these issues. For example, in FY21, Plan led efforts to create the first-ever White House Gender Policy Council and to elevate USAID to the National Security Council. Plan led efforts to reform USAID through policy papers and dialogues with agency leadership and innovators. Plan also advocated for these changes with the Congressional committees that hold sway over the agency. Plan continues to work through a number of membership

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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 and private meetings, Plan has brought the voices and perspectives of young female advocates and other experts to decision-makers and influencers on Capitol Hill, at the National Security Council, the White House Gender Policy Council, the State Department, USAID and the wider development community.

Other: YOUTH ENGAGEMENT

Other: 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, particularly girls, around the world. Plan's Board of Directors includes both a youth member and a youth observer. In addition, the Youth Advisory Board (YAB) is a group of high school and college-age individuals who serve as a resource to organizational decision-makers, to reinforce our mission of working both for and with girls and young people. Roles and responsibilities include contributing to strategic priorities, budgeting and program design, while also serving as advocates who bring youth perspectives and ideas into influential spaces where decisions are being made. In addition, Plan runs an annual summer leadership and advocacy program called the Youth Leadership Academy (YLA). The YLA aims to build the capacity of high school-age young people in leadership, advocacy and civic engagement, while increasing knowledge about the world's most pressing gender equality and development issues.

Other: In FY20, we worked closely with the YAB to pivot all youth programming to virtual offerings in light of the ongoing pandemic. In July 2020 we executed

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the first ever virtual YLA that was designed and delivered entirely by young people. We continued to offer small grant seed funding to YLA members to launch their community projects and YAB members provide targeted mentorship throughout the course of the year-long program. In the lead up to the November election, we partnered with Her Campus, and launched a campaign encouraging young people to register to vote and provided information on where candidates stand on gender equality issues using our election hub. In January 2021, the YAB elected and welcomed six new members. In March, the YAB supported the Plan and P&G partnership around period stigma and encouraged young people to share their period stories in an effort to break down stigma and normalize conversations around periods.

Other: CORPORATE & FOUNDATION PARTNERSHIPS

Other: Plan's strategic partnerships with corporations and foundations are an important element of our efforts to increase awareness about challenges in the developing world, especially around gender inequality. By linking Plan's mission with household companies and brands, our reach increases exponentially.

Other: In July 2020, Plan partnered once again with ViacomCBS through MTVNLA for the #PARA E PENSA (#STOP&THINK) campaign that highlighted how gender inequality and gender-based violence are everyone's problem, not just those who are victims of it. The campaign targeted individuals ages 16-34 and ran on-air and digitally throughout all of Latin America, the Caribbean and Brazil, in Spanish and Portuguese. The campaign reached more than 44.1 million individuals and generated a media value of over \$2.1 million. Furthering our partnership with ViacomCBS, Plan worked with Nickelodeon in April 2021 on a gender equity campaign to celebrate girls who are defying stereotypes and excelling in male-dominated disciplines. The

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"Extraordinary Me" initiative leveraged Nickelodeon's interstitial series, which spotlights everyday children from around the world doing extraordinary things.

The campaign included four co-branded profile spots featuring girls from around the world including Karla, a Plan participant from Colombia who plays rugby and is a girls' rights activist. The spots ran across Nickelodeon platforms in 144 countries, reaching more than 18.5 million viewers worldwide and generating a media value of more than \$1.6 million.

Other: Another way we work with corporations and foundations is through International Day of the Girl, a global day of action commemorated by the United Nations. In October 2020, Plan launched a movement to help girls and young women push through doors to unlock their power and potential. The campaign, "Girl Unlocked," was an integrated, multi-faceted initiative that included public awareness, corporate engagement and advocacy efforts. The campaign raised nearly \$90,000 through corporate funding, individual donations and gifts in kind. Additionally:

Other: *Our Girl Unlocked campaign generated more than 26 million impressions on Twitter, Instagram, Facebook and TikTok.

Other: *Participating companies, foundations, governments and individuals in the U.S. were showcased as partners for gender equality through 152 million media impressions.

Other: *Around the world more than 50,000 individuals advocated for girls' rights by signing an open letter to protect girls online.

Other: In the U.S., individuals took more than 60,000 actions to support Girl

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Unlocked, including attending a virtual event, signing a petition, decorating
their front door and more.

Other: In the fiscal year ending June 30, 2021, total Public Engagement and
Advocacy expenses were \$2,273,318. During FY21, Plan initiated more than 2.84
million mailed or emailed communications to educate our donors and partners,
and also participated in dozens of presentations, activities and forums.

Pt VI, Section C, Line 17:

State: AL

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

State: MS

State: NH

Employer identification number

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State: WI

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization

Plan International USA, Inc.

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.

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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 228 East 45th St., Floor #15 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 (1)	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	1a	X
b Gift, grant, or capital contribution to related organization(s)	1b	X
c Gift, grant, or capital contribution from related organization(s)	1c	X
d Loans or loan guarantees to or for related organization(s)	1d	X
e Loans or loan guarantees by related organization(s)	1e	X
f Dividends from related organization(s)	1f	X
g Sale of assets to related organization(s)	1g	X
h Purchase of assets from related organization(s)	1h	X
i Exchange of assets with related organization(s)	1i	X
j Lease of facilities, equipment, or other assets to related organization(s)	1j	X
k Lease of facilities, equipment, or other assets from related organization(s)	1k	X
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	X
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X
o Sharing of paid employees with related organization(s)	1o	X
p Reimbursement paid to related organization(s) for expenses	1p	X
q Reimbursement paid by related organization(s) for expenses	1q	X
r Other transfer of cash or property to related organization(s)	1r	X
s Other transfer of cash or property from related organization(s)	1s	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	33,691,789.	Accrual Acctg
(2) Plan International, Inc.		p	351,053.	Invoice Amt
(3) Plan International, Inc.		q	644,229.	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)													
(12)													
(13)													
(14)													
(15)													
(16)													

Part VII

Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

[illegible]