Department of the Treasury

Internal Revenue Service

# **Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public. Go to www.irs.gov/Form990 for instructions and the latest information.



A For the 2022 calendar year, or tax year beginning and ending C Name of organization D Employer identification number В Check if applicable Address change 100 WOMEN IN FINANCE FOUNDATION Name 57-1174548 Doing business as change Initial return Number and street (or P.O. box if mail is not delivered to street address) E Telephone number Room/suite Final return/ termin-ated 888C 8TH AVENUE 453 212 - 588 - 03502,757,898. City or town, state or province, country, and ZIP or foreign postal code **G** Gross receipts \$ Amended NEW YORK, NY 10019 H(a) Is this a group return Applica-tion pending F Name and address of principal officer: NICOLE WILEY Yes 🛛 No for subordinates? SAME AS C ABOVE H(b) Are all subordinates included? Yes No Tax-exempt status: X 501(c)(3) 501(c) ( (insert no.) 4947(a)(1) or 527 If "No," attach a list. See instructions WWW.100WOMEN.ORG J Website: H(c) Group exemption number K Form of organization: X Corporation L Year of formation: 2003 M State of legal domicile: NY Trust Association Other Part I Summary Briefly describe the organization's mission or most significant activities: SEE SCHEDULE 0. 1 Activities & Governance 2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 17 3 Number of voting members of the governing body (Part VI, line 1a) 3 17 Number of independent voting members of the governing body (Part VI, line 1b) 4 4 2 Total number of individuals employed in calendar year 2022 (Part V, line 2a) 5 5 Total number of volunteers (estimate if necessary) 600 6 6 Ο. 7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a **b** Net unrelated business taxable income from Form 990-T, Part I, line 11 Ο. 7h Prior Year **Current Year** 2,671,819, 1,770,790. Contributions and grants (Part VIII, line 1h) 8 Revenue 23,500 434,595. 9 Program service revenue (Part VIII, line 2g) -4.831 553. Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 0 192,498. 11 2,690,488 2,398,436. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12 182,915 485,705. 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) Ο. Ο. 14 Benefits paid to or for members (Part IX, column (A), line 4) Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 440,310. 491,820. 15 Expenses 16a Professional fundraising fees (Part IX, column (A), line 11e) 0 0. b Total fundraising expenses (Part IX, column (D), line 25) 785,723. 1,432,771. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 17 1,408,948. 2,410,296. Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 18 1,281,540. -11,860. Revenue less expenses. Subtract line 18 from line 12 19 **Beginning of Current Year** End of Year o 2,822,077 2,751,624. 20 Total assets (Part X, line 16) 109,380. 50,060. 21 Total liabilities (Part X, line 26) let 2,712,697. 2,701,564. Net assets or fund balances. Subtract line 21 from line 20 22

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	Signature of officer Date										
Here											
	Type or print name and title										
	Print/Type preparer's name	Preparer's signature	Date	Check PTIN							
Paid	ALEXANDER LAZZARUOLO	self-employed P01775353	}								
Preparer	Firm's name CONDON O'MEARA MCGINTY &	DONNELLY LLP	Firn	n's EIN 13-3628255							
Use Only	Firm's address ONE BATTERY PARK PLAZA, 7	TH FL.									
	NEW YORK, NY 10004 Phone no.212-661-7777										
May the I	May the IRS discuss this return with the preparer shown above? See instructions X Yes No										
232001 12-1	12/2011 12/12/22 LHA For Panerwork Reduction Act Notice, see the separate instructions Form 990 (2022)										

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

	1990 (2022) 100 WOMEN IN FINANCE FOUNDATION	57-1174548 Page <b>2</b>
Pa	rt III Statement of Program Service Accomplishments	
	Check if Schedule O contains a response or note to any line in this Part III	X
1	Briefly describe the organization's mission: SEE SCHEDLE 0.	
2	Did the organization undertake any significant program services during the year which were not listed on the	
	prior Form 990 or 990-EZ? If "Yes," describe these new services on Schedule O.	Yes X No
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?	Yes X 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 m	leasured 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.	424 505
4a	(Code:        ) (Expenses \$1,158,405.         including grants of \$485,705.         (Revenue           SEE SCHEDULE O.	e\$434,595.)
4b	(Code: ) (Expenses \$ 272,787. including grants of \$ ) (Revenue	e\$)
10	JUMPSTART. THE 100 WOMEN IN FINANCE JUMPSTART PROGRAM PROVIDES	,
	COLLEGE-AGE STUDENTS WITH AN INTRODUCTION TO THE FINANCIAL SERVICES	
	INDUSTRY AND THE OPPORTUNITY TO MEET EXPERIENCED FINANCIAL	
	PROFESSIONALS. THROUGH A VIRTUAL EXPERIENCE, STUDENTS RECEIVE CAREER	
	GUIDANCE, INTERVIEWING AND NETWORKING TIPS, AND OPPORTUNITIES TO	
	INTERACT WITH PROFESSIONALS, RECRUITERS AND FELLOW STUDENTS FROM AROUND	
	THE GLOBE.	
4c	(Code:) (Expenses \$233,306. including grants of \$) (Revenue	e\$)
	LAUNCH ME. THE 100 WOMEN IN FINANCE LAUNCHME PROGRAM IS A	
	COMPREHENSIVE MENTORSHIP AND ADVOCACY INITIATIVE THAT HELPS CAREER	
	READY STUDENTS TO RPOFESSIONALS AND INDUSTRY FIRMS. STUDENT	
	PARTICIPANTS ARE MATCHED WITH INDUSTRY LEADERS FOR A YEAR-LONG STRUCTURED PROGRAM. IN ADDITION TO BEING A POSITIVE GUIDING FORCE	
	MENTORS MAY ASSIST WITH PROFESSIONAL SPONSORSHIP, CAREER COACHING AND	
	PLANNING, HIGH IMPACT SKILL RECOMMENDATIONS AND INDUSTRY INSIGHTS,	
	INTRODUCTIONS AND EXPANSION OF PROFESSIONAL NETWORKS AND INTERNSHIP AND	
	FULL-TIME OPPORTUNITY IDENTIFICATION.	
4d	Other program services (Describe on Schedule O.)	
	(Expenses \$ 23,400. including grants of \$ ) (Revenue \$	)
4e	Total program service expenses     1,687,898.	Form <b>990</b> (2022)
00000	2 12-13-22	Form <b>990</b> (2022)
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Form 990 (2022) 100 WOMEN IN FINAN Part IV Checklist of Required Schedules

100 WOMEN IN FINANCE FOUNDATION

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			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	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
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 Rev. Proc. 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	- 1		
0		8		x
~	Schedule D, Part III	•		
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.			
а	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
С	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
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Х
	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	х	
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	х	
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	х	
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			<u> </u>
15		15	х	
16	foreign organization? <i>If</i> "Yes," <i>complete Schedule F, Parts II and IV</i> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	15		<u> </u>
10		16		x
47	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	4-		x
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines		v	
	1c and 8a? If "Yes," complete Schedule G, Part II	18	X	<u> </u>
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? /f "Yes,"			
	complete Schedule G, Part III	19		X
	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		<u> </u>
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	Х	
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Form 990 (2022) 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	Х	
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
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	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		
	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
D	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	056		x
26	Schedule L, Part I Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current	25b		
20	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 the Schedule L, Part IV,			
	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			
	"Yes," complete Schedule L, Part IV	28a		х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
с	A 35% controlled entity of one or more individuals and/or organizations described in line 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			x
~~	Schedule N, Part II	32		
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	00	х	
24	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	л	
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and	34	x	
35a	Part V, line 1 Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		x
	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		
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		х
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?			
	Note: All Form 990 filers are required to complete Schedule O	38	Х	
Pa				
	Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable <b>1a</b> 7 Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable <b>1b</b> 0			
		•		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	x	
23200	(gambling) winnings to prize winners?		я 990	1 (2022)
202002	5	1 0111		(2022)

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Par	t V Statements Regarding Other IRS Filings and Tax Compliance (continued)					
•		I I	1		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,	0-	2			
h	filed for the calendar year ending with or within the year covered by this return			2b	х	
-	If at least one is reported on line 2a, did the organization file all required federal employment tax return Did the organization have unrelated business gross income of \$1,000 or more during the year?			20 3a		x
3a b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule			3b		
	At any time during the calendar year, did the organization have an interest in, or a signature or other a			50		<u> </u>
14	financial account in a foreign country (such as a bank account, securities account, or other financial a		-	4a	х	
b	If "Yes," enter the name of the foreign country HONG KONG			14		
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	ccount	ts (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 transac			5b		Х
с	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c		
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did th					
	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 contributi	ions or	gifts			
	were not tax deductible?			6b		
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser			7a	Х	<u> </u>
				7b	Х	<b> </b>
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	•				
	to file Form 8282?	1	 I	7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d		_		v
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit co			7e		X X
t	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contra			7f	N/A	<u> </u>
g b	If the organization received a contribution of qualified intellectual property, did the organization file For If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization			7g 7h	N/A	<u> </u>
h 8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained			711		
0	sponsoring organization have excess business holdings at any time during the year?	a by the	N/A	8		
9	Sponsoring organizations maintaining donor advised funds.					
a	Did the sponsoring organization make any taxable distributions under section 4966?		N/A	9a		
b			N/A	9b		
10	Section 501(c)(7) organizations. Enter:					
а	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:		I			
	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				
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form		/ 	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	<u> </u>			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		N/A	120		
а	Is the organization licensed to issue qualified health plans in more than one state?			13a		
h	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				
с	Enter the amount of reserves on hand	13c				
14a				14a		x
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedu			14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remune					
	excess parachute payment(s) during the year?			15		x
	If "Yes," see the instructions and file Form 4720, Schedule N.					
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment	t incon	ne?	16		х
	If "Yes," complete Form 4720, Schedule O.					
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any ac					1
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		N/A	17		
	If "Yes," complete Form 6069.				000	
232005	12-13-22 <b>C</b>			Form	990	(2022)
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Pa	t VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 t	hrough	7b below, and f	or a "No"	respor	ise
	to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule C					
	Check if Schedule O contains a response or note to any line in this Part VI					X
Sec	tion A. Governing Body and Management					
					Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a		17		
	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.					
b	Enter the number of voting members included on line 1a, above, who are independent	1b		17		
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					
				3		x
4	Did the organization make any significant changes to its governing documents since the prior Form S					X
5	Did the organization become aware during the year of a significant diversion of the organization's ass					X
6	Did the organization have members or stockholders?					X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or ap					
	more members of the governing body?	•		7a		x
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, s					
	persons other than the governing body?		,	7b		x
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year					
а	The governing body?	-	-	8a	х	
b	Each committee with authority to act on behalf of the governing body?				х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be rea				-	
-	organization's mailing address? <i>If "Yes." provide the names and addresses on Schedule O</i>			9		x
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re			<u>   •</u>		4
		venue	0000./		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?			10a		X
	If "Yes," did the organization have written policies and procedures governing the activities of such ch				1	<u> </u>
		·	, , , , , , , , , , , , , , , , , , , ,	10b	,	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing bod			····		
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.	•	Ũ			
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					
	Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If</i>				-	
-	on Schedule O how this was done	,		120	x	
13	Did the organization have a written whistlehlower policy?			13	X	<u> </u>
14	Did the organization have a written document retention and destruction policy?				X	<u> </u>
15	Did the process for determining compensation of the following persons include a review and approva					
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?					
а	The organization's CEO, Executive Director, or top management official			15a	x	
b	Other officers or key employees of the organization					x
~	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.					
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arranger	nent w	ith a			
Tou	taxable entity during the year?			16a		x
h	If "Yes," did the organization follow a written policy or procedure requiring the organization to evalua					
D	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization to evaluate	•	•			
	exempt status with respect to such arrangements?			16b		
Sec	tion C. Disclosure		<u></u>			<u> </u>
17	List the states with which a copy of this Form 990 is required to be filedCA, CT, IL, MA, MN, NJ, N	Y PA	FL			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, a			(3) s only	) availa	hle
10	for public inspection. Indicate how you made these available. Check all that apply.	10 330			) avalla	DIE
		0				
19	Own website       Another's website       X       Upon request       Other (explain Describe on Schedule O whether (and if so, how) the organization made its governing documents, compared to the organization made its governing documents.			and finer	ncial	
19	statements available to the public during the tax year.	a mict (	millerest policy,	anu iiidi	icial	
20		ake er	d rocordo			
20	State the name, address, and telephone number of the person who possesses the organization's boo JOAN WERNER - 609-529-8032	uks an	LIECOLOS			
	230 WEST 18TH STREET, SHIP BOTTOM, NJ 08008					
00000	· · · ·			Ear	m <b>990</b>	(2022)
23200	5 12-13-22 <b>7</b>			FUL		(2022)
811	.13 152490 5549GR 2022.05000 100 WOME	N TI	N FINANCE	FOIT	N 55	;49C
. ~				001		

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Form 990 (2022)	100 WOMEN IN FINANCE FOUNDATION	57-1174548	Page 1						
Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated									
Employee	es, and Independent Contractors								
Check if Sch	nedule O contains a response or note to any line in this Part VII								
Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees									
<ul> <li>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.</li> <li>List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation.</li> </ul>									

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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 the 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)	(B)				C)			(D)	(E)	(F)
Name and title	Average	(do	Position (do not check more than one				ane	Reportable	Reportable	Estimated
	hours per	box	, unle	ss pei	rson i	s both	n an	compensation	compensation	amount of
	week		cer ar I	nd a d I	irecto	r/trus <sup>:</sup>	tee)	from	from related	other
	(list any	rector						the	organizations	compensation
	hours for	or di	ee e			ated		organization	(W-2/1099-MISC/	from the
	related	ustee	truste		e	bens		(W-2/1099-MISC/	1099-NEC)	organization
	organizations below	ual tr	ional		ploye	t com		1099-NEC)		and related organizations
	line)	ndividual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
(1) AMANDA PULLINGER	30.00	-	-			1 0				
FMR CEO	10.00	1		х				0.	434,325.	22,144.
(2) ANN HENRY	28.00									
FORMER CFO	12.00			х				0.	167,840.	21,108.
(3) CHAITALI PATEL	40.00									
CHIEF IMPACT OFFICER	1.00					X		128,750.	0.	10,601.
(4) NICOLE WILEY	30.00									
COO AND CDO	10.00			х				0.	68,437.	6,374.
(5) DIANA CANTOR	5.00									
CHAIR	5.00	Х		X				0.	0.	0.
(6) ELAINE CROCKER	3.00									
VICE-CHAIR	3.00	Х		X				0.	0.	0.
(7) CAROLE CRAWFORD	3.00									
TREASURER	3.00	Х		X				0.	0.	0.
(8) LISA PETRELLI	3.00									
SECRETARY	3.00	Х		X				0.	0.	0.
(9) DAGMAR BAEUERLE	1.00									
DIRECTOR	1.00	Х						0.	0.	0.
(10) RUPAL BHANSALI	1.00									
DIRECTOR	1.00	Х						0.	0.	0.
(11) CHRISTINA BODDEN	1.00									
DIRECTOR	1.00	Х						0.	0.	0.
(12) SARAH DYER DANA	1.00									
DIRECTOR	1.00	Х						٥.	٥.	0.
(13) JENNY DUNN	1.00									
DIRECTOR	1.00	Х						٥.	٥.	0.
(14) ULRIKE HOFFMANN-BURCHARDI	1.00									
DIRECTOR	1.00	Х						0.	0.	0.
(15) WAYNE LEE	1.00									
DIRECTOR	1.00	Х						0.	0.	0.
(16) MICHELLE MORRIS	1.00									
DIRECTOR	1.00	Х						0.	0.	0.
(17) BARBARA NOVICK	1.00									
DIRECTOR	1.00	Х						0.	0.	0.

232007 12-13-22

Form 990 (2022)

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Form 990 (2022) 100 WOMEN IN	FINANCE FO	UND.	ATIC	ON					57-117	74548	\$	Pa	age <b>8</b>
Part VII Section A. Officers, Directors, Trust	ees, Key Emp	oloy	ees,	and	l Hig	ghes	t C	ompensated Employee	s (continued)				
(A)	(B)	(C)						(D)	(E)			(F)	
Name and title	Average			Posi	ition			Reportable	Reportable		Estimated		
	hours per		(do not check more than one box, unless person is both an					compensation	compensatior			ount	
	week		cer and					from	from related	·		other	01
	(list any	tor						the	organizations	.	comp		ition
	hours for	direc				_		organization	(W-2/1099-MIS		•	m the	
	related	e or	stee			sate		(W-2/1099-MISC/	1099-NEC)	<i>,</i>		nizati	
	organizations	ruste	l tru:		ee	mper		1099-NEC)	1000 (120)		•	relate	
	below	lual t	tion		lold	st co	-				organ		
	line)	ndividual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former				orgai	nzativ	0110
(18) ARCHANA PAREKH	1.00	<u> </u>	=	ò	¥	도 등	F			-+			
	-												
DIRECTOR	1.00	Х						0.		0.			0.
(19) JUDY POSNIKOFF	1.00												
DIRECTOR	1.00	х						0.		٥.			Ο.
(20) ULRIKA ROBERTSSON	1.00												
DIRECTOR	1.00	х						0.		٥.			0.
(21) ARMANDO SENRA	1.00									<u></u>			
	-												_
DIRECTOR	1.00	Х						0.		٥.			0.
										$\rightarrow$			
1b Subtotal								128,750.	670,6	, ,			
c Total from continuation sheets to Part VII	, Section A							0.		0. 0.			
d Total (add lines 1b and 1c)								128,750.	670,6	02.		60,	227.
2 Total number of individuals (including but no								ceived more than \$100	000 of reportable				
		000		4 40		,	010						1
compensation from the organization											•	Yes	No
										Г		162	
<b>3</b> Did the organization list any <b>former</b> officer,	director, truste	ee, k	ey e	mpl	oye	e, or	hig	hest compensated emp	oyee on				
line 1a? If "Yes," complete Schedule J for su	ıch individual									[	3		X
4 For any individual listed on line 1a, is the su													
and related organizations greater than \$150											4	х	
										F	-		
51											-		v
rendered to the organization? If "Yes." com	olete Schedule	e J fo	or su	ch r	oers	on .					5		X
Section B. Independent Contractors													
1 Complete this table for your five highest cor	npensated ind	lepe	nden	nt cc	ontra	actor	rs th	nat received more than \$	100,000 of comp	ensati	ion fror	n	
the organization. Report compensation for t	he calendar ye	ear e	ndin	g wi	ith c	or wi	thin	the organization's tax y	ear.				
(A)				0				(B)			(C)		
Name and business address NONE Description of services								C	ompens		n		
										-			
							_						
							_						
2 Total number of independent contractors (in	cluding but p	ot lin	nited	tot	thos	e lie	ted	above) who received mo	ore than				
\$100,000 of compensation from the organiz						)							
a roo,ooo or compensation from the organiz	auvu					-							

Form 990 (2022)

232008 12-13-22

Check if Schedule O contains a response or note to any line in this Part VIII         (A)           (A)         (A)         (A)         (A)         (A)         (B)         (B) <th (b)<="" <="" colspan="2" th=""><th>Form</th><th></th><th></th><th></th><th>NCE</th><th>E FOUNDATION</th><th></th><th></th><th>57-117454</th><th>8 Page <b>9</b></th></th>	<th>Form</th> <th></th> <th></th> <th></th> <th>NCE</th> <th>E FOUNDATION</th> <th></th> <th></th> <th>57-117454</th> <th>8 Page <b>9</b></th>		Form				NCE	E FOUNDATION			57-117454	8 Page <b>9</b>
Image: second comparison of the second comparison compariso	Par	't V		Statement of Revenue								
Total revenue         Rataction revenue         Unrelated function revenue         Unrelated function revenue         Unrelated function revenue         Unrelated function revenue         Revenue fault function revenue         Revenue fault function revenue <threvenue fault="" forevenue<="" form="" th=""></threvenue>				Check if Schedule O contains a response	se c	or note to any line	e in this Part VIII					
Bot Membership dues         10         932.9           Betated organizations         10         932.9.45.           Betated organizations         10         10           Bottom Commons, purpose         10         1,770,790.           Commons, purpose         10         10           Commons, purpose         10         10           Commons, purpose         10         10           Commons, purpose         10         10           Commons, purpose         10         10         10           Commons, purpose         10         10         10         10							• •	Related or exempt	Unrelated	Revenue excluded		
Bot Membership dues         10         932.9           Betated organizations         10         932.9.45.           Betated organizations         10         10           Bottom Commons, purpose         10         1,770,790.           Commons, purpose         10         10           Commons, purpose         10         10           Commons, purpose         10         10           Commons, purpose         10         10           Commons, purpose         10         10         10           Commons, purpose         10         10         10         10	ເ v	1 :	a	Federated campaigns 1a								
Business Code         Business	ran											
Business Code         Business	, D D O U	(				932,845.						
Business Code         Business Code         Sector	ar /	(										
Business Code         Business Code         Sector	is, (	(	е	Government grants (contributions) 1e								
Business Code         Business Code         Sector	tion S	1	f	All other contributions, gifts, grants, and								
Business Code         Business	jt j					837,945.						
Business Code         Business	onti	9	-				1 770 700					
gas         2 a         PROGRAM         REVENUE         900099         434,595.         434,595.           b	σī		h	Total. Add lines 1a-1f			1,770,790.					
and all of the state		-		DDOCDAM DEVENUE	-		424 505	424 595				
g         Total. Add lines 2a.21         434, 595.           3         Investment income (including dividends, interest, and other similar amounts)         553.           4         income from investment of tax exempt bond proceeds         5           5         Royatties         (i) Peal           6         a Gross rents         6a           6         a Gross rents         6a           6         a Gross amount from sales of assets other than inventory         (i) Securities           7         a Gross amount from sales of assets other than inventory         (ii) Other           7         a Gross income from fundraising events (not including \$	vice				-	900099	434,393.	434,393.				
g         Total. Add lines 2a.21         434, 595.           3         Investment income (including dividends, interest, and other similar amounts)         553.           4         income from investment of tax exempt bond proceeds         5           5         Royatties         (i) Peal           6         a Gross rents         6a           6         a Gross rents         6a           6         a Gross amount from sales of assets other than inventory         (i) Securities           7         a Gross amount from sales of assets other than inventory         (ii) Other           7         a Gross income from fundraising events (not including \$	Ser.				-							
g         Total. Add lines 2a.21         434, 595.           3         Investment income (including dividends, interest, and other similar amounts)         553.           4         income from investment of tax exempt bond proceeds         5           5         Royatties         (i) Peal           6         a Gross rents         6a           6         a Gross rents         6a           6         a Gross amount from sales of assets other than inventory         (i) Securities           7         a Gross amount from sales of assets other than inventory         (ii) Other           7         a Gross income from fundraising events (not including \$	ven Ven				-							
g         Total. Add lines 2a.21         434, 595.           3         Investment income (including dividends, interest, and other similar amounts)         553.           4         income from investment of tax exempt bond proceeds         5           5         Royatties         (i) Peal           6         a Gross rents         6a           6         a Gross rents         6a           6         a Gross amount from sales of assets other than inventory         (i) Securities           7         a Gross amount from sales of assets other than inventory         (ii) Other           7         a Gross income from fundraising events (not including \$	Be				-							
g Total. Add lines 2a 2f         434, 595.           3         investment income (including dividends, interest, and other similar amounts)         553.           4         income from investment of tax exempt bond proceeds         53.           5         Royaties         0           6         0         0           7         6 ross rents         6           6         0         0           7         6 ross amount from sales of assets other than inventory b Less: cost or other basis and sales expenses         0           8         6 ross income from fundralsing events orthibutions reported on line 1c). See Part IV, line 18         192, 498.           9         Gross sincent from fundralsing events         192, 498.           9         Gross income from fundralsing events         192, 498.           9         Cross income from fundralsing events         192, 498.           9         Gross income from fundralsing events         192, 498.           9         Gross income from garning activities. See Part IV, line 19         9           9         Gross sold of there appenses         192, 498.           10         Gross sales of invertory, less returns and allowances         0           10         Gross sales of invertory, less returns and allowances         0	Pro		-	All other program service revenue	-							
3         Investment income (including dividends, interest, and other similar amounts)         553.         5           4         Income from investment of tax-exempt bond proceeds         5         5         5           5         Royatties         0         0         5         5           6         Gross rents         6a         0         0         0         0           6         Gross rents         6a         0 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>434,595.</td> <td></td> <td></td> <td></td>							434,595.					
4         income from investment of tax-exempt bond proceeds		3										
5         Royatties         (i) Real         (ii) Personal           6 a         Gross rents         6 a         (iii) Real         (iii) Personal           6 b         Less: rental expenses         (iii) Composition         (iii) Personal         (iii) Personal           6 b         Less: rental expenses         (iii) Composition         (iii) Personal         (iii) Personal           6 c         (iii) Personal         (iii) Personal         (iii) Personal         (iii) Personal           6 d         (iii) Personal         (iii) Personal         (iii) Personal         (iii) Personal           7 a         (iii) Personal         (iii) Personal         (iiii) Personal         (iiii) Personal           7 a         (iiii) Personal         (iiii) Personal         (iiii) Personal         (iiii) Personal           6 d         Net more more (loss)         (iiii) Personal         (iii) Personal         (iiii) Personal           7 a         (iiii) Personal         (iii) Personal         (iii) Personal         (iii) Personal           8 a         Coss income from fundrasing events         (iii) Personal         (iii) Personal         (iii) Personal           8 a         Creas income from gaming activities         (iii) Personal         (iii) Personal         (iii) Personal				other similar amounts)			553.			553.		
6 a         Gross rents         6a         (i) Real         (ii) Personal           b         Less: rental expenses         6b		4		Income from investment of tax-exempt bond	d pr	oceeds						
6 a Gross rents         6a         6b           b Less: rental expenses         6b         6c           c Rental income or (loss)         6c         6c           7 a Gross amount from sales of assets other than inventory         7a         7a         7a           7 a Gross amount from sales of assets other than inventory         7a         7a         7a           6 G Gross rents         7a         7a         7a         7a           7 a Gross amount from sales of assets other than inventory         7a         7a         7a           7 a Gross income from branks         7a         7a         7a           7 a Gross income from from fundraising events (not including \$\subset - grost income from fundraising events (not including \$\subset - grost income from fundraising events = 192, 498.         192, 498.           8 a Gross income from from fundraising events         192, 498.         192, 498.         192, 4           9 a Gross income from gaming activities. See         9a         9a         9b         192, 498.         192, 498.           10 a Gross sales of inventory. Iess returns and allowances         10a         10a         10a         10a         10a           b Less: cost of goods sold         10b         10b         10c         10c         10a         10a         10a		5			<u></u>							
b       Less: rental expenses       6b				(i) Real		(ii) Personal						
c       Rental income or (loss)       6c		6 8										
d       Net rental income or (loss)       i) Securities       (ii) Other         7 a       Gross amount from sales of assets other than inventory       7a       iii) Securities       (iii) Other         b       Less: cost or other basis       and sales expenses       7b       iiii) Securities       (iii) Other         c       Gain or (loss)       7b       iiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiii												
7 a Gross amount from sales of assets other than inventory       7a       (i) Securities       (ii) Other         7a       Gross solution that inventory       7a       inventory       inventory         b Less: cost or other basis and sales expenses       7b       inventory       inventory         c Gain or (loss)       7b       inventory       inventory         d Net gain or (loss)       932, 845.       off         c Orotributions reported on line 1c). See       8a       551, 960.         B a Gross income from fundraising events       192, 498.       192, 4         g Gross income from gaming activities. See       9a       9a         Part IV, line 18       9a       9a         b Less: direct expenses       9b       192, 498.         g Gross income from gaming activities. See       9a         Part IV, line 19       9a         b Less: direct expenses       9b         c Net income or (loss) from gaming activities       off         l0 a Gross acles of inventory, less returns       10a         a dallowances       10b         b Less: cost of goods sold       10b         c All other revenue       0a         c All tother revenue       0a         c All other revenue       0a												
assets other than inventory       7a       7a         b       Less: cost or other basis and sales expenses       7b       7c         c       Gain or (loss)       7c       7c         d       Net gain or (loss)       7c       7c         d       Net gain or (loss)       7c       7c         assets other than inventory       932,845_ of contributions reported on line 1c). See Part IV, line 18       9a       551,960.         b       Less: direct expenses       8b       359,462.       9a         c       Net income or (loss) from fundraising events       192,498.       192,4         9       Gross income from gaming activities. See Part IV, line 19       9a       9a       9b         b       Less: direct expenses       9b       9b       9b       9b         c       Net income or (loss) from gaming activities       9a       9b       10a       10a         10 a       Gross sales of inventory, less returns and allowances       10a       10a       10a       10a         b       Less: cost of goods sold       10b       10b       10b       10b       10b         c       Al all other revenue       All other revenue       10a       10a       10b       10a						(ii) Other						
B       Less: cost or other basis and sales expenses       To       To         c       Gain or (loss)       To       To       To         d       Net gain or (loss)       To       To       To         8       Gross income from fundraising events (not including \$932,845. of contributions reported on line 1c). See Part IV, line 18       Ba       551,960.         b       Less: direct expenses       Bb       359,462.         c       Net income or (loss) from fundraising events       192,498.       192,4         9       Gross income from gaming activities. See Part IV, line 19       9a       9b       9b         b       Less: direct expenses       9b       9b       9c       9c         0       Gross sales of inventory, less returns and allowances       10a       10b       10b       10c         c       Net income or (loss) from sales of inventory              10       Gross sales of inventory, less returns and allowances       10a       10b       10c           c       Net income or (loss) from sales of inventory              d       All other revenue		1										
and sales expenses       Tb         c       Gain or (loss)       Tc         d       Net gain or (loss)       Tc         a       Gross income from fundraising events (not including \$\$32,845of contributions reported on line 1c). See Part IV, line 18       Ba         b       Less: direct expenses       Ba         c       Net gain or (loss) from fundraising events       192,498.         g       Gross income from gaming activities.       192,498.         e       Net income or (loss) from fundraising events       192,498.         g       Gross income from gaming activities.       192,498.         b       Less: direct expenses       9a         g       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       0         g       I1 a												
C         Gain or (loss)         Tc         C           d         Net gain or (loss)         Tc         Image: Control of the second seco	e	-										
a       Net gan or (loss)	/ent	(										
8 a Gross income from fundraising events (not including \$932,845of contributions reported on line 1c). See Part IV, line 188b 359,462.       8 a 551,960.         9 a Gross income from gaming activities. See Part IV, line 199a Gross income from gaming activities. See Part IV, line 199b Less: direct expenses9b       192,498.       192,498.         9 a Gross income or (loss) from gaming activities. See Part IV, line 199b Less: direct expenses9b       9 a Gross sales of inventory, less returns and allowances       10a Gross sales of inventory, less returns and allowances       10a Gross sales of inventory       10a Gross Gross from gaming activities       10a Gross Gross from gaming activities       10a Gross Gross Gross from gaming activities       10a Gross Gross Gross from gaming activities       10a Gross Gross Gross from gaming activities	Rev											
contributions reported on line 1c). See       Ba       551,960.         b       Less: direct expenses       Bb       359,462.         c       Net income or (loss) from fundraising events       192,498.       192,498.         9 a       Gross income from gaming activities. See       9a       9a       192,498.         b       Less: direct expenses       9b       9b       192,498.         b       Less: direct expenses       9b       9b       192,498.         c       Net income or (loss) from gaming activities       0       0       0         c       Net income or (loss) from gaming activities       0       0       0       0         d       Gross sales of inventory, less returns and allowances       10a       0       0       0       0         b       Less: cost of goods sold       10b       0       0       0       0       0         c       Net income or (loss) from sales of inventory       0 </td <td>Jer</td> <td>8 8</td> <td>а</td> <td>Gross income from fundraising events (not</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Jer	8 8	а	Gross income from fundraising events (not								
Part IV, line 18       Ba       551,960.         b       Less: direct expenses       Bb       359,462.         c       Net income or (loss) from fundraising events       192,498.       192,4         9 a       Gross income from gaming activities. See Part IV, line 19       9a       9b       192,498.         b       Less: direct expenses       9b       9b       0       0         c       Net income or (loss) from gaming activities       0       0       0         10 a       Gross sales of inventory, less returns and allowances       10a       0       0       0         b       Less: cost of goods sold       10b       0       0       0       0         c       Net income or (loss) from sales of inventory       Business Code       0       0       0         c	₹			including \$ 932,845. of								
b       Less: direct expenses       Bb       359,462.         c       Net income or (loss) from fundraising events       192,498.       192,4         9       Gross income from gaming activities. See Part IV, line 19       9a       9a         b       Less: direct expenses       9b       9b       6         c       Net income or (loss) from gaming activities       6       6         10       a       Gross sales of inventory, less returns and allowances       10a       6         b       Less: cost of goods sold       10b       6       6         c       Net income or (loss) from sales of inventory       6       6         source       10a       10b       6       6         c       Net income or (loss) from sales of inventory       6       6         c       All other revenue       6       6       6         c       All other revenue       6       6       6         c       12       Total revenue. See instructions       2, 398, 436.       434, 595.       0.       193, 0												
c       Net income or (loss) from fundraising events       192,498.       192,4         9 a       Gross income from gaming activities. See       9a       9a         b       Less: direct expenses       9b       9b         c       Net income or (loss) from gaming activities       0       0         10 a       Gross sales of inventory, less returns and allowances       10a       0         b       Less: cost of goods sold       10b       0       0         c       Net income or (loss) from sales of inventory       0       0       0         generation       It a       Business Code       0       0         b						· · · · ·						
9 a Gross income from gaming activities. See Part IV, line 19       9a         b Less: direct expenses       9b         c Net income or (loss) from gaming activities       9b         10 a 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       0         b Less: cost of goods sold       10b         c Net income or (loss) from sales of inventory       0         b Less: cost of goods sold       10b         c Net income or (loss) from sales of inventory       0         d All other revenue       0         e Total. Add lines 11a-11d       2, 398, 436.       434, 595.       0.							102 408			102 409		
Part IV, line 19       9a       9b       9b<					s I		192,498.			192,498.		
b       Less: direct expenses       9b       Image: state of the		9 8			00							
c       Net income or (loss) from gaming activities												
10 a Gross sales of inventory, less returns and allowances       10a       10a         b Less: cost of goods sold       10b       0b         c Net income or (loss) from sales of inventory       6         11 a       Business Code       100         b       10a       10a         c       10a       10a         add lowances       10b       10a         11 a       Business Code       10a         b       10a       10b         c       10a       10b         d All other revenue       10a       10a         e       Total revenue. See instructions       2,398,436.       434,595.       0.       193,0												
and allowances       10a         b       Less: cost of goods sold         c       Net income or (loss) from sales of inventory         some or (loss) from sales of inventory       Business Code         b												
b Less: cost of goods sold 10b 10b 10b 10b 11a 11a Business Code 11a 12 11a 12 12a				-	10a							
c       Net income or (loss) from sales of inventory       Business Code       Image: Code         11 a       Business Code       Image: Code       Image: Code       Image: Code         b       Image: Code       Image: Code       Image: Code       Image: Code       Image: Code         b       Image: Code       Image: Code       Image: Code       Image: Code       Image: Code       Image: Code         b       Image: Code       Image		I										
11 a												
e Total. Add lines 11a-11d         2,398,436.         434,595.         0.         193,0	s					Business Code						
e Total. Add lines 11a-11d         2,398,436.         434,595.         0.         193,0	eou	11 ;	а		_							
e Total. Add lines 11a-11d         2,398,436.         434,595.         0.         193,0	lan.	I	b		_							
e Total. Add lines 11a-11d         2,398,436.         434,595.         0.         193,0	Scel				-							
12         Total revenue. See instructions         2,398,436.         434,595.         0.         193,0	Ϊ											
							2 398 436	434 595	0	193,051.		
232009 12-13-22 Form <b>990</b> (2	232000					I	_,,,			Form <b>990</b> (2022		

10181113 152490 5549GR

10

100 WOMEN IN FINANCE FOUNDATION

#### Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) Х Check if Schedule O contains a response or note to any line in this Part IX (B) (C) (D) (A) Do not include amounts reported on lines 6b, Total expenses Management and general expenses Program service Fundraising 7b, 8b, 9b, and 10b of Part VIII. expenses expenses Grants and other assistance to domestic organizations 1 175,000 175,000 and domestic governments. See Part IV, line 21 2 Grants and other assistance to domestic individuals. See Part IV, line 22 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 310,705. 310,705. Benefits paid to or for members 4 5 Compensation of current officers, directors, 139,351 trustees, and key employees 90,869. 30,120 18,362. Compensation not included above to disqualified 6 persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 299,094. 195,037. 64,646. 39,411. Other salaries and wages 7 8 Pension plan accruals and contributions (include 2,290 section 401(k) and 403(b) employer contributions) 10,595 6,909. 1,396. 8,690 13,326 2,880 1,756. Other employee benefits 9 29,454 19,207. 6,366 3,881. 10 Payroll taxes 11 Fees for services (nonemployees): Management а 6,196. 6,196. b Legal 24,300. 24,300 С Accounting Lobbying d Professional fundraising services. See Part IV, line 17 е Investment management fees f Other. (If line 11g amount exceeds 10% of line 25, g 373,092 321,545 51,547 column (A), amount, list line 11g expenses on Sch 0.) 37,542 37,542, Advertising and promotion 12 89,326. 89,326. 13 Office expenses 14 Information technology 15 Royalties 16 Occupancy 327,934, 327,934 17 Travel 18 Payments of travel or entertainment expenses for any federal, state, or local public officials Conferences, conventions, and meetings ..... 19 20 Interest Payments to affiliates 21 2,916 2,916 22 Depreciation, depletion, and amortization ..... 5,087 5,087 23 Insurance Other expenses. Itemize expenses not covered 24 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 0.) PRGM DEVELOPMENT EVENTS 522,394 522,394. а GALA OTHER EXPENSES 43,984 43,984, b С d All other expenses е 108,790. Total functional expenses. Add lines 1 through 24e 2,410,296, 1,687,898 613,608 25 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here if following SOP 98-2 (ASC 958-720)

11

232010 12-13-22

Form 990 (2022)

10181113 152490 5549GR

Form 990 (2022)

1

Assets

Liabilities

Net Assets or Fund Balances

29

30

31

32

33

Part X Balance Sheet

2,712,697.

2,822,077.

29

30

31

32

33

		Cash non interest bearing					
	2	Savings and temporary cash investments	2,459,814.	2	2,382,334.		
	3	Pledges and grants receivable, net	237,877.	3	162,330.		
	4	Accounts receivable, net	51,796.	4	87,633.		
	5	Loans and other receivables from any current or					
		trustee, key employee, creator or founder, subst					
		controlled entity or family member of any of thes		5			
	6	Loans and other receivables from other disqualif					
		under section 4958(f)(1)), and persons described		6			
,	7	Notes and loans receivable, net		7			
	8	Inventories for sale or use		8			
ĉ	9	B			70,920.	9	107,103.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	18,035.			
	b	Less: accumulated depreciation	10b	5,811.	1,670.	10c	12,224.
	11	Investments - publicly traded securities				11	
	12	Investments - other securities. See Part IV, line 1				12	
	13	Investments - program-related. See Part IV, line -				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11				15	
	16	Total assets. Add lines 1 through 15 (must equa			2,822,077.	16	2,751,624.
	17	Accounts payable and accrued expenses			23,579.	17	40,060.
	18	Grants payable		18			
	19	Deferred revenue	85,801.	19	10,000.		
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete F				21	
,	22	Loans and other payables to any current or form	ner office	r, director,			
		trustee, key employee, creator or founder, subst	antial co	ntributor, or 35%			
2		controlled entity or family member of any of thes	se perso	าร		22	
i	23	Secured mortgages and notes payable to unrela	ated third	I parties		23	
	24	Unsecured notes and loans payable to unrelated	d third p	arties		24	
	25	Other liabilities (including federal income tax, page	yables t	o related third			
		parties, and other liabilities not included on lines	s 17-24).	Complete Part X			
		of Schedule D		25			
	26	Total liabilities. Add lines 17 through 25			109,380.	26	50,060.
		Organizations that follow FASB ASC 958, che	ck here	X			
		and complete lines 27, 28, 32, and 33.					
3	27	Net assets without donor restrictions			2,490,954.	27	2,665,909.
3	28	Net assets with donor restrictions	221,743.	28	35,655.		
		Organizations that do not follow FASB ASC 9					
		and complete lines 29 through 33.					
、 I							

#### 100 WOMEN IN FINANCE FOUNDATION

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

Cash - non-interest-bearing

Capital stock or trust principal, or current funds

Paid-in or capital surplus, or land, building, or equipment fund

Retained earnings, endowment, accumulated income, or other funds

Total net assets or fund balances

Total liabilities and net assets/fund balances

57 - 1174548

1

**(B)** End of year

2,701,564.

2,751,624.

Form 990 (2022)

**(A)** Beginning of year

Page 11

Form	1990 (2022) 100 WOMEN IN FINANCE FOUNDATION	57-117454	3	Pa	<sub>ge</sub> 12
	rt XI Reconciliation of Net Assets				<u> </u>
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,	398,	436.
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,	410,	296.
3	Revenue less expenses. Subtract line 2 from line 1	3		-11,	860.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	2,	712,	697.
5	Net unrealized gains (losses) on investments	5			727.
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			٥.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,				
	column (B))	10	2,	701,	564.
Pa	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII		<u></u>		$\square$
		ſ		Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	0.			
2a			2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a			
	separate basis, consolidated basis, or both:				
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	Х	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,			
	consolidated basis, or both:				
	Separate basis X Consolidated basis Both consolidated and separate basis				
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the		-		
	review, or compilation of its financial statements and selection of an independent accountant?		2c	Х	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sche	edule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the				<u></u>
	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required				
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b	000	<u> </u>

Form **990** (2022)

SCHEDULE A	١
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(Form 990)

# **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.

OMB No. 1545-004	7
2022	)

Open to Public

	organization

Department of the Treasury Internal Revenue Service					ttach to Form 990 or Fo Form990 for instruction			ormation		Open to Public Inspection
Nan	ne of t	the organizati						ormation	Employer	identification number
				MEN IN FINANCE	FOUNDATION					57-1174548
Pa	rt I	Reason			(All organizations must c	omplete th	nis part.) S	ee instructior		
					For lines 1 through 12, c					
1					on of churches described			( <b>)</b> (A)(i)		
2	$\square$				Attach Schedule E (Forn			·//~///		
3	$\square$				anization described in s		/h//1///ii	i)		
4	$\square$				njunction with a hospital				Viii) Enter	the hospital's name
-		city, and stat	-		njunotion with a noopital	accombod	00010			the heepital e hame,
5		•	An organization operated for the benefit of a college or university owned or operated by a governmental unit described in							
Ŭ		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	X			-					ne general i	oublic described in
-		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	$\square$				(1)(A)(vi). (Complete Par	t II.)				
9	$\square$	•			in section 170(b)(1)(A)(	-	ed in coniu	nction with a	land-grant	college
					ulture (see instructions).					
		university:		, , ,	,			,	0	
10		An organizati	on that norma	Ily receives (1) more	than 33 1/3% of its supp	ort from c	ontributior	ns, membersh	ip fees, and	d gross receipts from
		activities rela	ted to its exem	npt functions, subject	t to certain exceptions; a	and (2) no	more than	33 1/3% of it	s support f	rom gross investment
					(less section 511 tax) fro					
				mplete Part III.)						
11		An organizati	on organized a	and operated exclusi	ively to test for public sa	fety. See	section 50	)9(a)(4).		
12		An organizati	on organized a	and operated exclusi	ively for the benefit of, to	perform t	he functior	ns of, or to ca	rry out the	purposes of one or
		more publicly	supported or	ganizations describe	ed in section 509(a)(1) o	r section	509(a)(2).	See section	509(a)(3). (	Check the box on
		lines 12a thro	ough 12d that	describes the type o	f supporting organizatior	n and com	plete lines	12e, 12f, and	l 12g.	
а		<b>Type I.</b> A s	upporting orga	anization operated, s	upervised, or controlled	by its supp	ported orga	anization(s), t	ypically by	giving
		the suppor	ted organizatio	on(s) the power to re	gularly appoint or elect a	majority c	of the direc	tors or truste	es of the su	upporting
		organizatio	n. <b>You must c</b>	complete Part IV, Se	ections A and B.					
b		<b>Type II.</b> A s	supporting org	anization supervised	l or controlled in connect	tion with it	s supporte	d organizatio	n(s), by hav	ving
			-		anization vested in the sa	ame perso	ns that co	ntrol or mana	ge the supp	ported
	_	organizatio	n(s). <b>You mus</b>	t complete Part IV,	Sections A and C.					
C		••	-	• • • •	g organization operated				lly integrate	ed with,
		-			). You must complete I					
C			-		porting organization oper				-	
					zation generally must sat				l an attentiv	/eness
	_	_			nplete Part IV, Sections					
e			•		written determination fro			Туре I, Туре	II, Type III	
_					nally integrated supporti					<b></b>
		er the number		•						
<u></u> 0		vide the follow (i) Name of supp		about the supporte (ii) EIN	(iii) Type of organization	(iv) Is the orga	anization listed	(v) Amount o	f monetary	(vi) Amount of other
		organizatior		(,	(described on lines 1-10	in your governi Yes	ing document? No	support (see i	-	support (see instructions)
		-			above (see instructions))	103				
Tota	al									

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.)

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	2,048,066.	1,910,868.	1,419,193.	2,671,819.	1,770,790.	9,820,736.
2	Tax revenues levied for the organ-						
	ization'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 $\dots$						
4	Total. Add lines 1 through 3	2,048,066.	1,910,868.	1,419,193.	2,671,819.	1,770,790.	9,820,736.
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)						1,228,949.
6	Public support. Subtract line 5 from line 4.						8,591,787.
Sec	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7	Amounts from line 4	2,048,066.	1,910,868.	1,419,193.	2,671,819.	1,770,790.	9,820,736.
	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	4,237.	4,387.	3,358.	-4,831.	553.	7,704.
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						9,828,440.
12	Gross receipts from related activities,	etc. (see instructio	ns)			12	100,474.
13	First 5 years. If the Form 990 is for th	ne organization's fir	st, second, third, f	ourth, or fifth tax y	ear as a section 5	01(c)(3)	
	organization, check this box and stor	phere					
Sec	ction C. Computation of Publi	ic Support Per	centage				
14	Public support percentage for 2022 (I	ine 6, column (f), di	vided by line 11, c	olumn (f))		14	87.42 %
15	Public support percentage from 2021	Schedule A, Part I	I, line 14			15	88.16 %
<b>16</b> a	33 1/3% support test - 2022. If the o	organization did no	t check the box on	line 13, and line 1	4 is 33 1/3% or m	ore, check this box	and
	stop here. The organization qualifies						v
b	33 1/3% support test - 2021. If the o	organization did no	t check a box on li	ne 13 or 16a, and	line 15 is 33 1/3%	or more, check this	s box
	and stop here. The organization qual						
17a	10% -facts-and-circumstances test	- 2022. If the org	anization did not cl				
	and if the organization meets the fact	s-and-circumstance	es test, check this	box and stop her	e. Explain in Part	VI how the organiza	ation
	meets the facts-and-circumstances te	est. The organizatio	n qualifies as a put	olicly supported or	ganization		
b	10% -facts-and-circumstances test	- 2021. If the org	anization did not cl	heck a box on line	13, 16a, 16b, or 1	17a, and line 15 is 1	0% or
	more, and if the organization meets th	ne facts-and-circum	stances test, chec	k this box and sto	<b>op here.</b> Explain i	n Part VI how the	
	organization meets the facts-and-circu	umstances test. Th	e organization qua	lifies as a publicly	supported organiz	zation	
18	Private foundation. If the organization	on did not check a l	oox on line 13, 16a	, 16b, 17a, or 17b,	, check this box a	nd see instructions	
_						Schedule A (	Form 990) 2022

#### 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.)

Se	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	(c) 2020	(d) 2021	(e) 202	2 (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 per- formed, 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 bus- iness under section 513						
4	Tax revenues levied for the organ-						
	ization'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 $\dots$						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
t	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						
	Public support. (Subtract line 7c from line 6.) ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2018	<b>(b)</b> 2019	(c) 2020	(d) 2021	(e) 202	2 (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						
k	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 on 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	ne organization's fi	rst, second, third,	fourth, or fifth tax	year as a section 5	501(c)(3) orga	nization,
	check this box and stop here	<u></u>					
See	ction C. Computation of Public	ic Support Per	rcentage				
15	Public support percentage for 2022 (	ine 8, column (f), d	livided by line 13,	column (f))		15	%
	Public support percentage from 2021					16	%
See	ction D. Computation of Inves	stment Income	e Percentage				
17	Investment income percentage for 20	<b>)22</b> (line 10c, colur	mn (f), divided by I	ine 13, column (f))		17	%
18	Investment income percentage from	2021 Schedule A,	Part III, line 17			18	%
19a	<b>33 1/3% support tests - 2022.</b> If the	organization did r	not check the box	on line 14, and lin	e 15 is more than 3	33 1/3%, and	line 17 is not
	more than 33 1/3%, check this box a	nd <b>stop here.</b> The	organization qual	ifies as a publicly	supported organiza	ation	
k	<b>33 1/3% support tests - 2021.</b> If the	organization did r	not check a box or	n line 14 or line 19	a, and line 16 is mo	ore than 33 1	'3%, and
	line 18 is not more than 33 1/3%, che	ck this box and <b>st</b>	op here. The orga	anization qualifies	as a publicly suppo	orted organiza	ation
20	Private foundation. If the organization	on did not check a	box on line 14, 19	a, or 19b, check t	his box and see ins		<u></u>
2320	23 12-09-22		16			Sche	dule A (Form 990) 2022

1

Yes No

## Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of 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

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? 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.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **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)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *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.*
- **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)? *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.*
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? 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).
- **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? *If "Yes," provide detail in* **Part VI.**
- 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? *If* "Yes," *complete Part I of Schedule L (Form 990).*
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If* "Yes." *complete Part I of Schedule L (Form 990).*
- **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))? *If* "Yes," *provide detail in* **Part VI.**
- **b** Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If* "Yes," *provide detail in* **Part VI.**
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- **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)? *If* "Yes," *answer line 10b below.*
- **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

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232024 12-09-22

2 3a 3b 3c 4a 4b 4c 5a 5b <u>5c</u> 6 7 8 9a 9b 9c 10a 10b

Schedule A (Form 990) 2022

chedule A (Form 990) 2022 10
------------------------------

Yes

2

No

			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
с	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail in Part VI.	11c		
500	ion B. Type I Supporting Organizations			

### ection B. Type I Supporting Organizations

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? <i>If</i> " <i>No</i> ," <i>describe in</i> <b>Part VI</b> <i>how the supported organization(s)</i> 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, or trustees were allocated among the organization and what experiments	
	supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	
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,

#### upervised, or controlled the supporting organization. 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 exception(a)	1		

#### ition(s) organ 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 on 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 sat	sfy the Integral Par	t Test during the year	(see instructions).
	Check the DOX hext to the method that the organization used to sat	אין נוופ ווונפעומו רמו	l rest during the year	

- The organization satisfied the Activities Test. Complete line 2 below. а
- The organization is the parent of each of its supported organizations. Complete line 3 below. h

С		The organization supported a	a governmental entity.	Describe in Part VI how	you supported a	governmental entity	(see instructions	s).
---	--	------------------------------	------------------------	-------------------------	-----------------	---------------------	-------------------	-----

18

- 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.
- b Did the activities described on 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.
- 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.

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. 232025 12-09-22

3b Schedule A (Form 990) 2022

2a

2b

3a

Yes No

Part IV Supporting Organizations (continued)

Sche	edule A (Form 990) 2022 100 WOMEN IN FINANCE FOUNDATION			57-1174548	Page
_	rt V Type III Non-Functionally Integrated 509(a)(3) Support	ng Organi	zations		
1	Check here if the organization satisfied the Integral Part Test as a qualify	ing trust on N	ov. 20, 1970 ( <i>explain in</i>	Part VI). See instr	ructions.
	All other Type III non-functionally integrated supporting organizations mu	st complete S	Sections A through E.	-	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current (optiona	
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			
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current (optiona	
1	Aggregate fair market value of all non-exempt-use assets (see				
	instructions for short tax year or assets held for part of year):				
а	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			
е	Discount claimed for blockage or other factors				
	(explain in detail in Part VI):				
2	Acquisition indebtedness applicable to non-exempt-use assets	2			
3	Subtract line 2 from line 1d.	3			
4	Cash deemed held for exempt use. Enter 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			
Sect	ion C - Distributable Amount			Current Y	'ear
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	Check here if the current year is the organization's first as a non-function	ally integrated	d Type III supporting orga	anization (see	

Schedule A (Form 990) 2022

232026 12-09-22

instructions).

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Schedule A (Form 990) 2022

Sect	on D - Distributions				Current Year
1	Amounts paid to supported organizations to accomplish exer	1			
2	Amounts paid to perform activity that directly furthers exemp	t purposes of supported			
	organizations, in excess of income from activity	2			
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations	i	3	
4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		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	ne organization is responsive			
	(provide details in Part VI). See instructions.			8	
9	Distributable amount for 2022 from Section C, line 6			9	
10	Line 8 amount divided by line 9 amount			10	
Sect	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributior Pre-2022	IS	(iii) Distributable Amount for 2022
1	Distributable amount for 2022 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2022 (reason-				
	able cause required - explain in Part VI). See instructions.				
3	Excess distributions carryover, if any, to 2022				
a	From 2017				
b	From 2018				
c	From 2019				
d	From 2020				
e	From 2021				
f	Total of lines 3a through 3e				
g	Applied to underdistributions of prior years				
h	Applied to 2022 distributable amount				
i	Carryover from 2017 not applied (see instructions)				
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2022 from Section D,				
	line 7: \$				
a	Applied to underdistributions of prior years				
b	Applied to 2022 distributable amount				
c	Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2022, if				
	any. Subtract lines 3g and 4a from line 2. For result greater				
	than zero, explain in Part VI. See instructions.				
6	Remaining underdistributions for 2022. Subtract lines 3h				
	and 4b from line 1. For result greater than zero, explain in				
	Part VI. See instructions.				
7	Excess distributions carryover to 2023. Add lines 3j				
	and 4c.				
8	Breakdown of line 7:				
а	Excess from 2018				
b	Excess from 2019				
с	Excess from 2020				
	Excess from 2021				
е	Excess from 2022				
				Sc	hedule A (Form 990) 2022

100 WOMEN IN FINANCE FOUNDATION

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

57-1174548 Page 7

Schedule A	(Form 990) 2022 100 WOMEN IN FINANCE FOUNDATION	57-1174548	Page <b>8</b>
Part VI	<b>Supplemental Information.</b> Provide the explanations required by Part II, line 10; Part II, line 17a 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 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	or 17b; Part III, line 12; 1 and 2; Part IV, Section V, Section B, line 1e; Pa	n C,
	Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additi (See instructions.)	onal information.	
	<u></u>	Sabadula A /Farm	0001 0000
232028 12-09-2	2 21	Schedule A (Form	<del>9</del> 90) 2022

								IE 00.47
Part No.							<b>90</b> 2	n <u></u>
Interventions basis         Go to www.irs.gov/form.900 for instructions and the latest information.         Inspection           Name of the organization         Employee (derification number 57: 1174548         Employee (derification number 57: 1174548           Part II         Organizations attentioning Door Advised Funds or Other Similar Funds or Accounts.         Complete if the organization attention in (during year)         (a) Donar advised funds         (b) Funds and other accounts           1         Total number at end of year         (a) Donar advised funds         (b) Funds and other accounts         Yes         No           2         Aggregate value of grafts from (during year)         (a) Donar advised funds         (b) Funds and other accounts         Yes         No           3         Did the organization inform all apretes, donors, and donor advisors in writing that graft funds can be used only for chartable purpose and not for the benefit of the donor of one advisor, of form 900, Part IV, line 7.         Yes         No           9         Purpose() of conservation economaths hid by the organization (risk all that apply).         (b) Preservation of a histoncial informal and reservation at panese and the organization (risk all that apply).         (b) Preservation of a confiled histoncia structure           9         Preservation of appen space         2         (c) Complete interval can be accounts         2a           1         Ordar number of conservation easements in bid by the organization (risk all that ap			Part IV, line 6, 7, 8, 9, 10	), 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.				
100 WORKEN IN PERMANDER PORNNANTON         57:1174548           Part1         Organizations Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 980, Part IV, line 6.         (a) Donor advised funds         (b) Funds and other accounts           1         Total number at end of year         (a) Donor advised funds         (b) Funds and other accounts           2         Aggregate value of continuous to (during year)         (a) Donor advised funds         (b) Funds and other accounts           3         Aggregate value of and from grantes, donors, and donor advisors in writing that the assets held in donor advised funds are the organization inform all advors and donor advisors or donor advisor, or for any other purpose conferring impermission formal all grantes, donors, and donor advisor 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 impermission formal particles. Complete if the organization answered "Yea" on Form 990, Part IV, line 7.           1         Purpose(g) of conservation easements hold by the organization (check all that apply).         Preservation of a historic structure           2         Complete if the conservation easements.         2a.           2         Complete inse 2a through 2d if the organization hold a qualified conservation easements included in (b) acquired after July 25,2006, and not on a historic structure           3         Number of conservation easements modified, transferred, releesed, entinguired, or the organization have an easements modi								
Part I       Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answerd "Yes" on Form 980, Part IV, line 5.         1       Total number at end of year       (a) Donor advised funds       (b) Funds and other accounts         2       Aggregate value of contributions to (during year)       (a) Donor advised funds       (b) Funds and other accounts         3       Aggregate value of contributions to (during year)       (a) Donor advised funds       (b) Funds and other accounts         4       Aggregate value of contributions to (during year)       (a) Donor advised funds       (b) Funds and other accounts         5       Did the organization inform all grantes, donors, and donor advisors in writing that grant funds can be used only for charateles purposes and not on the benefit of the organization inform all grantes, donors, and donor advisors in writing that grant funds can be used only for charateles to note the benefit of the organization inform all grantes, donors, and donor advisors in writing that grant funds can be used only for charateles to note the benefit of the organization inform all grantes, donors, and donor advisors in writing that grant funds can be used only for conservation casements.       Yea       No         6       Did the organization inform all grantes, donors, and donor advisors in writing that grant funds can be used only for conservation casements.       Yea       No         7       Proprocesity of conservation casements.       (a) Donor divers on the based to the baset base of the baset baset baset baset baset baset baset baset base	Nam	e of the organization			Empl	-		number
orgänization answered "Yes" on Form 930, Part IV, line 6.       (a) Donor advised funds       (b) Funds and other accounts         1       Total number at end of yesr       (a) Donor advised funds       (b) Funds and other accounts         2       Aggregate value of combinations to (Juling year)       (b)       (c)       (c)         3       Aggregate value of ans thou (Juling year)       (c)       (c)       (c)       (c)         4       Aggregate value of ans thou (Juling year)       (c)       (c) </td <td>Par</td> <td>t I Organiza</td> <td></td> <td></td> <td>count</td> <td></td> <td></td> <td></td>	Par	t I Organiza			count			
Total number at end of year     Aggregate value of contributions to (during year)     Aggregate value of contributions to (during year)     Aggregate value of grants ton (during year)     Aggregate value of grants ton (during year)     Dot the organization is property, subject to the organization's exclusive legal control?     Yes No     Dot the organization is property, subject to the organization as exclusive legal control?     Partice of the organization is property, subject to the organization advisors in writing that grant funds can be used only     for charitable purposes and not for the benefit of the donor or chora advisor, or for any other purpose conferring     impermissible private benefit?     Partice of the organization is exclusive legal control?     Perspective of relative the organization is exclusive legal control?     Perspective of relative the organization assements?     Held with the organization is exclusive legal control?     Protection of natural habitat     Preservation of a historical structure     Preservation of a certific historic structure     Preservation of conservation easements     Held at the End of the Tax Year.     Total number of conservation easements     Zea     Number of conservation easements     Zea     Number of conservation easements     Zea     Number of conservation easements     Register     Number of conservation easements     Number of cons	1 4		•		count	S. Com		•
2 Aggregate value of contributions to (during year) 3 Aggregate value of contributions to (during year) 4 Aggregate value of and the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charatable purposes and to for the benefit of the donor advisors in a writing that grant funds can be used only for charatable purposes and not for the benefit of the donor advisor, or any other purpose conferring impermissible private benefit?  1 Purposets() of conservation essements beld by the organization (check all that apply).  2 Protection of natural habitat 3 Defit of open space 3 Complete integes 2 at hough 2 di the organization (check all that apply). 3 Proservation of a conservation essements beld by the organization contribution in the form of a conservation essement on the last 3 day of the tax year. 3 Total number of conservation essements an contribution in the form of a conservation essement on the last 4 day of the tax year. 3 Total number of conservation essements in cultified historic structure included in (a) 4 Number of conservation essements in cultified historic structure included in (a) 4 Number of conservation essements in cultified historic structure included in (a) 4 Number of conservation essements in cultified historic structure included in (b) 4 Number of conservation essements in cluded in (c) excluded and ully 25,2006, and not on a 4 historic structure listed in the National Pegiater 4 Amount of expanses incurred in monitoring, inspecting, handling of violations, and enforcing conservation essements and explores, and enforcing conservation essements in biology 4 Monitor of explores and the conservation essements in biology of ullations, and enforcing conservation essements buring the year 4 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation essements buring the year 5 Does es		-		(a) Donor advised funds (	<b>b)</b> Fund	s and oth	er accoun	ts
3 Aggregate value of grants from (during year) 4 Aggregate value of grants from (during year) 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization is property, subject to the organization's exclusive legal control? Yes No 6 Did the organization inform all digrantes, 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 contening impermissible private benefit? Part III Conservation Easements. Complete if the organization answered 'Yea' on Form 990, Part IV, line 7. 1 Propositio of conservation easements held by the organization (chck all that apply). Preservation of a differentiation of a continue that area improves the organization held a qualified conservation of a certified historic structure Preservation of a conservation easements included in (c) acquired atter July 25.2006, and not on a historically important land area instructure listen of the National Perservation easements included in (c) acquired atter July 25.2006, and not on a historical touring the tax year. 2 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year. 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 inform the organization reports and property subject to conservation easements in tolds? 6 Staff and volunteer hours devided 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 and balance sheet, and include,	1	Total number at er	nd of year					
Aggregate value at end of year     Ded 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?     Ves No     Ded the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only     for charitable purposes and on for the benefit of the donor or or advisor, or for any other purpose conferring     impermissible private benefit?     Ves No     Part II Conservation Easements. Complete if the organization answered 'Yea' on Form 990, Part IV, line 7.     Purpose(s) of conservation easements held by the organization or education i preservation of a historically important land area     Protection of nature in abaitat     Preservation of one space     Complete inse 2 at trough 2 dif the organization held a qualified conservation contribution in the form of a conservation easements     to an unber of conservation easements     Zea     Total number of conservation easements     Zea     Number of conservation easements     Zea     Number of conservation easements     Zea     Number of conservation easements included in (a)     Staff and volunteer hours deviced to conservation easements in block?     Staff and volunteer hours deviced to montoring, inspection, handling of violations, and enforcing conservation easements during the year     Anount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year     Aount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements are during the year     Aount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements are during the year     Aount of expenses incurred in m	2							
5       Did the organization inform all donors and door advisors in writing that the assets held in doors advised funds are the organization is forehy, subject to the organization's exclusive legal control?       Image: The organization inform all grantese, donors, and doors advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the door or donor advisors (or for any other purpose confering impermissible private benefit?       Image: The organization asseements held by the organization asseemed? Yee' on Form 900, Part IV, Ine 7.         1       Purpose(b) or conservation easements held by the organization check all that apply).       Image: The organization of a large or public weat for example, recreation or education)       Image: The organization asseement is and by the organization check all that apply).         2       Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements.       Za         3       Total arcnege restricted by conservation easements.       Za       Za         4       Number of conservation easements included in (a) coquired after July 25,2006, and not on a         historic structure listed in the National Pegister       Za         3       Number of tonservation easements included in (c) acquired after July 25,2006, and not on a         historic structure included an easements in located       Yes       No         4       Number of tonservation easements in located       Yes       No         5       Does the organization have a written policy regarding the periodic monitoring, insp	3							
are the organization's property, subject to the organization's exclusive legal control?       Image: the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charabile purposes and not for the benefit of the organization answered "Yes" on Form 990, Part IV, line 7.         1       Purpose(g) of conservation easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.         1       Purpose(g) of conservation easements. Complete if the organization (check all that apply).         1       Preservation of and for public use (for example, recreation or education)         1       Preservation of a for organization held a qualified conservation contribution in the form of a conservation easements on the last day of the tax year.         2       Complete lines 2 at through 2d if the organization held a qualified conservation contribution in the form of a conservation easements.         2       Implete or conservation easements.         2       Intermed or conservation easements.         2       Implete organization held a qualified conservation contribution in the form of a conservation easements included in (a)         3       Number of conservation easements.       2a         4       Number of conservation easements included in (a) qualified conservation easements includes and (a) (a) acquarization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcing conservation easements during the year         3       Nounber of conservation easements includes in (a) ado								
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 ingemissible private benefit? Part U Conservation Easements held by the organization answered "Yes" on Form 990, Part IV, line 7. 1 Purpose(9) dronservation easements held by the organization (check all that apply). Preservation of and for public use (for example, recreation or education) Preservation of a historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of conservation easements held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. a Total arcage restructed by conservation easements in cluded in (a) 2 complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easements on a certified historic structure included in (a) 2 c d Number of conservation easements in cluded in (c) acquired after July 25,2006, and not on a historic structure listed in the National Register 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 4 Number of conservation easements helds? 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements and use to the doroto to the erganization fill asternets that describes the organization reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(i)? 3 In Part XIII, describe how the organization reports conservation easements in its revenue attement and balance sheet works of at. historical treasures, or other similar assets held for public exhibition, education, o	5	•		0			Vec	
for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring       Yes       No.         Part II       Conservation Easements. Complete if the organization answered "Yes" on Form 980, Part IV, line 7.       Improve the provide the servation of a dot for public use (for example, recreation or education)       Preservation of and for public use (for example, recreation or education)         Preservation of and for public use (for example, recreation or education)       Preservation of a conservation easement on the last         Complete lines 2a through 20 if the organization held a qualified conservation contribution in the form of a conservation easement on the last         a Total number of conservation easements       2a         b Total acreage restricted by conservation easements       2a         c Number of conservation easements included in (c) acquired after July 25,2006, and not on a historic structure included in (a)       2c         s Number of conservation easements included in (c) acquired after July 25,2006, and not on a historic structure included in (a)       2d         S Number of conservation easements included in (b) acquired after July 25,2006, and not on a diatoric structure included in (c) acquired after July 25,2006, and not on a local       2d         S Number of conservation easements included to including the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easement is locald       2d         S Does the organization have a written policy regarding the periodic monitoring inspection, handling of viola	6						165	
Impermissible private benefit?       Yes       No         Part II       Conservation Easements. Complete if the organization (check all that apply).       Preservation of a historically important land area         Preservation of land for public use (for example, recreation or education)       Preservation of a historically important land area         Preservation of open space       Preservation of conservation easements held by 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 arceage restricted by conservation easements       2b         c Number of conservation easements included in (c) acquired after July 25,2006, and not on a historic structure lessent in the National Register       2a         3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year       2d         4 Number of states where property subject to conservation easement is located       9e       No         6 Dees the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcing conservation easements tholds?       9e       No         6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements tholds?       9e       No         9 In Part XIII, describe how the organization negords conservation easements in fits revenue and expense statement and	•	÷			2			
1       Purpose(s) of conservation easements held by the organization (check all that apply).       Preservation of a historically important land area         Preservation of land for public use (for example, recreation or education)       Preservation of a certified historic structure         Preservation of conservation asements       Preservation of a certified historic structure         2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement in the last       2a         3       Total arcnage restricted by conservation easements       2a         4       Number of conservation easements       2a         2       2a       2a         3       Number of conservation easements included in (c) acquired after July 25.2006, and not on a       2d         1       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		impermissible priva	ate benefit?	·			Yes	No
Preservation of land for public use (for example, recreation or education)     Preservation of a actrified historic structure     Preservation of a certified historic structure     Tetal acreage restricted by conservation easements     Total acreage restructure     Total acreage restructure     Total acreage restructure included in (c) acquired after July 25,2006, and not on a     total acreage restructure property subject to conservation easements     Total acreage restructure     Total acreage restructure property subject to conservation easements     Total acreage restructure     Total acreage restructure property subject to conservation easements     Total acreage restructure included in (c) acquired after July 25,2006, and not on a     total acreage restructure included in the Nation acreagements     Total acreagement for the conservation easements     Total acreage restructure ac	Par	rt II Conserva	ation Easements. Complete if the or	ganization answered "Yes" on Form 990, Part IV,	line 7.			
Protection of natural habitat Preservation of a certified historic structure   Preservation of open space   2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last   day of the tax year.   a Total number of conservation easements   b Total accarge restricted by conservation easements   a Total number of conservation easements on a certified historic structure included in (a)   2a   2a   d Number of conservation easements included in (c) acquired after July 25,2006, and not on a   historic structure listed in the National Register   3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax   year	1		, ,					
Preservation of open space   2   Complete lines 2a through 2d if the organization heid 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   Dotal acreage restricted by conservation easements   2a   2b   d Number of conservation easements on certified historic structure included in (a)   2c   d Number of conservation easements in cluded in (c) acquired after July 25,2006, and not on a   historic structure listed in the National Register   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 easements is located   5   5   6   Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year   7   7   Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year   8   9 <td></td> <td></td> <td></td> <td>, <u> </u></td> <td>-</td> <td></td> <td></td> <td></td>				, <u> </u>	-			
2 Complete lines 2 at 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.   4 Total number of conservation easements   b Total acreage restricted by conservation easements   c Number of conservation easements included in (a) conservation easements included in (a)   d Number of conservation easements included in (b) conservation easements included in (a)   d Number of conservation easements included in (b) conservation easement is located   2d 2d    2d 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 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 easements in 2(d) above satisfy the requirements of section 170(h)(4)(B)(0)   and section 170(h)(4)(B)(0)? Yes   n 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 IIII Organization Subtatining Collections of Art, Historical Treasures, or Other Similar Assets.   Complete if the organization easements: (i) Revenue included on Form 990, Part V, line 8.   1a If the organization elected, as pe				Preservation of a certi	fied hist	oric struct	ture	
day of the tax year.       Held at the End of the Tax Year         a Total number of conservation easements       2a         2b       2c         2c       2c         2d       2d         2d <td>2</td> <td></td> <td></td> <td>fied conservation contribution in the form of a con</td> <td>neorvati</td> <td>on easem</td> <td>ont on the</td> <td>laet</td>	2			fied conservation contribution in the form of a con	neorvati	on easem	ont on the	laet
a Total number of conservation easements       2a         b Total acreage restricted by conservation easements       2b         c Number of conservation easements included in (c) acquired after July 25,2006, 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	2	•						
b       Total acreage restricted by conservation easements       2b         c       Number of conservation easements included in (c) acquired after July 25,2006, 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       2d         4       Number of states where property subject to conservation easement is located	а				2a			
d       Number of conservation easements included in (c) acquired after July 25,2006, 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	b	Total acreage restr			2b			
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         4       Number of states where property subject to conservation easement is located       5         5       Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcing conservation easements it holds?       Yes       No         6       Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year         7       Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year         8       Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i)       Yes       No         9       In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's accounting for conservation easements.       Periodic Treasures, or Other Similar Assets.         Complete if the organization answered "Yes" on Form 990, Part IV, line 8.       I       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 XI	с	Number of conserv	vation easements on a certified historic str	ucture included in (a)	2c			
<ul> <li>Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year</li></ul>	d							
<ul> <li>year</li> <li>Number of states where property subject to conservation easement is located</li> <li>Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?</li> <li>Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year</li> <li>Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year</li> <li>Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i)</li> <li>and section 170(h)(4)(B)(ii)?</li> <li>No</li> <li>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.</li> <li>Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.</li> <li>Complete if the organization answered "Yes" on Form 990, Part IV, line 8.</li> <li>If the organization elected, as permitted under FASB ASC 958, not 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.</li> <li>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 in Part XIII the text of the footnote to its financial statements that describes these items.</li> <li>If the organization received on Form 990, Part X<td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></li></ul>								
<ul> <li>A Number of states where property subject to conservation easement is located</li> <li>Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?</li> <li>Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year</li> <li>Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year</li> <li>Boes each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i)</li> <li>and section 170(h)(4)(B)(ii)?</li> <li>Yes</li> <li>No</li> <li>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 servation assements.</li> <li>Part III</li> <li>Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.</li> <li>Complete if the organization answered "Yes" on Form 990, Part IV, line 8.</li> <li>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.</li> <li>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 in Part XIII the text of the footnote to its financial statements that describes these items.</li> <li>If the organization elected, as permitted under FASB ASC 95</li></ul>	3		vation easements modified, transferred, rel	leased, extinguished, or terminated by the organized	zation d	uring the	tax	
<ul> <li>5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?</li> <li>6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year</li> <li>7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year</li> <li>8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i)</li> <li>and section 170(h)(4)(B)(ii)?</li> <li>Yes</li> <li>No</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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 in Part XIII the text of these items:</li> <li>b If the organization relected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets for fin</li></ul>	4		where property subject to concervation and	acment is leasted				
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<ul> <li>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)?</li></ul>	6							
and section 170(h)(4)(B)(ii)?       Yes       No         9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.       Part III       Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.         Complete if the organization answered "Yes" on Form 990, Part IV, line 8.       Ia       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 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 X       \$         2       If the organization received or held	7	Amount of expense	 es incurred in monitoring, inspecting, hand	dling of violations, and enforcing conservation eas	sements	during th	e year	
and section 170(h)(4)(B)(ii)?       Yes       No         9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.       Part III       Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.         Complete if the organization answered "Yes" on Form 990, Part IV, line 8.       Ia       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 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 X       \$         2       If the organization received or held								
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<ul> <li>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.</li> <li>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.</li> <li>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.</li> <li>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: <ul> <li>(i) Revenue included on Form 990, Part X</li> <li>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:</li> <li>a Revenue included on Form 990, Part X</li> <li>b Assets included in Form 990, Part X</li> </ul></li></ul>	9					····· <u> </u>		
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<ul> <li>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.</li> <li>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: <ul> <li>(i) Revenue included on Form 990, Part VIII, line 1</li> <li>(ii) Assets included in Form 990, Part X</li> <li>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:</li> <li>a Revenue included on Form 990, Part X</li> <li>b Assets included in Form 990, Part X</li> </ul></li></ul>	Par		-		imilar	Assets.		
<ul> <li>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.</li> <li>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: <ul> <li>(i) Revenue included on Form 990, Part VIII, line 1</li> <li>(ii) Assets included in Form 990, Part X</li> </ul> </li> <li>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: <ul> <li>a Revenue included on Form 990, Part X</li> <li>b Assets included in Form 990, Part X</li> </ul> </li> </ul>								
<ul> <li>service, provide in Part XIII the text of the footnote to its financial statements that describes these items.</li> <li>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: <ul> <li>(i) Revenue included on Form 990, Part VIII, line 1</li> <li>(ii) Assets included in Form 990, Part X</li> </ul> </li> <li>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: <ul> <li>a Revenue included on Form 990, Part X</li> <li>b Assets included in Form 990, Part X</li> </ul> </li> </ul>	1a	•	· ·	•				
<ul> <li>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: <ul> <li>(i) Revenue included on Form 990, Part VIII, line 1</li> <li>(ii) Assets included in Form 990, Part X</li> </ul> </li> <li>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: <ul> <li>a Revenue included on Form 990, Part X</li> <li>b Assets included in Form 990, Part X</li> </ul> </li> </ul>			· · ·		ice of pl	JUIC		
<ul> <li>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: <ul> <li>(i) Revenue included on Form 990, Part VIII, line 1</li> <li>(ii) Assets included in Form 990, Part X</li> </ul> </li> <li>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: <ul> <li>a Revenue included on Form 990, Part X</li> <li>b Assets included in Form 990, Part X</li> </ul> </li> </ul>	b	· •			sheet v	vorks of		
<ul> <li>provide the following amounts relating to these items:</li> <li>(i) Revenue included on Form 990, Part VIII, line 1</li></ul>								
<ul> <li>(ii) Assets included in Form 990, Part X</li> <li>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:</li> <li>a Revenue included on Form 990, Part VIII, line 1</li> <li>b Assets included in Form 990, Part X</li> <li>\$</li> </ul>					•			
<ul> <li>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:</li> <li>a Revenue included on Form 990, Part VIII, line 1 \$</li></ul>		(i) Revenue inclue	ded on Form 990, Part VIII, line 1		\$			
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       \$		(ii) Assets include	ed in Form 990, Part X		\$			
a Revenue included on Form 990, Part VIII, line 1         \$           b Assets included in Form 990, Part X         \$	2				provide			
b Assets included in Form 990, Part X \$								
						Schedule	D (Form 9	990) 2022

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Sche	dule D (Form 990) 2022 100 WOMEN 3	IN FINANCE FOUNDATIO	N		5	7 - 1174	548	P	<sub>age</sub> 2
Par	t III Organizations Maintaining C	ollections of Art, His	torical Treasur	res, or Othe	r Similar A	ssets	(contir	ued)	
3	Using the organization's acquisition, accessi	on, and other records, cheo	ck any of the followi	ing that make s	ignificant use	of its			
	collection items (check all that apply):			0	0				
а	Public exhibition	d	] Loan or exchange	e 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 o	-	• •						
-	to be sold to raise funds rather than to be ma	,	,				Yes		No
Par	t IV Escrow and Custodial Arran								
	reported an amount on Form 990, Pa		lo organization and		11 0111 000, 1	are iv, in	10 0, 01		
1a	Is the organization an agent, trustee, custodi		r contributions or of	ther assets not	included				
iu	on Form 990, Part X?	•					Yes		No
h	If "Yes," explain the arrangement in Part XIII					ட	162		
D		and complete the following	lable.				Amoun		
-	Decision belonce				10	,	anoun	-	
	Beginning balance								
	Additions during the year								
	Distributions during the year								
	Ending balance								¬ ••
	Did the organization include an amount on F				lity?		Yes		_ No
Par	If "Yes," explain the arrangement in Part XIII.								
Fai	<b>t V</b> Endowment Funds. Complete					o hook	(a) [ au		haali
_		(a) Current year (b)	Prior year (c)	Two years back	(d) Three year	S Dack	(e) Four	years	DACK
1a	Beginning of year balance								
b	Contributions								
С	Net investment earnings, gains, and losses								
d	Grants or scholarships								
е	Other expenditures for facilities								
	and programs								
f	Administrative expenses								
g	End of year balance								
2	Provide the estimated percentage of the curr	rent year end balance (line '	1g, column (a)) held	as:					
а	Board designated or quasi-endowment	%							
b	Permanent endowment	%							
с	Term endowment	%							
	The percentages on lines 2a, 2b, and 2c sho	uld equal 100%.							
3a	Are there endowment funds not in the posse		hat are held and adr	ninistered for th	ne				
	organization by:	-					[	Yes	No
	(i) Unrelated organizations						3a(i)		
	(ii) Related organizations						3a(ii)		
b	If "Yes" on line 3a(ii), are the related organiza	ations listed as required on	Schedule R?				3b		
4	Describe in Part XIII the intended uses of the								
Par	t VI Land, Buildings, and Equipm								
	Complete if the organization answere	d "Yes" on Form 990, Part	IV, line 11a. See Fo	rm 990, Part X,	line 10.				
	Description of property	(a) Cost or other	(b) Cost or ot	her (c) A	ccumulated		d) Boo	< valu	۵
	Description of property	basis (investment)	basis (other		preciation	`	<b>u</b> , 200	( valu	0
19	Land			, , , , , , , , , , , , , , , , , , , ,					
	Buildings								
	Leasehold improvements		1 0	,035.	5,81	1		12	224.
	Equipment		10	,	5,01.			±2,	
<u>e</u> Tatal	Other			I				10	224.
iotal	. Add lines 1a through 1e. (Column (d) must e	<u>equal Form 990, Part X. colu</u>	<u>ımn (В), line 10с.)</u>						
					Sc	hedule [	ר (⊦orn) ע	1 990)	2022

#### 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. (c) Method of valuation: Cost or end-of-year market value (a) Description of security or category (including name of security) (b) Book value (1) Financial derivatives (2) Closely held equity interests (3) Other (A) (B) (C) (D) (E) (F) (G) (H) Total. (Col. (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. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) Part IX Other Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15. (a) Description (b) Book value (1) (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) Part X Other Liabilities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25. (a) Description of liability (b) Book value 1 (1) Federal income taxes (2)(3) (4) (5) (6) (7)

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)

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

Schedule D (Form 990) 2022

232053 09-01-22

(8) (9)

Sche	edule D (Form 990) 2022 100 WOMEN IN FINANCE FOUNDATION		57-1174548	Page 4
Pa	t XI Reconciliation of Revenue per Audited Financial State	ments With Revenu	ie 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			
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
с	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1			
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
с	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990. Part I. line 12.)			
Pa	rt XII Reconciliation of Expenses per Audited Financial State	ements With Expen	ses 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	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
а	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
с	Other losses	2c		
d	Other (Describe in Part XIII.)			
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
С	Add lines <b>4a</b> and <b>4b</b>		4c	
5	Add lines <b>4a</b> and <b>4b</b> Total expenses. Add lines <b>3</b> and <b>4c.</b> (This must equal Form 990, Part I, line 18.) rt 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.

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100 WOMEN IN FINANCE F	OUNDATION			57-1174548	
Part I General Infor	mation on A	ctivities Out	side the United States. Compl	ete if the organization answered	"Yes" on
Form 990, Part IV	/, line 14b.			-	
			ds to substantiate the amount of its gra		
the grantees' eligibility for	or the grants or a	assistance, and t	he selection criteria used to award the	grants or assistance? <u> </u>	Yes No
2 For grantmakers. Desc	ribe in Part V the	e organization's	procedures for monitoring the use of its	s grants and other assistance ou	tside the
United States.					
			n be duplicated if additional space is r		
<b>(a)</b> 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, pro- gram services, investments, grants to recipients located in the region)	is a program service,	(f) Total expenditures for and investments in the region
EAST ASIA AND THE		ÿ			
PACIFIC - AUSTRALIA,					
BRUNEI, BURMA,					
CAMBODIA,	0	0	GRANT MAKING	PROGRAM SERVICES	210,705.
EUROPE (INCLUDING					
ICELAND & GREENLAND)	0	0	GRANT MAKING	PROGRAM SERVICES	50,000.
		Ů			
CENTRAL AMERICA AND					
THE CARIBBEAN	0	0	GRANT MAKING	PROGRAM SERVICES	35,000.
NORTH AMERICA	0	0	GRANT MAKING	PROGRAM SERVICES	15,000.
3 a Subtotal	0	0			310,705.
<b>b</b> Total from continuation					
sheets to Part I	0	0			0.
c Totals (add lines 3a					
and 3b)	0	0			310 705.

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.

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

Schedule F (Form 990) 2022

OMB No. 1545-0047

**Open to Public** 

Inspection

Employer identification number

232071 10-17-22

SCHEDULE F (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

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 (g) Amount of (h) Description (i) Method of (d) Purpose of (b) IRS code section (e) Amount (f) Manner of (a) Name of organization (c) Region noncash of noncash valuation (book. FMV. and EIN (if applicable) of cash grant cash disbursement grant assistance assistance appraisal, other) EAST ASIA AND THE PACIFIC -AUSTRALIA. BRUNEI, BURMA PROGRAM SUPPORT 38,310.WIRE 0. EAST ASIA AND THE PACIFIC -AUSTRALIA. BRUNEI, BURMA PROGRAM SUPPORT 67 042. WIRE 0. EAST ASIA AND THE PACIFIC -AUSTRALIA. BRUNEI, BURMA, PROGRAM SUPPORT 76,620.WIRE 0. EAST ASIA AND THE PACIFIC -AUSTRALIA. 22.348.WIRE BRUNEI, BURMA, PROGRAM SUPPORT 0. EAST ASIA AND THE PACIFIC -AUSTRALIA. BRUNEI, BURMA PROGRAM SUPPORT 6,385.WIRE 0. CENTRAL AMERICA AND THE CARTBBEAN ANTIGUA & BARBUDA, ARUBA, PROGRAM SUPPORT 35,000.WIRE 0. EUROPE (INCLUDING ICELAND & GREENLAND) PROGRAM SUPPORT 17,500.WIRE 0. EUROPE (INCLUDING ICELAND & GREENLAND) PROGRAM SUPPORT 15,000.WIRE 0. 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax 5 exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 14

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

Schedule F (Form 990) 2022

Schedule F (Form 990)		Page <b>2</b>						
	on of Grants and Other Assistance to Organizations or Entities Outside th			United States.				
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	<b>(d)</b> Purpose of grant	<b>(e)</b> Amount of cash grant	(f) Manner of cash disbursement	<b>(g)</b> Amount of non-cash assistance	<b>(h)</b> Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE (INCLUDING ICELAND & GREENLAND)	PROGRAM SUPPORT	7,500.	WIRE	0.		

Page 3

	100 WOMEN IN FINANO				57-1174548		Pag
Part III Grants and Other Assista			tes. Complete if	the organization answered "Yes"	on Form 990, Part	IV, line 16.	
Part III can be duplicated if (a) Type of grant or assistance	additional space is neede (b) Region	(c) Number of	(d) Amount of	(e) Manner of	(f) Amount of	(g) Description of	(h) Method of
(a) Type of grant of assistance		recipients	cash grant	cash disbursement	noncash assistance	noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)

Schedule F (Form 990) 2022

1	Was the organization a U.S. transferor of property to a foreign corporation during the tax year? <i>If</i> "Yes," <i>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)</i>	Yes	X 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	X No
3	Did the organization have an ownership interest in a foreign corporation during the tax year? <i>If</i> "Yes," <i>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)</i>	Yes	X 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? <i>If</i> "Yes," <i>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)</i>	Yes	X No
5	Did the organization have an ownership interest in a foreign partnership during the tax year? <i>If</i> "Yes," <i>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)</i>	Yes	X No
6	Did the organization have any operations in or related to any boycotting countries during the tax year? <i>If</i> "Yes," <i>the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)</i>	Yes	X No

Schedule F (Form 990) 2022

# 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.

PART I, LINE 2:

THE ORGANIZATION'S CHIEF IMPACT OFFICER LIASES, COLLABORATES AND MONITORS

THE GRANT RECIPIENTS' USES OF 100WF GRANTS.

Schedule F (Form 990) 2022

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SCHEDULE G	Suppleme	ntal Information Regarding	Fund	Iraisi	ng or Gaming A	ctivities	0	MB No. 1545-0047			
(Form 990)		e organization answered "Yes" on organization entered more than \$1		2022							
Department of the Treasury Internal Revenue Service		Attach to Form 990 c						Open to Public nspection			
Name of the organization		o www.irs.gov/Form990 for instruc	ctions	and t	ne latest information			nspection itification number			
Hame of the organization	100 WOMEN IN FINANCE FOUNDATION 57-1174548										
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.											
<ul> <li>1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.</li> <li>a Mail solicitations</li> <li>b Internet and email solicitations</li> <li>c Phone solicitations</li> <li>d In-person solicitations</li> <li>g Special fundraising events</li> <li>d In-person solicitations</li> <li>2 a 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?</li> <li>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.</li> </ul>											
(i) Name and addres or entity (fund		(ii) Activity	have c or cor	Did raiser ustody ntrol of utions?	(iv) Gross receipts from activity	(v) Amount parts to (or retained fundraiser listed in col.	by)	<b>(vi)</b> Amount paid to (or retained by) organization			
			Yes	No							
Total											
		n is registered or licensed to solicit o		utions	or has been notified	it is exempt fro	m reg	istration			

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule G (Form 990) 2022

232081 10-27-22

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.

		or rundraising event contributions and gro	(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
				HONG KONG GALA	NONE	(add col. (a) through
			NY GALA 2022	2022		col. (c)
e			(event type)	(event type)	(total number)	col. <b>(c)</b> )
Revenue	1	Gross receipts	1,085,776.	399,029.		1,484,805.
	2	Less: Contributions	932,845.			932,845.
	3	Gross income (line 1 minus line 2)	152,931.	399,029.		551,960.
	4	Cash prizes				
0	5	Noncash prizes	29,351.	39,383.		68,734.
pense	6	Rent/facility costs				
Direct Expenses	7	Food and beverages	173,563.	58,802.		232,365.
ē	8	Entertainment		2,043.		2,043
	9	Other direct expenses	15,497.	40,823.		56,320.
	10	Direct expense summary. Add lines 4 through				359,462.
	11	Net income summary. Subtract line 10 from li	ine 3, column (d)			192,498
Pa	rt I	<b>II Gaming.</b> Complete if the organization \$\$15,000 on Form 990-EZ, line 6a.	answered "Yes" on Form	990, Part IV, line 19, or r	eported more than	
ne			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c)

anue			<b>(a)</b> Bingo	<b>(b)</b> Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 0	Gross revenue				
s	<b>2</b> C	Cash prizes				
Direct Expenses		Noncash prizes				
lirect E	4 F	Rent/facility costs				
	<b>5</b> C	Other direct expenses				
	<b>6</b> V	/olunteer labor	└── Yes % └── No	└── Yes % └── No	└── Yes % │── No	
	<b>7</b> C	Direct expense summary. Add lines 2 through	5 in column (d)			
	<b>8</b> N	Net gaming income summary. Subtract line 7	from line 1, column (d)			
9	Enter	r the state(s) in which the organization condu	cts gaming activities:			
		e organization licensed to conduct gaming ac o," explain:				
		e any of the organization's gaming licenses re es," explain:				Yes No
23208	2 10-27	7-22			Sche	dule G (Form 990) 2022

Sch	edule G (Form 990) 2022	100 WOMEN IN FINANCE FOUNDATION	57-1	174548	Page 3
11	Does the organization conduct ga	aming activities with nonmembers?		Ye	es 🗌 No
12		eficiary or trustee of a trust, or a member of a partnership or other entity formed			
	to administer charitable gaming?			Ye	es 🔄 No
	Indicate the percentage of gamin				
				13a	%
		e person who prepares the organization's gaming/special events books and reco		13b	%
17		e person who prepares the organization's gaming/special events books and reco	103.		
	Name				
	Address				
15a	Does the organization have a con	tract with a third party from whom the organization receives gaming revenue?		. 🛄 Ye	es 🔝 No
C	of gaming revenue retained by the	ning revenue received by the organization   \$ and the a e third party   \$	mount		
	If "Yes," enter name and address				
	Name				
	Address				
16	Gaming manager information:				
	Nome				
	Name				
	Gaming manager compensation	\$			
		•			
	Description of services provided				
	Director/officer	Employee Independent contractor			
17	Mandatory distributions:				
		r state law to make charitable distributions from the gaming proceeds to			
	retain the state gaming license?			Ye	es 🗌 No
b	Enter the amount of distributions	required under state law to be distributed to other exempt organizations or spen	t in the		
	organization's own exempt activit				
Ра		mation. Provide the explanations required by Part I, line 2b, columns (iii) and (	v); and Par	t III, lines	9, 9b, 10b,
	15b, 15c, 16, and 17b, as	s applicable. Also provide any additional information. See instructions.			
2320	83 10-27-22	22	Schedu	ule G (Fo	orm 990) 2022
		39			

Schedule G	(Form 990) 100 WOMEN IN FINANCE FOUNDATION	57-1174548	Page 4
Part IV	(Form 990) 100 WOMEN IN FINANCE FOUNDATION Supplemental Information (continued)		
		<b>.</b>	/ <b>m</b>
232084 04-01-	n	Schedule G	(rorm 990)
04-01-			

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SCHEDULE I (Form 990)	Go	irants and Oth vernments, ar ete if the organizatio	nd Individual	s in the Ŭni	ted States		OMB No. 1545-004	7
Department of the Treasury		jj	Attach to Form		,		Open to Public	с
Internal Revenue Service		Go to www.irs	s.gov/Form990 for	the latest information	ation.		Inspection	
Name of the organization 100 WOMEN IN I	FINANCE FOUNDA	TION					Employer identification num 57-1174548	nber
Part I General Information on Grants a	nd Assistance							
1 Does the organization maintain records t criteria used to award the grants or assis								] No
2 Describe in Part IV the organization's pro	cedures for monite	oring the use of grant	funds in the United	l States.				
Part II Grants and Other Assistance to I recipient that received more than \$	-				anization answered "Y	es" on Form 990, Part	IV, line 21, for any	
<b>1 (a)</b> Name and address of organization or government	<b>(b)</b> EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	<b>(e)</b> Amount of noncash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance	
BREAKTHROUGH MIAMI 3250 SW 3RD AVE, 6TH FLOOR MIAMI , FL 33129	26-2105534	501(C)(3)	15,000.	0.			SUPPORT ORGANIZATIONS WORKING TO EMPOWER WON	
COUNCIL FOR ECONOMIC EDUCATION 122 EAST 42ND STREET, SUITE 1012 NEW YORK, NY 10168	13-1623848	501(C)(3)	15,000.	0.			SUPPORT ORGANIZATIONS WORKING TO EMPOWER WON	MEN
EDUCATE GIRLS GLOBALLY, INC. 5178 MOWRY AVE., STE. 144 FREEMONT, CA 94538	94-3350821	501(C)(3)	10,000.	0.			SUPPORT ORGANIZATIONS WORKING TO EMPOWER WON	MEN
GIRLS WHO INVEST, INC. 28 LIBERTY STREET, 6TH FLOOR NEW YORK, NY 10005	47-3894644	501(C)(3)	25,000.	0.			SUPPORT ORGANIZATIONS WORKING TO EMPOWER WON	
JUNIOR ACHIEVEMENT OF GREATER MIAMI – 2124 NE 123RD STREET, SUITE 206 – NORTH MIAMI, FL 33181	59-0807486	501(C)(3)	10,000.	0.			SUPPORT ORGANIZATIONS WORKING TO EMPOWER WON	
STEM FOR HER FOUNDATION 200 LITTLE FALLS DR, SUITE 205 FALLS CHURCH , VA 22046	90-0136831	501(C)(3)	20,000.	0.			SUPPORT ORGANIZATIONS WORKING TO EMPOWER WON	
<ul> <li>2 Enter total number of section 501(c)(3) an</li> <li>3 Enter total number of other organizations</li> </ul>			e line 1 table					11.

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

Schedule I (Form 990) 2022

#### Schedule I (Form 990) 100 WOMEN IN FINANCE FOUNDATION

57-1174548 Page 1

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	<b>(e)</b> Amount of noncash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE JOYCE IVY FOUNDATION							
PO BOX 2396							SUPPORT ORGANIZATIONS
ANN ARBOR, MI 48106	20-4008024	501(C)(3)	20,000.	0.			WORKING TO EMPOWER WOME
THE SADIE COLLECTIVE							
890 MAPLE ST. APT. 4							SUPPORT ORGANIZATIONS
WASHINGTON , DC 20009	84-1851485	501(C)(3)	10,000.	0.			WORKING TO EMPOWER WOME
JNIVERSITY IMPACT							
3305 N UNIVERSITY AVE SUITE 275							SUPPORT ORGANIZATIONS
PROVO , UT 84604	82-1504018	501(C)(3)	10,000.	0.			WORKING TO EMPOWER WOME
ALL STREET BOUND							
16 W 93RD STREET, 9F							SUPPORT ORGANIZATIONS
IEW YORK, NY 10025	84-1973939	501(C)(3)	10,000.	0.			WORKING TO EMPOWER WOME
1			, .				
	_						

Schedule I (Form 990)

Schedule I (Form 990) 2022

100 WOMEN IN FINANCE FOUNDATION

Page 2

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 non- cash assistance	<b>(e)</b> Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

WE CONDUCT EXTENSIVE FINANCIAL AND OPERATIONAL DUE DILIGENCE BEFORE

SELECTING A BENEFICIARY. WE FOLLOW UP 9 MONTHS AFTER MAKING THE GRANT WITH

DUE DILIGENCE ON THE USE OF FUNDS.

SC	HEDULE J	Compensation Information	1	OMB No.	1545-004	47		
(Fo	rm 990)	For certain Officers, Directors, Trustees, Key Employees, and Highest		20	22	)		
		Compensated Employees Complete if the organization answered "Yes" on Form 990, Part IV, line 23.		20	22	-		
Depa	tment of the Treasury	Attach to Form 990.		Open to		ic		
Intern	al Revenue Service	Go to www.irs.gov/Form990 for instructions and the latest information.		Inspection				
Nam	e of the organization		Employer id		on nui	mber		
De	rt I Question	100 WOMEN IN FINANCE FOUNDATION	57-11	74548				
Fd	and Question	s Regarding Compensation						
4	Choole the energy	ate her/(a) if the experimation provided any of the following to as fer a nerson listed on Ferm	000		Yes	No		
a		ate box(es) if the organization provided any of the following to or for a person listed on Form line 1a. Complete Part III to provide any relevant information regarding these items.	990,					
	First-class or c		naluaa					
	Travel for com							
		ation and gross-up payments Health or social club dues or initiation fee						
		spending account X Personal services (such as maid, chauffel						
b	If any of the boxes	on line 1a are checked, did the organization follow a written policy regarding payment or						
~	•	provision of all of the expenses described above? If "No," complete Part III to explain		1b	х			
2		n require substantiation prior to reimbursing or allowing expenses incurred by all directors,						
_	-	rs, including the CEO/Executive Director, regarding the items checked on line 1a?		2	х			
3	Indicate which, if a	ny, of the following the organization used to establish the compensation of the organization's	;					
	CEO/Executive Dire	ector. Check all that apply. Do not check any boxes for methods used by a related organizati	on to					
	establish compensation	ation of the CEO/Executive Director, but explain in Part III.						
	X Compensation	a committee						
	Independent of	compensation consultant Compensation survey or study						
	Form 990 of o	ther organizations X Approval by the board or compensation of	ommittee					
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 re	lated organization:						
а	Receive a severance	e payment or change-of-control payment?		. 4a	X			
b	Participate in or rec	eive payment from a supplemental nonqualified retirement plan?		. 4b		Х		
с	Participate in or rec	eive payment from an equity-based compensation arrangement?		. <b>4</b> c		X		
	If "Yes" to any of lir	nes 4a-c, list the persons and provide the applicable amounts for each item in Part III.						
		;)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.						
5	-	on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation	n					
	contingent on the r			_		v		
a	The organization?			5a		X		
b		ation?		5b		X		
~		br 5b, describe in Part III.						
6		on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation	n					
	contingent on the r	6		-		x		
a	The organization?			<u>6a</u>		X		
Ø		ation?		6b				
-		or 6b, describe in Part III.						
7		on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments		-		x		
0		nes 5 and 6? If "Yes," describe in Part III		. 7				
8	•	reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the aption described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		0		x		
9		id the organization also follow the rebuttable presumption procedure described in		8		<u> </u>		
J	Regulations section			9				
ΙЦΛ		n 53.4958-6(c)? eduction Act Notice, see the Instructions for Form 990.		le J (Forr	n 900'	1 2022		
		equation Ast Notice, see the instructions for Form 330.	Jonedu			, 2022		

232111 10-18-22

Schedule J (Form 990) 2022

57-1174548

#### 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.

( <b>A)</b> Name and Title		(B) Breakdown of W	-2 and/or 1099-MIS compensation	C and/or 1099-NEC	other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	in column (B)	
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990	
(1) AMANDA PULLINGER	(i)	0.	0.	0.	0.	0.	0.	0.	
FMR CEO	(ii)	364,325.	70,000.	0.	5,000.	17,144.	456,469.	0.	
(2) ANN HENRY	(i)	0.	0.	0.	0.	0.	0.	0.	
FORMER CFO	(ii)	157,840.	10,000.	0.	5,000.	16,108.	188,948.	0.	
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								
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	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								

Schedule J (Form 990) 2022

Page 3

#### 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.

PART I, LINE 4A:

ANN HENRY, FMR. CFO RECEIVED \$40,129 IN SEVERANCE DURING 2022.

Schedule J (Form 990) 2022

SCHEDULE (	)
(Form 990)	

Department of the Treasury

Internal Revenue Service Name of the organization

# 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 Form 990-EZ. Go to www.irs.gov/Form990 for the latest information.



Employer identification number 57-1174548

PART I - LINE 1

100 WOMEN IN FINANCE FOUNDATION (THE "FOUNDATION") STRENGTHENS THE

GLOBAL FINANCE INDUSTRY BY EMPOWERING WOMEN TO ACHIEVE THEIR

PROFESSIONAL POTENTIAL AT EACH CAREER STAGE. OUR WORK INSPIRES, EQUIPS

100 WOMEN IN FINANCE FOUNDATION

AND ADVOCATES FOR A NEW GENERATION OF INDUSTRY LEADERSHIP IN WHICH

WOMEN AND MEN SERVE AS INVESTMENT PROFESSIONALS AND EXECUTIVES EQUAL IN

ACHIEVEMENT AND IMPACT.

PART III - LINE 1

100WF FOUNDATION RAISES FUNDS FOR 100WF'S IMPACT WORK, WHICH AIMS FOR

GREATER REPRESENTATION OF WOMEN IN INVESTMENT AND EXECUTIVE ROLES BY

FORGING PATHWAYS INTO THE FINANCE INDUSTRY FOR PRE-CAREER WOMEN FROM

DIVERSE BACKGROUNDS. PRIOR TO 2019, THE FOUNDATION PROVIDED GRANTS TO

CHARITABLE ORGANIZATIONS ENGAGED IN IMPROVING THE HEALTH, EDUCATION,

AND/OR SOCIAL WELFARE OF WOMEN AND CHILDREN. DURING 2019 THE

FOUNDATION FORMED THE 100 WOMEN IMPACT COLLECTIVE, A 100WF-DESIGNED

INITIATIVE TO ACHIEVE ACCELERATED PROGRESS TOWARD THE ORGANIZATION'S

VISION FOR 30X40, IN WHICH WOMEN WILL PERFORM 30% OF INVESTMENT AND

EXECUTIVE TEAM ROLES IN THE FINANCE INDUSTRY BY 2040. THE 100 WOMEN

IMPACT COLLECTIVE IS A SUCCESSOR EFFORT TO 100WF'S INVESTING IN THE

NEXT GENERATION INITIATIVES, AND AFFORDS GREATER FOCUS AND FUNDING FOR

PROGRAM PARTNERS THAT CREATE PATHWAYS INTO THE FINANCE INDUSTRY FOR

PRE-CAREER FEMALE STUDENTS OF DIVERSE BACKGROUNDS, GLOBALLY. DURING

2022, THE FOUNDATION RENAMED THE 100 WOMEN IN FINANCE IMPACT

COLLECTIVE, RETURNING TO THE "100 WOMEN IN FINANCE INVESTING IN THE

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. 232211 10-28-22

Schedule O (Form 990) 2022

10181113 152490 5549GR

47

Schedule O (Form 990) 2022 Name of the organization	Page 2 Employer identification number
100 WOMEN IN FINANCE FOUNDATION	57-1174548
NEXT GENERATION" NAME TO TAKE ADVANTAGE OF THE NAME RECOGNITION	
DEVELOPED DURING THE EARLIER USE OF THAT NAME THE FOUNDATION MARSHALS	
THE SIGNIFICANT MONETARY AND TALENT RESOURCES OF 100WF ASSOCIATION'S	
MEMBERS TO RAISE MONEY AND ENGAGE VOLUNTEERS TO SUPPORT THE	
FOUNDATION'S MISSION.	
PART III - LINE 4A	
INVESTING IN THE NEXT GENERATION. 100 WOMEN IN FINANCE'S INVESTING IN	
THE NEXT GENERATION INITIATIVE (ING) AIMS TO REACH, INSPIRE, AND	
SUPPORT YOUNG WOMEN AT HIGH SCHOOL, UNIVERSITY, AND BUSINESS SCHOOL	
LEVELS WHO WILL BECOME A TALENT PIPELINE FOR THE FUTURE LEADERSHIP OF	
THE INDUSTRY. THROUGH A NUMBER OF ONGOING INITIATIVES, WE ENCOURAGE	
PRE-CAREER WOMEN TO LOOK MORE FAVORABLY AT A CAREER IN FINANCE AND	
INVESTMENTS; CREATE EDUCATIONAL OPPORTUNITIES AND ACCESS POINTS TO	
SUPPORT YOUNG WOMEN WHO WANT TO JOIN THE INDUSTRY; AND FACILITATE AN	
ONGOING PEER NETWORK FOR YOUNG WOMEN IN THE INDUSTRY. 100 WOMEN IN	
FINANCE MAKES GRANTS TO EXTERNAL ORGANIZATIONS THAT PROVIDE DIRECT	
SERVICES TO TEENAGE GIRLS AND YOUNG WOMEN SO THAT THEY ARE PREPARED,	
CONFIDENT AND INSPIRED TO PURSUE CAREERS IN THE FINANCE INDUSTRY. 100	
WOMEN IN FINANCE ALSO OFFERS FREE MEMBERSHIPS IN 100 WOMEN IN FINANCE	
TO STUDENTS AND PARTNERS WITH COLLEGES AND UNIVERSITIES TO ENCOURAGE	
THESE STUDENTS TO REGISTER AS 100 WOMEN IN FINANCE MEMBERS.	
FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:	
INDIA: 100 WOMEN IN FINANCE HAS TAKEN FORWARD OUR INITIATIVES IN INDIA,	
AND WE ARE LOOKING FOR LOCAL WF MEMBERS, STARTING IN MUMBAI TO JOIN OUR	
232212 10-28-22 <b>4</b> 8	Schedule O (Form 990) 2022

Name of the organization 100 WOMEN IN FINANCE FOUNDATION	Employer identification number 57-1174548
	57-11/4340
WORKING GROUP. THE WORKING GROUPS ARE MADE UP OF DIVERSE, HIGHLY	
TALENTED PROFESSIONAL FROM ACROSS THE INDUSTY IN THEIR COUNTRIES.	
EXPENSES \$ 23,400. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.	
FORM 990, PART VI, SECTION B, LINE 11B:	
THE FORM 990 IS DISTRIBUTED TO ALL FOUNDATION BOARD MEMBERS FOR REVIEW	
PRIOR TO SUBMISSION TO THE INTERNAL REVENUE SERVICE.	
FORM 990, PART VI, SECTION B, LINE 12C:	
THE MEMBERS OF THE BOARD OF DIRECTORS ARE REQUIRED ANNUALLY TO COMPLETE A	
QUESTIONNAIRE DISCLOSING ANY CONFLICT OF INTEREST.	
FORM 990, PART VI, SECTION B, LINE 15A:	
15A. THE BOARD OF DIRECTORS EVALUATE THE COMPENSATION AND BENEFITS BEING	
PAID TO THE CHIEF EXECUTIVE OFFICER, EVALUATING HER PERFORMANCE AGAINST	
GOALS ESTABLISHED THE PRIOR YEAR. THE BOARD OF DIRECTORS ALSO TAKES INTO	
ACCOUNT COMPENSATION PAID TO CEO'S AT COMPARABLE ORGANIZATIONS.	
15B. FINANCE COMMITTEE REVIEWS COMPENSATION ANNUALLY AS PART OF BUDGETING	
PROCESS	
FORM 990, PART VI, SECTION C, LINE 19:	
THE ASSOCIATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY,	
THE PUBLIC CAN CONTACT THE CEO REGARDING QUESTIONS, AT ANY TIME, THROUGH	
THE WEBSITE.	

FORM 990, PART IX, LINE 11G, OTHER FEES:

232212 10-28-22

Schedule O (Form 990) 2022

Schedule O (Form 990) 2022 Name of the organization 100 WOMEN IN FINANCE FOUNDATION		Employer identification number 57-1174548
CONTRACT SERVICES:		
PROGRAM SERVICE EXPENSES	321,545.	
MANAGEMENT AND GENERAL EXPENSES	51,547.	
FUNDRAISING EXPENSES	0.	
TOTAL EXPENSES		
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	373,092.	
232212 10-28-22	50	Schedule O (Form 990) 202

SCHEDULE	R
(Form 990)	

#### (Form 990)

## **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.

OMB No. 1545-0047

2022 Open to Public Inspection

Employer identification number

57-1174548

Department of the Treasury Internal Revenue Service

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

Name of the organization

100 WOMEN IN FINANCE FOUNDATION

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

<b>(a)</b> Name, address, and EIN (if applicable) of disregarded entity	<b>(b)</b> Primary activity	<b>(c)</b> Legal domicile (state or foreign country)	<b>(d)</b> Total income	<b>(e)</b> End-of-year assets	<b>(f)</b> Direct controlling entity
100 WF HONG KONG FOUNDATION, LIMITED					
31/F TOWER TWO TIMES SQUARE					
, 1 MATHESON ST CAUSEWAY BAY, HONG KONG	FUNDRAISING	HONG KONG	399,447.	68,053.	THE FDN.

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>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	<b>(e)</b> Public charity status (if section	<b>(f)</b> Direct controlling entity	Section 5 contr ent	olled
				501(c)(3))		Yes	No
100 WOMEN IN FINANCE ASSOCIATION -							
57-1174550, 888C 8TH AVE #453, NEW YORK, NY							
10019	ASSOCIATION	NEW YORK	501(C)(6)	N/A	N/A		х
	-						
	-						

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

Schedule R (Form 990) 2022

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)	(b)	(c)	(d)	(e)	(f)	(g)	()	h)	(i)	(j)	
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign	Direct controlling entity	Predominant income (related, unrelated, excluded from tax under sections 512-514)	Predominant income (related, unrelated, cluded from tax under	Share of end-of-year assets	alloca	ortionate tions?		Genera manag partne	l or Percentage <sup>ing</sup> ownership
		country)		sections 512-514)		400010	Yes	No	K-1 (Form 1065)	Yes	10
	]										
	]										
	1										
	1										
	1										
	4										
			l	l							

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>(b)</b> Primary activity	(c) Legal domicile (state or foreign	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	<b>(f)</b> Share of total income	<b>(g)</b> Share of end-of-year assets	(h) Percentage ownership	ntage 512(b)( rship control entity	
		country)		0. 1.0.01				Yes	No

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

ote: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.		Yes	s N
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?			
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a		2
b Gift, grant, or capital contribution to related organization(s)			
c Gift, grant, or capital contribution from related organization(s)			
d Loans or loan guarantees to or for related organization(s)			
e Loans or loan guarantees by related organization(s)			_
f Dividends from related organization(s)			
g Sale of assets to related organization(s)	1g		
h Purchase of assets from related organization(s)	1h		
Exchange of assets with related organization(s)	<u>1i</u>		
j Lease of facilities, equipment, or other assets to related organization(s)			
k Lease of facilities, equipment, or other assets from related organization(s)			
Performance of services or membership or fundraising solicitations for related organization(s)			
n 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	
Sharing of paid employees with related organization(s)		X	+
Reimbursement paid to related organization(s) for expenses		x	
Reimbursement paid by related organization(s) for expenses		X	-
Other transfer of cash or property to related organization(s)		x	
Other transfer of cash or property from related organization(s)	1s	X	

<b>(a)</b> Name of related organization	<b>(b)</b> Transaction type (a-s)	<b>(c)</b> Amount involved	(d) Method of determining amount involved
(1) 100 WOMEN IN FINANCE ASSOCIATION, INC.	0	720,228.	FMV
(2)			
<u>(3)</u>			
<u>(4)</u>			
(5)			
<u>(6)</u>			

#### Schedule R (Form 990) 2022 100 WOMEN IN FINANCE FOUNDATION

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>(b)</b> Primary activity	(c)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	Are partne 501( org Yes	<b>(f)</b> Share of total income	<b>(g)</b> Share of end-of-year assets	(r Dispr tior allocat Yes	opor- late tions?	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) Genera manag partne Yes N	or Percentage ownership

Schedule R (Form 990) 2022

## Part VII Supplemental Information

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

Schedule R (Form 990) 2022

232165 09-14-22

Form <b>8938</b> (Rev. November 2021) Statement of Specified Foreign Final Go to www.irs.gov/Form8938 for instructions and the Attach to your tax return.				tions and the late			OMB No. 1545-2195		
	artment of the Treasury rnal Revenue Service	For calendar year	2022 or tax year beginning		ending		Sequence No. 938		
	lf you	have attached additi	onal statements, check here	Number	of additional s	tatement	S		
1	Name(s) shown on re 100 WC	eturn DMEN IN FINANCE H	FOUNDATION		<b>2</b> Taxpayer 57-1174548	identifica	tion number (TIN)		
3	Type of filer								
	a Specified in	dividual <b>b</b>	Partnership c	Corporation		d 🗌	Trust		
4 If you checked box 3a, skip this line 4. If you checked box 3b or 3c, enter the name and TIN of the specified individual who closely holds the									
	partnership or corpo	ration. If you checked	box 3d, enter the name and TIN of	the specified perso	n who is a curre	ent benefi	ciary of the trust.		
	(See instructions for definitions and what to do if you have more than one specified individual or specified person to list.)								
	<b>a</b> Name				b TIN				
F	Part I Foreign De	eposit and Custo	dial Accounts Summary			-			
5	Number of deposit a	ccounts (reported in F	Part V)		►		2		
6	Maximum value of al	I deposit accounts				\$	662,637.		
7	Number of custodial	accounts (reported in	Part V)		🕨				
8	Maximum value of al	l custodial accounts				\$			
9			ounts closed during the tax year?			ו <u>ו</u> ו	′es X No		
P	Part II Other Fore	eign Assets Sum	mary						
10	Number of foreign as	sets (reported in Part	VI)		🕨				
11       Maximum value of all assets (reported in Part VI)         \$									
<u>12</u>		ets acquired or sold c					<u>res X No</u>		
<u> </u>	art III Summary	of Tax Items Attr	ibutable to Specified Forei	gn Financial As	<b>`</b>	nstructio	ons)		
	(a) Asset category	(b) Tax item	(c) Amount reported on form or schedule	(.)) [		reported	O altra altra a stad lite a		
				(d) Form a	and line	(e)	Schedule and line		
13	Foreign deposit and custodial accounts	a Interest	\$						
		<b>b</b> Dividends	\$						
		c Royalties	\$						
		d Other income	\$						
		e Gains (losses)	\$						
		f Deductions	\$						
	Other (see in second	g Credits	\$						
14	Other foreign assets	a Interest	\$						
		<b>b</b> Dividends	\$						
		c Royalties	\$						
		d Other income	\$						
		e Gains (losses)	\$						
		f Deductions	\$						
Ρ	art IV Excented	g Credits	│\$ n Financial Assets (see inst	ructions)		1			
					or of auch form	a filed V	u do not nood to		
-	lude these assets on Fe	0	on one or more of the following for			is nieu. Y			
	Number of Forms 352		16 Number of Forms 3520-	Δ	17 N	umber of	Forms 5471		
	Number of Forms 862		19 Number of Forms 8865	~					
.0		· ·							

LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form 8938 (Rev. 11-2021)

	3 (Rev. 11-2021)	F
Part V	Detailed Information for Each Foreign Deposit and Custodial Account Included in the Part I Su	ummary

	(see instruc	tion	s)							
lf you	have more than one	acco	ount	to report in P	art V, attach a separate stater	ment for	each ado	ditional account. See instruct	ions.	
20	Type of account	a b	X	Deposit Custodial				Account number or other 848-708848-838	designation	
22	Check all that apply	а		Account op	ened during tax year <b>b</b>	Acc	count clo	osed during tax year		
		с		Account joir	ntly owned with spouse <b>d</b>	No No	tax item	reported in Part III with respo	ect to this asse	
23	Maximum value of a	<u>ccou</u>	nt dı	uring tax yea	ſ					533,842.
24	Did you use a foreigr	n cur	renc	y exchange r	ate to convert the value of the	account	t into U.S	S. dollars? X	Yes	No
25	If you answered "Yes	<u>s" to</u>	line	24, complete	all that apply.					
	(a) Foreign currency	/ in w	/hich	account	(b) Foreign currency exchar	nge rate ι	used to	(c) Source of exchange r		
HONG	is maintained				convert to U.S. dollars			Treasury Department's B	ureau of the Fis	scal Service
	NG KONG, DOLLAR									
26a	<b>b</b> Global Intermediary Identification Number (GIIN) (Optional) HSBC									
27	Mailing address of fir 1 QUEEN'S ROAD				hich account is maintained. N	lumber, s	street, an	nd room or suite no.		
28	City or town, state or CENTRAL	r pro	vince	e, country, ar	nd ZIP or foreign postal code HONG KONG					
Pa	rt VI Detailed Ir	nfor	ma	tion for Ea	ach "Other Foreign Ass	et" Inc	luded	in the Part II Summar	y (see instr	uctions)
lf you	have more than one	asse	t to i	report in Part	VI, attach a separate stateme	ent for ea	ch additi	ional asset. See instructions.		/
29	Description of asset					30	Identifyin	ng number or other designation	on	
31	Complete all that app	ply. S	See i	nstructions for	or reporting of multiple acquis	ition or d	ispositio	on dates.		
а					licable					
					applicable					
C	Check if asse							tax item reported in Part III wi	th respect to th	nis asset
32	Maximum value of as	sset	durir	ng tax year (c	heck box that applies)					
а	\$0 - \$50,000		b	\$50,	001 - \$100,000 c	\$100	0,001 - \$ <sup>-</sup>	i150,000 d 🗌 🤤	\$150,001 - \$200	),000
e										
33					ate to convert the value of the	e asset in	to U.S. c	dollars?	Yes	s 🔄 No
34	If you answered "Yes									
	(a) Foreign currency	/ in w	/hich	asset is	(b) Foreign currency exchar	ige rate ι	used to	(c) Source of exchange		
	denominated				convert to U.S. dollars			Treasury Department's B	ureau of the Fis	scal Service
35	•		29 is	stock of a fo	reign entity or an interest in a	foreign e			for the asset.	
а	Name of foreign entit	ty					b Gll	IN (Optional)		
~	Type of foreign entity			(1)	Partnership (2)		prporation	on (3) Trust	(4)	Estate
			n ent		street, and room or suite no.		poration		(+)	
u	Maining address of 10	neigi	i ent	ity. Number,	street, and room of suite no.					
e	City or town, state or	r pro	vince	e, country, ar	nd ZIP or foreign postal code					
36	•				a foreign entity or an interest i er or counterparty, attach a se					
	or counterparty. See	insti	ructio	ons.						
а	Name of issuer or co	ounte	rparl	ty						
	Check if information	is fo	r		Issuer Counter	party				
b	Type of issuer or council (1) Individual		party	/ (2)	Partnership (3)		orporatio	on <b>(4)</b> Trust	(5)	Estate
С	Check if issuer or co	unte	rpart	y is a	U.S. person	Foreign	person			
d	Mailing address of is	suer	or c	ounterparty.	Number, street, and room or s	suite no.				
e	City or town, state or	r pro	vince	e, country, ar	nd ZIP or foreign postal code					
223022	2 04-01-22				5.	7			Form <b>8938</b> (I	Rev. 11-2021)

Last	Name or Organization Name			Identification Number	Form 8938				
Dar	t V Foreign Deposit and Custoc	ial Accounts (and instructions)		57-1174548					
	Type of account <b>a</b> X Deposit <b>b</b> Custodial			Account number or other designation					
22	Check all that apply <b>a</b> Account op			d during tax year ported in Part III with respect to this ass	et				
23	Maximum value of account during tax yea			* *	128,795.				
24	Did you use a foreign currency exchange				, No				
25	If you answered "Yes" to line 24, complete								
U	(1) Foreign currency in which account is maintained NITED KINGDOM, POUND	(2) Foreign currency exchange rate use convert to U.S. dollars	ed to	(3) Source of exchange rate used if no Treasury Department's Bureau of the F					
26a	Name of financial institution in which acco	unt is maintained	<b>b</b> Globa	Il Intermediary Identification Number (G	IIN) (Optional)				
	LLOYDS BANK								
27	Mailing address of financial institution in v	hich account is maintained. Number, stre	et. and r	oom or suite no.					
	25 GRESHAM ST								
28	City or town, state or province, country, a LONDON	nd ZIP or foreign postal code							
	UNITED KINGDOM								
20			21 /	Account number or other designation					
20	Type of account a Deposit b Custodial			Account number or other designation					
22	Check all that apply <b>a</b> Account op			d during tax year					
	c Account joi	ntly owned with spouse <b>d</b> No tax	k item rep	ported in Part III with respect to this ass	et				
23	Maximum value of account during tax year			\$					
24	Did you use a foreign currency exchange		to U.S. d	Iollars? Yes	No				
25	If you answered "Yes" to line 24, complete								
	(1) Foreign currency in which account is maintained	(2) Foreign currency exchange rate use convert to U.S. dollars	ed to	(3) Source of exchange rate used if no Treasury Department's Bureau of the F					
26a	Name of financial institution in which acco	unt is maintained	<b>b</b> Globa	I Intermediary Identification Number (G	IIN) (Optional)				
27	Mailing address of financial institution in v	hich account is maintained. Number, stre	eet, and re	oom or suite no.					
28	City or town, state or province, country, a	nd ZIP or foreign postal code							
20	Type of account <b>a</b> Deposit <b>b</b> Custodial		<b>21</b> A	Account number or other designation					
22				d during tax year ported in Part III with respect to this ass	et				
23	Maximum value of account during tax yea			\$					
24	Did you use a foreign currency exchange		to U.S. d		No				
25	If you answered "Yes" to line 24, complete								
	(1) Foreign currency in which account is maintained	(2) Foreign currency exchange rate use convert to U.S. dollars		(3) Source of exchange rate used if no Treasury Department's Bureau of the F					
26a	Name of financial institution in which acco	unt is maintained	<b>b</b> Globa	I Intermediary Identification Number (G	IIN) (Optional)				
27	Mailing address of financial institution in v	hich account is maintained. Number, stre	eet, and r	oom or suite no.					
28	City or town, state or province, country, a	nd ZIP or foreign postal code							

<sup>223031 04-01-22</sup> 10181113 152490 5549GR (Rev. January 2022)

## Application for Automatic Extension of Time To File an Exempt Organization Return

Department of the Treasury Internal Revenue Service

#### File a separate application for each return.

► Go to www.irs.gov/Form8868 for the latest information.

**Electronic filing (e-file).** You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit *www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits*.

#### Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization or other filer, see instru	Taxpaye	<sup>r</sup> identificatio	n number (TIN)						
•	100 WOMEN IN FINANCE FOUNDATION				57-1174548					
File by the due date fo filing your	Number, street, and room or suite no. If a P.O. box, s 888C 8TH AVENUE, 453	Number, street, and room or suite no. If a P.O. box, see instructions. 888C 8TH AVENUE 453								
return. See instructions	City, town or post office, state, and ZIP code. For a f NEW YORK, NY 10019	oreign add	ress, see instructions.							
Enter the	e Return Code for the return that this application is for (fil	le a separa	te application for each return)			0 1				
Applicat	tion	Return	Application			Return				
ls For		Code	Is For			Code				
Form 99	0 or Form 990-EZ	01	Form 1041-A			08				
Form 47	20 (individual)	03	Form 4720 (other than individual)			09				
Form 99	0-PF	04	Form 5227			10				
Form 99	0-T (sec. 401(a) or 408(a) trust)	05	Form 6069			11				
Form 99	0-T (trust other than above)	06	Form 8870			12				
Form 99	0-T (corporation)	07								
<ul> <li>If the</li> <li>If this</li> <li>box</li> <li>1</li> <li>1</li> <li>1</li> <li>h</li> <li>h</li> </ul>	hone No. ▶       609-529-8032         organization does not have an office or place of busines         is for a Group Return, enter the organization's four digit         . If it is for part of the group, check this box ▶         equest an automatic 6-month extension of time until         e organization named above. The extension is for the org         X       calendar year         2022       or         tax year beginning	Group Exe and atta NOVEMBE ganization's , an	mption Number (GEN) ach a list with the names and TINs of <u>R 15, 2023</u> , to fil return for: d ending	If this is fo f all memb	r the whole o ers the exter npt organizat 	roup, check this				
	this application is for Forms 990-PF, 990-T, 4720, or 6069 y nonrefundable credits. See instructions.	9, enter the	tentative tax, less	3a	\$	0.				
	this application is for Forms 990-PF, 990-T, 4720, or 6069	9. enter an	/ refundable credits and		<b>–</b>					
	estimated tax payments made. Include any prior year overpayment allowed as a credit. <b>3b</b>					0.				
	alance due. Subtract line 3b from line 3a. Include your pa				Ţ					
	ing EFTPS (Electronic Federal Tax Payment System). Se	•		3c	\$	0.				
	: If you are going to make an electronic funds withdrawa			453-TE an		-				
LHA	For Privacy Act and Paperwork Reduction Act Notice,	, see instru	ictions.		Form 8	868 (Rev. 1-2022)				

223841 04-01-22