


Form 990



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

▶ Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047

2015

Open to Public Inspection

A For the 2015 calendar year, or tax year beginning 01-01-2015 , and ending 12-31-2015

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization

GOODWILL INDUSTRIES INTERNATIONAL INC

Doing business as

Number and street (or P O box if mail is not delivered to street address)

15810 INDIANOLA DRIVE

Room/suite

City or town, state or province, country, and ZIP or foreign postal code

ROCKVILLE, MD 208552639

F Name and address of principal officer

JIM GIBBONS
15810 INDIANOLA DRIVE
ROCKVILLE,MD 208552639

H(a) Is this a group return for subordinates?

☐ Yes ☒ No

H(b) Are all subordinates included?

☐ Yes ☐ No

If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status

☒ 501(c)(3) ☐ 501(c) () ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW GOODWILL ORG

K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1910

M State of legal domicile MA

Part I

Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities

GOODWILL INDUSTRIES INTERNATIONAL, INC WORKS TO ENHANCE THE DIGNITY AND QUALITY OF LIFE OF INDIVIDUALS AND FAMILIES BY STRENGTHENING COMMUNITIES, ELIMINATING BARRIERS TO OPPORTUNITY, AND HELPING PEOPLE IN NEED REACH THEIR FULL POTENTIAL THROUGH LEARNING AND THE POWER OF WORK

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

3	Number of voting members of the governing body (Part VI, line 1a)	3	32
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	32
5	Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	162
6	Total number of volunteers (estimate if necessary)	6	34
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	-6,695
7b	Net unrelated business taxable income from Form 990-T, line 34	7b	-19,628

Revenue

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	18,926,875	20,658,013
9 Program service revenue (Part VIII, line 2g)	23,432,494	23,977,463
10 Investment income (Part VIII, column (A), lines 3, 4, and 7 d)	337,383	322,460
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	95,809	-16,632
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	42,792,561	44,941,304

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	18,427,331	17,939,727
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	17,369,052	17,787,498
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
16b Total fundraising expenses (Part IX, column (D), line 25) ▶512,072		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	10,197,141	9,975,326
18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	45,993,524	45,702,551
19 Revenue less expenses Subtract line 18 from line 12	-3,200,963	-761,247

Net Assets or Fund Balances

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	34,039,625	32,028,358
21 Total liabilities (Part X, line 26)	10,041,644	9,040,800
22 Net assets or fund balances Subtract line 21 from line 20		

Part II

Signature Block

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

Sign Here

Signature of officer

JIM GIBBONS PRESIDENT AND CEO

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

DEBORAH G KOSNETT

Preparer's signature

DEBORAH G KOSNETT

Firm's name ▶ Tate and Tryon

Firm's address ▶ 2021 L Street NW Suite 400

Washington, DC 20036

May the IRS discuss this return with the preparer shown above? (see instructions)

For Paperwork Reduction Act Notice, see the separate instructions.

Part III

Statement of Program Service Accomplishments

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

☐

1

Briefly describe the organization’s mission

Goodwill works to enhance the dignity and quality of life of individuals and families by strengthening communities, eliminating barriers to opportunity, and helping people in need reach their full potential through learning and the power of work

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If “Yes,” describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If “Yes,” describe these changes on Schedule O

4

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

4a	(Code) (Expenses \$ 20,849,034 including grants of \$ 17,244,137) (Revenue \$ 0)
GOODWILL INDUSTRIES INTERNATIONAL, INC (GII) RECEIVES SPONSOREDPROGRAMS AND GRANTS FROM THE DEPARTMENT OF LABOR, DEPARTMENT OF JUSTICE AND NUMEROUS PRIVATE FOUNDATIONS GII SUBGRANTS MOST OF THESE FUNDS TO GOODWILL MEMBERS FEDERAL U S DEPARTMENT OF LABOR FOR JULY 2014 THROUGH JUNE 2015, GII WAS AWARDED \$11 MILLION FOR THE SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)TO PROVIDE LOW-INCOME SENIORS WITH JOB TRAINING VIA PLACEMENT IN COMMUNITY SERVICE POSITIONS WITH THE GOAL OF ACHIEVING UNSUBSIDIZED EMPLOYMENT FOR JULY 2015 THROUGH JUNE 2016, GII WAS AWARDED AN ADDITIONAL \$11 MILLION FOR THE SAME PURPOSE FOR JULY 2014 THROUGH JUNE 2015, GII WAS AWARDED \$155,000 TO ENHANCE SCSEP TO ACHIEVE IMPROVED UNSUBSIDIZED JOB PLACEMENTS THROUGH INCREASED EMPLOYER ENGAGEMENT AND ENHANCED SERVICES TO SCSEP PARTICIPANTS THROUGH PARTNERSHIPS AND EXPANDED TRAINING OPTIONS SIX GOODWILL MEMBERS IMPLEMENTED SCSEP PROGRAMS IN THEIR COMMUNITIES U S DEPARTMENT OF JUSTICE FOR OCTOBER 2011 THROUGH JUNE 2015, GII WAS AWARDED \$5 MILLION FOR 10 GOODWILL MEMBERS TO SERVE YOUTH WITH GOODGUIDES CAREER-FOCUSED YOUTH MENTORING FOR OCTOBER 2013 THROUGH SEPTEMBER 2016, GII WAS AWARDED ANOTHER \$9 MILLION FOR 22 GOODWILL MEMBERS TO SERVE YOUTH WITH CAREER FOCUSED YOUTH MENTORING FOR SEPTEMBER 2015 THROUGH MARCH 2018, GII WAS AWARDED ANOTHER \$3 MILLION FOR 13 GOODWILL MEMBERS TO SERVE YOUTH WITH CAREER-FOCUSED YOUTH MENTORING FOUNDATIONS WALMART FOUNDATION FOR AUGUST 2012 THROUGH MAY 2015, THE WALMART FOUNDATION AWARDED GII A \$8 MILLION GRANT FOR BEYOND JOBS, A COMPREHENSIVE PROGRAM OF CAREER DEVELOPMENT SERVICES FOR UNEMPLOYED AND UNDEREMPLOYED WOMEN THAT IS SUBGRANTED TO 45 GOODWILL MEMBERS TO SERVE 12,000 INDIVIDUALS THE PROGRAM INCLUDES JOB TRAINING AND RETENTION SERVICES WITH WRAP-AROUND FAMILY SUPPORTS WITH A FOCUS ON MEETING THE NEEDS OF LOCAL INDUSTRIES SO PARTICIPANTS CAN LEVERAGE SUSTAINABLE RESOURCES VIA CAREERS FOR JULY 2013 THROUGH APRIL 2017, THE WALMART FOUNDATION AWARDED GII A GRANT OF \$5 MILLION FOR OPERATION GOODJOBS 2 0 TO SUPPORT 12 GOODWILL MEMBERS IN EQUIPPING 4,000 VETERANS AND THEIR FAMILIES TO SECURE EDUCATION, TRAINING AND SUPPORTIVE SERVICES NECESSARY TO BECOME FINANCIALLY STRONG THE PROGRAM FOCUSES ON GOODWILL COMMUNITIES WITH A HIGH CONCENTRATION OF VETERANS, ESPECIALLY NATIONAL GUARD, RESERVES, AND VETERANS OF OPERATION ENDURING FREEDOM (OEF) FOR JULY 2014 THROUGH APRIL 2016, THE WALMART FOUNDATION AWARDED GII AN ADDITIONAL \$921,000 GRANT FOR MYFREETAXES TO EXPAND ACCESS TO AND USE OF FREE TAX PREPARATION SERVICES AMONG LOWER-INCOME INDIVIDUALS AND FAMILIES THROUGHOUT THE U S IT COMBINES TRADITIONAL VITA VOLUNTEER TAX PREPARATION WITH INNOVATIVE, ONLINE SELF-PREPARATION AND FILING TOOLS THAT CAN ENGAGE NEW FILERS CATERPILLAR FOUNDATION FOR JUNE 2012 THROUGH MAY 2016, THE CATERPILLAR FOUNDATION AWARDED GII A \$509,000 GRANT FOR THE EXPANSION OF THE GOODWILL MODEL IN BRAZIL TO PROMOTE EMPLOYMENT, TRAINING, AND JOB PLACEMENT SERVICES FOR PERSONS WITH DISABILITIES BANK OF AMERICA CHARITABLE FOUNDATION FOR JANUARY 2013 THROUGH AUGUST 2015, BANK OF AMERICA CHARITABLE FOUNDATION AWARDED GII A \$500,000 GRANT FOR THE VESTED IN VETS PROGRAM THE FUNDS ARE USED TO HELP 1,000 VETERANS AND THEIR FAMILY MEMBERS IN TWENTY COMMUNITIES TO CONNECT WITH THE EDUCATION, TRAINING AND SUPPORTS THEY NEED TO SUCCEED THE GRANT IS ALSO PROVIDING SUPPORT FOR THE DEVELOPMENT OF A VETERAN CAREER NAVIGATION TOOLKIT FOR AUGUST 2015 THROUGH JULY 2017, BANK OF AMERICA CHARITABLE FOUNDATION AWARDED GII \$500,000 TO SUPPORT MIDDLE SKILL CAREER PATHWAYS THROUGH COLLEGE READINESS AND BUSINESS ENGAGEMENT RESOURCES AND TRAINING ANNIE E CASEY FOUNDATION FOR JANUARY THROUGH DECEMBER 2015, THE ANNIE E CASEY FOUNDATION AWARDED GII A \$264,000 GRANT FOR INITIATIVES THAT CONNECT FAMILIES TO SERVICES, SUPPORT AND RESOURCES THEY NEED TO ACHIEVE ECONOMIC INDEPENDENCE GOIZUETA FOUNDATION FOR JANUARY 2013 THROUGH JUNE 2016, THE GOIZUETA FOUNDATION AWARDED GII AND FOUR GEORGIA GOODWILLS \$3 2 MILLION FOR THE ENHANCEMENT AND SUPPORT OF COMPREHENSIVE LATINO/HISPANIC INITIATIVES IN GEORGIA'S HISPANIC COMMUNITIES AND RESOURCES TO ADVANCE DIVERSITY, INCLUSION AND EQITABLE OUTCOMES ACCENTURE FROM DECEMBER 2013 THROUGH DECEMBER 2016, ACCENTURE AWARDED GII A \$1 5 MILLION GRANT FOR BUILDING CAPACITY AND PROVIDING ONLINE SUPPORT FOR 40 MEMBER GOODWILLS AND THEIR PARTICIPANTS IN THE GOODPROSPECTS FOR CREDENTIALS TO CAREERS PROGRAM TRACFONE FOR JANUARY THROUGH DECEMBER 2015, TRACFONE WIRELESS AWARDED GII \$50,000 TO SUPPORT EDUCATION OF GOODWILL MEMBERS REGARDING SAFELINK, A GOVERNMENT SUPPORTED PROGRAM THAT PROVIDES FREE CELL PHONE AND AIRTIME EACH MONTH FOR INCOME-ELIGIBLE CUSTOMERS DULIN ENDOWMENT FOR JANUARY THROUGH DECEMBER OF 2015, THE DULIN FOUNDATION AWARDED GII A \$50,000 GRANT TO SUPPORT TRAINING AND LEADERSHIP DEVELOPMENT FOR GOODWILL MEMBERS MCKINSEY SOCIAL INITIATIVE FOR JULY 2014 THROUGH JANUARY 2015, MCKINSEY AWARDED GII \$25,000 TO SUPPORT THE INITIATION OF ITS GENERATIONS YOUTH OPPORTUNITY PROGRAM WITH ONE OR MORE GOODWILL MEMBERS MASTERCARD FOUNDATION FOR DECEMBER 2015 THROUGH NOVEMBER 2016, MASTERCARD FOUNDATION AWARDED \$500,000 TO GII TO ENHANCE MEMBER SERVICES IN CAREER AND FINANCIAL WELLNESS	






















4b	(Code) (Expenses \$ 19,880,787 including grants of \$ 663,590) (Revenue \$ 21,631,659)
GOODWILL INDUSTRIES INTERNATIONAL, INC FUNCTIONS AS A MEMBER ASSOCIATION, COMPRISED OF A NETWORK OF INDEPENDENT, COMMUNITY-BASED GOODWILL AGENCIES, AND PROVIDING PRODUCTS, SERVICES AND EXPERTISE THAT SUPPORT THE LOCAL GOODWILL ORGANIZATIONS EACH LOCAL GOODWILL AGENCY IS AN AUTONOMOUS MEMBER OF GOODWILL INDUSTRIES INTERNATIONAL, INC THIS INDEPENDENCE AFFORDS LOCAL GOODWILL THE FLEXIBILITY TO RESPOND TO COMMUNITY NEEDS AND OPPORTUNITIES DIRECT SERVICES TO LOCAL GOODWILL MEMBERS INCLUDE - MISSION ADVANCEMENT AND BUSINESS CONSULTATIONS- DONATED GOODS RETAIL CONSULTING SERVICES- ADVISORY SUPPORT TO LOCAL GOODWILL BOARDS OF DIRECTORS IN EXECUTIVE SEARCHES- LEARNING OPPORTUNITIES FOR LOCAL GOODWILL STAFF- PUBLIC WEBSITE, EXTRANET AND KNOWLEDGE RESOURCES- FINANCIAL AND MANAGEMENT ANALYSES- NATIONAL AND LOCAL MARKETING AND PUBLIC RELATIONS MATERIALS- GOODTRAK CLIENT TRACKING SOFTWARE SYSTEM- MEDIA RELATIONS AND MARKETING- BENCHMARKING RESEARCH- CONFERENCES AND LEARNING EVENTS- CONSULTATION AND TECHNICAL ASSISTANCE- PUBLIC POLICY - RESEARCH AND DATA ANALYSIS- RESOURCE DEVELOPMENT- MYGOODWILL EXTRANET FOR GOODWILL MEMBERS- PROFESSIONAL DEVELOPMENT PROGRAMS FOR EXECUTIVES AND SENIOR STAFF- LICENSING OF THE GOODWILL BRAND	

4c	(Code) (Expenses \$ 1,524,657 including grants of \$ 32,000) (Revenue \$ 2,345,804)
GOODWILL INDUSTRIES INTERNATIONAL, INC FUNCTIONS AS A MEMBER ASSOCIATION, COMPRISED OF A NETWORK OF INDEPENDENT, COMMUNITY-BASED GOODWILL AGENCIES, AND PROVIDING PRODUCTS, SERVICES AND EXPERTISE THAT SUPPORT THE LOCAL GOODWILL ORGANIZATIONS EACH LOCAL GOODWILL AGENCY IS AN AUTONOMOUS MEMBER OF GOODWILL INDUSTRIES INTERNATIONAL, INC THIS INDEPENDENCE AFFORDS THE LOCAL GOODWILL THE FLEXIBILITY TO RESPOND TO COMMUNITY NEEDS AND OPPORTUNITIES SUPPORT SERVICES TO LOCAL GOODWILL MEMBERS INCLUDE - STRATEGIC SOURCING PROGRAMS- GOVERNMENT RELATIONS- CAUSE MARKETING- - INTERNATIONAL DEVELOPMENT	

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

4e	Total program service expenses ▶ 42,254,478
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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	2 Yes	
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	No
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 Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 	5	No
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	No
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	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No
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	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI. 	11a Yes	
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	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 	11c	No
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	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 	11f Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	12a	No
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 Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a Yes	
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 Yes	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 	15 Yes	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	

Part IV

Checklist of Required Schedules (continued)

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

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	114	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		1c	Yes
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	162	
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).		2b	Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	Yes
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.		3b	Yes
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a	No
b If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a	No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b	No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c	
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a	No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b	
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a	No
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c	No
d If "Yes," indicate the number of Forms 8282 filed during the year.		7d	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e	No
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f	No
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h	
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8	
9a Did the sponsoring organization make any taxable distributions under section 4966?		9a	
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b	
10 Section 501(c)(7) organizations. Enter			
a Initiation fees and capital contributions included on Part VIII, line 12.		10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		10b	
11 Section 501(c)(12) organizations. Enter			
a Gross income from members or shareholders.		11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		13a	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.		13b	
c Enter the amount of reserves on hand.		13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a	No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		14b	

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

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

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a32		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent	1b32		
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		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

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

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

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	AL, AK, AR, CA, CT, FL, GA, HI, IL, KS, KY, MD, MA, MI, MN, MS, ND, NH, NJ, NM, NY, NC, OH, OK, OR, PA, RI, SC, TN, UT, VA, WV, WI, MO
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input checked="" type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)	
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year	
20	State the name, address, and telephone number of the person who possesses the organization's books and records	jeffrey mccaw 15810 Indianola Drive rockville, MD 208552639 (301) 530-6500

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

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

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

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

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

[illegible]

Part VII

1b	Sub-Total	▼
c	Total from continuation sheets to Part VII, Section A	▼
d	Total (add lines 1b and 1c)	▼

\$100,000 of reportable compensation from the organization ➤ 53

3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
The Advertising Council 315 Second Ave 9th Floor New York, NY 10017	Consulting services	259,671
Tango Analytics LLC 6525 North Macarthur Blvd Suite 45 Irving, TX 75038	Consulting services	217,771
Gallup 1001 Gallup Dr Omaha, NE 68102	Consulting services	156,000
EMSI 409 S Jacison St Moscow, ID 83843	Technology development services	111,611
Capitol Hill Partners LLC 222 C Street NW Suite 650 Washington, DC 20001	Lobbying/Advocacy work	106,000

\$100,000 of compensation from the organization ➡ 5

Part VIII

Statement of Revenue

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

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	15,072,915				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	5,585,098				
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f			20,658,013			
Program Service Revenue			Business Code					
	2a	MEMBERSHIP DUES	900099	20,593,232	20,593,232			
	b	CONFERENCES, SEMINARS, AND LEARNI	900099	1,445,432	1,440,532	4,900		
	c	OTHER PROGRAM SERVICES	900099	997,270	997,270			
	d	GOODTRAK	900099	493,787	493,787			
	e	STRATEGIC SOURCING CENTER	541900	370,613	370,613			
	f	All other program service revenue		77,129	77,129			
	g	Total. Add lines 2a-2f			23,977,463			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		196,047			196,047	
	4	Income from investment of tax-exempt bond proceeds . . .						
	5	Royalties						
	6a			(i) Real	(ii) Personal			
		Gross rents		274,539				
		b	Less rental expenses	336,347				
		c	Rental income or (loss)	-61,808				
	d	Net rental income or (loss)		-61,808		-11,595	-50,213	
	7a			(i) Securities	(ii) Other			
		Gross amount from sales of assets other than inventory		7,219,264				
		b	Less cost or other basis and sales expenses	7,092,851				
		c	Gain or (loss)	126,413				
	d	Net gain or (loss)		126,413			126,413	
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18		a				
	b	Less direct expenses		b				
	c	Net income or (loss) from fundraising events . . .						
	9a	Gross income from gaming activities See Part IV, line 19		a				
	b	Less direct expenses		b				
	c	Net income or (loss) from gaming activities . . .						
	10a	Gross sales of inventory, less returns and allowances . .		a				
	b	Less cost of goods sold		b				
	c	Net income or (loss) from sales of inventory . . .						
	Miscellaneous Revenue		Business Code					
	11a	BAD DEBT EXPENSE RECOVERY		900099	39,494			39,494
b	MISCELLANEOUS REVENUE		900099	5,682			5,682	
c								
d	All other revenue							
e	Total. Add lines 11a-11d			45,176				
12	Total revenue. See Instructions			44,941,304	23,972,563	-6,695	317,423	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	17,904,187	17,904,187		
2	Grants and other assistance to domestic individuals See Part IV, line 22	17,540	17,540		
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16	18,000	18,000		
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	1,533,817	1,333,083	163,100	37,634
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	12,496,589	10,827,152	1,354,964	314,473
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	938,743	826,589	91,593	20,561
9	Other employee benefits	1,858,306	1,636,289	181,316	40,701
10	Payroll taxes	960,043	835,894	107,152	16,997
11	Fees for services (non-employees)				
a	Management				
b	Legal	179,760	145,739	33,994	27
c	Accounting	74,855	35,825	38,464	566
d	Lobbying	138,400	138,400		
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees	33,607	11,470	21,821	316
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	3,483,203	3,252,807	193,866	36,530
12	Advertising and promotion				
13	Office expenses	348,974	282,658	64,555	1,761
14	Information technology	307,695	266,661	41,034	
15	Royalties				
16	Occupancy	1,391,560	937,365	448,854	5,341
17	Travel	699,741	651,912	33,482	14,347
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	1,822,645	1,616,239	191,924	14,482
20	Interest	72,517	32,617	39,382	518
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	1,005,413	793,376	209,498	2,539
23	Insurance				
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a	PROFESSIONAL DUES	371,771	360,672	7,401	3,698
b	SEMINAR & TRAINING	260,478	246,554	13,184	740
c	EMPLOYEE RELATIONS	86,079	49,717	35,910	452
d	Printing & Publications	34,636	33,732	515	389
e	All other expenses	-336,008		-336,008	
25	Total functional expenses. Add lines 1 through 24e	45,702,551	42,254,478	2,936,001	512,072
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)				

Part X

Balance Sheet

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

					(A) Beginning of year		(B) End of year
Assets	1	Cash-non-interest-bearing				1	
	2	Savings and temporary cash investments			3,710,223	2	3,399,634
	3	Pledges and grants receivable, net			2,455,325	3	2,413,176
	4	Accounts receivable, net			988,140	4	932,372
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.					
						5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L.					
						6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			485,264	9	518,922
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a	15,703,765			
	b	Less: accumulated depreciation	10b	8,009,027	7,822,050	10c	7,694,738
	11	Investments—publicly traded securities			18,416,658	11	16,925,039
	12	Investments—other securities. See Part IV, line 11.			54,500	12	54,500
	13	Investments—program-related. See Part IV, line 11.				13	
Liabilities	14	Intangible assets			55,000	14	55,000
	15	Other assets. See Part IV, line 11.			52,465	15	34,977
	16	Total assets. Add lines 1 through 15 (must equal line 34).			34,039,625	16	32,028,358
	17	Accounts payable and accrued expenses			7,209,777	17	6,377,810
	18	Grants payable			820,016	18	810,000
	19	Deferred revenue			541,477	19	503,778
	20	Tax-exempt bond liabilities			1,448,491	20	1,327,329
	21	Escrow or custodial account liability. Complete Part IV of Schedule D.				21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L.				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
Net Assets or Fund Balances	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D.			21,883	25	21,883
	26	Total liabilities. Add lines 17 through 25.			10,041,644	26	9,040,800
		Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets			15,473,071	27	15,359,343
	28	Temporarily restricted net assets			7,203,930	28	6,340,224
	29	Permanently restricted net assets			1,320,980	29	1,287,991
		Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			23,997,981	33	22,987,558
	34	Total liabilities and net assets/fund balances			34,039,625	34	32,028,358

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	44,941,304
2	Total expenses (must equal Part IX, column (A), line 25)	2	45,702,551
3	Revenue less expenses Subtract line 2 from line 1	3	-761,247
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	23,997,981
5	Net unrealized gains (losses) on investments	5	-270,338
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	21,162
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	22,987,558

Part XII Financial Statements and Reporting

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

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

Additional Data

Software ID:

Software Version:

EIN: 53-0196517

Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Brian Itzkowitz BOARD MEMBER/Chair	2 00 0 00	X		X				0	0	0
Larry Ishol Board Member/ Immediate Past Chair	2 00 0 00	X						0	0	0
Larry DeJarnett BOARD MEMBER/Vice Chair	2 00 0 00	X		X				0	0	0
Karla Grazier BOARD MEMBER/TREASURER	2 00 0 00	X		X				0	0	0
Jeffrey Van Doren BOARD MEMBER/SECRETARY	2 00 0 00	X		X				0	0	0
Ron Johnson BOARD MEMBER	2 00 0 00	X						0	0	0
Michelle Belknap BOARD MEMBER	2 00 0 00	X						0	0	0
Tony Bell BOARD MEMBER	2 00 0 00	X						0	0	0
Sue Bohachuk BOARD MEMBER	2 00 0 00	X						0	0	0
Rich Borer BOARD MEMBER	2 00 0 00	X						0	0	0
Phil Boyce BOARD MEMBER	2 00 2 00	X						0	0	0
Clark Brekke BOARD MEMBER	2 00 0 00	X						0	0	0
Diana Burley BOARD MEMBER	2 00 0 00	X						0	0	0
Kathy Crosby BOARD MEMBER	2 00 0 00	X						0	0	0
Mark Garrett BOARD MEMBER	2 00 0 00	X						0	0	0
Joanne Hilferty BOARD MEMBER	2 00 0 00	X						0	0	0
Dale Jenkins BOARD MEMBER	2 00 0 00	X						0	0	0
Michael Kempner BOARD MEMBER	2 00 0 00	X						0	0	0
Steve Lufburrow BOARD MEMBER	2 00 0 00	X						0	0	0
Joan McCabe BOARD MEMBER	2 00 0 00	X						0	0	0
Rob Morton BOARD MEMBER	2 00 0 00	X						0	0	0
Akhil Nigam BOARD MEMBER	2 00 0 00	X						0	0	0
Michelle Quintyn BOARD MEMBER	2 00 0 00	X						0	0	0
Bob Rosinsky BOARD MEMBER	2 00 0 00	X						0	0	0
Lisa Rusyniak BOARD MEMBER	2 00 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Sam Schmitz BOARD MEMBER	2 00 0 00	X						0	0	0
Mike Sekits BOARD MEMBER	2 00 0 00	X						0	0	0
Fred Shelfer Jr BOARD MEMBER	2 00 0 00	X						0	0	0
Laura Smith BOARD MEMBER	2 00 0 00	X						0	0	0
Lorna Utley BOARD MEMBER	2 00 0 00	X						0	0	0
John Wickland BOARD MEMBER	2 00 0 00	X						0	0	0
Michael Wirth-Davis BOARD MEMBER	2 00 0 00	X						0	0	0
Carlos Artola BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
Phyllis Bandstra BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
Jeffry Golden BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
Brenda Gumbs BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
Gidget Hopf BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
Donna Miller BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
Tommy Moore BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
Robert Smith BOARD MEMBER (Thru 06/30)	2 00 0 00	X						0	0	0
James Gibbons President and CEO	40 00 0 00			X				585,604	0	126,598
Jeffrey McCaw Chief Financial Officer	38 00 2 00			X				223,348	0	65,377
Alexander Sanchez Chief Operating Officer	38 00 2 00			X				193,509	0	36,463
Kimberly Zimmer Chief Marketing Officer & SVP, Global Development	40 00 0 00				X			235,961	0	66,957
Judith Branzelle Chief Legal Officer & General Counsel	40 00 0 00					X		216,073	0	31,750
Wendi Copeland SVP Strategy & Advancement	40 00 0 00					X		206,428	0	36,544
Lucy Tannozzini VP HR and Organizational Development	40 00 0 00					X		195,678	0	35,370
Michael Meyer VP of Donated Goods and Retail Marketing	40 00 0 00					X		180,976	0	28,999
Paul Downes VP Information Technologies	40 00 0 00					X		161,585	0	44,265
Steven E Krotonsky Former COO	9 00 2 00						X	102,418	0	2,270

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization GOODWILL INDUSTRIES INTERNATIONAL INC	Employer identification number 53-0196517
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Part I

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

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2

☐

A school described in **section 170(b)(1)(A)(ii).**(Attach Schedule E (Form 990 or 990-EZ))

3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____

5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)

8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9

☐

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See**section 509(a)(2).** (Complete Part III)

10

☐

An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box in lines 11a through 11d that describes the type of supporting organization and complete lines 11e, 11f, and 11g

a

☐

Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**

b

☐

Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**

c

☐

Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**

d

☐

Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**

e

☐

Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f

Enter the number of supported organizations _____

g

Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii)EIN	(iii) Type of organization (described on lines 1- 9 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any unusual grants)	31,910,626	28,225,490	22,891,265	18,926,875	20,658,013	122,612,269
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	31,910,626	28,225,490	22,891,265	18,926,875	20,658,013	122,612,269
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)						17,712,325
6 Public support. Subtract line 5 from line 4						104,899,944

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
7 Amounts from line 4	31,910,626	28,225,490	22,891,265	18,926,875	20,658,013	122,612,269
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	471,524	496,970	463,680	462,161	470,586	2,364,921
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)	12,373	5,701	189,693	74,636	45,176	327,579
11 Total support. Add lines 7 through 10						125,304,769

12 Gross receipts from related activities, etc (see instructions)

12112,302,801

13 First five years.If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶

Section C. Computation of Public Support Percentage

14 Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f))	14	83 720 %
15 Public support percentage for 2014 Schedule A, Part II, line 14	15	86 240 %

16a 33 1/3% support test—2015.If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶

b 33 1/3% support test—2014.If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶

17a 10%-facts-and-circumstances test—2015.If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶

b 10%-facts-and-circumstances test—2014.If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶

18 Private foundation.If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years.If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage		
15 Public support percentage for 2015 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2014 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2014 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2015.If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶		
b 33 1/3% support tests—2014.If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶		
20 Private foundation.If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶		

Part IV

Supporting Organizations

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
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 (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part II of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

Part IV

Supporting Organizations (continued)

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

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

Part V

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

1

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI) _____		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount		Current Year	
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2015 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2015	(iii) Distributable Amount for 2015
1 Distributable amount for 2015 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2015 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2015			
d From 2013.			
e From 2014.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2015 distributable amount			
i Carryover from 2010 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2015 from Section D, line 7 \$			
a Applied to underdistributions of prior years			
b Applied to 2015 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2015, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2015 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 Excess distributions carryover to 2016. Add lines 3j and 4c			
8 Breakdown of line 7			
c Excess from 2013.			
d From 2014.			
e From 2015.			

Part VI Supplemental Information.

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

Facts And Circumstances Test

Return Reference	Explanation
Schedule A, Part II, Line 10, Explanation of Other Income	miscellaneous income - 2011 Amount \$ 12,373 2012 Amount \$ 5,701 2013 Amount \$ 3,844 2014 Amount \$ 1,042 2015 Amount \$ 5,682 BAD DEBT EXPENSE RECOVERY - 2013 Amount \$ 185,849 2014 Amount \$ 73,594 2015 Amount \$ 39,494

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SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Political Campaign and Lobbying Activities

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

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.

▶Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

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

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

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

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

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

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

Name of the organization

GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number

53-0196517

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

1

Provide a description of the organization's direct and indirect political campaign activities in Part IV

2

Political expenditures

▶

\$

3

Volunteer hours

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

1

Enter the amount of any excise tax incurred by the organization under section 4955

▶

\$

2

Enter the amount of any excise tax incurred by organization managers under section 4955

▶

\$

3

If the organization incurred a section 4955 tax, did it file Form 4720 for this year?

☐ Yes

☐ No

4a

Was a correction made?

☐ Yes

☐ No

b

If "Yes," describe in Part IV

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

1

Enter the amount directly expended by the filing organization for section 527 exempt function activities

▶

\$

2

Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities

▶

\$

3

Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b

▶

\$

4

Did the filing organization fileForm 1120-POL for this year?

☐ Yes

☐ No

5

Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

For Paperwork Reduction Act Notice, see the instructions for Form 990 or 990-EZ. Cat No 50084S Schedule C (Form 990 or 990-EZ) 2015

Part II-A

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
Total lobbying expenditures to influence public opinion (grass roots lobbying)			124,214												
Total lobbying expenditures to influence a legislative body (direct lobbying)			240,501												
Total lobbying expenditures (add lines 1a and 1b)			364,715												
Other exempt purpose expenditures			45,976,918												
Total exempt purpose expenditures (add lines 1c and 1d)			46,341,633												
Lobbying nontaxable amount Enter the amount from the following table in both columns			1,000,000												
<table><tr><td>If the amount on line 1e, column (a) or (b) is:</td><td>The lobbying nontaxable amount is:</td></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
Grassroots nontaxable amount (enter 25% of line 1f)			250,000												
Subtract line 1g from line 1a If zero or less, enter -0-			0												
Subtract line 1f from line 1c If zero or less, enter -0-			0												
If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?															
<div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>															

4-Year Averaging Period Under section 501(h) (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)					
Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a)2012	(b)2013	(c)2014	(d)2015	(e) Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	488,738	425,513	315,167	364,715	1,594,133
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	131,500	129,471	116,122	124,214	501,307

Part II-B

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

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

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

Part III-A

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

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

Part III-B

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

1

Dues, assessments and similar amounts from members

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

Part IV

Supplemental Information

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

Return Reference	Explanation
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SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2015

Open to Public Inspection

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

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

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

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

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

Part II Conservation Easements.

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

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or education) ☐ Preservation of an historically important land area
☐ 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

	Held at the End of the Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, 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 easement is located ► _____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ 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) 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.

1a

If the organization elected, as permitted under SFAS 116 (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 SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i)

Revenue included on Form 990, Part VIII, line 1

► \$ _____

(ii)

Assets included in Form 990, Part X

► \$ _____

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a

Revenue included on Form 990, Part VIII, line 1

► \$ _____

b

Assets included in Form 990, Part X

► \$ _____

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

(continued)

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ Yes

☐ No

b

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

☐

Part V Endowment Funds.

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

	(a)Current year	(b)Prior year	b (c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance	1,620,857	1,559,230	1,451,133	1,357,249	1,370,182
b Contributions					
c Net investment earnings, gains, and losses	-6,154	70,707	116,714	108,963	15,445
d Grants or scholarships					
e Other expenditures for facilities and programs	9,558	9,080	8,617	15,079	28,378
f Administrative expenses					
g End of year balance	1,605,145	1,620,857	1,559,230	1,451,133	1,357,249

2

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

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶ 80 220 %

c

Temporarily restricted endowment ▶ 19 780 %

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

3a

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

(i)

unrelated organizations

(ii)

related organizations

b

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

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

4

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a)Cost or other basis (investment)	(b)Cost or other basis (other)	(c)Accumulated depreciation	(d)Book value
1a Land		1,500,000		1,500,000
b Buildings		7,764,527	3,284,016	4,480,511
c Leasehold improvements		593,793	199,224	394,569
d Equipment		5,785,445	4,525,787	1,259,658
e Other		60,000		60,000
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				7,694,738

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

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

1	Total revenue, gains, and other support per audited financial statements	1	78,346,658
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	-270,338
b	Donated services and use of facilities	2b	33,351,790
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	357,509
e	Add lines 2a through 2d	2e	33,438,961
3	Subtract line 2e from line 1	3	44,907,697
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	33,607
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	33,607
5	Total revenue Add lines 3 and 4c.(This must equal Form 990, Part I, line 12)	5	44,941,304

Part XII

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

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

1	Total expenses and losses per audited financial statements	1	79,357,081
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	33,351,790
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	336,347
e	Add lines 2a through 2d	2e	33,688,137
3	Subtract line 2e from line 1	3	45,668,944
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	33,607
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	33,607
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	45,702,551

Part XIII

Supplemental Information

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

Return Reference	Explanation
Part V, Line 4	Goodwill Industries International, Inc 's endowment funds consist of -- Temporarily restricted net assets net assets whose use has been donor restricted by specified time or purpose limitations -- Permanently restricted net assets must be maintained in perpetuity In accordance with donor instructions, Goodwill Industries International, Inc may use the interest and dividends, net of investment fees, earned on permanently restricted net assets for specified purposes Goodwill Industries International, Inc 's temporarily and permanently restricted funds are used to fund specific programs that advance our mission of enhancing the dignity and quality of life of individuals, families, and communities by eliminating barriers to opportunity and helping people in need reach their fullest potential through learning and the power of work Goodwill Industries International Inc's restricted funds consist of the following Domestic activities -- Frank F Flegal Education and Training (endowment) Kenneth K King Training Trust (endowment) Richard and Lois England (endowment) Accenture - GoodProspects Credentials to Careers Alumni Century Fund Alumni Travel Fund Anthony Family Foundation - Family Strengthening Anthony Family Foundation - Community College Bank of America - Vested in Vets Bank of America - Middle Skills Career Pathways Annie E Casey Foundation Disaster Relief Fund Dulin Executive Management Development Fund Dulin Membership GII Training Fund Dulin Senior Management Fund Dulin Strategic Planning Fund Elsie Katz Fund Goizueta Foundation Programs Kresge Foundation Matthews Entrepreneurial Award McKinsey Social Initiative National PSA Campaign Public Policy Fund Robert Watkins Award Fund Tracfone Wireless, Inc Walmart Foundation - Beyond Jobs Programs 2 0 Walmart Foundation - Careers in Retail Walmart Foundation - Operation GoodJobs 2 Program Walmart Foundation - MyFreeTaxes 2 International activities -- Barker education (endowment) Gerald Clore Training (endowment) Sioux City (endowment) Caterpillar Foundation Going Global Fund Oakland/Philippine Fund
Part X, Line 2	The Organization believes that it has appropriate support for income tax positions taken Therefore, management has not identified any uncertain income tax positions GENERALLY, INCOME TAX RETURNS RELATED TO THE CURRENT AND THREE PRIOR YEARS REMAIN OPEN FOR EXAMINATION BY TAXING AUTHORITIES
Part XI, Line 2d - Other Adjustments	RENTAL EXPENSE REPORTED ON PART VIII 336,347 UNREALIZED GAIN ON INTEREST RATE SWAP 21,162
Part XII, Line 2d - Other Adjustments	RENTAL EXPENSE REPORTED ON PART VIII 336,347

[illegible]

SCHEDULE F
(Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

► Complete if the organization answered "Yes" to Form 990,
Part IV, line 14b, 15, or 16.
► Attach to Form 990.
► Information about Schedule F (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

Part I

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

- 1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☒ No
- 2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3 Activites per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
(1) East Asia and the Pacific	0	2	Support for programmatic operations	Due Diligence travels	20,244
(2) North America	0	3	Support for programmatic operations	Member visits, certification, and consultation	43,516
(3) South America	1	4	Support for programmatic operations	Visit Goodwill, site visit and work with AVAPE, local office	28,477
(4)					
(5)					
3a Sub-total	1	9			92,237
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	1	9			92,237

Part II

Grants and Other Assistance to Organizations or Entities Outside the United States.

Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			North America - Canada and Mexico, but not the United States	GRADUATE LEVEL INTERN STIPEND	18,000	check			
(2)									
(3)									
(4)									

2

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

1

3

Enter total number of other organizations or entities

0

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

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

Part IV Foreign Forms

- 1

Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)*

☐

Yes

☒

No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to 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; do not file with Form 990)*

☐

Yes

☒

No
- 3

Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)*

☐

Yes

☒

No
- 4

Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)*

☐

Yes

☒

No
- 5

Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships. (see Instructions for Form 8865)*

☐

Yes

☒

No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713; do not file with Form 990)*

☐

Yes

☒

No

Part V

Supplemental Information

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

990 Schedule F, Supplemental Information

Return Reference	Explanation
Part I, Line 2	ALL GRANT AWARDS ARE ASSIGNED A UNIQUE COST CENTER IN THE GOODWILL INDUSTRIES INTERNATIONAL, INC (GII) GENERAL LEDGER SYSTEM EACH GRANT IS ASSIGNED TO A PROGRAM MANAGER WHO IS RESPONSIBLE FOR FOLLOWING THE GRANT BUDGET AND ACHIEVING THE GOALS SPECIFIED BY THE GRANT AWARD WHEN GII MAKES SUBAWARDS TO MEMBER GOODWILLS TO CARRY OUT CERTAIN GRANT FUNDED PROGRAMS, AN AGREEMENT IS SIGNED BETWEEN GII AND THE SUBRECIPIENT THE AGREEMENT SPECIFIES ALL OF THE REQUIREMENTS OF THE ORIGINAL AWARD AND THE REPORTING REQUIREMENTS OF THE SUBRECIPIENT TO GII

OMB No 1545-0047

2015

53-0196517

☒ Yes ☐ No

(h) Purpose of grant or assistance

Schedule I (Form 990) 2015

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	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
See Additional Data Table					

Part IV

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

Return Reference	Explanation
Part I, Line 2	All grant awards are assigned a unique cost center in the Goodwill Industries International, Inc (GII) general ledger system. Each grant is assigned to a Program Manager who is responsible for following the grant budget and achieving the goals specified by the grant award. When GII makes subawards to Member Goodwills to carry out certain grant funded programs, an agreement is signed between GII and the subrecipient. The agreement specifies all of the requirements of the original award and the reporting requirements of the subrecipient to GII. Monthly reports are received from the subrecipients, reviewed by program and financial staff, and entered into the GII general ledger system when approved. GII draws and disburses the grant funds according to the specifications of the grant agreement. GII also makes periodic reports to the funding foundation or government agency as required by the grant agreement. GII program and accounting staff make monitoring visits to the subrecipients, usually on an annual basis, to review the program outcomes and financial recording of the program expenditures.
EXPLANATION OF GRANTS AND AWARDS	ASSOCIATION GRANTS & SUPPORT FOR PROGRAMMATIC OPERATIONS. THE ASSOCIATION GRANT PROGRAM IS INTENDED TO GENERATE ACTION THAT WILL STIMULATE THE STRENGTHENING OF ASSOCIATIONS' ABILITY TO COLLABORATE AND REACH CONSENSUS ON ISSUES OF IMPORTANCE TO THE BROAD GOODWILL COMMUNITY. ROBERT E. AND CHARLOTTE WATKINS AWARD Recognizes a staff member of local Goodwill MEMBER who demonstrates Goodwill's mission in their daily work in a continued and outstanding manner. P. J. TREVETHAN AWARD Recognizes a local Goodwill CEO who demonstrates commitment to the continued personal growth of the LOCAL Goodwill's employees and others through training, professional development opportunities and other means. J. D. ROBINS JR. DISTINGUISHED CAREER AWARD Recognizes a local Goodwill CEO who contributes to LOCAL Goodwill's growth in mission, business and services over many years in an executive position. GII ACHIEVER OF THE YEAR AWARD Recognizes a person receiving services in a local Goodwill for their personal achievement and growth related to their career development. KENNETH SHAW GII GRADUATE OF THE YEAR AWARD Recognizes a person who once received services within a local Goodwill AND has now graduated to employment in the community for their personal achievement and growth related to their career development. KENNETH K. KING MANAGEMENT AWARD Recognizes a local Goodwill CEO for their outstanding executive leadership and management success as a local Goodwill leader with at least five years of service.

Additional Data

Software ID:
Software Version:
EIN: 53-0196517
Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ARIZONA ASSOCIATION OF GOODWILLS 1940 E SILVERLAKE ROAD SUITE 402 TUCSON,AZ 85713	86-0223401	501(c)(3)	10,481				ASSOCIATION GRANT
COUNCIL OF CALIFORNIA GOODWILL INDUSTRIES 1080 NORTH 7TH STREET SAN JOSE,CA 95112	23-7102688	501(c)(3)	47,166				ASSOCIATION GRANT
DISCOVER GOODWILL OF SOUTHERN AND WESTERN COLORADO 1460 Garden of the Gods Rd COLORADO SPRINGS,CO 80907	84-0513404	501(c)(3)	30,003				MASTERCARD, ACCENTURE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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EASTER SEALS - GOODWILL NORTHERN ROCKY MOUNTAIN INC 4400 CENTRAL AVE GREAT FALLS, MT 59405	81-0232125	501(c)(3)	100,660				BEYOND JOBS, CAREERS IN RETAIL
FLORIDA GOODWILL ASSOCIATION 2705 51ST AVE EAST BRADENTON, FL 34203	31-1667466	501(c)(3)	26,203				ASSOCIATION GRANT
GEORGIA GOODWILL ASSOCIATION 2601 CROSS COUNTRY DRIVE COLUMBUS, GA 31906	01-0709306	501(c)(3)	9,363				ASSOCIATION GRANT

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GOODWILL ASSOCIATION OF MICHIGAN 271 EAST APPLE AVE MUSKEGON,MI 49442	38-3474383	501(c)(3)	34,938				ASSOCIATION GRANT
GOODWILL EASTER SEALS INC 553 FAIRVIEW AVE N ST PAUL,MN 55104	41-0706171	501(c)(3)	14,400				BEYOND JOBS, CASEY 2015
GOODWILL EASTER SEALS MIAMI VALLEY 1511 KUNTZ RD DAYTON,OH 45404	31-0537112	501(c)(3)	215,739				GOODGUIDES III, CASEY 2015, ACCENTURE, MASTERCARD

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GOODWILL IND - KNOXVILLE INC PO BOX 11066 KNOXVILLE,TN 37939	62-0868796	501(c)(3)	203,143				BEYOND JOBS, GOODGUIDES III, CAREERS IN RETAIL
GOODWILL IND - SUNCOAST INC 10596 GANDY BLVD ST PETERSBURG,FL 33702	59-0718492	501(c)(3)	6,000				CASEY 2015
GOODWILL IND EASTER SEALS OF THE GULF COAST INC 2448 GORDON SMITH DRIVE MOBILE,AL 36617	63-0363472	501(c)(3)	157,395				BEYOND JOBS, GOODGUIDES III

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GOODWILL IND OF ARKANSAS INC 1110 WEST 7TH ST LITTLE ROCK,AR 72201	71-0236903	501(c)(3)	28,500				BEYOND JOBS, CASEY 2015, ACCENTURE
GOODWILL IND OF CENTRAL FLORIDA 7531 S ORANGE BLOSSOM TRAIL ORLANDO,FL 32809	59-0908166	501(c)(3)	161,157				GOODGUIDES III
GOODWILL IND OF CENTRAL IOWA 4900 Ne 22nd St DES MOINES,IA 50313	42-0764469	501(c)(3)	10,000				ACCENTURE

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL IND OF CENTRAL OHIO 1331 EDGEHILL RD COLUMBUS,OH 43212	31-4379448	501(c)(3)	39,897				BEYOND JOBS, MASTERCARD
GOODWILL IND OF CENTRAL TEXAS 1015 NORWOOD PARK BLVD AUSTIN,TX 78753	74-1322808	501(c)(3)	272,710				BEYOND JOBS, CAREERS IN RETAIL, OPERATION GOODJOBS 2 0
GOODWILL IND OF CENTRAL VIRGINIA 6301 MIDLOTHIAN TURNPIKE RICHMOND,VA 23225	54-0455395	501(c)(3)	5,835				BEYOND JOBS, CASEY 2015

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GOODWILL IND OF DALLAS INC 3020 NWESTMORELAND RD DALLAS,TX 75212	75-0800649	501(c)(3)	140,026				BEYOND JOBS, GOODGUIDES III, CASEY 2015
GOODWILL IND OF EAST TEXAS INC 407 WEST LOCUST ST TYLER,TX 75702	75-1478919	501(c)(3)	8,000				SUMMER INTERNSHIP
GOODWILL IND OF EASTERN NORTH CAROLINA 4808 Chin Page Rd DURHAM,NC 27703	56-0861003	501(c)(3)	10,000				CASEY 2015

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL IND OF GREATER GRAND RAPIDS INC 3035 prairie sw GRANDVILLE,MI 49418	38-6113049	501(c)(3)	16,000				CASEY 2015, ACCENTURE
GOODWILL IND OF GREATER NEW YORK & NORTHERN NEW JERSEY 4-21 27TH AVE ASTORIA,NY 11102	13-1641068	501(c)(3)	10,000				SUMMER INTERNSHIP & PROGRAM PARTICIPANTS SCHOLARSHIP
GOODWILL IND OF GREATER NY AND NORTHERN NJ 4-21 27TH AVENUE ASTORIA,NY 11102	13-1641068	501(c)(3)	329,307				BEYOND JOBS, GOODGUIDES III, CASEY 2015, CAREERS IN RETAIL, OPERATION GOODJobs 2 0

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL IND OF HOUSTON 1140 WEST LOOP NORTH HOUSTON,TX 77055	74-1285095	501(c)(3)	258,750				BEYOND JOBS, CAREERS IN RETAIL, OPERATION GOODJOBS 2 0
GOODWILL IND OF KANAWHA VALLEY 209 Virginia St W CHARLESTON,WV 25302	55-0380828	501(c)(3)	6,000				CASEY 2015
GOODWILL IND OF KANSAS INC 3636 N OLIVER WICHITA,KS 67220	48-0673284	501(c)(3)	19,810				ACCENTURE, MASTERCARD

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL IND OF KYOWVA AREA INC 1102 MEMORIAL BLVD W HUNTINGTON,WV 25776	23-7374240	501(c)(3)	5,000				2015 CENTER OF EXCELLENCE DESIGNATION
GOODWILL IND OF LANE & SOUTH COAST COUNTIES 1010 GREEN ACRES RD EUGENE,OR 97408	93-0572370	501(c)(3)	10,000				BEYOND JOBS
GOODWILL IND OF MIDDLE GEORGIA AND THE CSRA 5171 EISENHOWER PKWY MACON,GA 31206	58-1249683	501(c)(3)	58,052				SUMMER & FALL INTERNSHIP, GOIZUETA, CAREERS IN RETAIL

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL IND OF MIDDLE TENNESSEE INC 1015 HERMAN ST NASHVILLE,TN 37208	62-0599413	501(c)(3)	78,600				BEYOND JOBS, CASEY 2015
GOODWILL IND OF NORTH LOUISIANA 800 W 70th St SHREVEPORT,LA 71106	72-0460816	501(c)(3)	8,000				CASEY 2015, ACCENTURE
GOODWILL IND OF NORTHERN NEW ENGLAND 353 CUMBERLAND AVE PORTLAND,ME 04101	01-0284340	501(c)(3)	136,755				BEYOND JOBS, GOODGUIDES III

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GOODWILL IND OF ORANGE COUNTY CALIFORNIA INC 410 N FAIRVIEW ST SANTA ANA,CA 92703	95-1644018	501(c)(3)	103,500				BEYOND JOBS, OPERATION GOODJOBS 2 0
GOODWILL IND OF SAN ANTONIO 406 W COMMERCE ST SAN ANTONIO,TX 78207	74-1238444	501(c)(3)	183,200				BEYOND JOBS, OPERATION GOODJOBS 2 0
GOODWILL IND OF SOUTH TEXAS INC 2961 S PORT AVE CORPUS CHRISTI,TX 78405	74-1223056	501(c)(3)	9,900				BEYOND JOBS

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GOODWILL IND OF SOUTHEASTERN LOUISIANA INC 3400 TULANE AVE NEW ORLEANS, LA 79119	72-0546906	501(c)(3)	41,531				BEYOND JOBS, MASTERCARD
GOODWILL IND OF SOUTHERN NEVADA INC 1280 W CHEYENNE AVE NORTH LAS VEGAS, NV 89030	23-7437479	501(c)(3)	48,600				BEYOND JOBS, CASEY 2015
GOODWILL IND OF SOUTHWEST FLORIDA INC 4940 BAYLINE DR N FORT MYERS, FL 33917	59-6196141	501(c)(3)	20,800				BEYOND JOBS

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GOODWILL IND OF THE CHESAPEAKE INC 222 E Redwood Street BALTIMORE, MD 21202	52-0591576	501(c)(3)	6,000				CASEY 2015
GOODWILL IND OF THE COASTAL EMPIRE INC 7220 SALLIE MOOD DR SAVANNAH,GA 31406	58-6046795	501(c)(3)	184,495				GOODGUIDES III, GOIZUETA
GOODWILL IND OF THE INLAND NORTHWEST 130 E 3RD AVE SPOKANE,WA 99202	91-0597006	501(c)(3)	148,766				BEYOND JOBS, GOODGUIDES III, CASEY 2015

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GOODWILL IND OF THE VALLEYS INC 2502 MELROSE AVE NW ROANOKE,VA 24017	54-0884014	501(c)(3)	2,378,553				BEYOND JOBS, GOODGUIDES III, SCSEP PY14, SCSEP PY15
GOODWILL IND OF TULSA 2800 SOUTHWEST BLVD TULSA,OK 74107	73-0614297	501(c)(3)	11,800				BEYOND JOBS
GOODWILL IND OF WESTERN NEW YORK INC 1119 WILLIAM STREET BUFFALO,NY 14206	16-0761225	501(c)(3)	125,100				BEYOND JOBS, OPERATION GOODJOBS 2 0

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL IND UPSTATEMIDLANDS SC 115 HAYWOOD RD GREENVILLE,SC 29607	57-0564001	501(c)(3)	156,987				BEYOND JOBS, GOODGUIDES III
GOODWILL IND INC SERVING EASTERN NEBRASKA & SW IOWA 4805 NORTH 72ND STREET OMAHA,NE 68104	47-0378996	501(c)(3)	20,975				ASSOCIATION GRANT, ACHIEVER OF YEAR AWARD & PROGRAM PARTICIPANTS SCHOLARSHIP
GOODWILL IND OF DENVER 6850 Federal Blvd DENVER,CO 80221	84-0405513	501(c)(3)	148,924				GOODGUIDES III, CASEY 2015

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL IND OF FORT WORTH INC 4005 Campus Drive FORT WORTH, TX 76119	75-0868393	501(c)(3)	154,000				OPERATION GOODJOBS 2 0
GOODWILL IND OF NORTHWEST NORTH CAROLINA INC 2701 UNIVERSITY PKWY WINSTONSALEM, NC 27115	56-0588474	501(c)(3)	148,800				BEYOND JOBS, OPERATION GOODJOBS 2 0, ACCENTURE
GOODWILL IND OF SAN DIEGO COUNTY INC 3663 Rosecrans Street SAN DIEGO, CA 92110	95-1652910	501(c)(3)	100,900				OPERATION GOODJOBS 2 0

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GOODWILL IND OF TULSA INC 2800 SOUTHWEST BLVD TULSA,OK 74107	73-0614297	501(c)(3)	5,000				2015 CENTER OF EXCELLENCE DESIGNATION
GOODWILL IND OF VENTURA & SANTA BARBARA COUNTIES INC 130 Lombard Street OXNARD,CA 93030	77-0448301	501(c)(3)	176,220				CAREERS IN RETAIL, OPERATION GOODJOBS 2 0
GOODWILL INDUSTRIES BIG BEND INC 300 Mabry St TALLAHASSEE,FL 32304	59-1279499	501(c)(3)	118,188				GOODGUIDES III

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

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GOODWILL INDUSTRIES-MANASOTA 8490 N Lockwood Ridge Rd SARASOTA, FL 34243	59-2074391	501(c)(3)	66,348				MASTERCARD
GOODWILL INDUSTRIES OF CENTRAL ARIZONA INC 417 NORTH 16TH ST PHOENIX,AZ 85006	86-0104415	501(c)(3)	1,107,391				SCSEP PY14, SCSPEP PY15
GOODWILL INDUSTRIES OF CENTRAL INDIANA INC 1635 W MICHIGAN ST INDIANAPOLIS,IN 46222	35-0893605	501(c)(3)	2,348,734				SCSEP PY14, SCSPEP PY15, ACCENTURE

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Goodwill Industries of Central North Carolina Inc 1235 S Eugene St greensboro, NC 27406	56-0862842	501(c)(3)	17,059				mastercard
GOODWILL INDUSTRIES OF CENTRAL TEXAS 1015 NORWOOD PARK BLVD AUSTIN, TX 78753	74-1322808	501(c)(3)	22,000				SUMMER/FALL INTERNSHIP & PROGRAM PARTICIPANTS SCHOLARSHIP
Goodwill Industries of Eastern Missouri and Western Kansas 1817 Campbell Street kansas city, MO 64108	43-1125281	501(c)(3)	29,157				mastercard

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Goodwill Industries of Greater Cleveland and East Central Ohio Inc 2295 E 55th St cleveland,OH 44103	34-1641165	501(c)(3)	43,329				mastercard
GOODWILL INDUSTRIES OF HAWAII INC 2610 KILIHOU STREET HONOLULU,HI 96819	99-6001264	501(c)(3)	51,600				BEYOND JOBS, CASEY 2015
GOODWILL INDUSTRIES OF HOUSTON 1140 WEST LOOP NORTH HOUSTON,TX 77055	74-1285095	501(c)(3)	5,000				2015 CENTER OF EXCELLENCE DESIGNATION

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GOODWILL INDUSTRIES OF KEYSTONE AREA INC 1150 GOODWILL DR HARRISBURG, PA 17101	23-1365338	501(c)(3)	1,811,666				SCSEP PY14, SCSPEP PY15
Goodwill Industries of Lower South Carolina Inc 2150 Eagle Drive Building 100 CHARLESTON, SC 29406	57-0632511	501(c)(3)	48,940				mastercard
GOODWILL INDUSTRIES OF MID-MICHIGAN INC 501 S Averill Ave FLINT, MI 48506	38-1358009	501(c)(3)	130,225				GOODGUIDES III

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GOODWILL INDUSTRIES OF NEW MEXICO INC 5000 SAN MATEO BLVD NE ALBUQUERQUE,NM 87109	85-0107916	501(c)(3)	1,632,623				SCSEP PY14, SCSPEP PY15, MASTERCARD
GOODWILL INDUSTRIES OF RHODE ISLAND 100 houghton st PROVIDENCE,RI 02904	05-0258845	501(c)(3)	140,842				GOODGUIDES III
Goodwill Industries of Sacramento Valley & Northern Nevada Inc 8001 Folsom Boulevard Suite 200 scaramento,CA 95826	94-1201202	501(c)(3)	16,539				mastercard

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GOODWILL INDUSTRIES OF SOUTHERN ARIZONA INC 1940 E Silver lake Ste 405 TUCSON,AZ 85713	86-0223401	501(c)(3)	132,882				GOODGUIDES III
GOODWILL INDUSTRIES OF SOUTHERN RIVERS INC 2601 CROSS COUNTRY DRIVE BLDG A COLUMBUS,GA 31906	58-6035822	501(c)(3)	29,718				BEYOND JOBS, GOIZUETA, CASEY 2015
GOODWILL INDUSTRIES OF THE CONEMAUGH VALLEY INC 920 Oak St JOHNSTOWN,PA 15902	25-1115026	501(c)(3)	159,372				GOODGUIDES III

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GOODWILL INDUSTRIES OF THE GREATER EAST BAY INC 1301 30th Ave OAKLAND, CA 94601	94-1186175	501(c)(3)	6,000				CASEY 2015
GOODWILL OF GREATER WASHINGTON 2200 South Dakota Avenue NE WASHINGTON, DC 20018	53-0196588	501(c)(3)	48,241				ACCENTURE
GOODWILL OF SOUTHWESTERN PENNSYLVANIA 2600 EAST CARSON ST PITTSBURGH, PA 15203	25-1098928	501(c)(3)	144,026				GOODGUIDES III

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GOODWILL OF THE FINGER LAKES INC 422 Clinton Ave S ROCHESTER, NY 14620	27-4212702	501(c)(3)	109,072				GOODGUIDES III
GOODWILL OF THE OLYMPICS AND RAINIER REGION 714 S 27TH ST TACOMA,WA 98409	91-0573106	501(c)(3)	1,912,885				BEYOND JOBS, SCSEP PY14, SCSEP PY15, OPERATION GOODJOBS 2 0, ACCENTURE
GOODWILL OF WESTERN AND NORTHERN CT INC 165 OCEAN TERR BRIDGEPORT,CT 06605	06-0662111	501(c)(3)	8,600				BEYOND JOBS

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HEART OF TEXAS GOODWILL IND INC 1700 SOUTH NEW RD WACO,TX 76711	74-1238443	501(c)(3)	179,715				BEYOND JOBS, CASEY 2015, CAREERS IN RETAIL, OPERATION GOODJOBS 2 0
LAND OF LINCOLN GOODWILL IND 800 N 10TH ST SPRINGFIELD,IL 62702	37-0661254	501(c)(3)	163,985				GOODGUIDES III
MEMPHIS GOODWILL IND INC 6895 Stage Rd MEMPHIS,TN 38133	26-3445007	501(c)(3)	12,998				MASTERCARD

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MERSMISSOURI GOODWILL IND 1727 LOCUST ST ST LOUIS, MO 63106	43-0652657	501(c)(3)	15,400				BEYOND JOBS
MID-ATLANTIC GOODWILL INDUSTRIES COALITION 4701 MARKET ST SUITE A FREDERICKSBURG, VA 22408	90-0147552	501(c)(3)	54,154				ASSOCIATION GRANT
MORGAN MEMORIAL GOODWILL IND INC 1010 HARRISON AVE BOSTON, MA 02119	04-2106765	501(c)(3)	5,700				BEYOND JOBS

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTH CENTRAL GOODWILL ASSOCIATION 4900 N E 22ND STREET DES MOINES,IA 50313	42-0764469	501(c)(3)	49,413				ASSOCIATION GRANT
NORTHEAST REGIONAL ASSOCIATION 1119 WILLIAM STREET BUFFALO,NY 14206	16-0761225	501(c)(3)	36,685				ASSOCIATION GRANT
OHIO ASSOCIATION OF GOODWILL INDUSTRIES 570 E WATERLOO RD AKRON,OH 44319	23-7296009	501(c)(3)	55,901				ASSOCIATION GRANT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OKLAHOMA ASSOCIATION OF GOODWILLS 1210 SUMMIT AVE LAWTON OK,OK 73501	73-0675119	501(c)(3)	10,481				ASSOCIATION GRANT
OKLAHOMA GOODWILL IND INC PO BOX 2780 OKLAHOMA CITY,OK 73101	73-0641590	501(c)(3)	117,880				GOODGUIDES III
PENNSYLVANIA ASSOCIATION OF GOODWILLS 1150 GOODWILL DR HARRISBURG,PA 17101	23-1365338	501(c)(3)	22,710				ASSOCIATION GRANT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEATTLE GOODWILL IND INC 1765 6th Ave S SEATTLE,WA 98134	91-0568708	501(c)(3)	21,000				CASEY 2015, ACCENTURE
SOUTHEAST ASSOCIATION 519 HIGHLAND DR BAY ST LOUIS,MS 39520	64-0547585	501(c)(3)	60,512				ASSOCIATION GRANT
TEXAS ASSOCIATION OF GOODWILLS 10040 CIRCLEVIEW AUSTIN,TX 78733	74-2972090	501(c)(3)	48,913				ASSOCIATION GRANT

Form 990, Schedule I, Part III, Grants and Other Assistance to Domestic Individuals.

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
2015 Robert & Watkins Award	1	2,500			
2015 Elsie Katz Volunteer Award	1	500			
2015 JD Robins Award	1	1,000			
2015 Edgar Helms Award	2	1,000			
2015 Kenneth Shaw Graduate Award	1	5,000			
Travel stipend-Alumni to DELEGATE ASSEMBLY	2	1,997			
Scholarship	4	2,623			
Travel expenses for CONFERENCE OF EXECUTIVES	3	2,920			

Schedule J

(Form 990)

Compensation Information

OMB No 1545-0047

2015

Open to Public Inspection

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

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

▶ Attach to Form 990.

▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury

Internal Revenue Service

Name of the organization

GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number

53-0196517

Part I

Questions Regarding Compensation

		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <div><div><input checked="" type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Discretionary spending account</div><div><input checked="" type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div>		
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	2 Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. <div><div><input checked="" type="checkbox"/> Compensation committee</div><div><input checked="" type="checkbox"/> Written employment contract</div><div><input checked="" type="checkbox"/> Independent compensation consultant</div><div><input checked="" type="checkbox"/> Compensation survey or study</div><div><input type="checkbox"/> Form 990 of other organizations</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div>		
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization: <div><div>a Receive a severance payment or change-of-control payment?</div><div>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</div><div>c Participate in, or receive payment from, an equity-based compensation arrangement?</div></div> If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	4a Yes	
		4b Yes	
		4c	No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: <div><div>a The organization?</div><div>b Any related organization?</div></div> If "Yes," on line 5a or 5b, describe in Part III.	5a	No
		5b	No
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: <div><div>a The organization?</div><div>b Any related organization?</div></div> If "Yes," on line 6a or 6b, describe in Part III.	6a	No
		6b	No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.	7	No
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.	8	No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
	Base (i) compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
See Additional Data Table							

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.

Return Reference	Explanation
Part I, Line 1a	JAMES D GIBBONS, GOODWILL'S CEO, IS BLIND, AND ACCORDINGLY IS PROVIDED WITH AN AUTOMOBILE TRANSPORTATION SERVICE. ALL AMOUNTS WERE APPROPRIATELY INCLUDED AS TAXABLE INCOME IN HIS FORM W-2. ADDITIONALLY, THE CEO IS ELIGIBLE FOR UPGRADING LONG DISTANCE FLIGHTS AND TOOK ADVANTAGE OF THIS IN ACCORDANCE WITH POLICY.
Part I, Lines 4a-b	JAMES D GIBBONS, SECTION 457F PLAN, \$55,500. Alexander M Sanchez, Severance Pay, \$85,324.

Additional Data

Software ID:
Software Version:
EIN: 53-0196517
Name: GOODWILL INDUSTRIES INTERNATIONAL INC

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1James Gibbons President and CEO	(i)	473,135	70,497	41,972	83,537	43,061	712,202	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
1Jeffrey McCaw Chief Financial Officer	(i)	199,338	21,285	2,725	23,247	42,129	288,724	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
2Alexander Sanchez Chief Operating Officer	(i)	102,392	5,000	86,117	4,797	31,665	229,971	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
3Kimberly Zimmer Chief Marketing Officer & SVP, Globa	(i)	210,061	24,285	1,615	24,867	42,090	302,918	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
4Judith Branzelle Chief Legal Officer & General Counse	(i)	197,607	15,783	2,683	22,039	9,711	247,823	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
5Wendi Copeland SVP Strategy & Advancement	(i)	188,471	15,774	2,183	21,046	15,498	242,972	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
6Lucy Tannozzini VP HR and Organizational Development	(i)	172,798	20,000	2,880	19,689	15,681	231,048	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
7Michael Meyer VP of Donated Goods and Retail Marke	(i)	171,020	8,274	1,682	18,084	10,915	209,975	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
8Paul Downes VP Information Technologies	(i)	152,299	8,269	1,017	16,161	28,104	205,850	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
9Steven E Krotonsky Former COO	(i)	82,135	20,000	283	2,270	0	104,688	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0

Schedule K
(Form 990)

Supplemental Information on Tax Exempt Bonds

OMB No 1545-0047

2015

Open to Public Inspection

Department of the Treasury

Internal Revenue Service

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

Part I Bond Issues

(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased		(h) On behalf of issuer		(i) Pool financing	
						Yes	No	Yes	No	Yes	No
A MARYLAND ECONOMIC DEVELOPMENT CORPORATION	52-1376562	574205ER7	01-15-2004	3,700,000	purchase of land and building at 15810 Indianola Dr Rockville, MD		X		X		X

Part II Proceeds

		A		B		C		D	
1	Amount of bonds retired								
2	Amount of bonds legally defeased								
3	Total proceeds of issue	2,100,000							
4	Gross proceeds in reserve funds								
5	Capitalized interest from proceeds								
6	Proceeds in refunding escrows								
7	Issuance costs from proceeds	86,096							
8	Credit enhancement from proceeds								
9	Working capital expenditures from proceeds								
10	Capital expenditures from proceeds	2,100,000							
11	Other spent proceeds								
12	Other unspent proceeds								
13	Year of substantial completion	2004							
		Yes	No	Yes	No	Yes	No	Yes	No
14	Were the bonds issued as part of a current refunding issue?	X							
15	Were the bonds issued as part of an advance refunding issue?		X						
16	Has the final allocation of proceeds been made?	X							
17	Does the organization maintain adequate books and records to support the final allocation of proceeds?	X							

Part III Private Business Use

		A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
1	Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X						
2	Are there any lease arrangements that may result in private business use of bond-financed property?		X						

Part III

Private Business Use (Continued)

		A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
3a	Are there any management or service contracts that may result in private business use of bond-financed property?		X						
b	If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c	Are there any research agreements that may result in private business use of bond-financed property?		X						
d	If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property?								
4	Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government								
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government								
6	Total of lines 4 and 5								
7	Does the bond issue meet the private security or payment test? . . .		X						
8a	Has there been a sale or disposition of any of the bond-financed property to a nongovernmental person other than a 501(c)(3) organization since the bonds were issued?		X						
b	If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of								
c	If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9	Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?		X						

Part IV

Arbitrage

		A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
1	Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2	If "No" to line 1, did the following apply?								
a	Rebate not due yet?		X						
b	Exception to rebate?		X						
c	No rebate due?		X						
	If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3	Is the bond issue a variable rate issue?	X							
4a	Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?	X							
b	Name of provider	SunTrust							
c	Term of hedge	700 0000000000 %							
d	Was the hedge superintegrated?		X						
e	Was the hedge terminated?		X						

Part IV

Arbitrage (Continued)

		A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
5a	Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b	Name of provider								
c	Term of GIC								
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6	Were any gross proceeds invested beyond an available temporary period?		X						
7	Has the organization established written procedures to monitor the requirements of section 148?		X						

Part V

Procedures To Undertake Corrective Action

		A		B		C		D	
		Yes	No	Yes	No	Yes	No	Yes	No
	Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation is not available under applicable regulations?	X							

Part VI

Supplemental Information. Provide additional information for responses to questions on Schedule K (see instructions).

Return Reference	Explanation
SCHEDULE K, PART II, LINE 14	THE ORIGINAL BOND ISSUE AMOUNT WAS \$3,700,000 PRIOR TO THE BONDS' REFUNDING ON MARCH 23, 2010, \$1,600,000 IN BOND PRINCIPAL HAD BEEN PAID DOWN THE BONDS WERE REFUNDED BY SUNTRUST BANK, IN THE AMOUNT OF \$2,400,000 THROUGH THE END OF 2015, AN ADDITIONAL \$100,000 IN PRINCIPAL HAS BEEN PAID

Return Reference	Explanation
SCHEDULE K, PART IV, LINE 2C	NO REBATE WAS NECESSARY AS ALL PROCEEDS FROM THE BOND ISSUANCE WERE SPENT BY 2004

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

**Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.**
▶ Attach to Form 990 or 990-EZ.
**▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.**

OMB No 1545-0047

2015

**Open to Public
Inspection**

Name of the organization GOODWILL INDUSTRIES INTERNATIONAL INC	Employer identification number 53-0196517
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Return Reference	Explanation
Form 990, Part VI, Section A, line 1	THE ORGANIZATION HAS AN EXECUTIVE COMMITTEE CONSISTING OF THE CORPORATION'S OFFICERS, THE CHAIR OF THE CONFERENCE OF EXECUTIVES, AND THREE ADDITIONAL DIRECTORS SELECTED BY THE CHAIR OF THE BOARD FOUR MEMBERS OF THE EXECUTIVE COMMITTEE ARE EMPLOYED CHIEF EXECUTIVES OF ORGANIZATIONAL MEMBERS AND IMMEDIATE PAST CHAIRMAN OF THE CONFERENCE OF EXECUTIVES WHO SHALL BE AN EX-OFFICIO WITH VOICE, BUT NO VOTE THE IMMEDIATE PAST CHAIR OF THE BOARD SHALL BE EXTENDED ONE YEAR WITH VOTING RIGHTS IF THE CHAIR'S TERM OTHERWISE WOULD TERMINATE THE EXECUTIVE COMMITTEE HAS THE AUTHORITY TO ACT ON BEHALF OF THE ORGANIZATION AND THE BOARD, EXCEPT THAT THE EXECUTIVE COMMITTEE SHALL NOT HAVE THE AUTHORITY (A) TO BUY, SELL, LEASE, RENT, MANAGE REAL PROPERTY, (B) APPROVE A PLAN OF MERGER OR DISSOLUTION OF THE CORPORATION, (C) FILL VACANCIES ON THE BOARD, OR (D) APPOINT OR DISMISS THE CORPORATION'S CEO ACTIONS TAKEN BY THE EXECUTIVE COMMITTEE SHALL BE REPORTED AND DISCUSSED AS SOON AS POSSIBLE WITH THE FULL BOARD

Return Reference	Explanation
Form 990, Part VI, Section A, line 4	The Delegate Assembly approved a series of clarifications and updates to the GII bylaws during their meeting on June 21, 2015, which addressed 1) where assets are left on dissolution of the corporation, 2) the composition of the Board Development Committee, 3) Executive Committee authority, 4) the number of private sector board members and the ex officio position of the chair of Goodwill Industries Volunteer Services Advisory Council (GIVSAC), and 5) alignment with GII's global development work as a result of the new GII Board approved Global Development Policy. Each amendment passed with two-thirds majority vote of the Delegate Assembly.

Return Reference	Explanation
Form 990, Part VI, Section A, line 6	ORGANIZATIONAL MEMBERS INCLUDE ALL MEMBERS IN THE UNITED STATES AND CANADA AND ANY OTHER MEMBERS WHICH APPLY FOR AND ARE FOUND ELIGIBLE UNDER THE REQUIREMENTS ESTABLISHED BY THE DELEGATE ASSEMBLY OTHER FORMS OF AFFILIATION WITH INTERNATIONAL ENTITIES, SUCH AS LICENSING AGREEMENTS, AFFILIATE AGREEMENTS, OR OTHER BINDING AGREEMENTS, MAY BE ENTERED INTO BY GII WITH THIRD PARTIES PROVIDED SUCH AFFILIATIONS ARE ALIGNED WITH GII BOARD-APPROVED GLOBAL DEVELOPMENT POLICY AS IT MAY CHANGE FROM TIME TO TIME

Return Reference	Explanation
Form 990, Part VI, Section A, line 7a	THE DELEGATE ASSEMBLY (COMPRISED OF A LOCAL BOARD MEMBER AND THE LOCAL CEO OR A MEMBER OF THEIR STAFF) ELECTS PUBLIC/PRIVATE BOARD MEMBERS, THE CONFERENCE OF EXECUTIVES (COMPRISED OF MEMBER CEO'S) ELECTS THE MEMBERS OF THE EXECUTIVE COUNCIL, WHICH ARE EX-OFFICIO MEMBERS OF THE BOARD THE IMMEDIATE PAST BOARD CHAIR WILL REMAIN AS A VOTING MEMBER OF THE BOARD FOR THE YEAR SUBSEQUENT TO HIS OR HER SERVICES AS CHAIR OR THE END OF HIS OR HER TERM ON THE BOARD, WHICHEVER IS LONGER BOARD CHAIRS ARE SELECTED BY THE BOARD OF DIRECTORS

Return Reference	Explanation
Form 990, Part VI, Section A, line 7b	THE DELEGATE ASSEMBLY , ACCORDING TO THE BY LAWS, "SHALL ELECT THE BOARD OF DIRECTORS, FIX THE DUES OF THE CORPORATION'S ORGANIZATIONAL MEMBERS, VOTE UPON PROPOSED AMENDMENTS TO THE BY LAWS, VOTE UPON PROPOSED CHANGES TO THE TERRITORY POLICY, AND VOTE UPON REQUIREMENTS FOR ORGANIZATIONAL MEMBERSHIP" ADDITIONALLY , THE DELEGATE ASSEMBLY HAS THE RIGHT TO VOTE ON THE FOLLOWING MATERIAL MODIFICATIONS OR ADDITIONS TO GOODWILL INDUSTRIES INTERNATIONAL, INC 'S REQUIREMENTS FOR MEMBERSHIP OF ITS ORGANIZATIONAL MEMBERS ANY SUCH MODIFICATION OR ADDITION MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE DELEGATE ASSEMBLY

Return Reference	Explanation
Form 990, Part VI, Section B, line 11	ONCE THE FORM 990 HAS BEEN FINALIZED, GOODWILL INDUSTRIES INTERNATIONAL INC 'S AUDIT COMMITTEE REVIEWS, DISCUSSES, AND VOTES TO ACCEPT AFTER THE COMMITTEE ACCEPTS, THE FORM 990 IS THEN (A) DISTRIBUTED TO THE FULL BOARD AS PART OF BOARD MEETING MATERIALS AND (B) OFFERED FOR ACCEPTANCE. IT IS EACH BOARD MEMBER'S RESPONSIBILITY TO REVIEW THE FORM 990 IN SUFFICIENT DETAIL SO AS TO BRING ANY QUESTIONS OR CONCERNS TO THE TABLE BEFORE ACCEPTANCE.

Return Reference	Explanation
Form 990, Part VI, Section B, line 12c	GOODWILL INDUSTRIES INTERNATIONAL, INC. REQUIRES EVERY BOARD MEMBER AND GII EMPLOYEE AT CERTAIN LEVEL TO FILL OUT AND RETURN AN ANNUAL CONFLICT OF INTEREST CHECKLIST. THE COMPLETED CHECKLISTS ARE THEN REVIEWED FOR ITEMS OF CONFLICT. ITEMS NOTED AS A POTENTIAL CONFLICT, IF ANY, ARE REVIEWED BY BOTH THE AUDIT COMMITTEE AND GENERAL COUNSEL, AND APPROPRIATE ACTION IS TAKEN TO HANDLE THE DISCLOSURES.

Return Reference	Explanation
Form 990, Part VI, Section B, line 15	<p>EVERY YEAR, AN EXTERNAL COMPENSATION CONSULTANT IS HIRED TO SURVEY THE MARKETPLACE AND TO PROVIDE MARKET DATA ON THE CEO POSITION. THE CEO POSITION IS MATCHED WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES AS GOODWILL INDUSTRIES INTERNATIONAL, INC. FOR THE CEO POSITION, BOTH BASE PAY AND TOTAL COMPENSATION PAY ARE COMPARED. TOTAL COMPENSATION INCLUDES BASE PAY, BONUS PAY, AND DEFERRED COMPENSATION. EVERY YEAR, THE COMPENSATION COMMITTEE, A SUB-COMMITTEE OF THE BOARD, CONDUCTS A FORMAL PERFORMANCE EVALUATION ON THE CEO. THIS REVIEW CONSIDERS OUTCOMES ON GOALS RELATED TO THE ORGANIZATIONAL STRATEGIC PLAN, FINANCIAL PERFORMANCE, AND RESULTS FROM A SURVEY OF THE BOARD MEMBERS ON PERFORMANCE. SURVEY RESULTS ARE COMPILED BY AN EXTERNAL CONSULTANT AND FORWARDED TO THE CHAIR OF THE COMPENSATION COMMITTEE. THE COMPENSATION COMMITTEE USES THE RESULTS FROM THE STRATEGIC PLAN, THE FINANCIAL PERFORMANCE, AND THE RESULTS FROM THE COMPILED PERFORMANCE SURVEY TO REPORT TO THE BOARD OF DIRECTORS ANY INCREASE OR DECREASE IN PAY AND/OR BONUS THAT IS WITHIN THE MARKET COMPENSATION RANGES THAT WERE PROVIDED BY THE EXTERNAL COMPENSATION CONSULTANT FOR COMPARABLE CEO POSITIONS. THE CEO'S CHANGE IN COMPENSATION AND BONUS, IF ANY, BECOMES EFFECTIVE JULY 1st. FOR OFFICERS AND KEY EMPLOYEES, POSITIONS ARE MATCHED BY AN EXTERNAL COMPENSATION CONSULTANT WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES AS GOODWILL INDUSTRIES INTERNATIONAL, INC. THE POSITIONS REVIEWED ARE CHIEF MARKETING OFFICER & SENIOR VP GLOBAL DEVELOPMENT, CHIEF FINANCIAL OFFICER, CHIEF OPERATING OFFICER, AND THE VICE PRESIDENT OF HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT. THE MARKET RANGES FOR BASE PAY AND BASE PLUS BONUS ARE PROVIDED TO THE COMPENSATION COMMITTEE FOR THESE POSITIONS BY THE EXTERNAL COMPENSATION CONSULTANT. THE COMPENSATION COMMITTEE REVIEWS THIS DATA AND APPROVES THE RANGES TO BE USED BY THE CEO IN DETERMINING THEIR BASE PAY PLUS BONUS. THE MERIT PAY AND BONUS AWARD FOR THE OFFICERS AND KEY EMPLOYEES, IF ANY, ARE EFFECTIVE IN JANUARY OF EACH YEAR AFTER A PERFORMANCE AND GOALS REVIEW IS CONDUCTED. NOTES FROM THE ABOVE PROCESS ARE PRODUCED CONTEMPORANEOUSLY BY THE CHAIR OF THE COMPENSATION COMMITTEE.</p>

Return Reference	Explanation
Form 990, Part VI, Section C, line 19	UPON REQUEST, GOODWILL INDUSTRIES INTERNATIONAL, INC PROVIDES COPIES OF ITS ARTICLES OF INCORPORATION, BYLAWS, AND ITS CONFLICT OF INTEREST POLICIES THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS AND FORMS 990 ARE AVAILABLE ON ITS PUBLIC WEBSITE

Return Reference	Explanation
Form 990, Part XI, line 9	UNREALIZED GAIN ON INTEREST RATE SWAP 21,162

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THE AUDIT OVERSIGHT PROCESS HAS REMAINED UNCHANGED FROM THE PREVIOUS YEAR

Return Reference	Explanation
FORM 990, PART VII, SECTION A, LINE 1A	IN ADDITION TO ITS VOTING DIRECTORS, GOODWILL INDUSTRIES INTERNATIONAL, INC HAS TWO NON-VOTING EMERITUS BOARD MEMBERS WILL A COURTNEY AND EVELYNE VILLINES THEY MAY BE CONTACTED IN CARE OF GOODWILL

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

▶ Attach to Form 990. ▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
GOODWILL INDUSTRIES INTERNATIONAL INC

Employer identification number
53-0196517

Part I Identification of Disregarded Entities

Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) 15810 INDIANOLA DRIVE LLC (SINGLE MEMBER LLC) 15810 INDIANOLA DRIVE ROCKVILLE, MD 20855 53-0196517	Holding entity for GII's member services center	MD	274,539	62,012	

Part II Identification of Related Tax-Exempt Organizations

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)GOODWILL MISSION AND JOB CREATION SERVICES INC (gmjcs) 15810 INDIANOLA DRIVE ROCKVILLE, MD 20855 45-5221005	LOANS TO GW MEMBERS AT A LOWER COST TO CREATE JOBS AND PROMOTE MISSION	DC	501(C)(3)	509(a)(2)	GII	Yes	

Part III

Identification of Related Organizations Taxable as a Partnership

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

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

Part IV

Identification of Related Organizations Taxable as a Corporation or Trust

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No

Part V

Transactions With Related Organizations

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

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

1

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

a

Receipt of (i) interest, (ii)annuities, (iii)royalties, or(iv)rent from a controlled entity

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)

h

Purchase of assets from related organization(s)

i

Exchange of assets with related organization(s)

j

Lease of facilities, equipment, or other assets to related organization(s)

k

Lease of facilities, equipment, or other assets from related organization(s)

l

Performance of services or membership or fundraising solicitations for related organization(s)

m

Performance of services or membership or fundraising solicitations by related organization(s)

n

Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o

Sharing of paid employees with related organization(s)

p

Reimbursement paid to related organization(s) for expenses

q

Reimbursement paid by related organization(s) for expenses

r

Other transfer of cash or property to related organization(s)

s

Other transfer of cash or property from related organization(s)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

1s

No

No

No

No

No

No

No

No

No

No

No

No

No

Yes

Yes

No

Yes

No

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)GMJCS	Q	77,129	LOAN SERVICING AGREEMENT

Schedule R (Form 990) 2015

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.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R (see instructions)

Return Reference	Explanation
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