

Return of Organization Exempt From Income Tax

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

2023

Department of the Treasury Internal Revenue Service

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

Open to Public Inspection

Header section containing organization name (Plan International USA, Inc.), EIN (13-5661832), address (275 Promenade Street, Providence, RI 02908), and tax-exempt status (501(c)(3)).

Part I Summary

Table with 22 rows detailing financial information: 1-7a (Activities & Governance), 8-19 (Revenue and Expenses), and 20-22 (Net Assets or Fund Balances). Includes columns for Prior Year and Current Year.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete.

Signature of officer: David A Cannata, Chief Financial Officer. Date: 12-20-2024.

Paid Preparer Use Only section: Preparer's name (ROBERT A. PERILLO), firm name (DYL & PERILLO, INC.), date (12/20/2024), and PTIN (P00548403).

May the IRS discuss this return with the preparer shown above? See instructions. [X] Yes [] No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

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

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

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

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

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

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

4a (Code:) (Expenses \$ 40,456,756 including grants of \$ 34,932,311.) (Revenue \$ 0.)

Program and Technical Support - Plan International USA carries out the vast majority of its international activities through Plan International, Inc. (also registered in the USA) which implements programs through offices in over 50 developing countries. Worldwide programs (See Sch. O) are focused on:
1. Education (Exp \$7,171,621 incl. grants of \$5,717,532)
2. Health (Exp \$10,136,552 incl. grants of \$9,586,160)
3. Humanitarian Assistance (Exp \$17,076,981 incl. grants of \$14,391,262)
4. Youth and Economic Empowerment (Exp \$6,071,602 incl. grants of \$5,237,357)
For more information, please see "Program Service Accomplishments" in Schedule O.

4b (Code:) (Expenses \$ 1,312,531 including grants of \$ 0.) (Revenue \$ 0.)

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

4c (Code:) (Expenses \$ 1,474,898 including grants of \$ 0.) (Revenue \$ 0.)

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

4d Other program services (Describe on Schedule O.)

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

4e Total program service expenses 43,244,185.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
b Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15 X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	17 X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

Part IV Checklist of Required Schedules *(continued)*

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance <i>(continued)</i>		Yes	No		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	152		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a			X
b	If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a			X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a			X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
7	Organizations that may receive deductible contributions under section 170(c).				
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a			X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8			
9	Sponsoring organizations maintaining donor advised funds.				
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b			
10	Section 501(c)(7) organizations. Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	Section 501(c)(12) organizations. Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.				
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b			
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15			X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16			X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person, engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.	17			

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a 18		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 18		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed. See Part VI, Line 17 stmt
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records.
 David Cannata, 275 Promenade St. Suite 225, Providence, RI 02908 (401)562-8417

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) 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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Michele Lederberg Board Chair from April 2024	10.00	X					0.	0.	0.	
(2) Deborah Simpson Board Chair until April 2024	10.00	X					0.	0.	0.	
(3) Ann O'Brien Vice-Chair	10.00	X					0.	0.	0.	
(4) Susan Benton Secretary	4.00	X					0.	0.	0.	
(5) Lori Maddams Treasurer	8.00	X					0.	0.	0.	
(6) Elizabeth Fessenden Board Member	4.00	X					0.	0.	0.	
(7) James Michel Board Member until September 2023	4.00	X					0.	0.	0.	
(8) Carol Peasley Board Member	4.00	X					0.	0.	0.	
(9) Sara Moore Board Member	2.00	X					0.	0.	0.	
(10) Elizabeth Myers Board Member	4.00	X					0.	0.	0.	
(11) Vicki Escarra Board Member	5.00	X					0.	0.	0.	
(12) Emily Green Board Member	4.00	X					0.	0.	0.	
(13) Hatem Mostafa Board Member	4.00	X					0.	0.	0.	
(14) Alen Amini Board Member	4.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) Emanuela Cebert Board Member	4.00	<input checked="" type="checkbox"/>						0.	0.	0.
(16) Sam Worthington Board Member	4.00	<input checked="" type="checkbox"/>						0.	0.	0.
(17) Malika Dia Board Member	2.00	<input checked="" type="checkbox"/>						0.	0.	0.
(18) Kanchana Suresh Board Member starting 9/15/23	4.00	<input checked="" type="checkbox"/>						0.	0.	0.
(19) Jackie Yeaney Board Member starting 9/15/23	4.00	<input checked="" type="checkbox"/>						0.	0.	0.
(20) Bernadette Lane Board Member starting 9/15/23	4.00	<input checked="" type="checkbox"/>						0.	0.	0.
(21) Shanna Marzilli Chief Executive Officer	45.00			<input checked="" type="checkbox"/>				416,793.	0.	46,172.
(22) David Cannata Chief Financial Officer	45.00			<input checked="" type="checkbox"/>				277,038.	0.	24,821.
(23) Mustafa Kudrati CEO until 1/27/23	45.00			<input checked="" type="checkbox"/>				238,560.	0.	3,013.
(24) Jennifer Trainor Chief Marketing Officer	45.00				<input checked="" type="checkbox"/>			250,197.	0.	26,490.
(25) Erin Mulanaphy Chief People and Culture Officer	45.00					<input checked="" type="checkbox"/>		223,465.	0.	25,449.
1b Subtotal								1,406,053.	0.	125,945.
c Total from continuation sheets to Part VII, Section A								757,901.	0.	96,038.
d Total (add lines 1b and 1c)								2,163,954.	0.	221,983.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **44**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
GiveBridge, 525 Western Monroe St., Ste 900, Chicago, IL 60661	In-person solicitation	2,879,335.
PMX Agency LLC, One World Trade Center, 63rd Floor, New York, NY 10007	Fundraising Counsel	401,268.
Whelnet Services, Inc., 6264 Loisdale Ct. # 600, Springfield, VA 22150	IT services	286,584.
MTV Networks Latin America Inc., 161 NW, 6th Street, Suite 1200, Miami, FL 33136	Production of media	190,000.
iHeart Media Entertainment Inc, 20880 Stone Oak Pkwy, San Antonio, TX 78258	Advertising Services	140,003.
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization	7	

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants, and Other Similar Amounts	1a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	23,937,514.				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	31,776,446.				
	g	Noncash contributions included in lines 1a-1f	1g	\$ 517,980.				
	h	Total. Add lines 1a-1f		55,713,960.				
	Program Service Revenue	2a	----- Business Code					
b		-----						
c		-----						
d		-----						
e		-----						
f		All other program service revenue . .						
g		Total. Add lines 2a-2f						
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		983,144.	0.	0.	983,144.	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
	6a	Gross rents	6a	(i) Real				
				(ii) Personal				
	b	Less: rental expenses	6b					
	c	Rental income or (loss)	6c					
	d	Net rental income or (loss)						
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities				
				(ii) Other				
					11,219,562.			
	b	Less: cost or other basis and sales expenses	7b	11,221,569.				
	c	Gain or (loss)	7c	-2,007.				
	d	Net gain or (loss)		-2,007.	0.	0.	-2,007.	
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
	b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events							
9a	Gross income from gaming activities. See Part IV, line 19	9a						
			9b					
c	Net income or (loss) from gaming activities							
10a	Gross sales of inventory, less returns and allowances	10a						
			10b					
c	Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11a	----- Business Code						
	b	-----						
	c	-----						
	d	All other revenue		61,482.	0.	0.	61,482.	
	e	Total. Add lines 11a-11d		61,482.				
12	Total revenue. See instructions		56,756,579.	0.	0.	1,042,619.		

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	34,492,730.	34,492,730.		
2	Grants and other assistance to domestic individuals. See Part IV, line 22	0.	0.		
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	439,581.	439,581.		
4	Benefits paid to or for members	0.	0.		
5	Compensation of current officers, directors, trustees, and key employees	865,220.	114,408.	735,123.	15,689.
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7	Other salaries and wages	10,304,749.	4,260,259.	4,631,372.	1,413,118.
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	748,585.	298,588.	352,846.	97,151.
9	Other employee benefits	1,000,353.	409,607.	459,682.	131,064.
10	Payroll taxes	752,671.	300,218.	354,772.	97,681.
11	Fees for services (nonemployees):				
a	Management	0.	0.	0.	0.
b	Legal	31,210.	0.	31,210.	0.
c	Accounting	198,200.	76,000.	122,200.	0.
d	Lobbying	0.	0.	0.	0.
e	Professional fundraising services. See Part IV, line 17	4,086,854.			4,086,854.
f	Investment management fees	51,310.	0.	51,310.	0.
g	Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)	1,141,258.	480,184.	371,052.	290,022.
12	Advertising and promotion	149,121.	107,363.	0.	41,758.
13	Office expenses	937,184.	586,745.	88,993.	261,446.
14	Information technology	831,889.	284,598.	418,719.	128,572.
15	Royalties	0.	0.	0.	0.
16	Occupancy	1,216,977.	606,720.	545,443.	64,814.
17	Travel	602,653.	421,187.	135,305.	46,161.
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	304,591.	131,337.	137,914.	35,340.
23	Insurance	64,790.	752.	64,038.	0.
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a	Banking & Credit Card Fees	369,852.	0.	369,852.	0.
b	Outside Clerical	29,002.	29,002.	0.	0.
c	Educ/Training/Mtgs	129,215.	63,326.	61,094.	4,795.
d	Repairs/Maintenance	22,619.	5,432.	16,409.	778.
e	All other expenses	354,972.	136,148.	150,692.	68,132.
25	Total functional expenses. Add lines 1 through 24e	59,125,586.	43,244,185.	9,098,026.	6,783,375.
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year	
Assets	1 Cash—non-interest-bearing	11,948,053.	1	12,311,001.	
	2 Savings and temporary cash investments	104,939.	2	14,594.	
	3 Pledges and grants receivable, net	15,499,002.	3	16,169,977.	
	4 Accounts receivable, net		4		
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6		
	7 Notes and loans receivable, net		7		
	8 Inventories for sale or use		8		
	9 Prepaid expenses and deferred charges	870,373.	9	776,448.	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	2,704,871.			
	b Less: accumulated depreciation	1,946,861.	1,041,219.	10c	758,010.
	11 Investments—publicly traded securities	20,077,844.	11	21,213,649.	
	12 Investments—other securities. See Part IV, line 11		12		
	13 Investments—program-related. See Part IV, line 11		13		
	14 Intangible assets		14		
	15 Other assets. See Part IV, line 11	7,288,208.	15	6,905,239.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	56,829,638.	16	58,148,918.		
Liabilities	17 Accounts payable and accrued expenses	1,912,307.	17	1,853,650.	
	18 Grants payable		18		
	19 Deferred revenue		19		
	20 Tax-exempt bond liabilities		20		
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21		
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22		
	23 Secured mortgages and notes payable to unrelated third parties		23		
	24 Unsecured notes and loans payable to unrelated third parties		24		
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D	12,873,502.	25	14,776,039.	
	26 Total liabilities. Add lines 17 through 25	14,785,809.	26	16,629,689.	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27 Net assets without donor restrictions	18,179,358.	27	19,062,781.	
	28 Net assets with donor restrictions	23,864,471.	28	22,456,448.	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29 Capital stock or trust principal, or current funds		29		
	30 Paid-in or capital surplus, or land, building, or equipment fund		30		
	31 Retained earnings, endowment, accumulated income, or other funds		31		
32 Total net assets or fund balances	42,043,829.	32	41,519,229.		
33 Total liabilities and net assets/fund balances	56,829,638.	33	58,148,918.		

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	56,756,579.
2	Total expenses (must equal Part IX, column (A), line 25)	2	59,125,586.
3	Revenue less expenses. Subtract line 2 from line 1	3	-2,369,007.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	42,043,829.
5	Net unrealized gains (losses) on investments	5	1,663,286.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	181,121.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	41,519,229.

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 on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? . . . If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . . If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits .	X	

Form 990: Return of Organization Exempt from Income Tax**Part VII: Section A (continued)****Continuation Statement**

Name and title	Average hours per week (list any hours for related organizations on the right)		Position						Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
			C1 - Individual trustee or director	C2 - Institutional trustee	C3 - Officer	C4 - Key employee	C5 - Highest compensated employee	C6 - Former			
			C1	C2	C3	C4	C5	C6			
Yvonne Norman Sr. Director of IT	40.00						X		201,314.	0.	29,474.
Paul Chobanian VP, Finance	40.00						X		193,210.	0.	35,373.
Frank Manfredi VP, Humanitarian Programs	50.00						X		183,803.	0.	22,041.
Louise Brennan Sr. Director of Business Development	45.00						X		179,574.	0.	9,150.
									757,901.	0.	96,038.

Additional Information From Form 990: Return of Organization Exempt from Income Tax

Form 990: Return of Organization Exempt from Income Tax

Part VI, Line 17 (continued)

Continuation Statement

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

**SCHEDULE A
(Form 990)**

Public Charity Status and Public Support

OMB No. 1545-0047

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Attach to Form 990 or Form 990-EZ.

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

Name of the organization Plan International USA, Inc.	Employer identification number 13-5661832
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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 12, check only one box.)

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	64,990,294.	61,307,387.	58,753,887.	53,931,738.	55,713,960.	294,697,266.
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	64,990,294.	61,307,387.	58,753,887.	53,931,738.	55,713,960.	294,697,266.
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)						2,549,146.
6 Public support. Subtract line 5 from line 4						292,148,120.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	64,990,294.	61,307,387.	58,753,887.	53,931,738.	55,713,960.	294,697,266.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	523,820.	431,884.	476,676.	563,027.	983,144.	2,978,551.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						297,675,817.
12 Gross receipts from related activities, etc. (see instructions)					12	3,954,584.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	98.14 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	99.13 %
16a 33 1/3% support test—2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test—2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10%-facts-and-circumstances test—2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10%-facts-and-circumstances test—2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(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 on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the 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 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests—2023. 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—2022. 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 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

Section A—Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	
Section B—Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C—Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

**SCHEDULE C
(Form 990)**

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Open to Public Inspection

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

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

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

Department of the Treasury
Internal Revenue Service

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)	0.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	17,779.													
c	Total lobbying expenditures (add lines 1a and 1b)	17,779.													
d	Other exempt purpose expenditures	52,324,432.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	52,342,211.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
not over \$500,000,	20% of the amount on line 1e.														
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.														
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.														
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.														
over \$17,000,000,	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(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	224.	970.	14,305.	17,779.	33,278.
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					

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.

Table with 3 main columns: (a) Yes/No, (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; a Volunteers?; b Paid staff or management...; c Media advertisements?; d Mailings to members...; e Publications...; f Grants to other organizations...; g Direct contact with legislators...; h Rallies, demonstrations...; i Other activities?; j Total...; 2a Did the activities in line 1 cause the organization to not be 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).

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

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."

Table with 2 main columns: Question, Amount. Rows include: 1 Dues, assessments and similar amounts from members; 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; b Carryover from last year; c Total; 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 expenditures next year?; 5 Taxable amount of lobbying and political expenditures. See instructions.

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.

Series of horizontal dashed lines for providing supplemental information.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2023

Open to Public Inspection

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

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

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

Table with 3 columns: Line number, (a) Donor advised funds, (b) Funds and other accounts. Includes rows for total number, aggregate value, and Yes/No questions.

Part II Conservation Easements

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

Form for Part II with multiple questions (1-9) regarding conservation easements, including checkboxes and a table for 'Held at the End of the Tax Year'.

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

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

Form for Part III with questions (1a, 1b, 2) regarding collections of art and historical treasures, including dollar amounts.

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

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

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

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

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

Part IV Escrow and Custodial Arrangements

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

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

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

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

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

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

Part V Endowment Funds

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	15,768,269.	15,025,296.	18,198,429.	14,943,676.	14,057,589.
b Contributions	27,000.	208,377.	101,044.	63,684.	100,774.
c Net investment earnings, gains, and losses	1,936,257.	1,477,092.	-2,464,320.	3,298,449.	890,948.
d Grants or scholarships					
e Other expenditures for facilities and programs	965,985.	942,496.	809,857.	107,380.	105,635.
f Administrative expenses					
g End of year balance	16,765,541.	15,768,269.	15,025,296.	18,198,429.	14,943,676.

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

- a** Board designated or quasi-endowment 12. %
- b** Permanent endowment 88. %
- c** Term endowment _____ %

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

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

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

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements	748,399.		254,178.	494,221.
d Equipment	1,956,472.		1,692,683.	263,789.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				758,010.

Part VII Investments—Other Securities

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

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

Part VIII Investments—Program Related

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1) Right of use lease asset	6,905,239.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	6,905,239.

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) Due to Plan International, Inc.	6,273,492.
(3) Lease liability	8,502,547.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	14,776,039.

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

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

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

1	Total revenue, gains, and other support per audited financial statements	1	61,353,187.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	1,663,286.
b	Donated services and use of facilities	2b	2,917,575.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	67,057.
e	Add lines 2a through 2d	2e	4,647,918.
3	Subtract line 2e from line 1	3	56,705,269.
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	51,310.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	51,310.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	56,756,579.

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	61,877,787.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	2,917,575.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	2,917,575.
3	Subtract line 2e from line 1	3	58,960,212.
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	51,310.
b	Other (Describe in Part XIII.)	4b	114,064.
c	Add lines 4a and 4b	4c	165,374.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	59,125,586.

Part XIII Supplemental Information

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

Pt V, Line 4: The intended use of the Endowment Fund is to maintain the purchasing power of the assets through long-term returns which provide for both (a) future growth of the endowment and (b) current income that can be used to support Plan's activities.

Pt XI, Line 2d: Increased Value of Trust Agreements \$ 67,057

Pt XII, Line 4b: The \$114,064 represents the difference between ASU 842 and Internal Revenue Code Section 467 regarding the accounting for lease expense.

Other: Additional information relating to Part XI, line 2b and Part XII, line

Part XIII Supplemental Information (continued)

2a: Plan's strategic partnerships are another important element of our efforts to increase awareness about challenges in the developing world, especially around gender inequality. By linking Plan's mission with household companies and brands, our reach increases exponentially. The revenue and expense amounts reported as reconciling items in Part XI and XII, respectively, represent amounts included in the audited financial statements for US Generally Accepted Accounting Principles but excluded for the purposes of the Form 990 in accordance with the IRS instructions.

Other: A favorable determination letter has been obtained from the Internal Revenue Service exempting the organization from federal income tax under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for taxes on the change in net assets has been recorded. Furthermore, Plan International USA, Inc. has determined that no liability for uncertain tax positions under FASB ASC 40 existed as of June 30, 2024.

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2023

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) Europe	0	0	Grants	N/A	439,581.
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Subtotal	0	0			439,581.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	0	0			439,581.

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			Europe	Refugee Protection	439,581.	Wire Transfer			
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 1

3 Enter total number of other organizations or entities 0

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

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

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)* Yes No

- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No

- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the 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 the 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 the Instructions for Form 8865)* Yes No

- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

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

Pt I Line 2: Details are provided below regarding the monitoring of grants and other assistance.

Pt II, Line 1: The amounts listed on part II, Line 1 represent funds transferred to an organization for refugee protection and education. Plan monitors these activities through communications with the organization as well as the review of financial and programmatic reports required in the scope of the subgrant agreement.

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

**SCHEDULE G
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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

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

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 GiveBridge 525 Western Monroe St., Ste 900 Chicago, IL 60661	In-person solicitation		X	1,732,467.	3,715,755.	-1,983,288.
2 Forward PMX LLC One World Trade Center, 63rd Floor New York, NY 10007	FR counsel-digital/web		X	0.	38,883.	-38,883.
3 CX Marketing, LLC 4200 Parliament Plance, 3rd Floor Lanham, MD 20706	FR counsel		X	0.	332,216.	-332,216.
4						
5						
6						
7						
8						
9						
10						
Total				1,732,467.	4,086,854.	-2,354,387.

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

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

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

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

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

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

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

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

Name

Address

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

Name

Address

16 Gaming manager information:

Name

Gaming manager compensation \$

Description of services provided

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

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

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

Line 2b col(v): Information for GiveBridge is representative of the results during the fiscal year ended June 30, 2024. The activities are undertaken primarily to generate monthly-giving donors as opposed to soliciting one-time gifts. The focus of the fundraising efforts is to obtain donors who enroll in a long-term voluntary giving program. As a result, it is not unusual to have relatively small amounts of revenue within the same fiscal year as the campaigns are conducted. Instead, the intention is to recover the costs over a longer period of time during which the retained donors make continuing contributions. During the fiscal year ended June 30, 2024, the campaign with GiveBridge generated approx. 11,100 new donors.

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

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

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

Name _____

Address _____

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

Name _____

Address _____

16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

Director/officer Employee Independent contractor

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

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

Line 2b col(v): The information relating to activity with CX Marketing and PMX is different than GiveBridge because these two are known as fundraising counsel whereas GiveBridge is soliciting contributions. Fundraising counsel are generally defined as any person/organization who (for compensation) plans, manages, advises or assists a charitable organization with the solicitation of contributions which the charitable organization conducts. Fundraising counsel do not directly solicit contributions from individuals. As such, while the services may fall within the broad scope of work done by a "fundraising professional," there are no fundraising revenue figures directly attributed to these consultants because they do not actually solicit or collect revenue for the organization through fundraising campaigns.

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

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

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

Name

Address

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

Name

Address

16 Gaming manager information:

Name

Gaming manager compensation \$

Description of services provided

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

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

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

Line 2b col(v): During fiscal year ended June 30, 2024, PMX and CX Marketing provided Plan International USA with general marketing and strategy consultation. They analyzed and executed social media and display advertising and provided the organization with recommendations on how to optimize advertising.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

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

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

Attach to Form 990.

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

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) Plan International Inc. 300 East 47th St., 10th Floor New York NY 10017	51-0169168	501(c)(3)	34,336,108.	0.	n/a	n/a	Prog. Support
(2) Georgetown University 37th & O Streets NW Washington DC 20057	53-0196603	501(c)(3)	54,843.	0.	n/a	n/a	Young father child engagement
(3) Alice International Inc 23 Glenn Drive Milford NH 03055	08-1471839		101,779.	0.	n/a	n/a	Equity and Inclusion
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

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

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

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

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

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

Pt I Line 2: Plan International USA, Inc. is the United States member organization of Plan International, Inc. ("PII"). Plan International USA implements the vast majority of its international activities through PII and the amount represents the program support funding transferred or accrued to PII during the year ended June 30, 2024 to support programs that benefitted more than 43 million children in 83 countries.

Pt I Line 2: Plan International USA monitors funds transferred to PII regularly throughout each fiscal year. Plan International USA staff are involved in the planning, design, and implementation of programs that are currently administered through PII and work directly with staff of PII in these matters. Some of the specific activities include:

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

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

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

Pt I Line 2: 1. Plan International USA has access to and regularly reviews the global organization's intranet site which includes significant amounts of data on the program activities being conducted throughout all of the program locations.

Pt I Line 2: 2. Plan International USA has regular access to the financial reporting which allows for the monitoring of programs on a budget vs. actual basis as well as providing some detail on the types of spending that are conducted in the field so that the monitoring of the scope of work can be done.

Pt I Line 2: 3. Plan International USA can review the results of the work conducted by PII's Global Assurance Unit (i.e. Internal Audit) to gain satisfaction over the procedures and controls that are in place at the program

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

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

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

locations.

Pt I Line 2: 4. Plan International USA staff conduct regular field visits whereby they perform program monitoring and evaluation work as well as providing technical program backstopping.

Pt I Line 2: 5. Plan International USA has representation on many of the global management committees and consortia that are in place to help oversee and guide the work of PII.

Pt I Line 2: 6. An aspect of the global governance structure provides that the member organizations of the global organization (Plan International USA is the U.S. member of Plan International) share in the governance

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

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

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

of the global organization via representation on the Plan International Member's Assembly. The Member's Assembly is composed of delegates from each member organization around the world. Plan International USA currently has 2 delegates which are elected by the Board of Directors of Plan International USA. The Member's Assembly serves as the governance and policy setting Board for the worldwide organization.

Pt I Line 2: Overall, there is open communication between Plan International USA and PII which provides for effective and timely oversight of the use of funding provided by Plan International USA to PII.

Pt I Line 2: The Plan International USA subgrant to Georgetown University was related to a gender project that the organization conducted related to increasing the positive and non-violent engagement of young fathers

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

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

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

in the care of their young children. Plan received financial and programmatic reports and conducted meetings and calls in order to monitor progress.

Pt I Line 2: The Plan International USA subgrant to Alice International, Inc. was related to an equity and inclusion project. Plan received financial and programmatic reports and conducted meetings and calls in order to monitor progress.

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)–(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 Shanna Marzilli Chief Executive Officer	(i)	346,793.	70,000.	0.	28,050.	18,122.	462,965.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
2 David Cannata Chief Financial Officer	(i)	277,038.	0.	0.	23,691.	1,130.	301,859.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
3 Mustafa Kudrati CEO until 1/27/23	(i)	238,560.	0.	0.	0.	3,013.	241,573.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
4 Jennifer Trainor Chief Marketing Officer	(i)	250,197.	0.	0.	19,801.	6,689.	276,687.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
5 Erin Mulanaphy Chief People and Culture Officer	(i)	223,465.	0.	0.	19,413.	6,036.	248,914.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
6 Yvonne Norman Sr. Director of IT	(i)	200,223.	1,091.	0.	17,393.	12,081.	230,788.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
7 Paul Chobanian VP, Finance	(i)	193,210.	0.	0.	17,250.	18,123.	228,583.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
8 Frank Manfredi VP, Humanitarian Programs	(i)	183,803.	0.	0.	15,789.	6,252.	205,844.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
9 Louise Brennan Sr. Director of Business Development	(i)	179,574.	0.	0.	8,804.	346.	188,724.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
10	(i)							
	(ii)							
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

Part III Supplemental Information

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

Pt I Line 4a: Mustafa Kudrati was separated from employment on January 27, 2023. Total severance of \$178,505 was accrued in fiscal year 2023 under US GAAP. Of that amount, \$130,446 was paid by the fiscal year that ended June 30, 2023. The balance of \$48,059 was paid during fiscal year 2024.

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

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	52	517,980.	FMV on date of gift
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (.)				
26 Other (.)				
27 Other (.)				
28 Other (.)				

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

29	
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	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

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

Pt I Line 30b: The number of contributions listed on line 9 represents separate
gifts of publicly traded securities or mutual funds received throughout the fiscal
year ended June 30, 2024.

**SCHEDULE O
(Form 990)**

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 Form 990-EZ.

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

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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

Other: Plan International USA (Plan) is a girls' rights organization that focuses on international development and humanitarian assistance. Powered by our supporters, we partner with adolescent girls and their communities to overcome oppression and gender inequality. We provide the resources that are unique to their needs and the needs of their communities, ensuring they achieve their full potential with dignity, opportunity and safety.

Pt VI, Line 11b: The draft of Form 990 is provided electronically to each member of the Plan International USA Board of Directors in advance of filing along with a summary of key points and a "reply by" date for any feedback. This comment period allows the full Board to review the Form 990 and contact management with any follow-up points they may have from their review. After applying any changes to the Form 990 that are derived from the Board comment period, the most updated version of the Form 990 and the aforementioned summary of the key points are provided to the Plan International USA Audit Committee for their review and electronic vote in accordance with the organization's by-laws. Once the Form 990 has been approved by the Audit Committee, it is filed with the IRS electronically and posted to the Organization's website for public disclosure.

Pt VI, Line 12c: On an annual basis, the officers, directors and all employees receive a copy of Plan International USA's Conflict of Interest policy and review the disclosure questionnaire. Each of them signs that questionnaire where they must disclose any actual or potential conflicts of interest. All questionnaires

Name of the organization Plan International USA, Inc.	Employer identification number 13-5661832
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with any actual or potential conflicts are then reviewed by the Deputy General Counsel and either General Counsel, Chief of People and Culture, the Audit Committee or the Executive Committee depending on the position of the person whose questionnaire has a disclosure. Appropriate action is taken as needed. During the year if potential conflicts arise, they must be disclosed promptly and in writing to the appropriate person (as noted above).

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

Pt VI, Line 15a: Annually, the Executive Committee of the Board (EXCO) leads the CEO performance review process. The CEO is asked to complete a self-assessment of their performance against their set objectives. The Vice-Chair of the Board (with input from the Board Chair, Chief of People & Culture, Deputy Counsel and Corporate Secretary) compiles an evaluation survey to garner 360 degree feedback. This survey is completed by each Board and Executive team member as well as selected staff who work closely with the CEO. Input is also obtained from a small number of members of the Plan International, Inc. (PII) global community recommended by the CEO. The Vice-Chair then reviews the collective feedback, conducts follow-up conversations and provides the summary to the EXCO. Based on that feedback, the EXCO reviews the performance review with the Board. The discussion with the CEO is conducted by the Chair and Vice-Chair.

Pt VI, Line 15a: Based on how the CEO performs against their objectives, comparisons to external market factors for CEO's in similar locations and of similar sized

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organizations, availability of funds based on the budget and overall organizational performance, an increase (if applicable based on the aforementioned factors) or a one-time bonus in lieu of an increase is recommended by the EXCO and brought to the Board for approval; typically around the time of the September Board meeting.

Pt VI, Line 15a: The Chief of People & Culture or the Sr. Director of People and Culture retains the performance review summary and documentation with respect to the process, deliberations, external data, and the decisions made regarding CEO compensation. The process includes a regular review of the benchmarks with periodic consultation with a compensation specialist to ensure that the CEO salary and those of other positions in the organization are within the market range of comparable positions at similar organizations in similar markets.

Pt VI, Line 15b: For current staff, including officers and key employees, but with the exception of the CEO (as described in reference above to Pt VI, line 15a), the annual performance reviews are conducted in the summer/fall following each fiscal year end. At that time, managers determine compensation increases for staff based on merit and the availability of funds based on the budget and corresponding organizational performance.

Pt VI, Line 15b: As needed, positions at Plan International USA are market priced with an outside consultant to determine if the pay ranges for each job are in line with those in other like positions in similar geographic locations. When changes to the job descriptions are made, People and Culture staff have a process for determining the grade level and salary. For instances where the compensation for the position is in question, People and Culture consults with an external compensation specialist.

Name of the organization Plan International USA, Inc.	Employer identification number 13-5661832
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Pt VI, Line 15b: Documentation is kept regarding each employee's salary. Officers and key employees are reviewed by the CEO and any salary changes for officers and key employees are approved by the CEO.

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

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

Pt XI: Change in value of split-interest agreements \$ 47,891

Pt XI: Difference in tax treatment of leases \$ 114,064

Pt XI: Change in value of perpetual trusts \$ 19,166

Pt XI: -----

Pt XI: Other Changes in Net Assets(non-operating) \$ 181,121

Other: PLAN INTERNATIONAL USA, INC.

Other: PROGRAM SERVICE ACCOMPLISHMENTS

Other: Plan International USA (Plan) is a girls' rights organization that focuses on international development and humanitarian assistance. Powered by our supporters, we partner with adolescent girls and their communities to overcome oppression and gender inequality. We provide the resources that are unique to their needs and the needs of their communities, ensuring they achieve their full potential with dignity, opportunity and safety.

Name of the organization Plan International USA, Inc.	Employer identification number 13-5661832
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Other: We are part of the Plan International, Inc. (PII) family, which operates in 83 countries in Africa, the Americas, Asia, Europe, Oceania and the Middle East. In fiscal year 2024 (FY24), more than 43 million children, including over 23 million girls, benefited from our work in 63,875 communities. For over 85 years, we have been committed to building the capacity of communities to develop their own solutions and be part of projects from their inception, implementation and evaluation.

Other: A. PROGRAM AND TECHNICAL SUPPORT

Other: Program and technical support funding of \$40,456,756 (for the fiscal year ending June 30, 2024) represents funds received by Plan from individual donors, corporations, foundations, bilateral and multilateral entities, \$6,120,648 of which was used on programmatic activities conducted directly by Plan, and \$34,336,108 of which was transferred to PII and combined with the funding received from 20 member offices around the world. The combined funds were then used to support programs that benefited more than 43 million children in over 80 countries. Plan's programs are focused on the following four core areas: education, health, humanitarian assistance, and youth and economic empowerment. Plan's work is intersectional and each of these core areas have overlapping elements with a goal of holistic achievements. An emphasis on gender is central to all Plan programming.

Other: PROGRAM APPROACH

Other: GirlEngage is a girl-driven and girl-centered approach that puts girls'

Name of the organization Plan International USA, Inc.	Employer identification number 13-5661832
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and youth rights issues at the center of our programs. GirlEngage is based on several core assumptions about girls and Plan's roles and responsibilities in relation to them; namely, that girls who take an active role in programs are building critical skills and aptitudes, and that these cross-cutting competencies (e.g., creativity, confidence, communication and collaboration) support overall development and success.

Other: GirlEngage assumes that more input from the people our programs work with makes them more relevant, effective, timely and adaptable. GirlEngage assumes that by putting girls and their perspectives at the center of what we do, Plan is executing on our core commitment: to support girls. It also assumes that to be a leader in our field, Plan must push boundaries, ask difficult questions, and disrupt entrenched norms that undercut girls' progress and ability to thrive. GirlEngage is all of these things.

Other: The GirlEngage model is equal parts "philosophy" and "approach." In other words, it is both the spirit and mindset behind putting girls in the driver's seat, as the way Plan puts that mindset into action through programs and activities. GirlEngage is both the belief and the point of view - grounded in evidence around locally led, gender-transformative and participatory programs - that girls must have an equal seat at the table, as well as the concrete tools and methods our teams use to do that. The two sides of the approach - the theoretical and the practical - work hand in hand.

Other: 1. EDUCATION

Other: Plan's goal: Inclusive quality education means that all children, regardless

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of physical, intellectual, social, emotional or linguistic abilities, learn and participate equally and effectively, in safety and free from gender bias.

Other: Plan offers holistic solutions that help the most vulnerable children access quality, inclusive educational opportunities. We support ministries of education and communities in countries where we work to ensure that all students have access to safe, quality educational opportunities, both in formal and nonformal settings, including children in complex and crisis environments. We provide support to ministries to design appropriate teaching and learning materials to ensure all children, regardless of language ability or ethnicity, learn foundational skills, including socio-emotional skills.

Other: At the primary school level, Plan works with families and caregivers to effectively support their children's learning at home to improve learning outcomes and works with teachers and school administrators to deliver inclusive quality, and gender-transformative pedagogy to ensure the development of foundational skills including literacy, numeracy and social-emotional learning.

Other: Plan works with children and youth, but especially girls, to help them successfully navigate the transition from primary, secondary or vocational school. Plan collaborates across sectors to ensure adolescent girls can continue their education through secondary school by working to prevent early marriage, increase school safety, and reduce gender norms and stigma that are barriers to girls' education. Plan provides additional learning support at home, at school and in the wider community to create an enabling environment for education through increased parental support.

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Other: Plan aims to purposefully work both through our Country Offices at the local level, as well as fund local national partner organizations based in the communities we serve, guided by their systems, resources and knowledge to implement programs that are rooted in local contexts.

Other: In FY24, Plan's expenditures in education totaled approximately \$7,171,621 of which \$5,615,753 was transferred to PII.

Other: 2. HEALTH

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

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

Other: Our integrated approach to health intersects with our work to promote education from early childhood through secondary school, while providing support

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for parents and caregivers. We work with our partners to help mothers, children and young people access quality primary health care and social services. We also support quality, age-appropriate sexuality and reproductive health education and services for adolescents and young people. We challenge the beliefs, attitudes and practices that maintain inequality between genders and work to fundamentally transform norms, structures and systems that sustain and perpetuate gender inequality.

Other: In FY24, Plan International's expenditures for health totaled approximately \$10,136,552 of which \$9,553,254 was transferred to PII.

Other: 3. HUMANITARIAN ASSISTANCE

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

Other: In times of disaster, children are particularly vulnerable. Separation from families and friends causes uncertainty, anxiety and shock, with a significant impact on children's emotional well-being. These impacts are exacerbated by interruption or cessation of education. Among children, girls are especially at risk during emergencies, facing threats to physical safety, increased risk of violence and exploitation, permanent removal from schooling, early and forced marriage, and deprivation of basic health and hygiene rights. Recognizing girls' challenges and risks that girls confront during disasters, Plan implements response work that addresses their unique vulnerabilities and specific needs.

Other: Our initial disaster response work focuses on children's urgent needs.

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We prioritize child protection and education to help reestablish a sense of security and normalcy. In FY24, we continued to increase our work in multisectoral response to crises and conflicts, generally involving large-scale displacement.

Other: Across the globe, Plan continues to work extensively with forcibly displaced populations, including refugees and internally displaced persons. In FY24, Plan implemented emergency response programming to assist children, families and communities impacted and displaced by conflict. Plan International USA worked with Plan's Ethiopia Office to respond to the needs of displaced populations across northern Ethiopia and Gambella as well as drought-displaced and impacted populations in southern Ethiopia. Plan also implemented child protection programming with largely Indigenous populations in Ecuador and disaster preparedness and risk reduction programming with communities in northern Vietnam. Plan continued its work in research and tools development for child protection in emergencies through funding from the U.S. Agency for International Development's Bureau for Humanitarian Assistance.

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

Other: Plan International's expenditures on humanitarian assistance in FY24 totaled approximately \$17,076,981 of which \$13,929,744 was transferred to PII.

Name of the organization Plan International USA, Inc.	Employer identification number 13-5661832
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Other: 4. YOUTH AND ECONOMIC EMPOWERMENT

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

Other: Plan's youth and economic empowerment programming partners with very young adolescents (10-14), adolescents (15-19) and young people (20-24) toward the realization of two core rights: the right to decent work and the right to participate.

Other: Programming for decent work is built on supporting the successful transition of young people from education or training to the world of work, ensuring that they have the knowledge and skills to identify job opportunities, obtain a job of their choosing that affords them fair and decent working conditions, and maintain employment to build financial resiliency. This includes programmatic focuses on skills delivery; formal and informal workforce programming; strengthening systems for inclusion; accessibility and the realization of labor rights.

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

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Other: Plan expended approximately \$6,071,602 on youth and economic empowerment in FY24, \$5,237,357 of which was transferred to PII.

Other: B. BUILDING RELATIONSHIPS

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

Other: Plan also provides various communications to sponsors throughout the year. Sponsors are introduced to their children through initial materials in their sponsorship welcome kit. This introduction provides information on the child and his or her family. This background information is accompanied by an area overview that provides information relevant to activities, programs and projects in the sponsored child's program area and country. We provide updates on this material regularly, and this is accompanied by new photographs of the sponsored child and their family members.

Other: Building relationships is a reciprocal process, and we frequently encourage two-way communications. We contact all new sponsors to welcome them to Plan and encourage them to write to their sponsored children. To support sponsors in writing to their sponsored children regularly, we provide turn-around stationery several

Name of the organization Plan International USA, Inc.	Employer identification number 13-5661832
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times throughout the year. In addition, we remind sponsors of their children's upcoming birthdays and encourage them to send birthday greetings.

Other: During FY24, there were more than 69,159 instances of communications between sponsors, sponsored children and families, and the child's local Plan office. These communications are processed through a centralized communications and mail area in Plan's Rhode Island office.

Other: The cost of \$1,312,531 associated with cross-cultural exchanges is known as "building relationships."

Other: C. DEVELOPMENT EDUCATION, PUBLIC ENGAGEMENT AND ADVOCACY

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

Other: POLICY

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Other: Plan works with girl and youth activists to identify critical issues. For our FY24 International Day of the Girl celebration, we focused on the Biden Administration's commitment to invest \$2.6 billion for global gender equality. We urged the Administration to leverage this pledge by increasing the use of gender analysis to ensure women and girls' priorities were met by USAID and State Department programs.

Other: Plan continues to foster policy change in two main focus areas: global gender equality and increasing the effectiveness of U.S. foreign assistance. As co-chair of the Big Ideas for Women and Girls Coalition and the Modernizing Foreign Assistance Network, Plan is playing a leadership role in civil society coalitions advocating for change on these issues. For example, in FY24, Plan led efforts brought youth leadership directly into consultations with the White House Gender Policy Council, the State Department's Ambassador at Large for Global Women's Issues, USAID and the U.S. Ambassador to the United Nations.

Other: Plan continues to work through a number of membership groups that span the international development sector, including the Society for International Development, U.S. Global Leadership Coalition and InterAction. We are recognized by our peers as innovators in shifting the power to both local civil society organizations in countries Plan works in and youth advocates in the U.S.

Other: YOUTH ENGAGEMENT

Other: Plan's domestic youth engagement programming includes initiatives designed to engage young people in the U.S. in both the governance of the organization

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and as advocates for issues affecting young people, particularly girls, around the world. The Youth Advisory Board (YAB) is a group of high school and college-age individuals who partner with organizational decision-makers to reinforce our goal of working both for and with girls and young people. Their roles and responsibilities include contributing to strategic priorities, budgeting and program design and serving as advocates who bring youth perspectives and ideas into influential spaces where decisions are being made. In FY24, YAB members engaged in over 24 external advocacy and influencing opportunities with the U.S. government, United Nations and private corporations.

Other: Some notable highlights include:

Other: 1. One Youth Leadership Academy (YLA) Alum, now a YAB member, was honored by First Lady Dr. Jill Biden as an Inaugural Girl Leading Change Awardee at the White House on International Day of the Girl.

Other: 2. Two YAB members served as representatives to PII Global Education in Emergencies Panel attending United Nations General Assembly 78 (UNGA 78) to advocate for increased funding for adolescent girls around the world.

Other: 3. Multiple YAB members consulted the White House Gender Policy Council to present key recommendations on how to combat technology facilitated gender-based violence.

Other: 4. In addition, Plan runs a yearlong program called the Youth Leadership Academy. The YLA aims to build the capacity of high school-age young people in leadership, advocacy and civic engagement, while increasing knowledge about the

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world's most pressing gender equality and development issues. In FY24, we worked closely with the YAB to deliver a yearlong YLA. This year the YLA served 50 high school students between the ages of 14-18 from 14 different states across the United States. Plan also awarded eight grants to help YLA members launch community projects.

Other: For International Day of the Girl and International Women's Day, many YLA members participated in Takeovers and innovation hubs with corporations such as National Grid and UNIQLO. They also served as panelists for various external panels at the 68th session of the United Nations Commission on the Status of Women, Interaction Forum, and USAID's Protecting Children and Youth from Digital Harm Virtual Symposium. Plan Youth Advocates also led advocacy initiatives to combat technology facilitated gender-based violence and to combat period stigma and period poverty through the It's Bloody Normal Campaign.

Other: CORPORATE & FOUNDATION PARTNERSHIPS

Other: Plan's strategic partnerships with corporations and foundations are an important element of our efforts to increase awareness about challenges around the world, especially around gender inequality.

Other: Part of our work with corporations is to build meaningful partnerships that celebrate girls and young women around the world through various employee engagement opportunities and cause marketing initiatives throughout the year. For example, as part of International Day of the Girl in October 2023, National Grid joined Plan in a "Girl Takeover" by inviting sixteen-year-old Leela to take over the role of the President of National Grid in New York. In her role for

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the day, Leela approved work on the ground at an onsite operations facility and took the stage at National Grid's NY Decarbonization Summit. National Grid donated \$9,980 to Plan for this initiative.

Other: Additionally, to celebrate International Women's Day in March 2024, UNIQLO hosted three Plan youth advocates, Ava, Karen, and Lily, in a multi-generational "roundtable" with two of UNIQLO's leaders. The youth advocates provided feedback and their individual views on different topics, including sharing their mentorship experiences and getting career advice from women leaders. To celebrate the launch of new Peace for All designs, all participants also took part in a special photoshoot wearing the new t-shirt designs. UNIQLO gave Plan a donation of \$15,000 for this initiative. Finally, we partnered once again with Marimekko for a one-day cause marketing campaign where 20% of the sales proceeds on March 8 were donated to Plan.

Other: In FY24 we also partnered with Paramount through MTV to launch a pro-social awareness campaign called 8M Infinito. The campaign was developed to extend the emphasis on women and girl leaders that takes place every March 8 for International Women's Day and turn it into a year-round discussion. Through monthly on-air spots that ran the 8th of every month, Plan and MTV highlighted female content creators from Latin America and gave them the spotlight to raise awareness for issues affecting girls and women. This campaign generated a media value of \$2,917,575.

Other: In the fiscal year ending June 30, 2024, total development education expenses were \$1,474,898. During FY24, Plan initiated more than 500,000 communications to educate our donors and partners, and also participated in dozens of presentations, activities and forums.

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Pt VI, Section C, Line 17:

- State: AL
- State: AR
- State: CA
- State: FL
- State: GA
- State: HI
- State: IL
- State: KS
- State: KY
- State: MD
- State: MA
- State: MI
- State: MN
- State: MS
- State: NH
- State: NJ
- State: NM
- State: NY
- State: OR
- State: PA
- State: RI
- State: SC
- State: TN
- State: UT
- State: VA
- State: WV

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

Attach to Form 990.

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

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization

Plan International USA, Inc.

Employer identification number

13-5661832

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) Plan International, Inc. 51-0169168 228 East 45th St., Floor #15 New York NY 10017	Supporting Organization	NY	501(c)(3)	509(a)(3), Line 11 Type I	N/A		X
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1) Charitable Remainder Unitrust N/A N/A Providence RI 02908	REMAINDER TRUST (1)	RI	N/A	T					X
(2) -----									
(3) -----									
(4) -----									
(5) -----									
(6) -----									
(7) -----									

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

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

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

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) Plan International, Inc.	b	34,336,108.	Accrual Acctg
(2) Plan International, Inc.	p	97,295.	Invoice Amt
(3) Plan International, Inc.	q	1,478,837.	Invoice Amt
(4)			
(5)			
(6)			

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512–514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
(8)													
(9)													
(10)													
(11)													
(12)													
(13)													
(14)													
(15)													
(16)													

IRS E-file Signature Authorization for a Tax Exempt Entity

For calendar year 2023, or fiscal year beginning Jul 1, 2023, and ending Jun 30, 2024

2023

Department of the Treasury
Internal Revenue Service

Do not send to the IRS. Keep for your records.
Go to www.irs.gov/Form8879TE for the latest information.

Name of filer <u>Plan International USA, Inc.</u>	EIN or SSN <u>13-5661832</u>
Name and title of officer or person subject to tax <u>David A Cannata, Chief Financial Officer</u>	

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

1a Form 990 check here <input checked="" type="checkbox"/>	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b <u>56,756,579.</u>
2a Form 990-EZ check here <input type="checkbox"/>	b Total revenue, if any (Form 990-EZ, line 9)	2b _____
3a Form 1120-POL check here <input type="checkbox"/>	b Total tax (Form 1120-POL, line 22)	3b _____
4a Form 990-PF check here <input type="checkbox"/>	b Tax based on investment income (Form 990-PF, Part V, line 5)	4b _____
5a Form 8868 check here <input type="checkbox"/>	b Balance due (Form 8868, line 3c)	5b _____
6a Form 990-T check here <input type="checkbox"/>	b Total tax (Form 990-T, Part III, line 4)	6b _____
7a Form 4720 check here <input type="checkbox"/>	b Total tax (Form 4720, Part III, line 1)	7b _____
8a Form 5227 check here <input type="checkbox"/>	b FMV of assets at end of tax year (Form 5227, Item D)	8b _____
9a Form 5330 check here <input type="checkbox"/>	b Tax due (Form 5330, Part II, line 19)	9b _____
10a Form 8038-CP check here <input type="checkbox"/>	b Amount of credit payment requested (Form 8038-CP, Part III, line 22)	10b _____

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the 2023 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

I authorize DYL & PERILLO, INC. to enter my PIN

1	2	3	4	5
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 as my signature
ERO firm name Enter five numbers, but do not enter all zeros

on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax _____ Date _____

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

0	5	0	8	6	3	4	0	3	9	5
---	---	---	---	---	---	---	---	---	---	---

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2023 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163**, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature _____ Date _____

ERO Must Retain This Form — See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So