

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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

Do not enter social security numbers on this form as it may be made public.

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

2024

Open to Public Inspection

A For the **2024** calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization GOODWILL INDUSTRIES INTERNATIONAL, INC.		D Employer identification number 53-0196517
	Doing business as		E Telephone number 301-530-6500
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	15810 INDIANOLA DRIVE		G Gross receipts \$ 105,015,862.
	City or town, state or province, country, and ZIP or foreign postal code ROCKVILLE, MD 20855		
F Name and address of principal officer: STEVEN C. PRESTON SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number	

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

J Website: **WWW.GOODWILL.ORG**

K Form of organization: Corporation Trust Association Other **L** Year of formation: **1910** **M** State of legal domicile: **MA**

Part I Summary	
1 Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O	
2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
Activities & Governance	3 Number of voting members of the governing body (Part VI, line 1a) 3 31
	4 Number of independent voting members of the governing body (Part VI, line 1b) 4 31
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a) 5 207
	6 Total number of volunteers (estimate if necessary) 6 35
	7a Total unrelated business revenue from Part VIII, column (C), line 12 7a 10,238.
	7b Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.
Revenue	8 Contributions and grants (Part VIII, line 1h) 37,920,322. Prior Year 59,460,133. Current Year
	9 Program service revenue (Part VIII, line 2g) 30,563,358. 30,509,575.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 2,128,637. 2,575,195.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 352,668. 43,753.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 70,964,985. 92,588,656.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 27,871,228. 32,279,091.
	14 Benefits paid to or for members (Part IX, column (A), line 4) 0. 0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 21,560,059. 25,728,666.
	16a Professional fundraising fees (Part IX, column (A), line 11e) 75,000. 60,000.
	b Total fundraising expenses (Part IX, column (D), line 25) 1,354,175.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 18,193,502. 21,335,759.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 67,699,789. 79,403,516.	
19 Revenue less expenses. Subtract line 18 from line 12 3,265,196. 13,185,140.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16) 67,228,414. Beginning of Current Year 81,982,129. End of Year
	21 Total liabilities (Part X, line 26) 9,418,211. 10,438,474.
	22 Net assets or fund balances. Subtract line 21 from line 20 57,810,203. 71,543,655.

Part II Signature Block

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

Sign Here	Signature of officer		Date		
	STEVEN C. PRESTON, PRESIDENT AND CEO Type or print name and title				
Paid Preparer Use Only	Preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	JULIA FLANNERY	JULIA FLANNERY	05/08/25		P00928918
Preparer Use Only	Firm's name	Firm's EIN	Phone no.		
	RSM US LLP 100 INTERNATIONAL DRIVE, SUITE 400 BALTIMORE, MD 21202	42-0714325	410-246-9300		

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: GOODWILL WORKS TO ENHANCE PEOPLE'S DIGNITY AND QUALITY OF LIFE BY STRENGTHENING THEIR COMMUNITIES AND HELPING THOSE HAVING DIFFICULTY FINDING EMPLOYMENT REACH THEIR FULL POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

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

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

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 \$ 40,759,102. including grants of \$ 31,637,156.) (Revenue \$) SPONSORED PROGRAMS: GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII) RECEIVES SPONSORED PROGRAMS AND GRANTS FROM THE UNITED STATES DEPARTMENT OF LABOR, UNITED STATES DEPARTMENT OF AGRICULTURE, AND NUMEROUS PRIVATE AND/OR CORPORATE FOUNDATIONS. GII SUBGRANTS MOST OF THESE FUNDS TO AUTONOMOUS LOCAL GOODWILL ORGANIZATIONS TO USE IN THEIR COMMUNITIES.

FEDERAL:

U.S. DEPARTMENT OF LABOR:

FROM JULY 2023 TO JUNE 2024, GII WAS AWARDED \$22.8 MILLION FOR SCSEP PROGRAM TO PROMOTE INDIVIDUAL (CONTINUED ON SCHEDULE O)

4b (Code:) (Expenses \$ 31,505,146. including grants of \$ 412,490.) (Revenue \$ 30,509,575.) DIRECT SERVICES TO MEMBERSHIP: DIRECT SERVICES TO MEMBERSHIP INCLUDES CONSULTATIONS, EXECUTIVE PROFESSIONAL DEVELOPMENT, TRAINING SEMINARS, EVENTS SUCH AS THE ANNUAL MEETING OF THE CONFERENCE OF EXECUTIVES AND THE DELEGATE ASSEMBLY, DATA PROCESSING AND ANALYSIS, ASSISTANCE IN THE DEVELOPMENT OF NATIONAL AND LOCAL COMMUNICATIONS MATERIALS, AND THE LOAN PROGRAM PROVIDED BY GMJCS.

4c (Code:) (Expenses \$ 1,473,400. including grants of \$ 211,665.) (Revenue \$) SUPPORT SERVICES TO MEMBERSHIP: SUPPORT SERVICES TO MEMBERSHIP INCLUDE INTERNATIONAL ACTIVITIES, GOVERNMENT RELATIONS AND STRATEGIC SOURCING.

4d Other program services (Describe on Schedule O.) (Expenses \$ 17,780. including grants of \$ 17,780.) (Revenue \$)

4e Total program service expenses 73,755,428.

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>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	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>	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>	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>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	X	
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	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>		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>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	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>	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.</i> See instructions	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>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

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?	X	

Note: All Form 990 filers are required to complete Schedule O

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?	X	

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

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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 31		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 31		
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			
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 AL, AK, AR, CA, CT, CO, DC, FL, GA, HI, IL, KS
- 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
CATALINA SERNA-VALENCIA - 301-530-6500
15810 INDIANOLA DRIVE, ROCKVILLE, MD 20855

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 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) STEVEN C. PRESTON CHIEF EXECUTIVE OFFICER	40.00			X			661,016.	0.	61,533.	
(2) DAVID EAGLES CHIEF OPERATING OFFICER	39.00 1.00			X			429,815.	0.	54,704.	
(3) MARTIN SCAGLIONE CHIEF MISSION OFFICER	40.00				X		343,401.	0.	53,916.	
(4) ONNEY CRAWLEY CHIEF MARKETING OFFICER	40.00				X		318,943.	0.	54,720.	
(5) CERI DANHEUX CHIEF INFORMATION & TECHNOLOGY OFFICER	40.00				X		307,221.	0.	61,601.	
(6) WENDI COPELAND CHIEF STRATEGY OFFICER	40.00			X			295,694.	0.	61,601.	
(7) CATALINA SERNA-VALENCIA CHIEF FINANCIAL OFFICER	40.00			X			282,132.	0.	44,224.	
(8) JAMES HILL VP DONATED GOODS RETAIL & MARKETING	40.00					X	278,962.	0.	45,122.	
(9) MEGHANN GARRETT CHIEF LEGAL OFFICER & GEN COUNSEL	40.00					X	263,666.	0.	39,094.	
(10) MARLA JACKSON VP, MEMBER EXECUTIVE SUPPORT	40.00					X	234,814.	0.	52,377.	
(11) TIMASHA WOODS VP, HUMAN RESOURCES	40.00					X	234,665.	0.	48,184.	
(12) REGINA NELSON GENERAL COUNSEL	40.00					X	195,216.	0.	61,600.	
(13) ANNE RICHARDS CHAIR	2.00	X		X			0.	0.	0.	
(14) EDGAR "NED" HELMS IMMEDIATE PAST CHAIR	2.00	X		X			0.	0.	0.	
(15) DAVE HADANI VICE CHAIR	2.00	X		X			0.	0.	0.	
(16) CHRIS HESS SECRETARY	2.00	X		X			0.	0.	0.	
(17) KEN DIEKROEGER TREASURER	2.00	X		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 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			
(18) ALVA ADAMS JR DIRECTOR	2.00	X						0.	0.	0.
(19) PAT AIRY DIRECTOR	2.00	X						0.	0.	0.
(20) RAE-ANNE ALVES DIRECTOR	2.00	X						0.	0.	0.
(21) MORRIS BAKER DIRECTOR	2.00	X						0.	0.	0.
(22) MARK BOYD DIRECTOR	2.00	X						0.	0.	0.
(23) DAN BURON DIRECTOR	2.00	X						0.	0.	0.
(24) KATY CHEN DIRECTOR	2.00	X						0.	0.	0.
(25) ED DURKEE DIRECTOR (THRU 6/30/24)	2.00	X						0.	0.	0.
(26) JOSEPH FIGINI DIRECTOR	2.00	X						0.	0.	0.
1b Subtotal								3,845,545.	0.	638,676.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								3,845,545.	0.	638,676.

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 **84**

	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>		X
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>	X	
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>		X

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
THE BOSTON CONSULTING GROUP INC. 200 PIER 4 BLVD, BOSTON, MA 02210	CONSULTING SERVICES	1,570,000.
CASEWORTHY PO BOX 70837, WEST VALLEY CITY, UT 84170	CLOUD SERVICES	1,520,188.
BLUE CHIP, 650 DUNDEE RD SUITE 250, NORTHBROOK, IL 60062	ADVERTISING SERVICES	1,467,308.
VALOREM, LLC, 691 N. SQUIRREL RD, SUITE 202, AUBURN HILL, MS 48326	CONSULTING SERVICES	879,906.
CHARGERHELP, INC 1611 W 58TH ST, LOS ANGELES, CA 90062	CONTRACT SERVICES	386,145.

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 **50**

SEE PART VII, SECTION A CONTINUATION SHEETS

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 line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) KRISTIN GORAN DIRECTOR	2.00	X						0.	0.	0.
(28) JACKIE HALLBERG DIRECTOR (THRU 6/30/24)	2.00	X						0.	0.	0.
(29) BEVERLY JACKSON DIRECTOR	2.00	X						0.	0.	0.
(30) CHRIS JACKSON DIRECTOR	2.00	X						0.	0.	0.
(31) DALE JENKINS DIRECTOR	2.00	X						0.	0.	0.
(32) JACKSON JEYANAYAGAM DIRECTOR (THRU 3/1/24)	2.00	X						0.	0.	0.
(33) SHAUNA KASTLE DIRECTOR	2.00	X						0.	0.	0.
(34) KENT KRAMER DIRECTOR	2.00	X						0.	0.	0.
(35) KENNETH KIRK DIRECTOR	2.00	X						0.	0.	0.
(36) PETER MARCUS DIRECTOR (SINCE 6/30/24)	2.00	X						0.	0.	0.
(37) RICK NEAL DIRECTOR	2.00	X						0.	0.	0.
(38) CRAIG NUNEZ DIRECTOR	2.00	X						0.	0.	0.
(39) TIM O'NEAL DIRECTOR (SINCE 6/30/24)	2.00	X						0.	0.	0.
(40) JIM PRIEST DIRECTOR (THRU 6/30/24)	2.00	X						0.	0.	0.
(41) LEIGH RADFORD DIRECTOR	2.00	X						0.	0.	0.
(42) STAR RUPE DIRECTOR	2.00	X						0.	0.	0.
(43) KOFI SMITH DIRECTOR	2.00	X						0.	0.	0.
(44) BEHZAD SOLTANI DIRECTOR	2.00	X						0.	0.	0.
(45) ALISSA STEWART SPARKS DIRECTOR	2.00	X						0.	0.	0.
(46) COLETTE K. TAYLOR DIRECTOR	2.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	28,802,617.			
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	30,657,516.			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f		59,460,133.			
Program Service Revenue	2 a	MEMBERSHIP DUES	Business Code				
			900099	25,963,168.	25963168.		
	b	CASE MANAGEMENT	900099	1,894,299.	1,894,299.		
	c	OTHER PROGRAM SERVICES	900099	1,760,635.	1,760,635.		
	d	CONFERENCES, SEMINARS, AND LEARNI	900099	891,473.	891,473.		
	e						
	f	All other program service revenue					
g	Total. Add lines 2a-2f		30,509,575.				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		2,411,331.		10,238.	2401093.
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real				
			(ii) Personal				
				305,872.			
	b	Less: rental expenses ...	6b	313,021.			
	c	Rental income or (loss)	6c	-7,149.			
	d	Net rental income or (loss)		-7,149.			-7,149.
	7 a	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
				12,278,049.			
	b	Less: cost or other basis and sales expenses	7b	12,114,185.			
	c	Gain or (loss)	7c	163,864.			
	d	Net gain or (loss)		163,864.			163,864.
8 a	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						
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances	10a					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	MISCELLANEOUS REVENUE	Business Code				
			900099	46,316.		46,316.	
	b	BAD DEBT RECOVERY	900099	4,586.		4,586.	
	c						
	d	All other revenue					
e	Total. Add lines 11a-11d		50,902.				
12	Total revenue. See instructions		92,588,656.	30509575.	10,238.	2608710.	

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 X

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 ...	32,236,232.	32,236,232.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	42,859.	42,859.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	3,044,207.	2,559,015.	350,226.	134,966.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	17,519,278.	14,646,515.	2,070,339.	802,424.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,142,812.	994,794.	108,245.	39,773.
9 Other employee benefits	2,434,690.	2,119,348.	230,608.	84,734.
10 Payroll taxes	1,587,679.	1,293,430.	221,610.	72,639.
11 Fees for services (nonemployees):				
a Management				
b Legal	224,676.	212,902.	10,481.	1,293.
c Accounting	190,846.	180,845.	8,903.	1,098.
d Lobbying				
e Professional fundraising services. See Part IV, line 17	60,000.			60,000.
f Investment management fees	42,143.		42,143.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	10,308,917.	9,825,573.	483,692.	-348.
12 Advertising and promotion				
13 Office expenses	1,464,772.	1,355,922.	94,593.	14,257.
14 Information technology				
15 Royalties				
16 Occupancy	3,237,861.	3,037,865.	195,468.	4,528.
17 Travel	2,019,518.	1,841,363.	100,437.	77,718.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	3,225,347.	3,033,297.	150,005.	42,045.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	353,412.	139,072.	203,014.	11,326.
23 Insurance				
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 SEMINAR & TRAINING	213,986.	189,057.	18,377.	6,552.
b PROFESSIONAL DUES	48,671.	45,981.	1,565.	1,125.
c EMPLOYEE RELATIONS	5,610.	1,358.	4,207.	45.
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	79,403,516.	73,755,428.	4,293,913.	1,354,175.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A)		(B)	
		Beginning of year		End of year	
Assets	1 Cash - non-interest-bearing	4,743,911.	1	5,430,268.	
	2 Savings and temporary cash investments	14,528,187.	2	23,736,239.	
	3 Pledges and grants receivable, net	5,644,087.	3	7,768,299.	
	4 Accounts receivable, net	1,262,645.	4	1,375,622.	
	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	772,997.	9	1,800,543.	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 17,991,161.			
	b Less: accumulated depreciation	10b 13,831,761.	4,335,951.	10c	4,159,400.
	11 Investments - publicly traded securities	16,104,928.	11	17,244,674.	
	12 Investments - other securities. See Part IV, line 11	19,675,578.	12	20,176,273.	
	13 Investments - program-related. See Part IV, line 11		13		
	14 Intangible assets	138,550.	14	269,231.	
	15 Other assets. See Part IV, line 11	21,580.	15	21,580.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	67,228,414.	16	81,982,129.		
Liabilities	17 Accounts payable and accrued expenses	7,755,471.	17	9,070,910.	
	18 Grants payable		18		
	19 Deferred revenue	1,623,760.	19	1,224,481.	
	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	38,980.	25	143,083.	
	26 Total liabilities. Add lines 17 through 25	9,418,211.	26	10,438,474.	
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	43,978,518.	27	48,038,361.	
	28 Net assets with donor restrictions	13,831,685.	28	23,505,294.	
	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	57,810,203.	32	71,543,655.	
33 Total liabilities and net assets/fund balances	67,228,414.	33	81,982,129.		

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	92,588,656.
2	Total expenses (must equal Part IX, column (A), line 25)	2	79,403,516.
3	Revenue less expenses. Subtract line 2 from line 1	3	13,185,140.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	57,810,203.
5	Net unrealized gains (losses) on investments	5	548,312.
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	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	71,543,655.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual 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:
 Separate basis Consolidated basis Both consolidated and separate basis
- 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:
 Separate basis Consolidated basis Both consolidated and separate basis
- 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.
- 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?
- 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

	Yes	No
1		
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	54802941.	43462789.	35637579.	37920322.	59460133.	231283764
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	54802941.	43462789.	35637579.	37920322.	59460133.	231283764
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)						29959617.
6 Public support. Subtract line 5 from line 4.						201324147

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	54802941.	43462789.	35637579.	37920322.	59460133.	231283764
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	524,022.	507,769.	679,906.	2120060.	2717203.	6548960.
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.)	15,231.	13,757.	71,707.	196,005.	50,902.	347,602.
11 Total support. Add lines 7 through 10						238180326
12 Gross receipts from related activities, etc. (see instructions)					12 130,934,232.	
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 2024 (line 6, column (f), divided by line 11, column (f))	14	84.53 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	86.77 %
16a 33 1/3% support test - 2024. 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 - 2023. 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 - 2024. 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 - 2023. 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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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 2024 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2024. 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 - 2023. 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>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</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>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
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? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove 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.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
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)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
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?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described 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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
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? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b Did the activities described 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? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer 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? <i>If "Yes" or "No," provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
2a		
2b		
3a		
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 (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

MISCELLANEOUS INCOME

2020 AMOUNT: \$ 15,231.

2021 AMOUNT: \$ 13,757.

2022 AMOUNT: \$ 71,707.

2023 AMOUNT: \$ 126,878.

2024 AMOUNT: \$ 46,316.

BAD DEBT EXPENSE RECOVERY

2023 AMOUNT: \$ 69,127.

2024 AMOUNT: \$ 4,586.

Schedule B (Form 990)

(Rev. December 2024) Department of the Treasury Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF. Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Name of the organization

GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number

53-0196517

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

[X] 501(c)(3) (enter number) organization

[] 4947(a)(1) nonexempt charitable trust not treated as a private foundation

[] 527 political organization

Form 990-PF

[] 501(c)(3) exempt private foundation

[] 4947(a)(1) nonexempt charitable trust treated as a private foundation

[] 501(c)(3) taxable private foundation

Check if your organization is covered by the General Rule or a Special Rule.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

[] For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

[X] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

[] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

[] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \$

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number 53-0196517
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ <u>28,300,998.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>7,600,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ <u>5,025,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ <u>5,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ <u>4,500,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ <u>3,000,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number 53-0196517
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____

Name of organization GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number 53-0196517
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2024

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

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 I-B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and I-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 GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number (EIN) 53-0196517
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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 EINs 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-.

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

Schedule C (Form 990) 2024

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)	8,355.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	138,524.													
c	Total lobbying expenditures (add lines 1a and 1b)	146,879.													
d	Other exempt purpose expenditures	79,680,124.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	79,827,003.													
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="text-align: left;">IF the amount on line 1e, column (a) or (b), is:</th> <th style="text-align: left;">THEN 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:	THEN 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:	THEN 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) 2021	(b) 2022	(c) 2023	(d) 2024	(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	254,628.	184,833.	184,002.	146,879.	770,342.
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	36,050.	21,915.	8,094.	8,355.	74,414.

SCHEDULE D
(Form 990)

(Rev. December 2024)

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

**Open to Public
Inspection**

Name of the organization

GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number

53-0196517

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

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

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

Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

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

Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

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

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

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

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a** Public exhibition **d** Loan or exchange program
- b** Scholarly research **e** Other _____
- c** Preservation for future generations
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a** Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided 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	2,097,490.	1,930,142.	2,229,735.	2,089,820.	1,930,230.
b Contributions					
c Net investment earnings, gains, and losses	165,110.	167,348.	-299,593.	141,043.	167,090.
d Grants or scholarships	9,178.				
e Other expenditures for facilities and programs				1,128.	7,500.
f Administrative expenses					
g End of year balance	2,253,422.	2,097,490.	1,930,142.	2,229,735.	2,089,820.

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment 0.0000 %
- b** Permanent endowment 65.0000 %
- c** Term endowment 35.0000 %
- 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? | | X |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,500,000.		1,500,000.
b Buildings		7,764,527.	5,474,177.	2,290,350.
c Leasehold improvements		739,411.	644,113.	95,298.
d Equipment		2,680,678.	2,514,766.	165,912.
e Other		5,306,545.	5,198,705.	107,840.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				4,159,400.

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) INVESTMENT IN LOS		
(B) ALAMITOS PARTNERSHIP	33,592.	END-OF-YEAR MARKET VALUE
(C) US TREASURY NOTES	10,039,401.	END-OF-YEAR MARKET VALUE
(D) US TREASURY NOTES	10,103,280.	END-OF-YEAR MARKET VALUE
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	20,176,273.	

Part VIII Investments - Program Related.

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, 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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	

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) LEASE LIABILITY	143,083.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	143,083.

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	97,865,974.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	548,312.
b	Donated services and use of facilities	2b	4,458,128.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	313,021.
e	Add lines 2a through 2d	2e	5,319,461.
3	Subtract line 2e from line 1	3	92,546,513.
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	42,143.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	42,143.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	92,588,656.

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	84,132,522.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	4,458,128.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	313,021.
e	Add lines 2a through 2d	2e	4,771,149.
3	Subtract line 2e from line 1	3	79,361,373.
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	42,143.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	42,143.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	79,403,516.

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.

PART V, LINE 4:

GOODWILL INDUSTRIES INTERNATIONAL, INC.'S NET ASSETS WITH DONOR RESTRICTIONS ARE USED TO FUND SPECIFIC PROGRAMS THAT ADVANCE OUR MISSION OF ENHANCING PEOPLE'S DIGNITY AND QUALITY OF LIFE BY STRENGTHENING THEIR COMMUNITIES AND HELPING THOSE HAVING DIFFICULTY FINDING EMPLOYMENT REACH THEIR FULL POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

GOODWILL INDUSTRIES INTERNATIONAL, INC'S DONOR RESTRICTED FUNDS CONSIST OF THE FOLLOWING:

- DOMESTIC ACTIVITIES --
- FRANK F. FLEGAL EDUCATION AND TRAINING (ENDOWMENT)
- KENNETH K. KING TRAINING TRUST (ENDOWMENT)
- RICHARD AND LOIS ENGLAND (ENDOWMENT)
- ACCENTURE FY22 DIGITAL SKILLS
- ACCENTURE GLOBAL ACCELERATING OA 2024
- ACCENTURE GOODWILL CLEAN TECH ACCELERATOR 2023
- ACCENTURE OPPORTUNITY ACCELERATOR
- ACCENTURE SKILLS TO SUCCEED 4
- ACCENTURE SKILLS TO SUCCEED 5
- ACCENTURE SKILLS TO SUCCEED 2023
- ACCENTURE SKILLS TO SUCCEED 2024
- ACCENTURE VIRTUAL REALITY 2.0
- ANTHEM HEALTHCARE
- ANTHONY FAMILY FOUNDATION

Part XIII Supplemental Information (continued)

ASCENDIUM EDUCATION 2023 - OA
 BANK OF AMERICA GDCA FOR EMERGING MARKETS 2024
 BANK OF AMERICA OA & DIGITAL SKILLS
 BANK OF AMERICA - OA PLATFORM
 BOA - COMMUNITY COLLABORATION
 CATERPILLAR FND 2.0
 CATERPILLAR FOUNDATION
 CATERPILLAR CAREER CERTIFICATES 2023 (ART)
 CATERPILLAR CAREER CERTIFICATES 2024
 CATERPILLAR CAREER CERTIFICATES 2025
 GDCA FOR EMERGING MARKETS
 COMCAST DIGITAL NAVIGATION STORY TELLING 2024
 COMCAST DIGITAL NAVIGATOR 2023
 COMCAST GDCA
 COMCAST MEMBER ENGAGEMENT
 DANAHER FOUNDATION 2023
 FACEBOOK
 GM YOUTH AND YOUNG ADULT3.0
 GM YOUTH AND YOUNG ADULT 4.0
 GM YOUTH & YOUNG-ADULT SKILLED TRADES GTCA 2024
 GOOD PROSPECTS SAFELINK (TRACFONE WIRELESS)
 GOOGLE GDCA AI ESSENTIALS 2024
 GOOGLE REINVEST
 GROW WITH GOOGLE (GDCA 2.0)
 IBM GDCA 2023
 IHG
 INDEED 2022
 INDEED 2023
 LEGACY - MISSION TOOLS & RESOURCES
 LOWES TRADE SKILLS 3.0
 LOWES TRADE SKILLS 4.0
 LOWES TRADE SKILLS 2024
 LOWES TRADE SKILLS 2025
 LYFT ROUND UP CAMPAIGN 2020
 (MARKLE) REWORK AMERICA ALLIANCE
 MICROSOFT GDCA
 MOLE'
 TERWILLIGER FAMILY FOUNDATION OA
 TJ MAXX
 UNITED HEALTHCARE
 UNITEDHEALTH CARE 2024
 UNITED HEALTHCARE CAREER PATHWAYS 2024
 USAA OPERATION ACHIEVE 2.0
 VALLEY FOUNDATION
 VALLEY FOUNDATION 2.0
 WALMART ADVANCING RACIAL EQUITY
 WALMART CNO STUDY 2023
 WALMART GOODWILL ACADEMY
 WALMART OA WITH CAREER NAVIGATION 2023
 WALMART OPPORTUNITY ACCELERATOR 2024
 WALMART TEXTILES RECYCLING
 WALMART SUPPLY CHAIN TRACEABILITY PILOT 2024
 ALUMNI CENTURY FUND
 DULIN COMMERCE

Part XIII Supplemental Information (continued)

INTERNATIONAL ACTIVITIES --
BARKER EDUCATION (ENDOWMENT)
GERALD CLORE TRAINING (ENDOWMENT)
SIOUX CITY (ENDOWMENT)
OAKLAND/PHILIPPINE FUND
INTERNATIONAL - GENERAL

PART XI, LINE 2D - OTHER ADJUSTMENTS:
RENTAL EXPENSE REPORTED ON PART VIII 313,021.

PART XII, LINE 2D - OTHER ADJUSTMENTS:
RENTAL EXPENSE REPORTED ON PART VIII 313,021.

Multiple horizontal lines for supplemental information.

**SCHEDULE F
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number 53-0196517
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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
NORTH AMERICA	0	0	GRANTMAKING		40,878.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	GRANTMAKING		1,981.
3 a Subtotal	0	0			42,859.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	0			42,859.

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)
		NORTH AMERICA	GOOGLE, ASSOCIATION GRANT, WALMART TEXTILE RECYLING,	24,776.	CHECK / WIRE	0.		
		NORTH AMERICA	ASSOCIATION GRANT, WALMART TEXTILE RECYLING,	15,102.	CHECK / WIRE	0.		

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 2

3 Enter total number of other organizations or entities 0

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.

PART I, LINE 2:

ALL GRANT AWARDS ARE ASSIGNED A UNIQUE COST CENTER IN THE GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), GENERAL LEDGER SYSTEM. EACH GRANT IS ASSIGNED TO A PROGRAM MANAGER WHO IS RESPONSIBLE FOR FOLLOWING THE GRANT BUDGET AND WORKING WITH SUBGRANTEE LOCAL GOODWILL ORGANIZATIONS TO ACHIEVE THE GOALS SPECIFIED BY THE GRANT AWARD.

WHEN GII MAKES SUBAWARDS TO LOCAL GOODWILL ORGANIZATIONS TO CARRY OUT CERTAIN GRANT FUNDED PROGRAMS, AN AGREEMENT IS SIGNED BETWEEN GII AND THE SUBRECIPIENT. THE AGREEMENT SPECIFIES REQUIREMENTS OF THE ORIGINAL AWARD AND THE PERFORMANCE AND REPORTING REQUIREMENTS OF THE SUBRECIPIENT TO GII.

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

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

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

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

9 Enter the state(s) in which the organization conducts gaming activities: _____
a Is the organization licensed to conduct gaming activities in each of these states? Yes No
b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No
b If "Yes," explain: _____

- 11** Does the organization conduct gaming activities with nonmembers? Yes No
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13** Indicate the percentage of gaming activity conducted in:
- | | | |
|--------------------------------------|------------|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |
- 14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

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

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: HARVEST FUND RAISING COUNSEL, A CONSTELLATION ADVANCEMENT COMPANY

(I) ADDRESS OF FUNDRAISER: 3 KINGSWOOD DRIVE, NEW HOPE, PA 18938

(I) NAME OF FUNDRAISER: MICHELLE QUINTYN

(I) ADDRESS OF FUNDRAISER: 255 HORTON STREET 2ND FLOOR, SHARED SERVICES LONDONS, N6B 1L1, LONDON, ONTA

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

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 instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **GOODWILL INDUSTRIES INTERNATIONAL, INC.** Employer identification number **53-0196517**

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
TEXAS ASSOCIATION OF GOODWILLS 10040 CIRCLEVIEW DR AUSTIN, TX 78733	74-2972090	501(C)(3)	62,064.	0.			ASSOCIATION GRANTS
GOODWILL INDUSTRIES OF CENTRAL TEXAS - 1015 NORWOOD PARK BLVD - AUSTIN, TX 78753	74-1322808	501(C)(3)	73,227.	0.			ACCENTURE CLEAN TECH 2023, LOWES TRADE SKILLS 2024, LOWES TRADE SKILLS 4.0, ASSOCIATION GRANTS,
GOODWILL IND OF WAYNE AND HOLMES COUNTIES INC. - 1034 NOLD AVE - WOOSTER, OH 44691	34-1272032	501(C)(3)	30,000.	0.			GDCA FOR EMERGING MARKETS
GOODWILL IND - SUNCOAST INC 10596 GANDY BLVD ST PETERSBURG, FL 33702	59-0718492	501(C)(3)	10,000.	0.			TERWILLIGER FAMILY FOUNDATION
GOODWILL INDUSTRIES OF SILICON VALLEY - 1080 NORTH 7TH STREET - SAN JOSE, CA 95112	94-1212132	501(C)(3)	52,000.	0.			ACCENTURE CLEAN TECH 2023, LOWES TRADE SKILLS 2024
SOUTHERN OREGON GOODWILL 11 W JACKSON STREET MEDFORD, OR 97501	93-0564141	501(C)(3)	48,272.	0.			ASSOCIATION GRANTS

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 111.

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

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

Schedule I (Form 990) (Rev. 12-2024)

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

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

(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 non-cash assistance	(h) Purpose of grant or assistance
GOODWILL INDUSTRIES OF KYOWVA AREA INC - 1102 MEMORAL BLVD - HUNTINGTON, WV 25701	23-7374240	501(C)(3)	33,082.	0.			GDCA FOR EMERGING MARKETS, WALMART TEXTILE RECYCLING
GOODWILL IND OF WNY, INC. 1119 WILLIAM STREET BUFFALO, NY 14206	16-0761225	501(C)(3)	43,676.	0.			ASSOCIATION GRANTS
GOODWILL IND OF NORTHWEST OHIO, INC. - 1120 MADISON AVENUE - TOLEDO, OH 43604	34-4434288	501(C)(3)	572,618.	0.			DOL PATHWAY HOME 4, ASSOCIATION GRANTS, SCSEP PY23, SCSEP GPMS, SCSEP PY24, UHC 2024
GOODWILL IND OF HOUSTON 1140 WEST LOOP NORTH HOUSTON, TX 77055	74-1285095	501(C)(3)	467,523.	0.			ACCENTURE CLEAN TECH 2023, DOL GO 2023, GOOGLE REINVEST, IBM GDCA 2023, LOWES TRADE SKILLS 2024,
GOODWILL IND OF UPSTATE MIDLANDS SOUTH CAROLINA - 115 HAYWOOD RD - GREENVILLE, SC 29607	57-0564001	501(C)(3)	3,118,841.	0.			ACCENTURE CLEAN TECH 2023, DOL PATHWAY HOME 4, DOL GO 2024, DOL GO 2023, GOOGLE REINVEST, IBM GDCA
PENNSYLVANIA ASSOCIATION OF GOODWILLS - 1150 GOODWILL DRIVE - HARRISBURG, PA 17101	47-4159318	501(C)(3)	29,884.	0.			ASSOCIATION GRANTS
GOODWILL OF SOUTHWESTERN PENNSYLVANIA - 118 52ND STREET - PITTSBURGH, PA 15201	25-1773112	501(C)(3)	211,902.	0.			ASCENDIUM EDUCATION 2023, DOL GO 2024, LIFE LAUNCH IGNITE, TERWILLIGER FAMILY FOUNDATION, UHC
GOODWILL IND OF SOUTH MISSISSIPPI INC. - 11975 SEAWAY ROAD SUITE A-140 - GULFPORT, MS 39503	64-0547585	501(C)(3)	30,000.	0.			GDCA FOR EMERGING MARKETS
LAND OF LINCOLN GOODWILL IND 1220 OUTER PARK DRIVE SPRINGFIELD, IL 62704	37-0661254	501(C)(3)	35,327.	0.			ACCENTURE SKILLS TO SUCCEED 2023, GDCA FOR EMERGING MARKETS, WALMART TEXTILE RECYCLING

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

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GOODWILL INDUSTRIES OF CENTRAL NORTH CAROLINA - 1235 SOUTH EUGENE STREET - GREENSBORO, NC 27406-1393	56-0862842	501(C)(3)	157,000.	0.			ACCENTURE CLEAN TECH 2023, FACEBOOK, LOWES TRADE SKILLS 2024, ASSOCIATION GRANTS, UHC
GOODWILL IND OF SOUTHERN NEVADA INC - 1280 W CHEYENNE AVENUE - NORTH LAS VEGAS, NV 89030	23-7437479	501(C)(3)	88,500.	0.			GOOGLE REINVEST, TERWILLIGER FAMILY FOUNDATION, UHC 2024
GOODWILL IND OF THE INLAND NORTHWEST - 130 EAST THIRD AVE - SPOKANE, WA 99202	91-0597006	501(C)(3)	30,625.	0.			CATERPILLAR 2024, GROW WITH GOOGLE
GOODWILL IND OF KENTUCKY, INC. 1325 SOUTH FOURTH ST LOUISVILLE, KY 40208	61-0475284	501(C)(3)	2,792,593.	0.			ACCENTURE SKILLS TO SUCCEED 2023, CATERPILLAR 2024, LIFE LAUNCH IGNITE, LIFE LAUNCH IGNITE 2.0,
OHIO ASSOCIATION OF GOODWILL IND 1331 EDGEHILL ROAD COLUMBUS, OH 43212	23-7296009	501(C)(3)	68,960.	0.			ASSOCIATION GRANTS
HORIZON GOODWILL IND 14515 PENNSYLVANIA AVENUE HAGERSTOWN, MD 21742	52-0660403	501(C)(3)	87,000.	0.			UHC 2024, USDA SNAP 2023, WALMART TEXTILE RECYCLING
GOODWILL OF COLORADO 1460 GARDEN OF THE GODS ROAD COLORADO SPRINGS, CO 80907	84-6166225	501(C)(3)	16,231.	0.			ASSOCIATION GRANTS, USDA SNAP 2023, WALMART TEXTILE RECYCLING
GOODWILL OF CENTRAL AND SOUTHERN INDIANA - 1635 W MICHIGAN ST - INDIANAPOLIS, IN 46222	35-0893506	501(C)(3)	2,645,377.	0.			ACCENTURE CLEAN TECH 2023, ASCENDIUM EDUCATION 2023, GM YOUTH AND YOUNG ADULT 4.0, KENNETH KING
GOODWILL OF WESTERN AND NORTHERN CONNECTICUT INC. - 165 OCEAN TERRACE - BRIDGEPORT, CT 06605	06-0662111	501(C)(3)	10,000.	0.			USDA SNAP 2023

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HEART OF TEXAS GOODWILL IND INC 1700 S NEW RD WACO, TX 76711	74-1238443	501(C)(3)	20,000.	0.			UHC 2024
MERS/MISSOURI GOODWILL IND 1727 LOCUST STREET ST LOUIS, MO 63103	43-0652657	501(C)(3)	2,239,742.	0.			SCSEP PY23, SCSEP GPMS, SCSEP PY24
GOODWILL IND OF MICHIANA INC 1805 W WESTERN AVE SOUTH BEND, IN 46619	35-1093073	501(C)(3)	685,083.	0.			ACCENTURE CLEAN TECH 2023, FACEBOOK, GM YOUTH AND YOUNG ADULT 4.0, GROW WITH GOOGLE, ASSOCIATION
GOODWILL OF WESTERN MISSOURI AND EASTERN KANSAS - 1817 CAMPBELL STREET - KANSAS CITY, MO 64108	43-1125281	501(C)(3)	304,221.	0.			DOL PATHWAY HOME 4, GROW WITH GOOGLE, UHC 2024, USDA SNAP 2023
GOODWILL IND OF SOUTHERN ARIZONA, INC. - 1940 E. SILVERLAKE ROAD, SUITE 405 - TUCSON, AZ 85713	86-0223401	501(C)(3)	222,173.	0.			DOL GO 2024, LIFE LAUNCH IGNITE 2.0
SOUTHWEST ASSOCIATION OF GOODWILLS 1940 E. SILVERLAKE ROAD. SUITE 405 TUCSON, AZ 85713	86-0223401	501(C)(3)	34,480.	0.			ASSOCIATION GRANTS
GOODWILL IND OF TENNEVA AREA, INC. 2017 BROOKSIDE LANE KINGSPORT, TN 37660	23-7217515	501(C)(3)	552,359.	0.			GDCA FOR EMERGING MARKETS, GROW WITH GOOGLE, SCSEP PY23, SCSEP GPMS, SCSEP PY24,
GOODWILL IND OF SOUTH FLORIDA, INC. - 2121 NW 21ST STREET - MIAMI, FL 33142	59-0866126	501(C)(3)	61,759.	0.			ACCENTURE SKILLS TO SUCCEED 2023, GOOGLE REINVEST, GROW WITH GOOGLE, IBM GDCA 2023,
GOODWILL IND. OF KANAWHA VALLEY, INC - 215 VIRGINIA STREET WEST - CHARLESTON, WV 25302	55-0380828	501(C)(3)	20,250.	0.			GROW WITH GOOGLE, USDA SNAP 2023

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

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PALMETTO GOODWILL 2150 EAGLE DRIVE, BUILDING 100 NORTH CHARLESTON, SC 29406	57-0632511	501(C)(3)	1,934,428.	0.			GOOGLE REINVEST, GROW WITH GOOGLE, SCSEP PY22, SCSEP PY23, SCSEP GPMS, SCSEP PY24
GOODWILL OF NORTH GEORGIA INC 2201 LAWRENCEVILLE HWY DECATUR, GA 30033	20-8351046	501(C)(3)	265,936.	0.			ACCENTURE CLEAN TECH 2023, DOL GO 2024, GOOGLE REINVEST, IBM GDCA 2023, LIFE LAUNCH IGNITE, LOWES
GOODWILL IND OF NORTHEAST TEXAS, INC. - 2206 EAST LAMAR STREET - SHERMAN, TX 75090	75-1517836	501(C)(3)	39,125.	0.			GROW WITH GOOGLE, TERWILLIGER FAMILY FOUNDATION, UHC 2024
GOODWILL IND OF THE CHESAPEAKE, INC. - 222 EAST REDWOOD STREET - BALTIMORE, MD 21202	52-0591576	501(C)(3)	41,000.	0.			FACEBOOK, LOWES TRADE SKILLS 4.0
GOODWILL IND OF CENTRAL ILLINOIS INC - 2319 E WAR MEMORIAL DRIVE - PEORIA, IL 61614	37-0673521	501(C)(3)	83,000.	0.			FACEBOOK, UHC 2024, USDA SNAP 2023
ASSOCIATION OF CALIFORNIA GOODWILLS - 2443 FAIR OAKS BLVD. #1177 - SACRAMENTO, CA 95825	23-7102688	501(C)(3)	57,468.	0.			ASSOCIATION GRANTS
GOODWILL INDUSTRIES OF THE GULF COAST INC - 2448 GORDON SMITH DRIVE - MOBILE, AL 36617	63-0363472	501(C)(3)	58,500.	0.			ACCENTURE SKILLS TO SUCCEED 2023, GROW WITH GOOGLE, ASSOCIATION GRANTS, TERWILLIGER
GOODWILL IND OF GREATER NY AND NORTHERN NJ - 25 ELM PLACE - BROOKLYN, NY 11201	13-1641068	501(C)(3)	14,000.	0.			GROW WITH GOOGLE
GOODWILL IND OF THE VALLEYS INC 2502 MELROSE AVE NW ROANOKE, VA 24017	54-0884014	501(C)(3)	1,777,303.	0.			ACCENTURE CLEAN TECH 2023, GOOGLE REINVEST, LOWES TRADE SKILLS 2024, SCSEP PY23, SCSEP GPMS,

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

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GOODWILL INDUSTRIES OF SOUTHERN RIVERS INC - 2601 CROSS COUNTRY DRIVE - COLUMBUS, GA 31906	58-6035822	501(C)(3)	257,000.	0.			ACCENTURE SKILLS TO SUCCEED 2023, ASSOCIATION GRANTS, UHC 2024
GEORGIA GOODWILL ASSOCIATION 2607 CROSS COUNTRY DRIVE BLDG E COLUMBUS, GA 31906	01-0709306	501(C)(3)	12,644.	0.			ASSOCIATION GRANTS
GOODWILL INDUSTRIES OF HAWAII INC 2610 KILIHAW ST HONOLULU, HI 96819	99-6001264	501(C)(3)	157,000.	0.			ASCENDIUM EDUCATION 2023, GM YOUTH AND YOUNG ADULT 4.0, UHC 2024, USDA SNAP 2023
GOODWILL IND OF NORTHEAST IOWA, INC. - 2640 FALLS AVE - WATERLOO, IA 50701	42-0839399	501(C)(3)	20,000.	0.			TERWILLIGER FAMILY FOUNDATION
MAGIC 2701 UNIVERSITY PARKWAY WINSTON SALEM, MA 27105	90-0147552	501(C)(3)	68,228.	0.			ASSOCIATION GRANTS
GOODWILL IND OF WEST MICHIGAN 271 E APPLE AVE MUSKEGON, MI 49442	38-1357148	501(C)(3)	103,101.	0.			LIFE LAUNCH IGNITE, ASSOCIATION GRANTS, WALMART TEXTILE RECYCLING
GOODWILL ASSOCIATION OF MICHIGAN 271 EAST APPLE AVE MUSKEGON, MI 49442	38-1357148	501(C)(3)	34,482.	0.			ASSOCIATION GRANTS
GOODWILL IND OF TULSA 2800 SOUTHWEST BLVD TULSA, OK 74107	73-0614297	501(C)(3)	25,500.	0.			GROW WITH GOOGLE, TERWILLIGER FAMILY FOUNDATION
GOODWILL IND OF SOUTH TEXAS INC 2961 S PORT AVE CORPUS CHRISTI, TX 78405	74-1223056	501(C)(3)	61,500.	0.			CATERPILLAR 2023, GROW WITH GOOGLE, TERWILLIGER FAMIL FOUNDATION, UHC 2024

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

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GOODWILL OF DELAWARE & DELAWARE COUNTY INC - 300 E LEA BLVD - WILMINGTON, DE 19802	51-0064311	501(C)(3)	46,000.	0.			GROW WITH GOOGLE, ASSOCIATION GRANTS, TERWILLIGER FAMILY FOUNDATION, UHC 2024
GOODWILL IND-BIG BEND, INC. 300 MABRY STREET TALLAHASSEE, FL 32304	59-1279499	501(C)(3)	368,218.	0.			DOL GO 2024, GROW WITH GOOGLE, LIFE LAUNCH IGNITE 2.0, UHC 2024
GOODWILL IND OF CENTRAL EAST TEXAS 301 HILL STREET LUFKIN, TX 75904	75-2204594	501(C)(3)	11,000.	0.			GROW WITH GOOGLE
GOODWILL IND OF DALLAS INC 3020 N WESTMORELAND ROAD DALLAS, TX 75212	75-0800649	501(C)(3)	97,500.	0.			CATERPILLAR 2024, GROW WITH GOOGLE, IBM GDCA 2023, ASSOCIATION GRANTS, UHC 2024
GOODWILL INDUSTRIES OF GREATER DETROIT - 3111 GRAND RIVER AVENUE - DETROIT, MI 48208-2962	38-1362823	501(C)(3)	64,642.	0.			GM YOUTH AND YOUNG ADULT 4.0, LOWES TRADE SKILLS 2024
GOODWILL INDUSTRIES OF CENTRAL OKLAHOMA - 316 SOUTH BLACKWELDER AVE - OKLAHOMA CITY, OK 73108	73-0641590	501(C)(3)	15,000.	0.			ASSOCIATION GRANTS, TERWILLIGER FAMILY FOUNDATION
GOODWILL NORTHERN NEW ENGLAND 34 HUTCHERSON DRIVE GORHAM, ME 04038	01-0284340	501(C)(3)	20,000.	0.			LOWES TRADE SKILLS 2024
MARION GOODWILL IND, INC. 340 WEST FAIRGROUND STREET MARION, OH 43302	31-0908180	501(C)(3)	284,634.	0.			SCSEP PY23, SCSEP GPMS, SCSEP PY24
GOODWILL IND OF SOUTHEASTERN LOUISIANA INC - 3400 TULANE AVENUE - NEW ORLEANS, LA 70119	72-0546906	501(C)(3)	129,125.	0.			ACCENTURE SKILLS TO SUCCEED 2023, FACEBOOK, GROW WITH GOOGLE, IBM GDCA 2023, UHC 2024

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

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GOODWILL IND OF SOUTHERN CALIFORNIA - 342 SAN FERNANDO ROAD - LOS ANGELES, CA 90031	95-1641441	501(C)(3)	23,000.	0.			ACCENTURE CLEAN TECH 2023, GOOGLE REINVEST
ZANESVILLE WELFARE ORGANIZATION AND GOODWILL IND, INC - 3610 WEST PIKE - ZANESVILLE, OH 43701	31-4379480	501(C)(3)	1,206,307.	0.			SCSEP PY23, SCSEP GPMS, SCSEP PY24
GOODWILL IND. OF SAN DIEGO COUNTY, INC - 3663 ROSECRANS STREET - SAN DIEGO, CA 92110-3226	95-1652910	501(C)(3)	21,999.	0.			UHC 2024, WALMART TEXTILE RECYCLING
GOODWILL IND. OF FORT WORTH, INC 4005 CAMPUS DR. FORT WORTH, TX 76119	75-0868393	501(C)(3)	12,000.	0.			ACCENTURE SKILLS TO SUCCEED 2023, IBM GDCA 2023
GOODWILL IND OF SAN ANTONIO 406 W COMMERCE SAN ANTONIO, TX 78207	74-1238444	501(C)(3)	10,000.	0.			ASSOCIATION GRANTS
GOODWILL IND OF GREATER CLEVELAND AND EAST CENTRAL OHIO, INC - 408 NINTH STREET S.W. - CANTON, OH 44707-4714	34-0909974	501(C)(3)	135,000.	0.			IBM GDCA 2023, ASSOCIATION GRANTS, UHC 2024, WALMART OA 2023
GOODWILL IND OF EAST TEXAS, INC. 409 W. LOCUST TYLER, TX 75702	75-1478918	501(C)(3)	8,000.	0.			GROW WITH GOOGLE, WALMART TEXTILE RECYCLING
GOODWILL IND OF ORANGE COUNTY CALIFORNIA INC - 410 NORTH FAIRVIEW ST - SANTA ANA, CA 92703-3412	95-1644018	501(C)(3)	252,317.	0.			DOL GO 2023, GROW WITH GOOGLE, LOWES TRADE SKILLS 2024, UHC 2024
GOODWILL IND OF ERIE, HURON, OTTAWA AND SANDUSKY COUNTIES - 419 W MARKET STREET - SANDUSKY, OH 44870	34-1113714	501(C)(3)	284,780.	0.			SCSEP PY23, SCSEP GPMS, SCSEP PY24

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GOODWILL IND OF SOUTHWESTERN MICHIGAN - 420 EAST ALCOTT - KALAMAZOO, MI 49001	35-1558550	501(C)(3)	53,000.	0.			ASCENDIUM EDUCATION 2023, ASSOCIATION GRANTS
GOODWILL OF THE FINGER LAKES 422 SOUTH CLINTON AVENUE ROCHESTER, NY 14620	16-9743906	501(C)(3)	16,140.	0.			WALMART TEXTILE RECYCLING
EASTER SEALS - GOODWILL NORTHERN ROCKY MOUNTAIN INC - 4400 CENTRAL AVE - GREAT FALLS, MT 59405	81-0232125	501(C)(3)	1,981,383.	0.			SCSEP PY23, SCSEP GPMS, SCSEP PY24
RAPPAHANNOCK GOODWILL IND INC 4701 MARKET STREET FREDERICKSBURG, VA 22408	54-0808744	501(C)(3)	50,000.	0.			ASCENDIUM EDUCATION 2023
GOODWILL IND, INC., SERVING EASTERN NEBRASKA & SOUTHW - 4805 NORTH 72ND STREET - OMAHA, NE 68134	47-0376582	501(C)(3)	47,000.	0.			ACCENTURE CLEAN TECH 2023, FACEBOOK, LOWES TRADE SKILLS 2024, ASSOCIATION GRANTS
GOODWILL IND OF CENTRAL MICHIGAN'S HEARTLAND - 4820 WAYNE ROAD - BATTLE CREEK, MI 49037	38-1426892	501(C)(3)	31,000.	0.			GM YOUTH AND YOUNG ADULT 4.0, LOWES TRADE SKILLS 2024
GOODWILL INDUSTRIES OF NEW MEXICO 5000 SAN MATEO BLVD NE ALBUQUERQUE, NM 87109	85-0107916	501(C)(3)	1,456,766.	0.			ACCENTURE CLEAN TECH 2023, SCSEP PY23, SCSEP GPMS, SCSEP PY24, WALMART TEXTILE RECYCLING
EVANSVILLE GOODWILL IND, INC. 5001 WASHINGTON AVE EVANSVILLE, IN 47715	35-0868075	501(C)(3)	909,157.	0.			SCSEP PY23, SCSEP GPMS, SCSEP PY24
GOODWILL IND OF MIDDLE GEORGIA AND THE CSRA - 5171 EISENHOWER PARKWAY - MACON, GA 31206	58-1249683	501(C)(3)	141,000.	0.			GOOGLE REINVEST, TERWILLIGER FAMILY FOUNDATION, UHC 2024

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GOODWILL IND. OF THE SOUTHERN PIEDMONT INC. - 5301 WILKINSON BLVD - CHARLOTTE, NC 28208	56-0844639	501(C)(3)	153,000.	0.			GM YOUTH AND YOUNG ADULT 4.0, IBM GDCA 2023, LOWES TRADE SKILLS 2024, LOWES TRADE SKILLS 4.0, UHC
NORTH CENTRAL GOODWILL ASSOCIATION 5355 NW 86TH STREET JOHNSTON, IA 50131	42-0764469	501(C)(3)	102,984.	0.			ASSOCIATION GRANTS
GOODWILL IND. INC./EASTER SEAL OF MINNESOTA - 553 FAIRVIEW AVE NORTH - ST PAUL, MN 55104	41-0706171	501(C)(3)	135,000.	0.			ACCENTURE CLEAN TECH 2023, ASCENDIUM EDUCATION 2023, GM YOUTH AND YOUNG ADULT 4.0, LOWES TRADE
GOODWILL IND. OF AKRON OHIO INC. 570 EAST WATERLOO ROAD AKRON, OH 44319	34-0252230	501(C)(3)	264,239.	0.			GROW WITH GOOGLE, ASSOCIATION GRANTS, SCSEP PY23, SCSEP GPMS, SCSEP PY24, TERWILLIGER FAMILY
GOODWILL IND OF SOUTHEASTERN WISCONSIN - 6055 N. 91ST STREET - MILWAUKEE, WI 53225	39-0808491	501(C)(3)	33,000.	0.			ACCENTURE CLEAN TECH 2023, GM YOUTH AND YOUNG ADULT 4.0
GOODWILL IND OF THE REDWOOD EMPIRE 651 YOLANDA AVE SANTA ROSA, CA 95404	94-2237862	501(C)(3)	30,000.	0.			GDCA FOR EMERGING MARKETS
GOODWILL EASTER SEALS MIAMI VALLEY 660 SOUTH MAIN ST DAYTON, OH 45402	31-0537112	501(C)(3)	85,625.	0.			GROW WITH GOOGLE, UHC 2024
GOODWILL COLUMBUS 671 SOUTH HIGH STREET COLUMBUS, OH 43206	31-4379448	501(C)(3)	139,962.	0.			ACCENTURE CLEAN TECH 2023, FACEBOOK, GOOGLE REINVEST, GROW WITH GOOGLE, UHC 2024, WALMART
GOODWILL IND VOCATIONAL ENTERPRISES, INC. - 700 GARFIELD AVENUE - DULUTH, MN 55802	41-0919602	501(C)(3)	86,000.	0.			ASCENDIUM EDUCATION 2023, GDCA FOR EMERGING MARKETS, GOOGLE REINVEST

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GOODWILL OF THE OLYMPICS AND RAINIER REGION - 714 S 27TH ST - TACOMA, WA 98409	91-0573106	501(C)(3)	1,892,256.	0.			ACCENTURE CLEAN TECH 2023, DOL GO 2023, SCSEP PY23, SCSEPY GPMS, SCSEP PY24, TERWILLIGER FAMILY
GOODWILL INDUSTRIES OF NORTHWEST TEXAS - 715 28TH STREET - LUBBOCK, TX 79404	75-1245440	501(C)(3)	30,000.	0.			GDCA FOR EMERGING MARKETS
GOODWILL SOUTHEAST GEORGIA 7220 SALLIE MOOD DRIVE SAVANNAH, GA 31406	58-6046795	501(C)(3)	73,000.	0.			LOWES TRADE SKILLS 2024, UHC 2024
FLORIDA GOODWILL ASSOCIATION 730 EAST PARK AVE TALLAHASSEE, FL 32301	31-1667466	501(C)(3)	28,736.	0.			ASSOCIATION GRANTS
GOODWILL IND OF ARKANSAS INC 7400 SCOTT HAMILTON DRIVE LITTLE ROCK, AR 72209	71-0236903	501(C)(3)	118,134.	0.			CATERPILLAR 2023, CATERPILLAR 2024, GOOGLE REINVEST, GROW WITH GOOGLE, LOWES TRADE
SOUTHEAST ASSOCIATION OF GOODWILLS 7400 SCOTT HAMILTON DRIVE LITTLE ROCK, AZ 72209	71-0236903	501(C)(3)	64,664.	0.			ASSOCIATION GRANTS
GOODWILL IND OF NORTH LOUISIANA, INC. - 800 WEST 70TH STREET - SHREVEPORT, LA 71106-2550	72-0460816	501(C)(3)	263,605.	0.			ACCENTURE SKILLS TO SUCCEED 2023, DOL GO 2023, INDEED 2022
GOODWILL IND OF THE COLUMBIA, INC. 815 NORTH KELLOGG ST., SUITE A KENNEWICK, WA 99336	23-7071436	501(C)(3)	14,000.	0.			GROW WITH GOOGLE
GOODWILL IND OF THE HEARTLAND 8200 6TH STREET SW CEDAR RAPIDS, IA 52404	42-0923563	501(C)(3)	92,527.	0.			ASCENDIUM EDUCATION 2023, FACEBOOK, GROW WITH GOOGLE, UHC 2024, WALMART TEXTILE RECYCLING

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

(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 non-cash assistance	(h) Purpose of grant or assistance
GOODWILL IND OF NORTHERN ILLINOIS AND WISCONSIN STATELINE AR - 850 N. CHURCH STREET - ROCKFORD, IL 61103	36-2167846	501(C)(3)	500,523.	0.			DOL PATHWAY HOME 4, LIFE LAUNCH IGNITE 2.0, USDA SNAP 2023
GOODWILL IND OF MIDDLE TENNESSEE INC - 937 HERMAN STREET - NASHVILLE, TN 37208	62-0599413	501(C)(3)	337,265.	0.			ACCENTURE CLEAN TECH 2023, CATERPILLAR 2023, CATERPILLAR 2024, FACEBOOK, GM YOUTH AND
GOODWILL INDUSTRIES OF EL PASO INC. - 9611 ACER AVE - EL PASO, TX 79925	74-1234166	501(C)(3)	62,535.	0.			GDCA FOR EMERGING MARKETS, SCSEP PY24
GOODWILL OF THE GREAT PLAINS P. O. BOX 1438 SIOUX CITY, IA 51102	42-0727509	501(C)(3)	67,625.	0.			ACCENTURE SKILLS TO SUCCEED 2023, GDCA FOR EMERGING MARKETS, GOOGLE REINVEST, GROW WITH
GOODWILL IND OF GREATER NEBRASKA, INC. - P.O. BOX 1863 - GRAND ISLAND, NE 68802	47-0522836	501(C)(3)	72,000.	0.			UHC 2024

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

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

PART I, LINE 2:

ALL GRANT AWARDS ARE ASSIGNED A UNIQUE COST CENTER IN THE GOODWILL INDUSTRIES INTERNATIONAL, INC. (GII), GENERAL LEDGER SYSTEM. EACH GRANT IS ASSIGNED TO A PROGRAM MANAGER WHO IS RESPONSIBLE FOR FOLLOWING THE GRANT BUDGET AND WORKING WITH SUBGRANTEE GOODWILL ORGANIZATIONS TO ACHIEVE THE GOALS SPECIFIED BY THE GRANT AWARD.

WHEN GII MAKES SUBAWARDS TO LOCAL GOODWILL ORGANIZATIONS TO CARRY OUT CERTAIN GRANT FUNDED PROGRAMS, AN AGREEMENT IS SIGNED BETWEEN GII AND THE SUBRECIPIENT. THE AGREEMENT SPECIFIES REQUIREMENTS OF THE ORIGINAL AWARD AND THE PERFORMANCE AND REPORTING REQUIREMENTS OF THE SUBRECIPIENT TO GII. MONTHLY REPORTS ARE RECEIVED FROM THE SUBRECIPIENTS, REVIEWED BY GII PROGRAM AND FINANCIAL TEAM MEMBERS, AND ENTERED INTO THE GII GENERAL LEDGER SYSTEM WHEN APPROVED.

GII DRAWS AND DISBURSES GRANT FUNDS ACCORDING TO SPECIFICATIONS OF THE GRANT AGREEMENT. GII MAKES PERIODIC REPORTS TO THE FUNDING FOUNDATION OR GOVERNMENT AGENCY AS REQUIRED BY THE GRANT AGREEMENT.

Part IV Supplemental Information

GII PROGRAM AND ACCOUNTING TEAM MEMBERS CONDUCT REGULAR DESK REVIEWS AND MAKE MONITORING VISITS TO THE SUBRECIPIENTS, USUALLY ON AN ANNUAL BASIS, TO REVIEW THE PROGRAM OUTCOMES AND FINANCIAL RECORDING OF THE PROGRAM EXPENDITURES.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL INDUSTRIES OF CENTRAL TEXAS
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, LOWES TRADE SKILLS 2024, LOWES TRADE SKILLS 4.0, ASSOCIATION GRANTS, TERWILLIGER FAMILY FOUNDATION, WALMART TEXTILE RECYCLING

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF HOUSTON
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, DOL GO 2023, GOOGLE REINVEST, IBM GDCA 2023, LOWES TRADE SKILLS 2024, LOWES TRADE SKILLS 4.0, UHC 2024, WALMART OA 2023

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL IND OF UPSTATE MIDLANDS SOUTH CAROLINA
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, DOL PATHWAY HOME 4, DOL GO 2024, DOL GO 2023, GOOGLE REINVEST, IBM GDCA 2023, LIFE LAUNCH IGNITE 2.0, LOWES TRADE SKILLS 2024, ASSOCIATION GRANTS, SCSEP PY23, SCSEP GPMS, SCSEP PY24, TERWILLIGER FAMILY FOUNDATION, WALMART OA 2023

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL OF SOUTHWESTERN PENNSYLVANIA
(H) PURPOSE OF GRANT OR ASSISTANCE: ASCENDIUM EDUCATION 2023, DOL GO 2024, LIFE LAUNCH IGNITE, TERWILLIGER FAMILY FOUNDATION, UHC 2024

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL INDUSTRIES OF CENTRAL NORTH CAROLINA
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, FACEBOOK, LOWES TRADE SKILLS 2024, ASSOCIATION GRANTS, UHC 2024

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF KENTUCKY, INC.
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 2023, CATERPILLAR 2024, LIFE LAUNCH IGNITE, LIFE LAUNCH IGNITE 2.0, SCSEP PY23, SCSEP GPMS, SCSEP PY24, UHC 2024, USDA SNAP 2023, WALMART OA 2023

NAME OF ORGANIZATION OR GOVERNMENT:
GOODWILL OF CENTRAL AND SOUTHERN INDIANA
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, ASCENDIUM EDUCATION 2023, GM YOUTH AND YOUNG ADULT 4.0, KENNETH KING TRAINING TRUST, ASSOCIATION GRANTS, SCSEP PY23, SCSEP GPMS, SCSEP PY24, USDA SNAP 2023

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF MICHIANA INC
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, FACEBOOK, GM YOUTH AND YOUNG ADULT 4.0, GROW WITH GOOGLE, ASSOCIATION GRANTS, SCSEP PY23, SCSEP GPMS, SCSEP PY24, UHC 2024

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF TENNEVA AREA, INC.
(H) PURPOSE OF GRANT OR ASSISTANCE: GDCA FOR EMERGING MARKETS, GROW WITH GOOGLE, SCSEP PY23, SCSEP GPMS, SCSEP PY24, TERWILLIGER FAMILY FOUNDATION, WALMART TEXTILE RECYCLING

Part IV Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF SOUTH FLORIDA, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 2023, GOOGLE REINVEST, GROW WITH GOOGLE, IBM GDCA 2023, LOWES TRADE SKILLS 2024, UHC 2024, WALMART TEXTILE RECYCLING

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL OF NORTH GEORGIA INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, DOL GO 2024, GOOGLE REINVEST, IBM GDCA 2023, LIFE LAUNCH IGNITE, LOWES TRADE SKILLS 2024, LOWES TRADE SKILLS 4.0

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL INDUSTRIES OF THE GULF COAST INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 2023, GROW WITH GOOGLE, ASSOCIATION GRANTS, TERWILLIGER FAMILY FOUNDATION, UHC 2024

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF THE VALLEYS INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, GOOGLE REINVEST, LOWES TRADE SKILLS 2024, SCSEP PY23, SCSEP GPMS, SCSEP PY24, TERWILLIGER FAMILY FOUNDATION, UHC 2024, WALMART TEXTILE RECYCLING

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND. OF THE SOUTHERN PIEDMONT INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GM YOUTH AND YOUNG ADULT 4.0, IBM GDCA 2023, LOWES TRADE SKILLS 2024, LOWES TRADE SKILLS 4.0, UHC 2024

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL IND. INC./EASTER SEAL OF MINNESOTA

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, ASCENDIUM EDUCATION 2023, GM YOUTH AND YOUNG ADULT 4.0, LOWES TRADE SKILLS 2024

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND. OF AKRON OHIO INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: GROW WITH GOOGLE, ASSOCIATION GRANTS, SCSEP PY23, SCSEP GPMS, SCSEP PY24, TERWILLIGER FAMILY FOUNDATION

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL COLUMBUS

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, FACEBOOK, GOOGLE REINVEST, GROW WITH GOOGLE, UHC 2024, WALMART TEXTILE RECYCLING

NAME OF ORGANIZATION OR GOVERNMENT:

GOODWILL OF THE OLYMPICS AND RAINIER REGION

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, DOL GO 2023, SCSEP PY23, SCSEPY GPMS, SCSEP PY24, TERWILLIGER FAMILY FOUNDATION, UHC 2024

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF ARKANSAS INC

(H) PURPOSE OF GRANT OR ASSISTANCE: CATERPILLAR 2023, CATERPILLAR 2024, GOOGLE REINVEST, GROW WITH GOOGLE, LOWES TRADE SKILLS 2024, UHC 2024, WALMART OA 2023, WALMART TEXTILE RECYCLING

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL IND OF MIDDLE TENNESSEE INC

(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE CLEAN TECH 2023, CATERPILLAR 2023, CATERPILLAR 2024, FACEBOOK, GM YOUTH AND YOUNG ADULT 4.0, GOOGLE REINVEST, GROW WITH GOOGLE, LOWES TRADE SKILLS 2024, LOWES TRADE SKILLS 4.0, ASSOCIATION GRANTS, UHC 2024

Part IV Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: GOODWILL OF THE GREAT PLAINS
(H) PURPOSE OF GRANT OR ASSISTANCE: ACCENTURE SKILLS TO SUCCEED 2023,
GDCA FOR EMERGING MARKETS, GOOGLE REINVEST, GROW WITH GOOGLE, TERWILLIGER
FAMILY FOUNDATION

EXPLANATION OF GRANTS AND AWARDS:

ASSOCIATION GRANTS AND SUPPORT FOR PROGRAMMATIC OPERATIONS: THE
ASSOCIATION GRANT PROGRAM IS INTENDED TO GENERATE ACTION THAT WILL
STIMULATE THE STRENGTHENING OF INDIVIDUAL LOCAL GOODWILL ORGANIZATIONS
AND GOODWILL ASSOCIATIONS' ABILITY TO COLLABORATE ON ISSUES OF
IMPORTANCE TO THE BROAD GOODWILL COMMUNITY.

P.J. TREVETHAN AWARD: PRESENTED TO A GOODWILL INDUSTRIES CHIEF
EXECUTIVE OFFICER FOR OUTSTANDING CONTRIBUTION TO THE TRAINING OF
GOODWILL INDUSTRIES PERSONNEL.

J.D. ROBINS JR. DISTINGUISHED CAREER AWARD: RECOGNIZES A GOODWILL
INDUSTRIES CHIEF EXECUTIVE OFFICER FOR HIS/HER OUTSTANDING CAREER
CONTRIBUTIONS AND DEDICATION TO THE ADVANCEMENT OF THE GOODWILL
INDUSTRIES MOVEMENT OVER A SPAN OF AT LEAST 25 YEARS.

GERALD L. CLORE INTERNATIONAL AWARD: RECOGNIZES THE EFFORTS OF A NORTH
AMERICAN MEMBER GOODWILL INDUSTRIES EXECUTIVE TO FURTHER THE
INTERNATIONAL MISSION OF GOODWILL.

HALL OF FAME (CEO): RECOGNIZES RETIRED OR DECEASED GOODWILL EXECUTIVES,
STAFF, DONORS AND OTHERS WHO HAVE MADE EXEMPLARY CONTRIBUTIONS TO THE
LARGER GOODWILL INDUSTRIES MOVEMENT OVER AN EXTENDED PERIOD OF TIME.

HALL OF FAME (NON-CEO): RECOGNIZES RETIRED OR DECEASED GOODWILL
EXECUTIVES, STAFF, DONORS AND OTHERS WHO HAVE MADE EXEMPLARY
CONTRIBUTIONS TO THE LARGER GOODWILL INDUSTRIES MOVEMENT OVER AN
EXTENDED PERIOD OF TIME.

DELEGATE ASSEMBLY AWARDS: THE GII AWARDS PROGRAM ACCEPTS NOMINATIONS
FOR INDIVIDUALS OTHER THAN RETIRED/DECEASED GOODWILL EXECUTIVES
INCLUDING RETIRED/DECEASED STAFF, VOLUNTEERS AND BOARD MEMBERS.

GII ACHIEVER OF THE YEAR: TO HONOR AN OUTSTANDING PERSON WITH A
DISABILITY OR OTHER DISADVANTAGING CONDITION WHO HAS SHOWN GREAT
PROGRESS AND ACCOMPLISHMENT IN OVERCOMING BARRIERS TO EMPLOYMENT, WHILE
STILL BENEFITING FROM THE GOODWILL WORK ENVIRONMENT OR RECEIVING
SERVICES TO SUPPORT EMPLOYMENT IN THE COMMUNITY.

GII KENNETH SHAW GRADUATE OF THE YEAR: TO HONOR AN OUTSTANDING PERSON
WITH A DISABILITY OR DISADVANTAGING CONDITION WHO COMPLETED A GOODWILL
INDUSTRIES CAREER SERVICES PROGRAM AND IS COMPETITIVELY EMPLOYED BY A
NON-GOODWILL EMPLOYER. THE GOODWILL INDUSTRIES INTERNATIONAL (GII)
GRADUATE OF THE YEAR IS SELECTED FOR OUTSTANDING ACHIEVEMENT IN
OVERCOMING BARRIERS TO ATTAINING AND MAINTAINING EMPLOYMENT, AS WELL AS
FOR THE ABILITY TO ARTICULATE, IN HIS OR HER OWN WAY, HOW GOODWILL HAS
HELPED SHAPED HIS OR HER SUCCESS.

EDGAR J. HELMS AWARD FOR STAFF: THIS AWARD RECOGNIZES A GOODWILL
EMPLOYEE WHO HAS EXEMPLIFIED THE MISSION OF GOODWILL INDUSTRIES AND
REV. HELMS' VALUES OF UNSELFISH SERVICE TO PEOPLE WITH DISABILITIES OR

Part IV Supplemental Information

OTHER DISADVANTAGING CONDITIONS. THE AWARD IS OPEN TO STAFF WHO HAVE NOT BEEN A PREVIOUS PROGRAM PARTICIPANT OR RECEIVED ANY SUPPORT SERVICES FROM GOODWILL.

EDGAR J. HELMS AWARD FOR GRADUATE STAFF: THIS AWARD RECOGNIZES A GOODWILL EMPLOYEE WHO HAS EXEMPLIFIED THE MISSION OF GOODWILL INDUSTRIES AND REV. HELMS' VALUES OF UNSELFISH SERVICE TO PEOPLE WITH DISABILITIES OR OTHER DISADVANTAGING CONDITIONS.

VOLUNTEER BOARD LEADER OF THE YEAR: TO RECOGNIZE AND SHOWCASE OUTSTANDING LEADERSHIP FROM VOLUNTEER BOARD MEMBERS WHO WORK TO SUPPORT AND FURTHER THE OPERATIONS AND MISSION OF A MEMBER GOODWILL ORGANIZATION.

VOLUNTEER MISSION LEADER OF THE YEAR: TO RECOGNIZE AN OUTSTANDING VOLUNTEER LEADER WHO WORKS TO SUPPORT THE PROGRAMS OF A MEMBER GOODWILL ORGANIZATION AND HELPS FURTHER THE MISSION OF GOODWILL INDUSTRIES THROUGH HIS/HER VOLUNTEER ACTIVITIES.

ROBERT E. AND CHARLOTTE WATKINS AWARD FOR EXCELLENCE IN MISSION ADVANCEMENT: TO HONOR A GOODWILL LEADER (CEO, STAFF OR VOLUNTEER) WHO HAS MADE A SIGNIFICANT CONTRIBUTION (PROGRAM, SERVICE, PROCESS OR INNOVATION) TO THE ADVANCEMENT OF THE GOODWILL MISSION. THE CONTRIBUTION MAY INVOLVE CLIENT CAREER SERVICES OR A RELATED FIELD AND SHOULD HAVE A LASTING EFFECT ON THE ABILITY OF ONE OR MORE GOODWILL ORGANIZATIONS TO SERVE PERSONS WITH DISABILITIES OR OTHER BARRIERS TO EMPLOYMENT.

KENNETH K. KING OUTSTANDING MANAGEMENT AWARD FOR EXECUTIVE EXCELLENCE: THIS AWARD IS PRESENTED TO A GOODWILL INDUSTRIES EXECUTIVE IN RECOGNITION OF OUTSTANDING MANAGEMENT ABILITIES AND ACCOMPLISHMENTS. THE AWARD RECOGNIZES A CEO WHOSE PERFORMANCE CONSISTENTLY DEMONSTRATES STRONG ORGANIZATIONAL IMPACT RELATED TO MISSION, EXCELLENCE AND SUSTAINABILITY. IT IS NAMED FOR THE LATE KENNETH K. KING, WHO ENDOWED THE KENNETH K. KING OUTSTANDING MANAGEMENT AWARD FOR EXECUTIVE EXCELLENCE TRUST. MR. KING INTENDED THE AWARD TO RECOGNIZE MANAGEMENT AND LEADERSHIP EXCELLENCE OF CEOS OF ANY SIZE GOODWILL. IT IS NOT INTENDED TO BE A LIFETIME ACHIEVEMENT AWARD, AS THERE IS ANOTHER AWARD FOR THAT PURPOSE.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number 53-0196517
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Part I Questions Regarding Compensation

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

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

Schedule J (Form 990) (Rev. 12-2024)

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) STEVEN C. PRESTON CHIEF EXECUTIVE OFFICER	(i)	568,378.	82,809.	9,829.	29,500.	34,089.	724,605.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DAVID EAGLES CHIEF OPERATING OFFICER	(i)	391,098.	36,658.	2,059.	22,984.	33,777.	486,576.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) MARTIN SCAGLIONE CHIEF MISSION OFFICER	(i)	303,775.	29,888.	9,738.	23,000.	32,783.	399,184.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) ONNEY CRAWLEY CHIEF MARKETING OFFICER	(i)	285,748.	30,443.	2,752.	23,000.	33,777.	375,720.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) CERI DANHEUX CHIEF INFORMATION & TECHNOLOGY OFFICER	(i)	272,863.	31,862.	2,496.	30,500.	33,034.	370,755.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) WENDI COPELAND CHIEF STRATEGY OFFICER	(i)	264,866.	25,966.	4,862.	30,500.	32,993.	359,187.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) CATALINA SERNA-VALENCIA CHIEF FINANCIAL OFFICER	(i)	251,071.	29,261.	1,800.	11,522.	34,523.	328,177.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) JAMES HILL VP DONATED GOODS RETAIL & MARKETING	(i)	249,875.	24,548.	4,539.	14,993.	31,944.	325,899.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) MEGHANN GARRETT CHIEF LEGAL OFFICER & GEN COUNSEL	(i)	242,817.	19,529.	1,320.	7,373.	33,211.	304,250.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) MARLA JACKSON VP, MEMBER EXECUTIVE SUPPORT	(i)	211,431.	16,795.	6,588.	21,362.	32,433.	288,609.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) TIMASHA WOODS VP, HUMAN RESOURCES	(i)	220,723.	12,743.	1,199.	14,355.	35,319.	284,339.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) REGINA NELSON GENERAL COUNSEL	(i)	184,645.	6,965.	3,606.	30,500.	33,020.	258,736.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

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 instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

GOODWILL INDUSTRIES INTERNATIONAL, INC.

Employer identification number

53-0196517

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

GOODWILL INDUSTRIES INTERNATIONAL, INC., WORKS TO ENHANCE PEOPLE'S
DIGNITY AND QUALITY OF LIFE BY STRENGTHENING THEIR COMMUNITIES AND
HELPING THOSE HAVING DIFFICULTY FINDING EMPLOYMENT REACH THEIR FULL
POTENTIAL THROUGH LEARNING AND THE POWER OF WORK.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

ECONOMIC SELF-SUFFICIENCY BY PROVIDING PROGRAM PARTICIPANTS WHO ARE 55
YEARS AND OLDER WITH TRAINING OPPORTUNITIES IN COMMUNITY SERVICE
ASSIGNMENTS.

FROM JULY 2024 TO JUNE 2025, GII WAS AWARDED \$22.7 MILLION FOR SCSEP
PROGRAM TO PROMOTE INDIVIDUAL ECONOMIC SELF-SUFFICIENCY BY PROVIDING
PROGRAM PARTICIPANTS WHO ARE 55 YEARS AND OLDER WITH TRAINING
OPPORTUNITIES IN COMMUNITY SERVICE ASSIGNMENTS.

FROM JULY 2023 TO JUNE 2024, GII WAS AWARDED \$455K FOR SCSEP PROGRAM
PY22 INFORMATION TECHNOLOGY (IT) IMPLEMENTATION AND SUPPORT FUNDING TO
PROVIDE ONGOING GPMS TECHNICAL ASSISTANCE AND OVERALL COACHING AND
COMPLIANCE MONITORING FOR SUBRECIPIENTS RELATED TO DATA QUALITY, DATA
MANAGEMENT AND THE USE OF DATA TO INFORM ACTION PLANS THAT WILL LEAD TO
ACHIEVEMENT OF SCSEP PERFORMANCE GOALS.

FROM JULY 2020 THROUGH DECEMBER 2023 (EXTENDED THROUGH JUNE 2024), GII
WAS AWARDED \$4.5 MILLION FOR THE YOUNG ADULT REENTRY PARTNERSHIP GRANT
TO PROVIDE OCCUPATIONAL TRAINING IN LOCALLY IN-DEMAND INDUSTRIES TO 415
ELIGIBLE JUSTICE-INVOLVED YOUNG ADULTS.

FROM JULY 2021 THROUGH DECEMBER 2024 (EXTENDED THROUGH JUNE 2025), GII
WAS AWARDED \$4.5 MILLION FOR THE YOUNG ADULT REENTRY PARTNERSHIP GRANT
TO PROVIDE EMPLOYMENT AND TRAINING SERVICES IN LOCALLY IN-DEMAND
INDUSTRIES TO 550 ELIGIBLE JUSTICE-INVOLVED YOUNG ADULTS.

FROM FEBRUARY 2023 THROUGH JULY 2026, GII WAS AWARDED \$4 MILLION FOR
THE YOUNG ADULT REENTRY PARTNERSHIP GRANT TO HELP YOUTH AND YOUNG
ADULTS FROM AGES 15 TO 24 SUCCEED IN THE WORKFORCE AND THEIR
COMMUNITIES.

FROM JULY 2023 THROUGH DECEMBER 2026, GII WAS AWARDED \$4 MILLION TO
PROVIDE ELIGIBLE INCARCERATED INDIVIDUALS AGES 18 OR OLDER IN MEN'S AND
WOMEN'S STATE CORRECTIONAL FACILITIES OR LOCAL OR COUNTY JAILS WITH
WORKFORCE SERVICES PRIOR TO RELEASE AND TO CONTINUE SERVICES AFTER
RELEASE BY TRANSITIONING THE PARTICIPANTS INTO REENTRY PROGRAMS IN THE
COMMUNITIES TO WHICH THEY WILL RETURN.

FROM JULY 2024 THROUGH DECEMBER 2027, GII WAS AWARDED \$5.1 MILLION TO
PREPARE JUSTICE-INVOLVED YOUNG ADULTS FOR WORK AND CAREERS THROUGH
PLACEMENT IN PAID WORK EXPERIENCES AND DELIVERY OF OTHER CRITICALLY
NEEDED SUPPORTS, INCLUDING WRAP-AROUND SUPPORTIVE SERVICES; VIOLENCE
PREVENTION, MENTORSHIP, CONFLICT RESOLUTION AND LEADERSHIP DEVELOPMENT
TRAINING; MENTORSHIPS; EDUCATION AND OCCUPATIONAL SKILLS DEVELOPMENT;
AND JOB SEARCH AND PLACEMENT SERVICES.

Name of the organization	GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number	53-0196517
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FROM OCTOBER 2024 THROUGH SEPTEMBER 2029 GII WAS AWARDED \$5 MILLION TO DEVELOP, IMPLEMENT, AND SCALE WORKER-CENTERED SECTOR STRATEGY TRAINING PROGRAMS THAT TRAIN AND PREPARE THE SKILLED WORKFORCE NEEDED TO MEET THE DEMANDS OF THE SIZEABLE INFRASTRUCTURE INVESTMENTS MADE THROUGH THE BIPARTISAN INFRASTRUCTURE LAW (BIL). THIS GRANT PROGRAM WILL EXPAND THE WORKFORCE PARTNERSHIPS NECESSARY TO BUILD EQUITABLE PATHWAYS TO GOOD INFRASTRUCTURE JOBS, PARTICULARLY FOR WORKERS IN THE LOCAL/REGIONAL COMMUNITIES WHERE THESE INFRASTRUCTURE PROJECTS ARE LOCATED, AS WELL AS WITHIN THESE OCCUPATIONS.

USDA:

FROM OCTOBER 2023 THROUGH SEPTEMBER 2026, GII WAS AWARDED \$1.5M TO SUPPORT AND MAXIMIZE THE CAPACITY FOR EACH PARTICIPATING GOODWILL TO BECOME STATE CONTRACTORS FOR THE SNAP E&T PROGRAM.

PRIVATE:

WALMART FOUNDATION:

FROM JULY 2022 THROUGH JULY 2024, THE WALMART FOUNDATION AWARDED GII A GRANT OF \$1.2 MILLION FOR TEXTILE RECYCLING TO SELECT 5-7 LOCAL GOODWILL ORGANIZATIONS TO PILOT THE DEVELOPMENT OF SKILLS, SYSTEMS, AND INFRASTRUCTURE TO TRANSFORM UNSOLD TEXTILE DONATIONS INTO RECYCLING FEEDSTOCKS (RFEEDSTOCKS).

FROM SEPTEMBER 2022 THROUGH JUNE 2024, THE WALMART FOUNDATION AWARDED GII A GRANT OF \$225,000 FOR ADVANCING RACIAL EQUITY TO GAIN A DEEPER PERSPECTIVE OF OUR ENTIRE ORGANIZATION THROUGH A DIVERSITY AND EQUITY LENS THAT WILL ALLOW US TO IDENTIFY OUR STRENGTHS, AREAS OF GROWTH, AND AREAS WHERE WE HAVE THE CAPACITY TO ENGAGE ON INTENTIONAL DEI WORK ON AS AN ORGANIZATION.

FROM JULY 2023 THROUGH JULY 2024, GII WAS AWARDED \$585,000 GRANT TO POSITION ITSELF TO SCALE THE OPPORTUNITY ACCELERATOR (OA) AND CAREER NAVIGATION TRAINING AND SYSTEMS WHILE RAMPING UP COLLABORATION WITH PARTNERS COMMITTED TO ADVANCING ECONOMIC OPPORTUNITY IN THE U.S.

FROM DECEMBER 2023 THROUGH NOVEMBER 2024, GII WAS AWARDED \$250,000 TO COMPLETE A RESEARCH PROJECT TO INFORM GOODWILL TRAINING PROGRAM IMPROVEMENTS IN AREAS SUCH AS LEARNER RECRUITMENT, SUPPORT SERVICES, AND TRAINING METHODS AND ESTABLISH EFFICACY FOR PROFESSIONAL NAVIGATOR TRAINING AND DEVELOPMENT.

FROM JULY 2024 THROUGH JANUARY 2026, GII WAS AWARDED \$1 MILLION TO VALIDATE THE OPPORTUNITY ACCELERATOR PRODUCTION SYSTEM BEFORE SCALED IMPLEMENTATION TO DELIVER CONSISTENTLY EFFECTIVE WORKFORCE DEVELOPMENT SERVICES. THIS HOLISTIC APPROACH WILL IMPROVE EQUITABLE ECONOMIC MOBILITY.

BANK OF AMERICA CHARITABLE FOUNDATION:

FROM SEPTEMBER 2023 THROUGH AUGUST 2024, GII WAS AWARDED \$250,000 TO SUPPORT FIELD TESTING AN ASSESSMENT TOOL THAT SEEKS TO CLOSE THE ADVANCED DIGITAL SKILLS TRAINING GAP AND TO SUPPORT THE DIGITAL SKILLS INITIATIVE THROUGH MEMBER SUPPORT SERVICES SUCH AS CONSULTATIONS TO HELP ADOPT OR ENHANCE FOUNDATIONAL AND/OR DIGITAL SKILLS TRAINING".

IN OCTOBER 2024, GII WAS AWARDED \$250,000 IN SUPPORT OF GOODWILL

Name of the organization	GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number	53-0196517
DIGITAL CAREER ACCELERATOR (GDCA) IN EMERGING MARKETS, DESIGNED TO SUPPORT SMALLER AND RURAL-SERVING GOODWILLS IN DELIVERING DIGITAL SKILLS TRAINING. THROUGH THIS PROGRAM, GII WILL PROVIDE CONSULTATIVE SUPPORT, TA, AND CURATED RESOURCES AND TOOLS TO LOCAL GOODWILLS, HELPING THEM BUILD PROGRAMS THAT MEET THE NEEDS OF HIGH-GROWTH, TECH-ENABLED JOBS. THE GDCA IN EMERGING MARKETS FOCUSES ON THREE PILLARS: INTERNET ACCESS, DIGITAL SKILLS TRAINING, AND TECH-ENABLED EMPLOYMENT.			

ACCENTURE:

FROM JULY 2023 THROUGH AUGUST 2024, GII WAS AWARDED \$40,000 FOR SKILLS TO SUCCEED 6, A FREE ONLINE TRAINING RESOURCE TO HELP INDIVIDUALS PLAN THEIR CAREERS, GET A JOB, AND BUILD SKILLS FOR THE FUTURE. CREATED BY ACCENTURE, S2SA ENGAGES PARTICIPANTS WITH ADVANCED LEARNING TECHNOLOGIES, GAMING TECHNIQUES, ROLE-BASED SIMULATIONS, VIDEOS, QUIZZES, AND OTHER INTERACTIVE EXERCISES.

FROM AUGUST 2023 THROUGH AUGUST 2024, GII WAS AWARDED \$1,035,000 TO SUPPORT THE DESIGN AND LAUNCH OF THE CLEAN TECH INFRASTRUCTURE ACADEMY (CTIA). THE CTIA AIMS TO PROVIDE TRAINING FOR ENTRY-LEVEL CLEAN TECH JOBS, FOCUSING ON HISTORICALLY UNDER-REPRESENTED COMMUNITIES.

FROM APRIL 2024 THROUGH MARCH 2027, GII WAS AWARDED \$5 MILLION TO IMPROVE THE OCCUPATIONAL SKILLS TRAINING AND EMPLOYMENT SUCCESS RATES FOR 40 LOCAL GOODWILL ORGANIZATIONS (ESTIMATED 39 IN U.S. AND 1 IN CANADA) USING THE OPPORTUNITY ACCELERATOR AS THE WORKFORCE DEVELOPMENT DELIVERY SYSTEM.

FROM AUGUST 2024 THROUGH AUGUST 2025, GII WAS AWARDED \$25,000 FOR SKILLS TO SUCCEED 6, A FREE ONLINE TRAINING RESOURCE TO HELP INDIVIDUALS PLAN THEIR CAREERS, GET A JOB, AND BUILD SKILLS FOR THE FUTURE. CREATED BY ACCENTURE, S2SA ENGAGES PARTICIPANTS WITH ADVANCED LEARNING TECHNOLOGIES, GAMING TECHNIQUES, ROLE-BASED SIMULATIONS, VIDEOS, QUIZZES, AND OTHER INTERACTIVE EXERCISES.

COMCAST CORPORATION:

FROM SEPTEMBER 2023 THROUGH AUGUST 2024, GII WAS AWARDED \$100,000 TO SUPPORT THE DIGITAL NAVIGATOR PILOT.

FROM DECEMBER 2024 THROUGH DECEMBER 2025, GII WAS AWARDED \$50,000 TO SUPPORT CAREER NAVIGATOR CERTIFICATE PROGRAM, DESIGNED TO PROVIDE LEARNERS WITH THE SKILLS AND KNOWLEDGE NEEDED TO EFFECTIVELY NAVIGATE AND SUPPORT INDIVIDUALS AS THEY EMBARK ON A FUTURE CAREER PATH.

FORM 990, PART III, LINE 4A (CONTINUATION):

DULIN ENDOWMENT:

FROM NOVEMBER 2023 THROUGH DECEMBER 2024, THE DULIN FOUNDATION AWARDED GII A \$113,000 GRANT TO SUPPORT STRENGTHENING THE GOODWILL NETWORK'S FINANCIAL PERFORMANCE. IN NOVEMBER OF 2024, AN ADDITIONAL \$116,000 WAS AWARDED FOR JANUARY 2025 THROUGH DECEMBER 2025.

GOOGLE.ORG CHARITABLE GIVING FUND OF THE TIDES FOUNDATION:

FROM JULY 2021 THROUGH MAY 2024, GOOGLE.ORG CHARITABLE GIVING FUND OF TIDES FOUNDATION AWARDED GII \$5 MILLION TO DEVELOP AND DEPLOY FIRST GENERATION INTEGRATED OPPORTUNITY ACCELERATOR PLATFORM AND CASE MANAGEMENT SYSTEMS AND TO EQUIP AND ENGAGE AT LEAST 25 LOCAL GOODWILLS

Name of the organization	Employer identification number
GOODWILL INDUSTRIES INTERNATIONAL, INC.	53-0196517
WITH RHE RESOURCES NEEDED TO HELP REACH OVER 200,000 JOB SEEKERS AND CAREER ADVANCES.	

FROM MARCH 2021 THROUGH MAY 2024, GII WAS AWARDED \$2.0M TO PROVIDE ADVANCED DIGITAL SKILLS TRAINING IN 20 LOCATIONS.

FROM MAY 2024 THROUGH APRIL 2026, GII WAS AWARDED \$5 MILLION TO INTEGRATE AI ESSENTIALS INTO THE GOODWILL DIGITAL CAREER ACCELERATOR (GDCA), UNLOCKING ACCESS TO A LARGE-SCALE AUDIENCE, MAKING EVERYDAY THINGS EASIER AND MAKING A DIFFERENCE IN THE LIVES OF THOSE WHO NEED IT MOST.

GENERAL MOTORS:

FROM SEPTEMBER 2023 TO AUGUST 2024, GENERAL MOTORS AWARDED GII \$750,000 TO FUND A TWO-PART NATIONAL PROJECT TO BUILD CAPACITY IN THE SKILLED TRADES AND CLEAN TECH SECTORS. FOCUS AREAS WILL INCLUDE YOUNG ADULT ENGAGEMENT, EMPLOYER PARTNERSHIPS, AND PROVIDING SUPPORT SERVICES THAT CREATE EQUITABLE ACCESS FOR INDIVIDUALS EXPERIENCING ECONOMIC CHALLENGES.

FROM SEPTEMBER 2024 THROUGH AUGUST 2025, GII WAS AWARDED \$1 MILLION TO FUND A TWO-PART NATIONAL PROJECT TO BUILD CAPACITY IN THE SKILLED TRADES & CLEAN TECH SECTORS. SKILLED TRADES TRAINING CAPACITY WILL BE BUILT AT 5 SITES SELECTED IN PARTNERSHIP WITH GM. FOCUS AREAS WILL INCLUDE YOUNG ADULT ENGAGEMENT, CAREER EXPLORATION, EMPLOYER PARTNERSHIPS, AND SUPPORT SERVICES THAT CREATE EQUITABLE ACCESS FOR INDIVIDUALS EXPERIENCING BARRIERS.

LOWES:

FROM FEBRUARY 2023 THROUGH JANUARY 2024, GII WAS AWARDED \$700,000 FOR FIVE LOCAL GOODWILL ORGANIZATIONS TO ENHANCE OR EXPAND EXISTING CONSTRUCTION TRADES SKILLS TRAINING PROVIDED BY THE GOODWILL OR A PARTNER.

IN OCTOBER 2023, FOR THE PERIOD OF JANUARY 2024 THROUGH DECEMBER 2024, GII WAS AWARDED \$1,000,000 TO INCREASE THE CAPACITY OF 7 TO 8 LOCAL GOODWILL ORGANIZATIONS TO EXPAND AND/OR LAUNCH SKILLED TRADES CAREER PATHWAYS AND TRAINING OPPORTUNITIES BY IDENTIFYING, DISSEMINATING, AND SCALING INNOVATIVE EFFECTIVE PRACTICES ACROSS THE GRANTEE NETWORK, AND LAUNCHING NEW PROGRAMS AT TWO LOCAL GOODWILL LOCATIONS WITH THE LOCATIONS TO BE MUTUALLY AGREED UPON.

FROM SEPTEMBER 2024 THROUGH AUGUST 2025, GII WAS AWARDED \$1 MILLION TO SCALE TRADITIONAL SKILLED TRADES PROGRAMS ACROSS 8 GOODWILL ORGANIZATIONS, WITH A STRONG FOCUS ON PRE-APPRENTICESHIP AND ACCELERATED TRAINING MODELS FOR ECONOMIC MOBILITY AND PILOT THE CLEAN TECH ACCELERATOR (CTA) IN 4 LOCATIONS.

CATERPILLAR:

FROM JANUARY 2023 THROUGH DECEMBER 2023 (EXTENDED THROUGH SEPTEMBER 2024 FOR ART ACTIVITIES), GII WAS AWARDED \$483,789.75 TO PROVIDE ACCESS TO DIGITAL SKILLS TRAINING USING GOOGLE CAREER CERTIFICATES AND TO TEST THE UNITE US AUTOMATED SUPPORTIVE SERVICES REFERRAL SYSTEM.

IN DECEMBER OF 2024, FOR THE PERIOD OF JANUARY 2025 THROUGH DECEMBER 2025, GII WAS AWARDED \$221,638.60 TO PROVIDE ACCESS TO DIGITAL SKILLS

Name of the organization	GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number	53-0196517
TRAINING USING GOOGLE CAREER CERTIFICATES AND TO TEST THE UNITE US AUTOMATED SUPPORTIVE SERVICES REFERRAL SYSTEM.			

VALLEY FOUNDATION:

IN OCTOBER 2022, GII WAS AWARDED \$250,000 TO FOCUS ON (1) BUILDING DONATED GOODS RETAIL SKILLS AND CAPABILITIES OF LOCAL GOODWILL TEAM MEMBERS AND (2) EQUIPPING LOCAL GOODWILL VOLUNTEER BOARD MEMBERS TO EFFECTIVELY GOVERN.

UNITED HEALTHCARE SERVICES:

FROM JANUARY 2023 THROUGH DECEMBER 2026, GII WAS AWARDED \$4.3 MILLION TO ADVANCE THE ECONOMIC VITALITY OF THE COMMUNITIES BY CONNECTING INDIVIDUALS WITH THE INFORMATION AND RESOURCES NECESSARY TO ADVANCE THEIR SOCIAL-ECONOMIC STATUS AND RESOLVE SOCIAL-ECONOMIC BARRIERS WHILE ALSO PROVIDING TALENT THAT SUPPORTS LOCAL EMPLOYER DEMAND AND RETENTION.

FROM DECEMBER 2024 THROUGH DECEMBER 2025, GII WAS AWARDED \$200,000 TO ADVANCE ECONOMIC VITALITY IN THE COMMUNITIES THAT GII AND UNITED MUTUALLY SERVE BY CONNECTING INDIVIDUALS WITH THE INFORMATION AND RESOURCES NECESSARY TO ADVANCE THEIR SOCIAL-ECONOMIC STATUS AND RESOLVE SOCIAL-ECONOMIC BARRIERS, WHILE ALSO DEVELOPING TALENT THAT SUPPORTS LOCAL EMPLOYER DEMAND AND RETENTION.

ASCENDIUM EDUCATION SOLUTIONS, INC.

FROM AUGUST 2023 THROUGH JULY 2026, GII WAS AWARDED \$2,000,000 TO FOCUS ON COMMUNITY CAPACITY BUILDING AND SYSTEMS CHANGE EFFORTS TO EXPLORE, IMPLEMENT, AND EVALUATE EFFECTIVE POSTSECONDARY PATHWAYS FOR DEGREES, CERTIFICATIONS, AND APPRENTICESHIPS. THE GOAL WILL BE FOR THESE CREDENTIALS TO DELIVER QUICK UPWARD ECONOMIC MOBILITY THROUGH CONNECTIONS TO GOOD JOBS.

CEO WORKFORCE SKILLS LAUNCH PROGRAM

GOODWILL INDUSTRIES INTERNATIONAL (GII) HAS SECURED A \$1,000,000 GIFT FROM AN ANONYMOUS DONOR TO DEVELOP A TRANSFORMATIONAL FUND IN SUPPORT OF THE CONNECT + ACCELERATE PROJECT. THIS GROUNDBREAKING ENDEAVOR WILL BOLSTER THE CAPABILITIES OF SMALLER AND RURAL-SERVING GOODWILL ORGANIZATIONS, ENSURING THEY ARE WELL-EQUIPPED TO DELIVER FOUNDATIONAL DIGITAL SKILLS TRAINING THROUGH THE GOODWILL DIGITAL CAREER ACCELERATOR (GDCA). GII PLANS TO SUPPORT 21,000 INDIVIDUALS THROUGH THE CONNECT + ACCELERATE PROGRAM BETWEEN 22 GOODWILL ORGANIZATIONS.

FORM 990, PART VI, SECTION A, LINE 1A:

THE COMMITTEE SHALL BE CHAIRED BY THE CHAIR OF THE GII BOARD OF DIRECTORS SHALL CONSIST OF BOARD'S OFFICERS, THE IMMEDIATE PAST CHAIR OF THE BOARD, THE CHAIR OF THE CONFERENCE OF EXECUTIVES, AND THE CHAIRS OF ALL BOARD COMMITTEES IN EXISTENCE WHEN THE MEETING IS HELD. THE EXECUTIVE COMMITTEE SHALL MEET AS NEEDED AND SHALL HAVE AUTHORITY TO ACT ON BEHALF OF CORPORATION AND THE BOARD OF DIRECTORS, EXCEPT THAT THE EXECUTIVE COMMITTEE SHALL NOT HAVE THE AUTHORITY (A) TO BUY, SELL, LEASE, RENT, MANAGE REAL PROPERTY, (B) APPROVE A PLAN OF MERGER OR DISSOLUTION OF THE CORPORATION, (C) FILL VACANCIES ON THE BOARD, OR (D) APPOINT OR DISMISS THE CORPORATION'S CEO. ACTIONS TAKEN BY THE EXECUTIVE COMMITTEE SHALL BE REPORTED AND DISCUSSED AS SOON AS POSSIBLE WITH THE FULL BOARD.

Name of the organization GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number 53-0196517
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FORM 990, PART VI, SECTION A, LINE 6:

THE CORPORATION SHALL HAVE MEMBERS WHICH SHALL BE LOCAL ORGANIZATIONS USING THE WORDS "GOODWILL" OR "GOODWILL INDUSTRIES" CONSPICUOUSLY IN THEIR CORPORATE NAME, IN ALL THEIR ACTIVITIES AND PUBLICITY, AND WHICH HAVE PETITIONED FOR, AND HAVE BEEN ELECTED TO, MEMBERSHIP IN THE CORPORATION BY THE CORPORATION'S BOARD OF DIRECTORS. ORGANIZATIONAL MEMBERS INCLUDE ALL MEMBERS IN THE UNITED STATES AND CANADA AND ANY OTHER MEMBERS WHICH APPLY FOR AND ARE FOUND ELIGIBLE UNDER THE REQUIREMENTS ESTABLISHED BY THE DELEGATE ASSEMBLY. OTHER FORMS OF AFFILIATION WITH INTERNATIONAL ENTITIES, SUCH AS LICENSING AGREEMENTS, AFFILIATE AGREEMENTS, OR OTHER BINDING AGREEMENTS, MAY BE ENTERED INTO BY GII WITH THIRD PARTIES PROVIDED SUCH AFFILIATIONS ARE ALIGNED WITH GII BOARD-APPROVED GLOBAL DEVELOPMENT POLICY AS IT MAY CHANGE FROM TIME TO TIME.

FORM 990, PART VI, SECTION A, LINE 7A:

THE DELEGATE ASSEMBLY (COMPRISED OF A MEMBER OF THE LOCAL MEMBER'S GOVERNING BOARD AND THE EMPLOYED CEO OR THEIR STAFF ALTERNATE OF EACH ORGANIZATIONAL MEMBER) ELECTS HALF OF THE BOARD MEMBERS; THE GOODWILL INDUSTRIES INTERNATIONAL, INC. BOARD OF DIRECTORS ARE VOTING MEMBERS OF THE DELEGATE ASSEMBLY. THE CONFERENCE OF EXECUTIVES (COMPRISED OF MEMBER CEOS) ELECTS THE MEMBERS OF THE EXECUTIVE COUNCIL, WHICH ARE EX-OFFICIO MEMBERS OF THE BOARD. THE IMMEDIATE PAST BOARD CHAIR WILL REMAIN AS A VOTING MEMBER OF THE BOARD FOR THE YEAR SUBSEQUENT TO HIS OR HER SERVICE AS CHAIR OR THE END OF HIS OR HER TERM ON THE BOARD, WHICHEVER IS LONGER. OFFICERS OF THE BOARD ARE ELECTED BY THE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION A, LINE 7B:

THE DELEGATE ASSEMBLY, ACCORDING TO THE BYLAWS, "SHALL ELECT THE BOARD OF DIRECTORS, FIX THE DUES OF THE CORPORATION'S ORGANIZATIONAL MEMBERS, VOTE UPON PROPOSED AMENDMENTS TO THE BYLAWS, VOTE UPON PROPOSED CHANGES TO THE TERRITORY POLICY, AND VOTE UPON REQUIREMENTS FOR ORGANIZATIONAL MEMBERSHIP." ADDITIONALLY, THE DELEGATE ASSEMBLY HAS THE RIGHT TO VOTE ON MATERIAL MODIFICATIONS OR ADDITIONS TO GOODWILL INDUSTRIES INTERNATIONAL, INC.'S REQUIREMENTS FOR MEMBERSHIP OF ITS ORGANIZATIONAL MEMBERS. ANY SUCH MODIFICATION OR ADDITION MUST BE APPROVED BY A TWO-THIRDS VOTE OF THE DELEGATE ASSEMBLY. EXCEPT MODIFICATIONS TO THE TERRITORY POLICY WHICH ARE AMENDED BY A MAJORITY VOTE OF THE DELEGATE ASSEMBLY.

FORM 990, PART VI, SECTION B, LINE 11B:

ONCE THE FORM 990 HAS BEEN FINALIZED, GOODWILL INDUSTRIES INTERNATIONAL INC.'S AUDIT COMMITTEE REVIEWS, DISCUSSES, AND VOTES TO ACCEPT. AFTER THE COMMITTEE ACCEPTS, THE FORM 990 IS THEN: (A) DISTRIBUTED TO THE FULL BOARD AS PART OF BOARD MEETING MATERIALS AND (B) OFFERED FOR ACCEPTANCE.

IT IS EACH BOARD MEMBER'S RESPONSIBILITY TO REVIEW THE FORM 990 IN SUFFICIENT DETAIL SO AS TO BRING ANY QUESTIONS OR CONCERNS TO THE TABLE BEFORE ACCEPTANCE.

FORM 990, PART VI, SECTION B, LINE 12C:

GOODWILL INDUSTRIES INTERNATIONAL, INC., REQUIRES EVERY BOARD MEMBER TO COMPLETE AND RETURN AN ANNUAL CONFLICT OF INTEREST DISCLOSURE. THE COMPLETED DISCLOSURES ARE THEN REVIEWED FOR ITEMS OF CONFLICT. ITEMS NOTED AS A POTENTIAL CONFLICT, IF ANY, ARE REVIEWED BY BOTH THE AUDIT COMMITTEE AND CHIEF LEGAL OFFICER, AND APPROPRIATE ACTION IS TAKEN TO ADDRESS THE DISCLOSURES. BOARD MEMBERS ARE REQUIRED TO UPDATE THE DISCLOSURE THROUGHOUT THE YEAR AS APPROPRIATE.

Name of the organization	GOODWILL INDUSTRIES INTERNATIONAL, INC.	Employer identification number	53-0196517
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GII ALSO REQUIRES ITS EMPLOYEES TO SUBMIT AN ANNUAL CONFLICT OF INTEREST DISCLOSURE TO BE REVIEWED BY THE CHIEF LEGAL OFFICER.

FORM 990, PART VI, SECTION B, LINE 15:

EVERY YEAR, AN EXTERNAL COMPENSATION CONSULTANT IS HIRED TO SURVEY THE MARKETPLACE AND TO PROVIDE MARKET DATA ON THE CEO POSITION. THE CEO POSITION IS MATCHED WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES, STRUCTURES, AND SCOPE AS GOODWILL INDUSTRIES INTERNATIONAL, INC. FOR THE CEO POSITION, BOTH BASE PAY AND TOTAL COMPENSATION PAY ARE COMPARED. TOTAL COMPENSATION INCLUDES BASE PAY, BONUS PAY, AND DEFERRED COMPENSATION. EVERY YEAR, THE COMPENSATION COMMITTEE, A SUB-COMMITTEE OF THE BOARD, CONDUCTS A FORMAL PERFORMANCE EVALUATION ON THE CEO. THIS REVIEW CONSIDERS OUTCOMES ON GOALS RELATED TO THE ORGANIZATIONAL STRATEGIC PLAN, FINANCIAL PERFORMANCE, AND RESULTS FROM A SURVEY OF ALL BOARD MEMBERS ON PERFORMANCE. SURVEY RESULTS ARE COMPILED BY AN EXTERNAL CONSULTANT AND FORWARDED TO THE CHAIR OF THE COMPENSATION COMMITTEE.

THE COMPENSATION COMMITTEE USES THE RESULTS FROM THE STRATEGIC PLAN, FINANCIAL PERFORMANCE, AND COMPILED PERFORMANCE SURVEY TO RECOMMEND TO THE BOARD OF DIRECTORS ANY INCREASE OR DECREASE IN PAY AND/OR BONUS THAT IS WITHIN THE MARKET COMPENSATION RANGES THAT WERE PROVIDED BY THE EXTERNAL COMPENSATION CONSULTANT FOR COMPARABLE CEO POSITIONS.

FOR OFFICERS AND KEY EMPLOYEES, POSITIONS ARE MATCHED BY AN EXTERNAL COMPENSATION CONSULTANT WITH OTHER SIMILAR POSITIONS IN ORGANIZATIONS WITH SIMILAR REVENUES, STRUCTURES, AND SCOPE AS GOODWILL INDUSTRIES INTERNATIONAL, INC. IN 2024, THE POSITIONS REVIEWED WERE: CHIEF OPERATING OFFICER AND CHIEF FINANCIAL OFFICER AS DISQUALIFIED PERSONS. THE MARKET RANGES FOR BASE PAY AND BASE PLUS BONUS ARE PROVIDED TO THE EXECUTIVE COMMITTEE FOR THESE POSITIONS BY THE EXTERNAL COMPENSATION CONSULTANT. THE EXECUTIVE COMMITTEE REVIEWS THIS DATA AND APPROVES THE RANGES TO BE USED BY THE CEO IN DETERMINING THEIR BASE PAY PLUS BONUS. THE MERIT PAY AND BONUS AWARD FOR THE OFFICERS AND KEY EMPLOYEES, IF ANY, ARE EFFECTIVE AFTER A PERFORMANCE AND GOALS REVIEW IS CONDUCTED, UNLESS NOTED OTHERWISE BY THE EXECUTIVE COMMITTEE TO BE COMENSURATE WITH TIMING FOR OTHER ORGANIZATION EMPLOYEES. NOTES FROM THE ABOVE PROCESS ARE PRODUCED CONTEMPORANEOUSLY BY THE CHAIR OF THE EXECUTIVE COMMITTEE.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

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

FORM 990, PART VI, SECTION C, LINE 19:

UPON REQUEST, GOODWILL INDUSTRIES INTERNATIONAL, INC., PROVIDES COPIES OF ITS ARTICLES OF INCORPORATION, BYLAWS, AND CONFLICT OF INTEREST POLICIES. THE ORGANIZATION'S AUDITED FINANCIAL STATEMENTS AND FORMS 990 ARE AVAILABLE ON ITS PUBLIC WEBSITE. THESE DOCUMENTS ARE AVAILABLE FOR THE SAME PERIOD OF DISCLOSURE AS SET FORTH IN SECTION 6104(D).

FORM 990, PART VII, SECTION A, LINE 1A:

IN ADDITION TO ITS VOTING DIRECTORS, GOODWILL INDUSTRIES INTERNATIONAL, INC., HAS TWO NON-VOTING EMERITUS BOARD MEMBERS: LARRY DEJARNETT AND LORNA G UTLEY. THEY MAY BE CONTACTED IN CARE OF GII.

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

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

**Open to Public
Inspection**

Name of the organization **GOODWILL INDUSTRIES INTERNATIONAL, INC.** Employer identification number **53-0196517**

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
15810 INDIANOLA DRIVE LLC (SINGLE MEMBER LLC) - 53-0196517, 15810 INDIANOLA DRIVE, ROCKVILLE, MD 20855	HOLDING ENTITY FOR GII'S MEMBER SERVICES CENTER BUILDING	MARYLAND	305,872.	9,125.	GOODWILL INDUSTRIES INTERNATIONAL, INC.

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
GOODWILL MISSION AND JOB CREATION SERVICES, INC. (GMJCS) - 45-5221005, 15810 INDIANOLA DRIVE, ROCKVILLE, MD 20855	LOANS TO GW MEMBERS AT A LOWER COST TO CREATE JOBS AND PROMOTE MISSION	DISTRICT OF COLUMBIA	501(C)(3)	LINE 12A, I	GII	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

Schedule R (Form 990) (Rev. 1-2025)

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

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

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

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

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

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

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

	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)				
(2)				
(3)				
(4)				
(5)				
(6)				

Exempt Organization Business Income Tax Return (and proxy tax under section 6033(e))

2024

For calendar year 2024 or other tax year beginning _____, and ending _____

Go to www.irs.gov/Form990T for instructions and the latest information.

Do not enter SSN numbers on this form as it may be made public if your organization is an 501(c)(3).

Department of the Treasury Internal Revenue Service

Open to Public Inspection for 501(c)(3) Organizations Only

Form header section containing: A Check box if address changed, B Exempt under section 501(c)(3), C Book value of all assets at end of year 81,982,129, D Employer identification number 53-0196517, E Group exemption number, F Check box if an amended return.

G Check organization type: 501(c) corporation (checked), 501(c) trust, 401(a) trust, Other trust, State college/university, 6417(d)(1)(A) Applicable entity.

H Check if filing only to claim: Credit from Form 8941, Refund shown on Form 2439, Elective payment amount from Form 3800.

I Check if a 501(c)(3) organization filing a consolidated return with a 501(c)(2) titleholding corporation.

J Enter the number of attached Schedules A (Form 990-T) 1

K During the tax year, was the corporation a subsidiary in an affiliated group or a parent-subsidiary controlled group? Yes No (checked)

L The books are in care of CATALINA SERNA-VALENCIA Telephone number 301-530-6500

Part I Total Unrelated Business Taxable Income

Table with 11 rows for Part I: Total Unrelated Business Taxable Income. Line 1: 7,338. Line 3: 7,338. Line 5: 7,338. Line 6: 7,338. Line 8: 1,000. Line 10: 1,000. Line 11: 0.

Part II Tax Computation

Table with 7 rows for Part II: Tax Computation. Line 1: 0. Line 7: 0.

Part III Tax and Payments

Table with 4 main rows for Part III: Tax and Payments. Line 1e: Total credits. Line 2: Subtract line 1e from Part II, line 7. Line 3f: Total amounts due. Line 4: Total tax. 0.

Part III Tax and Payments <i>(continued)</i>			
5	Current net 965 tax liability paid from Form 965-A, Part II, column (k)	5	0.
6 a	Payments: Preceding year's overpayment credited to the current year	6a	
b	Current year's estimated tax payments. Check if section 643(g) election applies <input type="checkbox"/>	6b	
c	Tax deposited with Form 8868	6c	
d	Foreign organizations: Tax paid or withheld at source (see instructions)	6d	
e	Backup withholding (see instructions)	6e	
f	Credit for small employer health insurance premiums (attach Form 8941)	6f	
g	Elective payment election amount from Form 3800	6g	
h	Payment from Form 2439	6h	
i	Credit from Form 4136	6i	
j	Other (see instructions)	6j	
7	Total payments. Add lines 6a through 6j	7	
8	Estimated tax penalty (see instructions). Check if Form 2220 is attached <input type="checkbox"/>	8	
9	Tax due. If line 7 is smaller than the total of lines 4, 5, and 8, enter amount owed	9	
10	Overpayment. If line 7 is larger than the total of lines 4, 5, and 8, enter amount overpaid	10	
11	Enter the amount of line 10 you want: Credited to 2025 estimated tax Refunded	11	

Part IV Statements Regarding Certain Activities and Other Information (see instructions)		Yes	No
1	At any time during the 2024 calendar year, did the organization have an interest in or a signature or other authority over a financial account (bank, securities, or other) in a foreign country? If "Yes," the organization may have to file FinCEN Form 114, Report of Foreign Bank and Financial Accounts. If "Yes," enter the name of the foreign country here		X
2	During the tax year, did the organization receive a distribution from, or was it the grantor of, or transferor to, a foreign trust?		X
3	Enter the amount of tax-exempt interest received or accrued during the tax year \$		
4	Enter available pre-2018 NOL carryovers here \$ <u>439,195.</u> Do not include any post-2017 NOL carryover shown on Schedule A (Form 990-T). Don't reduce the NOL carryover shown here by any deduction reported on Part I, line 6.		
5	Post-2017 NOL carryovers. Enter the Business Activity Code and available post-2017 NOL carryovers. Don't reduce the amounts shown below by any NOL claimed on any Schedule A, Part II, line 17 for the tax year. See instructions.		
	Business Activity Code		
	Available post-2017 NOL carryover		
	\$		
	\$		
	\$		
	\$		
6 a	Reserved for future use		
b	Reserved for future use		

Part V Supplemental Information

Provide any additional information. See instructions.

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.			
	Signature of officer	Date	Title	
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed
	JULIA FLANNERY	JULIA FLANNERY	05/08/25	PTIN P00928918
	Firm's name	Firm's EIN		
	RSM US LLP	42-0714325		
	Firm's address	Phone no.		
	100 INTERNATIONAL DRIVE, SUITE 400 BALTIMORE, MD 21202	410-246-9300		

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

FORM 990-T

PRE 2018 NOL SCHEDULE

STATEMENT 1

PRE-2018 NOL CARRY FORWARD FROM PRIOR YEAR	439,195.
PRE-2018 NOL DEDUCTION INCLUDED IN PART I, LINE 6	7,338.

SCHEDULE A PORTION OF PRE-2018 NOL	
SCHEDULE A ENTITY	SCHEDULE A SHARE

1

0.

TOTAL SCHEDULE A SHARE OF PRE-2018 NOL	0.
NET OPERATING DEDUCTION	7,338.
BALANCE AFTER PRE-2018 NOL DEDUCTION	0.
EXPIRING NET OPERATING LOSSES	0.
CARRY FORWARD OF NET OPERATING LOSS	431,857.

FORM 990-T

PRE-2018 NET OPERATING LOSS DEDUCTION

STATEMENT 2

TAX YEAR	LOSS SUSTAINED	LOSS PREVIOUSLY APPLIED	LOSS REMAINING	AVAILABLE THIS YEAR
12/31/04	51,066.	45,692.	5,374.	5,374.
12/31/05	60,011.	0.	60,011.	60,011.
12/31/06	54,994.	0.	54,994.	54,994.
12/31/08	45,857.	0.	45,857.	45,857.
12/31/09	46,445.	0.	46,445.	46,445.
12/31/10	72,651.	0.	72,651.	72,651.
12/31/11	34,243.	0.	34,243.	34,243.
12/31/12	40,222.	0.	40,222.	40,222.
12/31/13	27,916.	0.	27,916.	27,916.
12/31/14	10,472.	0.	10,472.	10,472.
12/31/15	19,628.	0.	19,628.	19,628.
12/31/16	5,203.	0.	5,203.	5,203.
12/31/17	16,179.	0.	16,179.	16,179.
NOL CARRYOVER AVAILABLE THIS YEAR			439,195.	439,195.

**SCHEDULE A
(Form 990-T)**

Department of the Treasury
Internal Revenue Service

**Unrelated Business Taxable Income
From an Unrelated Trade or Business**

Go to www.irs.gov/Form990T for instructions and the latest information.
Do not enter SSN numbers on this form as it may be made public if your organization is a 501(c)(3).

2024

Open to Public Inspection for
501(c)(3) Organizations Only

A Name of the organization GOODWILL INDUSTRIES INTERNATIONAL, INC.	B Employer identification number 53-0196517
C Unrelated business activity code (see instructions) 531390	D Sequence: 1 of 1

E Describe the unrelated trade or business **PASSTHROUGH PARTNERSHIP UBI**

Part I Unrelated Trade or Business Income		(A) Income	(B) Expenses	(C) Net
1 a Gross receipts or sales _____				
b Less returns and allowances _____ c Balance	1c			
2 Cost of goods sold (Part III, line 8)	2			
3 Gross profit. Subtract line 2 from line 1c	3			
4 a Capital gain net income (attach Schedule D (Form 1041 or Form 1120)). See instructions	4a			
b Net gain (loss) (Form 4797) (attach Form 4797). See instructions	4b			
c Capital loss deduction for trusts	4c			
5 Income (loss) from a partnership or an S corporation (attach statement) STATEMENT 3	5	10,238.		10,238.
6 Rent income (Part IV)	6			
7 Unrelated debt-financed income (Part V)	7			
8 Interest, annuities, royalties, and rents from a controlled organization (Part VI)	8			
9 Investment income of section 501(c)(7), (9), or (17) organizations (Part VII)	9			
10 Exploited exempt activity income (Part VIII)	10			
11 Advertising income (Part IX)	11			
12 Other income (see instructions; attach statement)	12			
13 Total. Combine lines 3 through 12	13	10,238.		10,238.

Part II Deductions Not Taken Elsewhere. See instructions for limitations on deductions. Deductions must be directly connected with the unrelated business income

1 Compensation of officers, directors, and trustees (Part X)		1		
2 Salaries and wages		2		
3 Repairs and maintenance		3		
4 Bad debts		4		
5 Interest (attach statement). See instructions		5		
6 Taxes and licenses		6		
7 Depreciation (attach Form 4562). See instructions	7			
8 Less depreciation claimed in Part III and elsewhere on return	8a			8b
9 Depletion		9		
10 Contributions to deferred compensation plans		10		
11 Employee benefit programs		11		
12 Excess exempt expenses (Part VIII)		12		
13 Excess readership costs (Part IX)		13		
14 Other deductions (attach statement) SEE STATEMENT 4		14		2,900.
15 Total deductions. Add lines 1 through 14		15		2,900.
16 Unrelated business income before net operating loss deduction. Subtract line 15 from Part I, line 13, column (C)		16		7,338.
17 Deduction for net operating loss. See instructions		17		0.
18 Unrelated business taxable income. Subtract line 17 from line 16		18		7,338.

For Paperwork Reduction Act Notice, see instructions.

Schedule A (Form 990-T) 2024

Part III Cost of Goods Sold Enter method of inventory valuation

1 Inventory at beginning of year	1	
2 Purchases	2	
3 Cost of labor	3	
4 Additional section 263A costs (attach statement)	4	
5 Other costs (attach statement)	5	
6 Total. Add lines 1 through 5	6	
7 Inventory at end of year	7	
8 Cost of goods sold. Subtract line 7 from line 6. Enter here and in Part I, line 2	8	
9 Do the rules of section 263A (with respect to property produced or acquired for resale) apply to the organization? <input type="checkbox"/> Yes <input type="checkbox"/> No		

Part IV Rent Income (From Real Property and Personal Property Leased With Real Property)

1 Description of property (property street address, city, state, ZIP code). Check if a dual-use. See instructions.

A _____

B _____

C _____

D _____

	A	B	C	D
2 Rent received or accrued				
a From personal property (if the percentage of rent for personal property is more than 10% but not more than 50%)				
b From real and personal property (if the percentage of rent for personal property exceeds 50% or if the rent is based on profit or income)				
c Total rents received or accrued by property. Add lines 2a and 2b, columns A through D				
3 Total rents received or accrued. Add line 2c, columns A through D. Enter here and on Part I, line 6, column (A)				0.
4 Deductions directly connected with the income in lines 2a and 2b (attach statement)				
5 Total deductions. Add line 4, columns A through D. Enter here and on Part I, line 6, column (B)				0.

Part V Unrelated Debt-Financed Income (see instructions)

1 Description of debt-financed property (street address, city, state, ZIP code). Check if a dual-use. See instructions.

A _____

B _____

C _____

D _____

	A	B	C	D
2 Gross income from or allocable to debt-financed property				
3 Deductions directly connected with or allocable to debt-financed property				
a Straight line depreciation (attach statement)				
b Other deductions (attach statement)				
c Total deductions (add lines 3a and 3b, columns A through D)				
4 Amount of average acquisition debt on or allocable to debt-financed property (attach statement)				
5 Average adjusted basis of or allocable to debt-financed property (attach statement)				
6 Divide line 4 by line 5	%	%	%	%
7 Gross income reportable. Multiply line 2 by line 6				
8 Total gross income (add line 7, columns A through D). Enter here and on Part I, line 7, column (A)				0.
9 Allocable deductions. Multiply line 3c by line 6				
10 Total allocable deductions. Add line 9, columns A through D. Enter here and on Part I, line 7, column (B)				0.
11 Total dividends-received deductions included in line 10				0.

Part VI Interest, Annuities, Royalties, and Rents From Controlled Organizations (see instructions)

1. Name of controlled organization		2. Employer identification number		Exempt Controlled Organizations		
				3. Net unrelated income (loss) (see instructions)	4. Total of specified payments made	5. Part of column 4 that is included in the controlling organization's gross income
(1)						
(2)						
(3)						
(4)						
Nonexempt Controlled Organizations						
7. Taxable Income	8. Net unrelated income (loss) (see instructions)	9. Total of specified payments made	10. Part of column 9 that is included in the controlling organization's gross income	11. Deductions directly connected with income in column 10		
(1)						
(2)						
(3)						
(4)						
			Add columns 5 and 10. Enter here and on Part I, line 8, column (A).	Add columns 6 and 11. Enter here and on Part I, line 8, column (B).		
Totals			0.	0.		

Part VII Investment Income of a Section 501(c)(7), (9), or (17) Organization (see instructions)

1. Description of income	2. Amount of income	3. Deductions directly connected (attach statement)	4. Set-asides (attach statement)	5. Total deductions and set-asides (add cols 3 and 4)
(1)				
(2)				
(3)				
(4)				
		Add amounts in column 2. Enter here and on Part I, line 9, column (A).		Add amounts in column 5. Enter here and on Part I, line 9, column (B).
Totals		0.		0.

Part VIII Exploited Exempt Activity Income, Other Than Advertising Income (see instructions)

1	Description of exploited activity: _____		
2	Gross unrelated business income from trade or business. Enter here and on Part I, line 10, column (A) _____	2	
3	Expenses directly connected with production of unrelated business income. Enter here and on Part I, line 10, column (B) _____	3	
4	Net income (loss) from unrelated trade or business. Subtract line 3 from line 2. If a gain, complete lines 5 through 7 _____	4	
5	Gross income from activity that is not unrelated business income _____	5	
6	Expenses attributable to income entered on line 5 _____	6	
7	Excess exempt expenses. Subtract line 5 from line 6, but do not enter more than the amount on line 4. Enter here and on Part II, line 12 _____	7	

FORM 990-T (A)	INCOME (LOSS) FROM PARTNERSHIPS	STATEMENT 3
DESCRIPTION		NET INCOME OR (LOSS)
PASSTHROUGH PARTNERSHIP ACTIVITY - NET RENTAL REAL ESTATE INCOME		10,238.
TOTAL INCLUDED ON SCHEDULE A, PART I, LINE 5		10,238.

FORM 990-T (A)	OTHER DEDUCTIONS	STATEMENT 4
DESCRIPTION		AMOUNT
PROFESSIONAL FEES		2,900.
TOTAL TO SCHEDULE A, PART II, LINE 14		2,900.