

PUBLIC DISCLOSURE COPY

Form 990

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2024

Department of the Treasury Internal Revenue Service

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

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

Open to Public Inspection

Form 990 header section including: A For the 2024 calendar year, or tax year beginning, 2024, and ending, 20; B Check if applicable; C Name of organization NEO PHILANTHROPY INC.; D Employer identification number 13-3191113; E Telephone number (212) 378-2800; F Name and address of principal officer: MICHELE LORD; G Gross receipts \$ 177,254,064; H(a) Is this a group return for subordinates?; H(b) Are all subordinates included?; H(c) Group exemption number; I Tax-exempt status; J Website: WWW.NEOPHILANTHROPY.ORG; K Form of organization; L Year of formation: 1983; M State of legal domicile: NY

Part I Summary

Table with 3 columns: Line number, Description, and Amount. Rows include: 1 Briefly describe the organization's mission or most significant activities; 2-7a Summary statistics; 8-12 Revenue (Prior Year vs Current Year); 13-19 Expenses (Prior Year vs Current Year); 20-22 Net Assets or Fund Balances (Beginning of Current Year vs End of Year)

Part II Signature Block

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

Signature of officer: Michele Lord, MICHELE LORD, PRESIDENT, Date: 11/3/2025

Paid Preparer Use Only section: Print/Type preparer's name AARON SHAPIRO, Preparer's signature, Date 11/3/2025, Firm's name FORVIS MAZARS, LLP, Firm's EIN 44-0160260, Firm's address 135 WEST 50TH STREET, NEW YORK, NY 10020

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:
NEO PHILANTHROPY, INC. NURTURES STRONG, SUSTAINABLE, AND TRANSFORMATIVE MOVEMENTS FOR JUSTICE BY CONNECTING CHANGEMAKERS AND FUNDERS, SUPPORTING EMERGING LEADERS AND MOVEMENTS, AND DRIVING RESOURCES TO GROUPS ACCELERATING CHANGE.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
If "Yes," describe these changes on Schedule O.

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

4a (Code:) (Expenses \$ 52,310,799 including grants of \$ 10,320,751) (Revenue \$ 0)
THE FISCAL SPONSORSHIP PROGRAM PROVIDES ADMINISTRATIVE AND SUPPORT SERVICES TO OTHER NONPROFIT ORGANIZATIONS AND/OR PROJECTS THAT DO NOT HAVE 501(C)(3) TAX EXEMPT STATUS. THIS PROGRAM ALSO WORKS WITH THESE ORGANIZATIONS, SERVING AS AN INCUBATOR FOR PROJECTS THAT ARE CLOSELY ALIGNED WITH THE ORGANIZATION'S MISSION.

4b (Code:) (Expenses \$ 35,486,124 including grants of \$ 33,032,450) (Revenue \$ 0)
THE STATE INFRASTRUCTURE FUND SUPPORTS THE DEVELOPMENT OF STATE-BASED NETWORKS OF ORGANIZATIONS THAT COORDINATE THEIR PROGRAMMING TO INCREASE CIVIC PARTICIPATION AMONG HISTORICALLY UNDERREPRESENTED COMMUNITIES AND TO PROTECT THEIR RIGHT TO VOTE.

4c (Code:) (Expenses \$ 35,247,592 including grants of \$ 14,627,573) (Revenue \$ 0)
THE DONOR SERVICES PROGRAM PROVIDES STRATEGIC, OPERATIONAL, AND SUPPORT SERVICES TO DONOR-DRIVEN PROJECTS, DEVELOPED IN COLLABORATION WITH FUNDERS. FUNDERS INCLUDE PRIVATE FOUNDATIONS, PHILANTHROPIC AFFINITY GROUPS, CORPORATE DONORS, COMMUNITY FOUNDATIONS, AS WELL AS INDIVIDUALS. ALTHOUGH DONOR-DRIVEN, DONOR SERVICES PROJECTS MUST FIRST AND FOREMOST BE ALIGNED WITH OUR ORGANIZATIONAL MISSION AND VALUES AND CAN INCLUDE SIGNIFICANT GRANTMAKING EFFORTS.

4d Other program services (Describe on Schedule O.)
(Expenses \$ 50,694,012 including grants of \$ 46,126,771) (Revenue \$ 1,297,041)

4e Total program service expenses 173,738,527

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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the United States?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	<input type="checkbox"/>	<input type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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>		✓
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>	✓	
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>		✓
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>		✓
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>		✓
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>		✓
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>		✓
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>		✓
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		✓
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>		✓
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	✓	
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>		✓
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		✓
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>		✓
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>		✓
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>	✓	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		✓
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>		
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>	✓	
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>		✓
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	✓	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No checkboxes. Includes questions 2a through 17 regarding employee reporting, tax shelter 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 9		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 9		
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?	<input checked="" type="checkbox"/>	
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?		<input checked="" type="checkbox"/>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		<input checked="" type="checkbox"/>
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		<input checked="" type="checkbox"/>
6	Did the organization have members or stockholders?		<input checked="" type="checkbox"/>
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?		<input checked="" type="checkbox"/>
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		<input checked="" type="checkbox"/>
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	<input checked="" type="checkbox"/>	
b	Each committee with authority to act on behalf of the governing body?	<input checked="" type="checkbox"/>	
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		<input checked="" type="checkbox"/>

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?		<input checked="" type="checkbox"/>
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?	<input checked="" type="checkbox"/>	
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	<input checked="" type="checkbox"/>	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	<input checked="" type="checkbox"/>	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	<input checked="" type="checkbox"/>	
12c		<input checked="" type="checkbox"/>	
13	Did the organization have a written whistleblower policy?	<input checked="" type="checkbox"/>	
14	Did the organization have a written document retention and destruction policy?	<input checked="" type="checkbox"/>	
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	<input checked="" type="checkbox"/>	
b	Other officers or key employees of the organization	<input checked="" type="checkbox"/>	
	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?		<input checked="" type="checkbox"/>
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, AR, CA, CT, (CONTINUED ON SCHEDULE O)
- 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.
NEO PHILANTHROPY, INC., 1001 AVE OF THE AMERICAS, 12FL, NEW YORK, NY 10018, (212) 378-2800

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DWANA FRANKLIN DAVIS PROGRAM DIRECTOR	40.0 0.0					✓	355,267	0	56,430	
(2) MICHELE LORD PRESIDENT	39.5 0.5			✓			323,627	3,955	56,034	
(3) RUTLEDGE SIMMONS VICE PRESIDENT AND GENERAL COUNSEL	39.9 0.1				✓		277,300	994	47,784	
(4) ERIN BALLARD COO AND EXECUTIVE VP	39.6 0.4			✓			269,084	2,636	53,406	
(5) MARGARITA RUBALCAVA CHIEF PROGRAM OFFICER	39.9 0.1				✓		266,010	446	52,803	
(6) ERICA LINNICK VICE PRESIDENT, SIF	40.0 0.0				✓		260,028	0	51,603	
(7) ZAINAB SALBI PROGRAM DIRECTOR	40.0 0.0					✓	271,493	0	26,675	
(8) RINI CHAKRABORTY VICE PRESIDENT, FFF	38.1 1.9					✓	257,563	12,583	27,424	
(9) ALEXANDRA TOMA PROGRAM DIRECTOR	40.0 0.0					✓	245,940	0	39,415	
(10) SU LIM CFO AND VP OF INFRASTRUCTURE	35.6 4.4			✓			220,283	27,224	36,288	
(11) EDWIN REKOSH PROGRAM DIRECTOR	40.0 0.0					✓	244,257	0	35,590	
(12) AMANDA NAVARRO PROGRAM DIRECTOR	40.0 0.0					✓	228,298	0	38,522	
(13) KERRIEN SUAREZ CO-CHAIR	1.0 0.0	✓		✓			0	0	0	
(14) KRISTEN RUFF CO-CHAIR	1.0 0.0	✓		✓			0	0	0	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) CATHY ALBISA VICE CHAIR	1.0 0.0	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(16) CHRISTINA SCHATZ SECRETARY/TREASURER	1.0 0.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(17) ALEX-HANDRAH AIME BOARD MEMBER	1.0 0.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(18) BLAKE STRODE BOARD MEMBER	1.0 0.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(19) DARREN SANDOW BOARD MEMBER (THROUGH JANUARY 2024)	1.0 0.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(20) GLENN HARRIS BOARD MEMBER	1.0 0.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(21) JOHN GILROY, ESQ BOARD MEMBER	1.0 1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(22) KESI B. FOSTER BOARD MEMBER	1.0 0.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(23) SEAN THOMAS-BREITFELD BOARD MEMBER (THROUGH JULY 2024)	1.0 0.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(24)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
(25)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
1b Subtotal								3,219,150	47,838	521,974
c Total from continuation sheets to Part VII, Section A								0	0	0
d Total (add lines 1b and 1c)								3,219,150	47,838	521,974

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 96

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
TEAM BLACKBIRD, LLC, 195 MONTAGUE STREET #1206, BROOKLYN, NY 11201	PROJECT MANAGEMENT	2,280,000
ANALYST INSTITUTE, 6218 GEORGIA AVE NW SUITE#1, PMB 30, WASHINGTON, DC 20011	PROJECT MANAGEMENT	1,100,752
#SHOUT, LLC, PO BOX 46309, SEATTLE, WA 98145	PROJECT MANAGEMENT	997,000
CIVITAS PUBLIC AFFAIRS GROUP, LLC, 409 7TH STREET, NW, SUITE 350, WASHINGTON, DC 20004	COMMUNICATIONS	887,633
ENVISION CHANGE LLC, 182 GAMBIER ST., SAN FRANCISCO, CA 94134	PROJECT MANAGEMENT	503,183
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	52	

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants, and Other Similar Amounts	1a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d	3,286,070				
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	160,518,461				
	g	Noncash contributions included in lines 1a-1f	1g	\$ 8,363,466				
	h	Total. Add lines 1a-1f		163,804,531				
	Program Service Revenue	2a	CONFERENCE FEES	Business Code 541900	587,753	587,753		
b		CONSULTING FEES	541610	649,610	649,610			
c		OTHER	900099	59,678	59,678			
d								
e								
f		All other program service revenue . .		0	0	0	0	
g		Total. Add lines 2a-2f		1,297,041				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		3,790,893			3,790,893	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
	6a	Gross rents	(i) Real					
			(ii) Personal					
	b	Less: rental expenses	6b					
	c	Rental income or (loss)	6c	0	0			
	d	Net rental income or (loss)						
	7a	Gross amount from sales of assets other than inventory	(i) Securities	8,361,599				
			(ii) Other					
	b	Less: cost or other basis and sales expenses	7b	8,363,466				
	c	Gain or (loss)	7c	(1,867)	0			
d	Net gain or (loss)		(1,867)			(1,867)		
8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b	Less: direct expenses	8b						
c	Net income or (loss) from fundraising events							
9a	Gross income from gaming activities. See Part IV, line 19							
b	Less: direct expenses	9b						
c	Net income or (loss) from gaming activities							
10a	Gross sales of inventory, less returns and allowances							
b	Less: cost of goods sold	10b						
c	Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11a		Business Code					
	b							
	c							
	d	All other revenue		0	0	0	0	
	e	Total. Add lines 11a-11d		0				
12	Total revenue. See instructions		168,890,598	1,297,041	0	3,789,026		

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	103,614,780	103,614,780		
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	492,765	492,765		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,192,464	381,490	1,093,449	717,525
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	31,443,894	26,967,652	4,432,974	43,268
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,147,164	964,286	180,715	2,163
9 Other employee benefits	6,491,788	5,740,588	713,362	37,838
10 Payroll taxes	2,624,751	2,231,038	380,589	13,124
11 Fees for services (nonemployees):				
a Management				
b Legal	240,611	54,930	185,681	
c Accounting	79,700	16,309	63,391	
d Lobbying	26,667	26,667		
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	17,354		17,354	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)	24,106,233	22,846,327	1,259,906	0
12 Advertising and promotion	21,898	19,456	2,442	
13 Office expenses	2,029,364	1,697,718	304,297	27,349
14 Information technology	241,271	113,055	126,752	1,464
15 Royalties				
16 Occupancy	1,254,257	599,593	607,478	47,186
17 Travel	3,210,345	2,917,696	257,644	35,005
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,544,904	2,445,568	99,336	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	168,087	15,000	153,087	
23 Insurance	386,453	41,204	345,249	
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 PROJECT CLOSEOUT	2,487,057	2,487,057		
b MISCELLANEOUS	61,031	16,126	44,905	
c EDUCATION AND OUTREACH	54,374	49,222	5,152	
d				
e All other expenses	0	0	0	0
25 Total functional expenses. Add lines 1 through 24e	184,937,212	173,738,527	10,273,763	924,922
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	21,960,599	1	13,487,426
	2 Savings and temporary cash investments	119,058,708	2	119,878,940
	3 Pledges and grants receivable, net	47,490,219	3	40,687,855
	4 Accounts receivable, net	118,823	4	485,018
	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	0	5	0
	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)	0	6	0
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	1,537,953	9	1,895,213
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,566,575		
	b Less: accumulated depreciation	10b 270,512	1,464,150	10c 1,296,063
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11	0	12	0
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	8,282,428	15	7,846,600
16 Total assets. Add lines 1 through 15 (must equal line 33)	199,912,880	16	185,577,115	
Liabilities	17 Accounts payable and accrued expenses	3,308,641	17	3,212,931
	18 Grants payable	7,496,192	18	8,792,773
	19 Deferred revenue	236,915	19	447,653
	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	0	22	0
	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	8,530,127	25	8,203,328
	26 Total liabilities. Add lines 17 through 25	19,571,875	26	20,656,685
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	23,670,903	27	20,752,969
	28 Net assets with donor restrictions	156,670,102	28	144,167,461
	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	180,341,005	32	164,920,430	
33 Total liabilities and net assets/fund balances	199,912,880	33	185,577,115	

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	168,890,598
2	Total expenses (must equal Part IX, column (A), line 25)	2	184,937,212
3	Revenue less expenses. Subtract line 2 from line 1	3	(16,046,614)
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	180,341,005
5	Net unrealized gains (losses) on investments	5	626,039
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	164,920,430

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		✓
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	✓	
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.		

SCHEDULE A (Form 990)

Public Charity Status and Public Support

OMB No. 1545-0047

2024

Open to Public Inspection

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

Attach to Form 990 or Form 990-EZ.

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

Department of the Treasury Internal Revenue Service

Name of the organization NEO PHILANTHROPY INC.

Employer identification number 13-3191113

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

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).)
3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
4 A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state:
5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
8 A community trust described in section 170(b)(1)(A)(vii). (Complete Part II.)
9 An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:
10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
a Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B.
b Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C.
c Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.
d Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.
e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
f Enter the number of supported organizations
g Provide the following information about the supported organization(s).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Rows (A) through (E) and Total.

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 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.")	131,219,400	139,567,379	130,160,623	164,174,117	163,804,531	728,926,050
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
3 The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0	0	0	0
4 Total. Add lines 1 through 3	131,219,400	139,567,379	130,160,623	164,174,117	163,804,531	728,926,050
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)						139,223,750
6 Public support. Subtract line 5 from line 4						589,702,300

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	131,219,400	139,567,379	130,160,623	164,174,117	163,804,531	728,926,050
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	237,358	73,580	332,622	2,278,349	3,790,893	6,712,802
9 Net income from unrelated business activities, whether or not the business is regularly carried on	0	0	0	0	0	0
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	0	0	0	0	0	0
11 Total support. Add lines 7 through 10						735,638,852
12 Gross receipts from related activities, etc. (see instructions)					12	5,418,110
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	80.16 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	75.26 %
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?		
11a		
b A family member of a person described on line 11a above?		
11b		
c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI .		
11c		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

Section B—Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

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

**Schedule B
(Form 990)**

(Rev. January 2025)
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 NEO PHILANTHROPY INC.	Employer identification number 13-3191113
--	---

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

- 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

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% 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 NEO PHILANTHROPY INC.	Employer identification number 13-3191113
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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	----- ----- -----	\$ 14,000,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	----- ----- -----	\$ 13,275,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	----- ----- -----	\$ 9,487,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	----- ----- -----	\$ 8,665,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	----- ----- -----	\$ 7,983,844	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	----- ----- -----	\$ 7,000,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NEO PHILANTHROPY INC.	Employer identification number 13-3191113
--	---

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
7	----- ----- -----	\$ 6,540,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	----- ----- -----	\$ 6,335,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	----- ----- -----	\$ 5,905,064	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
10	----- ----- -----	\$ 4,501,281	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
11	----- ----- -----	\$ 4,354,684	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
12	----- ----- -----	\$ 3,776,061	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NEO PHILANTHROPY INC.	Employer identification number 13-3191113
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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
13	----- ----- -----	\$ ----- 3,286,070	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----	----- ----- -----	\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NEO PHILANTHROPY INC.	Employer identification number 13-3191113
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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) <small>(See instructions.)</small>	(d) Date received
9	STOCK DONATION ----- ----- -----	\$ 5,905,064	11/29/2024 -----
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) <small>(See instructions.)</small>	(d) Date received
-----	----- ----- -----	\$ -----	-----

Name of organization NEO PHILANTHROPY INC.	Employer identification number 13-3191113
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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 information once. See instructions.) \$ _____
 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
-----	----- ----- -----	----- ----- -----	----- ----- -----

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
----- ----- -----	----- ----- -----

(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
----- ----- -----	----- ----- -----

(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
----- ----- -----	----- ----- -----

(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
----- ----- -----	----- ----- -----

SCHEDULE C (Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2024

Open to Public Inspection

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

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

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

Department of the Treasury Internal Revenue Service

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

- Section 501(c)(3) organizations: Complete Parts I-A and 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.

Table with 2 columns: Name of organization (NEO PHILANTHROPY INC.) and Employer identification number (EIN) (13-3191113)

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

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

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

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

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$
2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$
3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$
4 Did the filing organization file Form 1120-POL for this year? Yes No
5 Enter the names, addresses, and 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.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

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

Cat. No. 50084S

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)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)														
c	Total lobbying expenditures (add lines 1a and 1b)														
d	Other exempt purpose expenditures														
e	Total exempt purpose expenditures (add lines 1c and 1d)														
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<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)														
h	Subtract line 1g from line 1a. If zero or less, enter -0-														
i	Subtract line 1f from line 1c. If zero or less, enter -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					
b Lobbying ceiling amount (150% of line 2a, column (e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

Table with columns (a) Yes/No and (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; a Volunteers?; b Paid staff or management...; c Media advertisements?; d Mailings to members...; e Publications...; f Grants to other organizations...; g Direct contact with legislators...; h Rallies, demonstrations...; i Other activities?; j Total. Add lines 1c through 1i; 2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?; b If "Yes," enter the amount of any tax incurred under section 4912; c If "Yes," enter the amount of any tax incurred by organization managers under section 4912; d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?

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

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

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

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

Part IV Supplemental Information

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

SEE NEXT PAGE

Series of horizontal dashed lines for supplemental information.

Part IV

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

Return Reference - Identifier	Explanation
SCHEDULE C, PART II-B, LINE 1 - DETAILED DESCRIPTION OF THE LOBBYING ACTIVITY	SEE PART IV
SCHEDULE C, PART II-B, LINE 1B - LOBBYING ACTIVITIES	COMPENSATION OF STAFF TIME SPENT CARRYING OUT LOBBYING ACTIVITIES, INCLUDING DIRECT CONTACT WITH LEGISLATORS, DRAFTING PUBLICATIONS, ORGANIZING EVENTS, AND/OR OTHER ACTIVITIES REPORTED ON LINES 1D THROUGH 1I BELOW.
SCHEDULE C, PART II-B, LINE 1D - LOBBYING ACTIVITIES	EMAILS, MAILINGS, AND NEWSLETTERS SENT TO CONSTITUENTS AND LEGISLATORS. A PORTION OF THE WORK INVOLVED LOBBYING ACTIVITIES.
SCHEDULE C, PART II-B, LINE 1E - LOBBYING ACTIVITIES	PRESS AND SOCIAL MEDIA STATEMENTS SUPPORTING ACTION OR LEGISLATION.
SCHEDULE C, PART II-B, LINE 1F - LOBBYING ACTIVITIES	GRANTS TO OTHER ORGANIZATIONS FOR THE PURPOSE OF LOBBYING.
SCHEDULE C, PART II-B, LINE 1G - LOBBYING ACTIVITIES	DIRECT CONTACT AND ADVOCACY WITH LEGISLATORS AND LEGISLATIVE BODIES WITH STAFF OR CONSULTANTS. A PORTION OF THE WORK INVOLVED LOBBYING ACTIVITIES.
SCHEDULE C, PART II-B, LINE 1H - LOBBYING ACTIVITIES	PREPARATION OF MATERIALS FOR, TRANSPORTATION TO, AND ATTENDANCE AT RALLIES OR EVENTS SUPPORTING ACTION OR LEGISLATION.
SCHEDULE C, PART II-B, LINE 1I - LOBBYING ACTIVITIES	EXPENSES RELATED TO ORGANIZING AND PLANNING, STRATEGY MEETINGS, AND CONDUCTING RESEARCH IN SUPPORT OF OTHER LOBBYING ACTIVITIES REPORTED ON LINES 1D THROUGH 1H ABOVE.

SCHEDULE D (Form 990)

(Rev. January 2025)

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: NEO PHILANTHROPY INC. Employer identification number: 13-3191113

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

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4 for totals, 5-6 for questions about donor advisement.

Part II Conservation Easements

Table with 2 columns: Description, Held at the End of the Tax Year. Rows 1-9 for various questions about conservation easements.

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

Table with 2 columns: Description, Amount. Rows 1a-2 for questions about art and historical treasures.

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

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

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

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

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

Part IV Escrow and Custodial Arrangements

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

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

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

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

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

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

Part V Endowment Funds

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

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

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

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

- (i)** Unrelated organizations? **Yes** **No**
- (ii)** Related organizations? **Yes** **No**

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

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

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

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		862,429	111,241	751,188
d Equipment		704,146	159,271	544,875
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				1,296,063

Part VII Investments—Other Securities

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

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

Part VIII Investments—Program Related

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1)	
(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) OPERATING LEASE OBLIGATIONS	8,203,328
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	8,203,328

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 XIII

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

Return Reference - Identifier	Explanation
SCHEDULE D, PART X, LINE 2 - ASC 740 FOOTNOTE	MANAGEMENT HAS EVALUATED THEIR INCOME TAX POSITIONS UNDER THE GUIDANCE INCLUDED IN ASC 740. BASED ON THEIR REVIEW, MANAGEMENT HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS TO BE RECORDED OR DISCLOSED IN THE FINANCIAL STATEMENTS.

**SCHEDULE F
(Form 990)**

(Rev. January 2025)

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

NEO PHILANTHROPY INC.

Employer identification number

13-3191113

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) EUROPE (INCLUDING ICELAND AND GREENLAND)			GRANTMAKING		395,265
(2) SOUTH AMERICA			GRANTMAKING		20,000
(3) EAST ASIA AND THE PACIFIC			GRANTMAKING		57,500
(4) SUB-SAHARAN AFRICA			GRANTMAKING		10,000
(5) MIDDLE EAST AND NORTH AFRICA			GRANTMAKING		10,000
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Subtotal	0	0			492,765
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	0	0			492,765

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			EUROPE (INCLUDING ICELAND AND GREENLAND)	PROGRAM GRANT	249,968	WIRE			
(2)			EUROPE (INCLUDING ICELAND AND GREENLAND)	PROGRAM GRANT	70,297	WIRE			
(3)			EUROPE (INCLUDING ICELAND AND GREENLAND)	PROGRAM GRANT	38,000	WIRE			
(4)			EAST ASIA AND THE PACIFIC	PROGRAM GRANT	30,000	WIRE			
(5)			EUROPE (INCLUDING ICELAND AND GREENLAND)	PROGRAM GRANT	17,000	WIRE			
(6)			EAST ASIA AND THE PACIFIC	PROGRAM GRANT	10,000	WIRE			
(7)			SOUTH AMERICA	PROGRAM GRANT	10,000	WIRE			
(8)			SUB-SAHARAN AFRICA	PROGRAM GRANT	10,000	WIRE			
(9)			MIDDLE EAST AND NORTH AFRICA	PROGRAM GRANT	10,000	WIRE			
(10)			EAST ASIA AND THE PACIFIC	PROGRAM GRANT	10,000	WIRE			
(11)			EUROPE (INCLUDING ICELAND AND GREENLAND)	PROGRAM GRANT	10,000	WIRE			
(12)			EUROPE (INCLUDING ICELAND AND GREENLAND)	PROGRAM GRANT	10,000	WIRE			
(13)			SOUTH AMERICA	PROGRAM GRANT	10,000	WIRE			
(14)			EAST ASIA AND THE PACIFIC	PROGRAM GRANT	7,500	WIRE			
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 14

3 Enter total number of other organizations or entities 0

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

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

Part IV Foreign Forms

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

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

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

- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No

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

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

Part V Supplemental Information

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

Return Reference - Identifier	Explanation
SCHEDULE F, PART I, LINE 2 - PROCEDURES FOR MONITORING USE OF GRANT FUNDS	EACH OF THE GRANTEE ORGANIZATIONS MUST SUBMIT A REPORT DETAILING THE PROGRAM ACCOMPLISHMENTS AND FINANCIAL EXPENDITURES AT THE END OF THE GRANT PERIOD.
SCHEDULE F, PART I, LINE 3 - METHOD USED TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS	EAST ASIA AND THE PACIFIC - ACCRUAL EUROPE (INCLUDING ICELAND AND GREENLAND) - ACCRUAL MIDDLE EAST AND NORTH AFRICA - ACCRUAL SOUTH AMERICA - ACCRUAL SUB-SAHARAN AFRICA - ACCRUAL
SCHEDULE F, PART II, LINE 1 - METHOD USED TO ACCOUNT FOR EXPENDITURES ON ORG'S FINANCIAL STATEMENTS	EAST ASIA AND THE PACIFIC - ACCRUAL EUROPE (INCLUDING ICELAND AND GREENLAND) - ACCRUAL MIDDLE EAST AND NORTH AFRICA - ACCRUAL SOUTH AMERICA - ACCRUAL SUB-SAHARAN AFRICA - ACCRUAL

**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

NEO PHILANTHROPY INC.

Employer identification number

13-3191113

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) BREAKTHROUGH ENERGY FOUNDATION PO BOX 563, KIRKLAND, WA 98083	85-3672460	501(C)(3)	23,580,000				PROGRAM GRANT
(2) (SEE STATEMENT)	13-3619000	501(C)(3)	3,675,000				PROGRAM GRANT
(3) NATIONAL BLACK WORKER CENTER INC 5207 OAK PARK RD, RALEIGH, NC 27612	88-3381865	501(C)(3)	2,598,740				PROGRAM GRANT
(4) FORD FOUNDATION 320 E 43RD ST, NEW YORK, NY 10017	13-1684331	501(C)(3)	2,123,725				PROGRAM GRANT
(5) ONE ARIZONA 3104 E CAMELBACK RD, PHOENIX, AZ 85016	37-1782220	501(C)(3)	1,780,000				PROGRAM GRANT
(6) BLUEPRINT NORTH CAROLINA PO BOX 607, DURHAM, NC 27702	27-2459538	501(C)(3)	1,100,000				PROGRAM GRANT
(7) TIDES CENTER PO BOX 889385, LOS ANGELES, CA 90088	94-3213100	501(C)(3)	1,078,250				PROGRAM GRANT
(8) (SEE STATEMENT)	46-2465621	501(C)(3)	1,050,000				PROGRAM GRANT
(9) OFICINA LEGAL DEL PUEBLO UNIDO, INC. 1405 MONTOPOLIS DR, AUSTIN, TX 78741	74-1995879	501(C)(3)	1,050,000				PROGRAM GRANT
(10) CENTER FOR CIVIC POLICY PO BOX 27616, ALBUQUERQUE, NM 87125	01-0869701	501(C)(3)	1,005,000				PROGRAM GRANT
(11) MISSISSIPPI ENGAGED 1072 LYNCH ST, JACKSON, MS 39203	93-2695197	501(C)(3)	1,000,000				PROGRAM GRANT
(12) (SEE STATEMENT)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 551

3 Enter total number of other organizations listed in the line 1 table 7

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

Cat. No. 50055P

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

Part II Grants and Other Assistance to Governments and Organizations in the United States (continued)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(12) STATE POWER FUND 425 CHERRY ST, KENT, OH 44240	85-3982823	501(C)(3)	953,500				PROGRAM GRANT
(13) REWRITING THE CODE INC 300 E MAIN ST, DURHAM, NC 27701	81-4978877	501(C)(3)	945,000				PROGRAM GRANT
(14) THE POWER COALITION FOR EQUITY AND JUSTICE 4930 WASHINGTON AVE, NEW ORLEANS, LA 70125	83-2511340	501(C)(3)	940,000				PROGRAM GRANT
(15) TIDES FOUNDATION PO BOX 29198, SAN FRANCISCO, CA 94129	51-0198509	501(C)(3)	840,000				PROGRAM GRANT
(16) PENNSYLVANIA VOICE 123 S BROAD ST, PHILADELPHIA, PA 19109	81-1141448	501(C)(3)	820,000				PROGRAM GRANT
(17) LAST MILE EDUCATION FUND 2770 ARAPAHOE RD, LAFAYETTE, CO 80026	88-0762233	501(C)(3)	800,000				PROGRAM GRANT
(18) ASIAN AMERICANS ADVANCING JUSTICE ATLANTA INC 5680 OAKBROOK PKWY, NORCROSS, GA 30093	27-2577567	501(C)(3)	755,000				PROGRAM GRANT
(19) NATIONAL IMMIGRATION PROJECT OF THE NATIONAL LAWYERS GUILD, INC 1763 COLUMBIA RD NW, WASHINGTON, DC 20009	95-2926663	501(C)(3)	740,000				PROGRAM GRANT
(20) PROGEORGIA STATE TABLE INC 151 ELLIS ST NE, ATLANTA, GA 30303	46-1064042	501(C)(3)	715,000				PROGRAM GRANT
(21) ALABAMA FORWARD 3066 ZELDA RD, MONTGOMERY, AL 36106	85-3077637	501(C)(3)	710,000				PROGRAM GRANT
(22) MANAGEMENT LEADERSHIP FOR TOMORROW 15 MAIDEN LANE, NEW YORK, NY 10038	52-1795164	501(C)(3)	600,000				PROGRAM GRANT
(23) FLORIDA RISING TOGETHER INC 10800 BISCAYNE BLVD, MIAMI, FL 33161	45-3956785	501(C)(3)	595,000				PROGRAM GRANT
(24) OHIO ORGANIZING COLLABORATIVE 25 E BOARDMAN ST, YOUNGSTOWN, OH 44503	26-1601472	501(C)(3)	565,000				PROGRAM GRANT
(25) ACCELERATE CHANGE, INC. 294 WASHINGTON ST, BOSTON, MA 02108	82-3400062	501(C)(3)	550,000				PROGRAM GRANT
(26) MISSISSIPPI VOTES 510 GEORGE ST, JACKSON, MS 39202	82-1014316	501(C)(3)	515,000				PROGRAM GRANT
(27) MICHIGAN VOICES 2727 2ND AVE, DETROIT, MI 48201	83-0612165	501(C)(3)	500,000				PROGRAM GRANT
(28) STATE VOICES 1616 P ST NW, WASHINGTON, DC 20036	20-1115618	501(C)(3)	500,000				PROGRAM GRANT
(29) SOUTHEAST IMMIGRANT RIGHTS NETWORKS, INC. PO BOX 87119, COLLEGE PARK, GA 30337	81-2745490	501(C)(3)	500,000				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(30) LOUISIANA ORGANIZATION FOR REFUGEES AND IMMIGRANTS 1120 GOVERNMENT ST, BATON ROUGE, LA 70802	82-3005401	501(C)(3)	495,000				PROGRAM GRANT
(31) NEW VENTURE FUND 1828 L ST NW, WASHINGTON, DC 20036	20-5806345	501(C)(3)	490,000				PROGRAM GRANT
(32) HAITIAN BRIDGE ALLIANCE 13 OVERTURE LANE, ALISO VIEJO, CA 92656	81-3558713	501(C)(3)	478,000				PROGRAM GRANT
(33) LEADERS IGNITING TRANSFORMATION EDUCATION FUND INC 132 W MINERAL ST, MILWAUKEE, WI 53204	82-3151192	501(C)(3)	475,000				PROGRAM GRANT
(34) INSTITUTE FOR A PROGRESSIVE NEVADA 2657 WINDMILL PKWY, HENDERSON, NV 89074	27-0854852	501(C)(3)	457,500				PROGRAM GRANT
(35) VIRGINIA CIVIC ENGAGEMENT TABLE P.O BOX 682, RICHMOND, VA 23223	47-5354509	501(C)(3)	452,000				PROGRAM GRANT
(36) NC A. PHILIP RANDOLPH INSTITUTE, INC. PO BOX 10428, RALEIGH, NC 27605	56-1500282	501(C)(3)	450,000				PROGRAM GRANT
(37) ASIAN COMMUNITY DEVELOPMENT COUNCIL 1027 S RAINBOW BLVD, LAS VEGAS, NV 89145	47-2438087	501(C)(3)	450,000				PROGRAM GRANT
(38) TEXAS FREEDOM NETWORK EDUCATION FUND PO BOX 1624, AUSTIN, TX 78767	74-2788317	501(C)(3)	430,000				PROGRAM GRANT
(39) NORTH CAROLINA ASIAN AMERICANS TOGETHER (NCAAT) 711 HILLSBOROUGH ST, RALEIGH, NC 27603	81-3125435	501(C)(3)	425,000				PROGRAM GRANT
(40) ALL VOTING IS LOCAL 1400 K ST ST NW, WASHINGTON, DC 20005	87-3908699	501(C)(3)	425,000				PROGRAM GRANT
(41) WE THE PEOPLE MI 440 BURROUGHS ST, DETROIT, MI 48202	84-3520391	501(C)(3)	419,200				PROGRAM GRANT
(42) MAKE THE ROAD STATES, INC 301 GROVE ST, BROOKLYN, NY 11237	84-3988830	501(C)(3)	419,000				PROGRAM GRANT
(43) NEW YORKERS FOR EQUAL RIGHTS, INC 69 STATE ST, ALBANY., NY 12207	99-3733755	501(C)(4)	414,000				PROGRAM GRANT
(44) OHIO VOICE PO BOX 428, COLUMBUS, OH 43216	82-3381404	501(C)(3)	407,500				PROGRAM GRANT
(45) LAWYERS COMMITTEE FOR CIVIL RIGHTS UNDER LAW 1500 K ST NW, WASHINGTON, DC 20005	52-0799246	501(C)(3)	400,000				PROGRAM GRANT
(46) OPERATION RESTORATION 1450 POYDRAS ST, NEW ORLEANS, LA 70112	61-1791941	501(C)(3)	400,000				PROGRAM GRANT
(47) HOPE COMMUNITY CENTER INC 1016 N PARK AVE, APOPKA, FL 32712	56-2551312	501(C)(3)	398,200				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(48) ARIZONA COALITION FOR CHANGE 1241 E WASHINGTON ST, PHOENIX, AZ 85034	82-2534431	501(C)(3)	390,000				PROGRAM GRANT
(49) NEW VIRGINIA MAJORITY EDUCATION FUND PO BOX 22036, ALEXANDRIA, VA 22305	27-1705920	501(C)(3)	390,000				PROGRAM GRANT
(50) AFRICAN COMMUNITIES TOGETHER INC 127 W 127TH ST, NEW YORK, NY 10027	46-1689772	501(C)(3)	380,000				PROGRAM GRANT
(51) THE GEORGIA COALITION FOR THE PEOPLES AGENDA INC 501 PULLIAM ST, ATLANTA, GA 30312	31-1770856	501(C)(3)	365,000				PROGRAM GRANT
(52) COMMON CAUSE EDUCATION FUND 4535 SPRING ST, LOS ANGELES, CA 90013	31-1705370	501(C)(3)	350,000				PROGRAM GRANT
(53) ALABAMA VALUES 7956 VAUGHN RD, MONTGOMERY, AL 36116	87-0836686	501(C)(3)	350,000				PROGRAM GRANT
(54) NAACP EMPOWERMENT PROGRAMS INC 4805 MOUNT HOPE DR, BALTIMORE, MD 21215	13-1084135	501(C)(3)	350,000				PROGRAM GRANT
(55) EQUALITY ALLIANCE OF SAN DIEGO COUNTY 1616 NEWTON AVE, SAN DIEGO, CA 92113	26-1712580	501(C)(3)	345,000				PROGRAM GRANT
(56) WOMEN ENGAGED INC 1530 DEKALB AVE NE, ATLANTA, GA 30307	47-3911650	501(C)(3)	340,000				PROGRAM GRANT
(57) FUND TEXAS CHOICE PO BOX 170280, BOSTON, MA 02117	04-3236982	501(C)(3)	331,000				PROGRAM GRANT
(58) VOCES DE LA FRONTERA 733 W HISTORIC MITCHELL ST, MILWAUKEE, WI 53204	39-2010107	501(C)(3)	320,000				PROGRAM GRANT
(59) OLE EDUCATION FUND 344 4TH ST SW, ALBUQUERQUE, NM 87102	27-1275857	501(C)(3)	315,000				PROGRAM GRANT
(60) FORWARD JUSTICE 1 COPLEY PKWY, MORRISVILLE, NC 27560	81-2450800	501(C)(3)	315,000				PROGRAM GRANT
(61) EL PUEBLO INC. 3125 POPLARWOOD CT, RALEIGH, NC 27604	56-1934310	501(C)(3)	315,000				PROGRAM GRANT
(62) NATIONAL KOREAN AMERICAN SERVICE & EDUCATION CONSORTIUM, INC PO BOX 25157, CHICAGO, IL 60625	11-3303986	501(C)(3)	310,000				PROGRAM GRANT
(63) INTER-TRIBAL COUNCIL OF ARIZONA 2214 N CENTRAL AVE, PHOENIX, AZ 85004	86-0343181	501(C)(3)	305,000				PROGRAM GRANT
(64) NEVADANS FOR REPRODUCTIVE FREEDOM PO BOX 15845, WASHINGTON, DC 20003	93-3301795	501(C)(4)	303,907				PROGRAM GRANT
(65) DETENTION WATCH NETWORK 1730 RHODE ISLAND AVE NW, WASHINGTON, DC 20036	83-3874583	501(C)(3)	300,000				PROGRAM GRANT

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(66) SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS 13181 CROSSROADS PKWY N, CITY OF INDUSTRY, CA 91746	72-1549994	501(C)(3)	300,000				PROGRAM GRANT
(67) SOUTHERN COALITION FOR SOCIAL JUSTICE 1415 W HWY 54, DURHAM, NC 27707	26-0688375	501(C)(3)	300,000				PROGRAM GRANT
(68) FUND FOR THE CITY OF NEW YORK INC. 121 AVE OF THE AMERICAS, NEW YORK, NY 10013	13-2612524	501(C)(3)	300,000				PROGRAM GRANT
(69) NATIVE AMERICAN RIGHTS FUND 250 ARAPAHOE AVE, BOULDER, CO 80302	84-0611876	501(C)(3)	300,000				PROGRAM GRANT
(70) BVM CAPACITY BUILDING INSTITUTE INC 3645 MARKETPLACE BLVD, ATLANTA, GA 30344	82-3835203	501(C)(3)	300,000				PROGRAM GRANT
(71) MOMSRISING EDUCATION FUND 12011 BEL-RED RD, BELLEVUE, WA 98005	45-2499952	501(C)(3)	300,000				PROGRAM GRANT
(72) LOCAL PROGRESS POLICY INSTITUTE 1200 18TH ST NW, WASHINGTON, DC 20036	86-3590543	501(C)(3)	300,000				PROGRAM GRANT
(73) FOUNDATION FOR THE CAROLINAS 220 N TRYON ST, CHARLOTTE, NC 28202	56-6047886	501(C)(3)	300,000				PROGRAM GRANT
(74) CHILD POVERY ACTION LAB 1808 S GOOD LATIMER EXPY, DALLAS, TX 75226	47-3863079	501(C)(3)	300,000				PROGRAM GRANT
(75) LATINO COMMUNITY FUND, INC. PO BOX 3299, DECATUR, GA 30031	82-0911954	501(C)(3)	295,000				PROGRAM GRANT
(76) STATE DEMOCRACY PROJECT 1133 19TH ST NW, WASHINGTON, DC 20036	52-2003442	501(C)(3)	282,000				PROGRAM GRANT
(77) UNDOCUBLACK NETWORK INC. 1032 15TH ST NW, WASHINGTON, DC 20005	86-3899115	501(C)(3)	270,000				PROGRAM GRANT
(78) TRANSGENDER LAW CENTER PO BOX 70976, OAKLAND, CA 94612	05-0544006	501(C)(3)	270,000				PROGRAM GRANT
(79) AMERICAN CIVIL LIBERTIES UNION OF NEVADA FOUNDATION INC 601 S RANCHO DR, LAS VEGAS, NV 89106	88-0217086	501(C)(3)	267,000				PROGRAM GRANT
(80) THE ORDINARY PEOPLE SOCIETY 403 W POWELL ST, DOTHAN, AL 36303	82-0587071	501(C)(3)	265,000				PROGRAM GRANT
(81) ARIZONA CENTER FOR EMPOWERMENT 5716 N 19TH AVE, PHOENIX, AZ 85015	27-2366780	501(C)(3)	260,000				PROGRAM GRANT
(82) ELON UNIVERSITY 2900 CAMPUS BOX, ELON, NC 27244	56-0532303	501(C)(3)	260,000				PROGRAM GRANT
(83) TENNESSEE IMMIGRANT AND REFUGEE RIGHTS COALITION 3310 EZELL RD, NASHVILLE, TN 37211	20-0121100	501(C)(3)	251,000				PROGRAM GRANT
(84) DEMOCRACY NORTH CAROLINA 3000 AERIAL CENTER, MORRISVILLE, NC 27560	56-2271150	501(C)(3)	250,000				PROGRAM GRANT

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(85) IMMIGRANT LEGAL RESOURCE CENTER 1458 HOWARD ST, SAN FRANCISCO, CA 94103	94-2939540	501(C)(3)	250,000				PROGRAM GRANT
(86) NATIONAL COALITION ON BLACK CIVIC PARTICIPATION 1666 K ST NW, WASHINGTON, DC 20006	52-1253112	501(C)(3)	250,000				PROGRAM GRANT
(87) UNIVERSITY OF FLORIDA FOUNDATION INC PO BOX 14425, GAINESVILLE, FL 32604	59-0974739	501(C)(3)	250,000				PROGRAM GRANT
(88) ONE VOICE, INC. 1072 W LYNCH ST, JACKSON, MS 39203	02-0787550	501(C)(3)	250,000				PROGRAM GRANT
(89) RETHINK MEDIA, INC. 2443 FILMORE ST, SAN FRANCISCO, CA 94115	46-2005479	501(C)(3)	250,000				PROGRAM GRANT
(90) VOICE OF THE EXPERIENCED VOTE 7832 LIGUSTRUM DR, NEW ORLEANS, LA 70126	16-1695266	501(C)(3)	250,000				PROGRAM GRANT
(91) CENTER FOR EMPOWERED POLITICS EDUCATION FUND 1212 BROADWAY, OAKLAND, CA 94612	84-3636499	501(C)(3)	250,000				PROGRAM GRANT
(92) AAPI LEAD FOUNDATION 3275 N KNOLL DR, LOS ANGELES, CA 90068	99-4433205	501(C)(3)	250,000				PROGRAM GRANT
(93) NATIONAL CONGRESS OF AMERICAN INDIANS 1516 P ST NW, WASHINGTON, DC 20005	53-6017907	501(C)(3)	250,000				PROGRAM GRANT
(94) ACCELERATOR FOR AMERICA 3108 GLENDALE BLVD, LOS ANGELES, CA 90039	82-1702618	501(C)(3)	250,000				PROGRAM GRANT
(95) UNIVERSITY CORPORATION AT MONTEREY BAY 100 CAMPUS CENTER, SEASIDE, CA 93955	77-0387459	501(C)(3)	250,000				PROGRAM GRANT
(96) FAITH ORGANIZING ALLIANCE 1024A W OWENS AVE, LAS VEGAS, NV 89106	82-4278099	501(C)(3)	249,278				PROGRAM GRANT
(97) CORAZON AZ 1918 W VAN BUREN ST, PHOENIX, AZ 85009	85-2535554	501(C)(3)	245,000				PROGRAM GRANT
(98) ILLINOIS COALITION FOR IMMIGRANT AND REFUGEE RIGHTS 228 S WABASH AVE, CHICAGO, IL 60604	36-3783551	501(C)(3)	245,000				PROGRAM GRANT
(99) ONE FAIR WAGE INC 7510 HILLMONT DR, OAKLAND, CA 94605	85-0692228	501(C)(3)	236,200				PROGRAM GRANT
(100) ASIAN AND PACIFIC ISLANDER AMERICAN VOTE, INC. 1612 K ST NW, WASHINGTON, DC 20006	03-0575412	501(C)(3)	236,000				PROGRAM GRANT
(101) GEORGIA LATINO ALLIANCE FOR HUMAN RIGHTS 7 DUNWOODY PARK, ATLANTA, GA 30338	76-0809155	501(C)(3)	235,000				PROGRAM GRANT
(102) EQUALITY CALIFORNIA INSTITUTE 3701 WILSHIRE BLVD, LOS ANGELES, CA 90010	68-0438008	501(C)(3)	232,500				PROGRAM GRANT

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(103) STEP UP LOUISIANA ORGANIZING FUND 2022 ST BERNARD AVE, NEW ORLEANS, LA 70116	85-1061102	501(C)(3)	230,000				PROGRAM GRANT
(104) WOMEN WATCH AFRIKA INC PO BOX 208, AVONDALE ESTATES, GA 30002	58-2581246	501(C)(3)	226,250				PROGRAM GRANT
(105) NAEVA 7906 MENAUL BLVD NE, ALBUQUERQUE, NM 87110	27-1866733	501(C)(3)	225,000				PROGRAM GRANT
(106) FOR OUR FUTURE EDUCATION FUND PO BOX 92287, WASHINGTON, DC 20090	83-3128084	501(C)(3)	225,000				PROGRAM GRANT
(107) BIRTH IN COLOR RVA FOUNDATION 115 E BROAD ST, RICHMOND, VA 23219	83-3221701	501(C)(3)	220,000				PROGRAM GRANT
(108) AMALGAMATED CHARITABLE FOUNDATION INC 275 SEVENTH AVE, NEW YORK, NY 10001	82-1517696	501(C)(3)	219,121				PROGRAM GRANT
(109) CPLC NEVADA, INC 555 N MARYLAND PKWY, LAS VEGAS, NV 89101	47-2624854	501(C)(3)	216,337				PROGRAM GRANT
(110) WOMEN WITH A VISION 1226 N BROAD ST, NEW ORLEANS, LA 70119	72-1202185	501(C)(3)	215,000				PROGRAM GRANT
(111) FLORIDA RIGHTS RESTORATION COALITION INC 4081 LB MCLEOD RD, ORLANDO, FL 32811	30-0714793	501(C)(3)	215,000				PROGRAM GRANT
(112) CASA INC 8151 15TH AVE, HYATTSVILLE, MD 20783	52-1372972	501(C)(3)	215,000				PROGRAM GRANT
(113) COLORADO IMMIGRANT RIGHTS COALITION 2525 W. ALAMEDA AVE, DENVER, CO 80219	73-1675486	501(C)(3)	210,000				PROGRAM GRANT
(114) GALEO LATINO COMMUNITY DEVELOPMENT FUND PO BOX 29506, ATLANTA, GA 30359	20-1565775	501(C)(3)	210,000				PROGRAM GRANT
(115) CHINESE FOR AFFIRMATIVE ACTION 17 WALTER U LUM PLACE, SAN FRANCISCO, CA 94108	94-2161304	501(C)(3)	210,000				PROGRAM GRANT
(116) ENGAGE FLORIDA CIVIC FUND INC 10800 BISCAYNE BLVD, MIAMI, FL 33161	92-3726398	501(C)(3)	205,000				PROGRAM GRANT
(117) THE UNIVERSITY OF TEXAS EL PASO 5000 W UNIVERSITY AVE, EL PASO, TX 79968	74-6000813	OTHER	204,000				PROGRAM GRANT
(118) THE EMBODIMENT INSTITUTE INCORPORATED 311 MILTON RD, DURHAM, NC 27722	93-1803400	501(C)(3)	200,226				PROGRAM GRANT
(119) MI FAMILIA VOTA EDUCATION FUND 1140 E WASHINGTON ST, PHOENIX, AZ 85034	20-0182824	501(C)(3)	200,000				PROGRAM GRANT
(120) NALEO EDUCATION FUND 1122 W WASHINGTON BLVD, LOS ANGELES, CA 90015	52-1212849	501(C)(3)	200,000				PROGRAM GRANT

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(121) CHINESE PROGRESSIVE ASSOCIATION 1212 BROADWAY, OAKLAND, CA 94612	23-7404756	501(C)(3)	200,000				PROGRAM GRANT
(122) SOUTHSIDE ORGANIZING COMMITTEE INC 1300 S LAYTON BLVD, MILWAUKEE, WI 53215	39-1680618	501(C)(3)	200,000				PROGRAM GRANT
(123) NORTH CAROLINA BLACK ALLIANCE INC PO BOX 27886, RALEIGH, NC 27611	56-2210571	501(C)(3)	200,000				PROGRAM GRANT
(124) OHIO IMMIGRANT ALLIANCE 12888 CEDAR RD, CLEVELAND HEIGHTS, OH 44118	88-2050250	501(C)(3)	200,000				PROGRAM GRANT
(125) CORNELL UNIVERSITY 341 PINE TREE RD, ITHACA, NY 14850	15-0532082	501(C)(3)	200,000				PROGRAM GRANT
(126) ASIAN AMERICANS ADVANCING JUSTICE - LA 1137 WILSHIRE BLVD, LOS ANGELES, CA 90017	95-3854152	501(C)(3)	200,000				PROGRAM GRANT
(127) LIBERATION VENTURES INC. 1438 WEBSTER ST, OAKLAND, CA 94612	99-4545561	501(C)(3)	200,000				PROGRAM GRANT
(128) PSL FOUNDATION 3426 COLEMAN ST, COLUMBIA, SC 29205	86-3092437	501(C)(3)	200,000				PROGRAM GRANT
(129) YALE UNIVERSITY PO BOX 2038, NEW HAVEN, CT 06521	06-0646973	501(C)(3)	200,000				PROGRAM GRANT
(130) GEORGIA RESILIENCE AND OPPORTUNITY FUND INC 422 GLEN IRIS DR, ATLANTA, GA 30308	87-1811721	501(C)(3)	200,000				PROGRAM GRANT
(131) ROCA INC 101 PARK ST, CHELSEA, MA 02150	22-3223641	501(C)(3)	200,000				PROGRAM GRANT
(132) THE REGENTS OF THE UNIVERSITY OF CALIFORNIA 10889 WILSHIRE BLVD, LOS ANGELES, CA 90095	95-6006143	501(C)(3)	196,000				PROGRAM GRANT
(133) COMMUNITY INITIATIVES 1000 BROADWAY, OAKLAND, CA 94607	94-3255070	501(C)(3)	193,000				PROGRAM GRANT
(134) THE SEMILLA PROJECT PO BOX 37197, ALBUQUERQUE, NM 87176	86-3311049	501(C)(3)	190,000				PROGRAM GRANT
(135) LEAGUE OF CONSERVATION VOTERS EDUCATION FUND 740 15TH ST NW, WASHINGTON, DC 20005	52-1379661	501(C)(3)	185,372				PROGRAM GRANT
(136) MICHIGAN ORGANIZING PROJECT 4405 WESSON ST, DETROIT, MI 48210	38-3058190	501(C)(3)	180,000				PROGRAM GRANT
(137) BORDER NETWORK FOR HUMAN RIGHTS 2115 N PIEDRAS ST, EL PASO, TX 79930	74-2493012	501(C)(3)	175,000				PROGRAM GRANT
(138) NATIONAL DAY LABORER ORGANIZING NETWORK 1030 S ARROYO PKWY, PASADENA, CA 91105	20-8802586	501(C)(3)	175,000				PROGRAM GRANT

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(139) VIRGINIA COALITION FOR IMMIGRANT RIGHTS, INC. PO BOX 8042, ALEXANDRIA, VA 22306	81-4184814	501(C)(3)	175,000				PROGRAM GRANT
(140) HOUSTON IN ACTION NETWORK 5300 CAROLINE ST, HOUSTON, TX 77004	87-3022489	501(C)(3)	175,000				PROGRAM GRANT
(141) ONEPA ACTIVISTS UNITED INC 533 S 52ND ST, PHILADELPHIA, PA 19143	88-2735817	501(C)(3)	175,000				PROGRAM GRANT
(142) IOWA MIGRANT MOVEMENT FOR JUSTICE PO BOX 41006, DES MOINES, IA 50311	85-0869579	501(C)(3)	175,000				PROGRAM GRANT
(143) FLORIDA IMMIGRANT COALITION INC 561 NE 79TH ST, MIAMI, FL 33138	20-2123833	501(C)(3)	170,000				PROGRAM GRANT
(144) PUENTE HUMAN RIGHTS MOVEMENT PO BOX 21837, PHOENIX, AZ 85036	45-3697690	501(C)(3)	165,000				PROGRAM GRANT
(145) FREEDOM INC 2110 LUANN LANE, MADISON, WI 53713	43-2023570	501(C)(3)	165,000				PROGRAM GRANT
(146) GEORGIA SHIFT PO BOX 14701, AUGUSTA, GA 30919	46-5280771	501(C)(3)	165,000				PROGRAM GRANT
(147) CAMPAIGN LEGAL CENTER, INC. 1101 14TH ST NW, WASHINGTON, DC 20005	04-3608387	501(C)(3)	161,800				PROGRAM GRANT
(148) NEBRASKA APPLESEED CENTER FOR LAW IN THE PUBLIC INTEREST INC PO BOX 83613, LINCOLN, NE 68501	47-0798343	501(C)(3)	160,000				PROGRAM GRANT
(149) COLABORATIVA LA MILPA 528 EMMA RD, ASHEVILLE, NC 28806	20-8303608	501(C)(3)	150,000				PROGRAM GRANT
(150) NATIONAL IMMIGRATION LAW CENTER 3435 WILSHIRE BLVD, LOS ANGELES, CA 90010	95-4539765	501(C)(3)	150,000				PROGRAM GRANT
(151) SOUTHEAST ASIA RESOURCE ACTION CENTER 1620 16TH ST NW, WASHINGTON, DC 20009	52-1161473	501(C)(3)	150,000				PROGRAM GRANT
(152) SOUTHERN ECHO INC 1350 LIVINGSTON LANE, JACKSON, MS 39213	64-0819311	501(C)(3)	150,000				PROGRAM GRANT
(153) NEW GEORGIA PROJECT, INC. 165 COURTLAND ST, MIAMI, GA 30303	82-1348307	501(C)(3)	150,000				PROGRAM GRANT
(154) WISDOM, INC. 2821 VEL R PHILLIPS AVE, MILWAUKEE, WI 53212	39-1985101	501(C)(3)	150,000				PROGRAM GRANT
(155) ARAB COMMUNITY CENTER FOR ECONOMIC AND SOCIAL SERVICES 2651 SAULINO CT, DEARBORN, MI 48120	23-7444497	501(C)(3)	150,000				PROGRAM GRANT
(156) BORDER WORKERS UNITED 1317 E RIO GRANDE AVE, EL PASO, TX 79902	81-3709604	501(C)(3)	150,000				PROGRAM GRANT
(157) ADVANCEMENT PROJECT EDUCATION FUND 1220 L ST NW, WASHINGTON, DC 20005	87-4702350	501(C)(3)	150,000				PROGRAM GRANT

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(158) ARRIBA LAS VEGAS WORKERS CENTER PO BOX 1941, LAS VEGAS, NV 89125	83-4206510	501(C)(3)	150,000				PROGRAM GRANT
(159) FREE MIGRATION PROJECT 426 E ALLEGHENY AVE, PHILADELPHIA, PA 19134	81-1938695	501(C)(3)	150,000				PROGRAM GRANT
(160) HAITIAN COMMUNITY HELP & SUPPORT CENTER 1530 S YELLOW SPRINGS ST, SPRINGFIELD, OH 45506	93-4819144	501(C)(3)	150,000				PROGRAM GRANT
(161) REFUGEES INTERNATIONAL INC 1800 M ST NW, WASHINGTON, DC 20036	52-1224516	501(C)(3)	150,000				PROGRAM GRANT
(162) VIRGINIA ORGANIZING, INC. 703 CONCORD AVE, CHARLOTTESVILLE, VA 22903	54-1674992	501(C)(3)	150,000				PROGRAM GRANT
(163) AFRICAN BUREAU OF IMMIGRATION AND SOCIAL AFFAIRS 16180 MEYERS RD, DETROIT, MI 48235	47-4386750	501(C)(3)	145,000				PROGRAM GRANT
(164) INTER-RELIGIOUS FOUNDATION FOR COMMUNITY ORGANIZATION INC 418 W 145TH ST, NEW YORK, NY 10031	13-2590548	501(C)(3)	145,000				PROGRAM GRANT
(165) ACCESS PHILANTHROPY CHARITIES 2100 STEVENS AVE, MINNEAPOLIS, MN 55404	38-3777419	501(C)(3)	140,000				PROGRAM GRANT
(166) SOUTHERN VISION ALLIANCE PO BOX 51698, DURHAM, NC 27717	61-1639641	501(C)(3)	140,000				PROGRAM GRANT
(167) UNITED WE DREAM NETWORK INC 1775 I ST NW, WASHINGTON, DC 20006	46-2216565	501(C)(3)	140,000				PROGRAM GRANT
(168) THE MANAGEMENT CENTER 1802 VERNON ST NW, WASHINGTON, DC 20009	20-5197607	501(C)(3)	135,450				PROGRAM GRANT
(169) ONEAMERICA 1225 S WELLER ST, SEATTLE, WA 98144	20-0384893	501(C)(3)	135,000				PROGRAM GRANT
(170) AMERICA'S VOICE EDUCATION FUND 1050 17TH ST NW, WASHINGTON, DC 20036	26-2624247	501(C)(3)	135,000				PROGRAM GRANT
(171) GEORGIA MUSLIM VOTER PROJECT 5680 OAKBROOK PKWY, NORCROSS, GA 30093	81-1446781	501(C)(3)	125,000				PROGRAM GRANT
(172) MANO AMIGA SM 174 S GUADALUPE ST, SAN MARCOS, TX 78666	83-2030465	501(C)(3)	125,000				PROGRAM GRANT
(173) CODEPATH.ORG 665 3RD ST, SAN FRANCISCO, CA 94107	81-5338932	501(C)(3)	125,000				PROGRAM GRANT
(174) NEW VOICES PITTSBURGH, INC. PO BOX 5256, PITTSBURGH, PA 15206	27-0570462	501(C)(3)	125,000				PROGRAM GRANT
(175) COMUNIDADES UNIDAS 1750 W RESEARCH WAY, WEST VALLEY CITY, UT 84119	13-4257724	501(C)(3)	125,000				PROGRAM GRANT
(176) IDAHO COALITION AGAINST SEXUAL AND DOMESTIC VIOLENCE 1402 W GROVE, BOISE, ID 83702	82-0410899	501(C)(3)	125,000				PROGRAM GRANT

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(177) SOMOS UN PUEBLO UNIDO 1804 ESPINACITAS ST, SANTE FE, NM 87505	20-4216836	501(C)(3)	125,000				PROGRAM GRANT
(178) PARTNERSHIP FOR THE ADVANCEMENT OF NEW AMERICANS 5348 UNIVERSITY AVE, SAN DIEGO, CA 92105	47-5299457	501(C)(3)	120,000				PROGRAM GRANT
(179) ALABAMA COALITION FOR IMMIGRANT JUSTICE UNITED 1826 6TH AVE S, IRONDALE, AL 35210	47-4352872	501(C)(3)	120,000				PROGRAM GRANT
(180) CAROLINA MIGRANT NETWORK INC 6917 LANCER DR, CHARLOTTE, NC 28226	85-0952850	501(C)(3)	118,000				PROGRAM GRANT
(181) UNITED NEGRO COLLEGE FUND 1805 7TH ST NW, WASHINGTON, DC 20001	13-1624241	501(C)(3)	117,647				PROGRAM GRANT
(182) POLICHIC ENGAGEMENT FUND 600 CONGRESS AVE, AUSTIN, TX 78701	84-5178945	501(C)(3)	115,000				PROGRAM GRANT
(183) PODER IN ACTION 5877 W INDIAN SCHOOL RD, PHOENIX, AZ 85031	46-2284158	501(C)(3)	115,000				PROGRAM GRANT
(184) RURAL ARIZONA ENGAGEMENT 381 W CENTRAL AVE, COOLIDGE, AZ 85128	83-3114207	501(C)(3)	115,000				PROGRAM GRANT
(185) NEW AMERICANS LEADERS PROJECT, INC. 530 7TH AVE, NEW YORK, NY 10018	45-3770977	501(C)(3)	110,000				PROGRAM GRANT
(186) LA UNION DEL PUEBLO ENTERO PO BOX 188, SAN JUAN, TX 78589	93-1029197	501(C)(3)	105,000				PROGRAM GRANT
(187) HAWAII WORKERS CENTER 2252 PUNA ST, HONOLULU, HI 96817	61-1947131	501(C)(3)	105,000				PROGRAM GRANT
(188) CHILDREN'S ADVOCACY ALLIANCE 5258 S EERN AVE, LAS VEGAS, NV 89119	88-0394078	501(C)(3)	100,500				PROGRAM GRANT
(189) BLACK ALLIANCE FOR JUST IMMIGRATION 1368 FULTON ST, BROOKLYN, NY 11216	27-1911378	501(C)(3)	100,000				PROGRAM GRANT
(190) TRANS QUEER PUEBLO - SEMILLA DE LIBERACION 1726 E ROOSEVELT ST, PHOENIX, AZ 85006	81-3625797	501(C)(3)	100,000				PROGRAM GRANT
(191) ASYLUM SEEKER ADVOCACY PROJECT INC ONE LIBERTY PLAZA, NEW YORK, NY 10006	83-3011862	501(C)(3)	100,000				PROGRAM GRANT
(192) HISPANIC LIAISON OF CHATHAM COUNTY 200 N CHATHAM AVE, SILER CITY, NC 27344	56-1974043	501(C)(3)	100,000				PROGRAM GRANT
(193) MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND 634 S SPRING ST, LOS ANGELES, CA 90014	74-1563270	501(C)(3)	100,000				PROGRAM GRANT
(194) NEW ORLEANS WORKERS' CENTER FOR RACIAL JUSTICE 217 N PRIEUR ST, NEW ORLEANS, LA 70112	33-1167415	501(C)(3)	100,000				PROGRAM GRANT
(195) ARISE ADELANTE PO BOX 778, ALAMO, TX 78516	74-2880281	501(C)(3)	100,000				PROGRAM GRANT

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(196) PASTORS UNITED COMMUNITY ADVOCACY INC. 3709 N 57TH ST, MILWAUKEE, WI 53216	90-0947280	501(C)(3)	100,000				PROGRAM GRANT
(197) TRUCHA 4309 N 22ND ST, MCALLEN, TX 78504	85-3104670	501(C)(3)	100,000				PROGRAM GRANT
(198) IMMIGRANT ALLIANCE FOR JUSTICE AND EQUALITY 406 W FORTIFICATION ST, JACKSON, MS 39203	84-4925897	501(C)(3)	100,000				PROGRAM GRANT
(199) ARKANSAS UNITED COMMUNITY COALITION PO BOX 9296, FAYETTEVILLE, AR 72703	27-5271968	501(C)(3)	100,000				PROGRAM GRANT
(200) GREATER BIRMINGHAM MINISTRIES 2304 12TH AVE N, BIRMINGHAM, AL 35234	63-0577439	501(C)(3)	100,000				PROGRAM GRANT
(201) ASIAN AMERICAN LEGAL DEFENSE AND EDUCATION FUND 99 HUDSON ST, NEW YORK, NY 10013	13-2855641	501(C)(3)	100,000				PROGRAM GRANT
(202) VIETNAMESE AMERICAN YOUNG LEADERS ASSOCIATION OF NEW ORLEANS 13235 CHEF MENTEUR HWY, NEW ORLEANS, LA 70129	33-1143213	501(C)(3)	100,000				PROGRAM GRANT
(203) DRUM-DESI RISING UP AND MOVING, INC 72-18 ROOSEVELT AVE, JACKSON HEIGHTS, NY 11372	38-3652741	501(C)(3)	100,000				PROGRAM GRANT
(204) CENTRAL AMERICAN RESOURCE CENTER 2845 W 7TH ST, LOS ANGELES, CA 90005	95-3867724	501(C)(3)	100,000				PROGRAM GRANT
(205) 9 TO 5, NATIONAL ASSOC. OF WORKING WOMEN 207 E BUFFALO ST, MILWAUKEE, WI 53202	34-1246311	501(C)(3)	100,000				PROGRAM GRANT
(206) BALLOT INITIATIVE STRATEGY CENTER FOUNDATION 1815 ADAMS MILL RD, WASHINGTON, DC 20009	04-3454684	501(C)(3)	100,000				PROGRAM GRANT
(207) WORKER POWER INSTITUTE 1021 S 7TH AVE, PHOENIX, AZ 85007	26-1689914	501(C)(3)	100,000				PROGRAM GRANT
(208) DOCUMENTED LTD PO BOX 924, NEW YORK, NY 10272	83-3036502	501(C)(3)	100,000				PROGRAM GRANT
(209) SOMOS SIEMBRA 801 NEW GARDEN RD, GREENSBORO, NC 27410	87-2266951	501(C)(3)	100,000				PROGRAM GRANT
(210) CAROLINA FEDERATION FUND PO BOX 62212, DURHAM, NC 27715	84-2537864	501(C)(3)	100,000				PROGRAM GRANT
(211) EMGAGE FOUNDATION, INC. 3425 US HWY 98 N, LAKELAND, FL 33809	26-1441032	501(C)(3)	100,000				PROGRAM GRANT
(212) MOVE TEXAS CIVIC FUND 14439 NW MILLITARY HWY, SAN ANTONIO, TX 78231	84-2188871	501(C)(3)	100,000				PROGRAM GRANT

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(213) COLOR OF CHANGE EDUCATION FUND 1714 FRANKLIN ST, OAKLAND, CA 94612	45-5569879	501(C)(3)	100,000				PROGRAM GRANT
(214) SOUTHERN RURAL BLACK WOMEN'S INITIATIVE FOR ECONOMIC AND SOCIAL JUSTICE, INC 2659 LIVINGSTON RD, JACKSON, MS 39213	82-3532800	501(C)(3)	100,000				PROGRAM GRANT
(215) PROMOTE THE VOTE FUND 5859 W SAGINAW HWY, LANSING, MI 48917	85-4202848	501(C)(3)	100,000				PROGRAM GRANT
(216) NATIONAL IMMIGRANT JUSTICE CENTER 111 W JACKSON BLVD, CHICAGO, IL 60604	93-3878636	501(C)(3)	100,000				PROGRAM GRANT
(217) TEXAS BORDER INITIATIVE FOR LEADERSHIP DEVELOPMENT AND EFFECTI PO BOX 2272, DEL RIO, TX 78841	45-2109853	501(C)(3)	100,000				PROGRAM GRANT
(218) THE GOOD NATION FOUNDATION INC. 100 CROSBY ST, NEW YORK, NY 10012	81-4768448	501(C)(3)	100,000				PROGRAM GRANT
(219) LOUISIANA ADVOCATES FOR IMMIGRANTS IN DETENTION 520 OLIVE ST, SHREVEPORT, LA 71104	87-2935596	501(C)(3)	100,000				PROGRAM GRANT
(220) FIGHTING AGAINST INJUSTICE TOWARDS HARMONY PO BOX 164, DAYTONA BEACH, FL 32115	59-3664324	501(C)(3)	100,000				PROGRAM GRANT
(221) JUSTICE ACTION CENTER PO BOX 272780, LOS ANGELES, CA 90027	83-3991239	501(C)(3)	100,000				PROGRAM GRANT
(222) SISTER SONG, INC. PO BOX 94408, ATLANTA, GA 30377	51-0544927	501(C)(3)	100,000				PROGRAM GRANT
(223) FAIR GOVERNMENT NEVADA 2657 WINDMILL PKWY, HENDERSON, NV 89074	99-3621464	501(C)(4)	100,000				PROGRAM GRANT
(224) AFRORESISTANCE INC 409 MORRIS PARK AVE, BRONX, NY 10460	86-3745935	501(C)(3)	95,000				PROGRAM GRANT
(225) INSTITUTO LAB 221 E INDIANOIA AVE, PHOENIX, AZ 85012	83-2887275	501(C)(3)	95,000				PROGRAM GRANT
(226) CODEHOUSE 949 OAK ST SW, ATLANTA, GA 30310	84-2963319	501(C)(3)	95,000				PROGRAM GRANT
(227) AGUILA YOUTH LEADERSHIP INSTITUTE, INC. 4730 N 23RD AVE, PHOENIX, AZ 85015	20-5820343	501(C)(3)	90,000				PROGRAM GRANT
(228) FUERTE ART COLLECTIVE 110 N 9TH AVE, PHOENIX, AZ 85007	87-1857404	501(C)(3)	90,000				PROGRAM GRANT
(229) SPARK REPRODUCTIVE JUSTICE NOW! PO BOX 89210, ATLANTA, GA 30312	58-1872316	501(C)(3)	90,000				PROGRAM GRANT
(230) NEW YORK IMMIGRATION COALITION INC 131 W 33RD ST, NEW YORK, NY 10001	13-3573409	501(C)(3)	89,700				PROGRAM GRANT
(231) FAITH IN FLORIDA INC 406 E AMEILA ST, ORLANDA, FL 32803	59-3151613	501(C)(3)	86,600				PROGRAM GRANT

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(232) COUNCIL ON AMERICAN - ISLAMIC RELATIONS MINNESOTA 1821 UNIVERSITY AVE W, ST PAUL, MN 55104	45-0553731	501(C)(3)	81,250				PROGRAM GRANT
(233) CAPITAL AREA JUSTICE MINISTRY INC. 2344 LAKE BRADFORD RD, TALLAHASSEE, FL 32310	84-5078584	501(C)(3)	80,000				PROGRAM GRANT
(234) WE COUNT INC PO BOX 344116, FLORIDA CITY, FL 33034	56-2638368	501(C)(3)	75,000				PROGRAM GRANT
(235) GRASSROOTS LEADERSHIP, INC. 2301 E CESAR CHAVEZ ST, AUSTIN, TX 78702	58-1581743	501(C)(3)	75,000				PROGRAM GRANT
(236) SOUTHEAST ASIAN COALITION 500 BRADFORD DR, CHARLOTTE, NC 28208	46-0786773	501(C)(3)	75,000				PROGRAM GRANT
(237) AMERICAN FRIENDS SERVICE COMMITTEE 1501 CHERRY ST, PHILADELPHIA, PA 19102	23-1352010	501(C)(3)	75,000				PROGRAM GRANT
(238) IMMIGRATION SERVICES AND LEGAL ADVOCACY 3912 BIENVILLE ST, NEW ORLEANS, LA 70119	82-4375254	501(C)(3)	75,000				PROGRAM GRANT
(239) TEXAS IMMIGRATION LAW COUNCIL 3605 KATY FREEWAY, HOUSTON, TX 77007	92-3432986	501(C)(3)	75,000				PROGRAM GRANT
(240) LEADERSHIP CONFERENCE EDUCATION FUND, INC 1620 L ST NW, WASHINGTON, DC 20036	23-7026895	501(C)(3)	75,000				PROGRAM GRANT
(241) PEOPLE'S ACTION INSTITUTE 2125 W N AVE, CHICAGO, IL 60647	36-2755109	501(C)(3)	75,000				PROGRAM GRANT
(242) FAMILY ACTION NETWORK MOVEMENT INC 100 NE 84TH ST, MIAMI, FL 33138	65-0334201	501(C)(3)	70,000				PROGRAM GRANT
(243) INTERCHURCH COALITION FOR ACTION RECONCILIATION AND EMPOWERMENT 2650 PARK ST, JACKSONVILLE, FL 32204	59-3332540	501(C)(3)	70,000				PROGRAM GRANT
(244) WORKING FAMILIES ORGANIZATION INC 77 SANDS ST, BROOKLYN, NY 11201	20-4994004	501(C)(4)	70,000				PROGRAM GRANT
(245) CHARLESTON AREA JUSTICE MINISTRY PO BOX 71416, NORTH CHARLESTON, SC 29415	46-1758506	501(C)(3)	65,000				PROGRAM GRANT
(246) DEEDS NOT WORDS 2318 SANTA ROSA ST, AUSTIN, TX 78702	82-3135054	501(C)(3)	65,000				PROGRAM GRANT
(247) NM COMUNIDADES EN ACCION Y DE FE - CAFE 418 W GRIGGS AVE, LAS CRUCES, NM 88005	27-3310051	501(C)(3)	65,000				PROGRAM GRANT
(248) KIDS RETHINK NEW ORLEANS SCHOOLS 705 FLOOD ST, NEW ORLEANS, LA 70117	33-1203055	501(C)(3)	65,000				PROGRAM GRANT

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(249) JMPRO COMMUNITY MEDIA INC 4 LONG SHOALS RD, ARDEN, NC 28704	93-1350023	501(C)(3)	65,000				PROGRAM GRANT
(250) CENTRAL MIDLANDS JUSTICE MINISTRY 709 GABRIEL ST, COLUMBIA, SC 29203	81-4740696	501(C)(3)	65,000				PROGRAM GRANT
(251) QUIPA INC 418 BROADWAY, ALBANY, NY 12207	92-2809538	501(C)(3)	63,000				PROGRAM GRANT
(252) WILDLIFEDIRECT INC 1203 K ST, WASHINGTON, DC 20005	30-0256542	501(C)(3)	63,000				PROGRAM GRANT
(253) MAKE THE ROAD NEW YORK 301 GROVE ST, BROOKLYN, NY 11237	11-3344389	501(C)(3)	60,000				PROGRAM GRANT
(254) NACA-INSPIRED SCHOOLS NETWORK 1000 INDIAN SCHOOL RD NW, ALBUQUERQUE, NM 87048	47-2981893	501(C)(3)	60,000				PROGRAM GRANT
(255) ALLIANCE FOR JUSTICE 11 DUPONT CIRCLE NW, WASHINGTON, DC 20036	52-1009973	501(C)(3)	60,000				PROGRAM GRANT
(256) PUBLIC POLICY AND EDUCATION FUND OF NY PO BOX 6517, ALBANY, NY 12206	13-3364209	501(C)(3)	60,000				PROGRAM GRANT
(257) PROGRESSIVE LEADERSHIP INIATIVE EDUCATION FUND 1250 I ST NW, WASHINGTON, DC 20005	92-3426807	501(C)(3)	58,550				PROGRAM GRANT
(258) NATIONAL PERFORMANCE NETWORK INC 225 BARONNE ST, NEW ORLEANS, LA 70112	06-1522546	501(C)(3)	57,627				PROGRAM GRANT
(259) WYOMING CIVIC ENGAGEMENT NETWORK 109 E 17TH ST, CHEYENNE, WY 82001	93-3777806	501(C)(3)	54,413				PROGRAM GRANT
(260) ROSS INITIATIVE IN SPORTS FOR EQUALITY INC 423 W 55TH ST, NEW YORK, NY 10019	47-4225769	501(C)(3)	53,295				PROGRAM GRANT
(261) ALIEFVOTES 12989 BELLAIRE BLVD, HOUSTON, TX 77072	93-1551238	501(C)(3)	52,500				PROGRAM GRANT
(262) CHILDREN WRITING FOR CHILDREN 12640 WALTHAM DR, FRISCO, TX 75035	31-1451439	501(C)(3)	52,500				PROGRAM GRANT
(263) VOT-ER 88 AMES ST, CAMBRIDGE, MA 02142	86-2040929	501(C)(3)	50,000				PROGRAM GRANT
(264) VALLEY BEIT MIDRASH 4645 E MARILYN RD, PHOENIX, AZ 85032	45-5443715	501(C)(3)	50,000				PROGRAM GRANT
(265) SOWEGA RISING INC 2407 CHERRY LAUREL LANE, ALBANY, GA 31705	83-2761941	501(C)(3)	50,000				PROGRAM GRANT
(266) ISAIAH 2356 UNIVERSITY AVE, SAINT PAUL, MA 55114	41-1957358	501(C)(3)	50,000				PROGRAM GRANT
(267) ORGANIZATION OF CHINESE AMERICANS- GREATER PHOENIX 712 E 1ST AVE, SCOTTSDALE, AZ 85251	45-3043495	501(C)(3)	50,000				PROGRAM GRANT

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(268) NATIONAL LATINA INSTITUTE FOR REPRODUCTIVE JUSTICE 50 BROAD ST, NEW YORK, NY 10004	52-1891734	501(C)(3)	50,000				PROGRAM GRANT
(269) NONPROFIT FINANCE FUND 5 HANOVER SQUARE, NEW YORK, NY 10004	13-3238657	501(C)(3)	50,000				PROGRAM GRANT
(270) VOICE BUFFALO, INC. 2495 MAIN ST, BUFFALO, NY 14214	16-1502516	501(C)(3)	50,000				PROGRAM GRANT
(271) COALITION OF COMMUNITIES OF COLOR 316 NE 28TH, PORTLAND, OR 97232	47-4448490	501(C)(3)	50,000				PROGRAM GRANT
(272) BRAZILIAN WORKER CENTER 14 HARVARD AVE, ALLSTON, MA 02134	04-3273525	501(C)(3)	50,000				PROGRAM GRANT
(273) NONPROFIT VOTE 2464 MASSACHUSETTS AVE, CAMBRIDGE, MA 02140	20-4568862	501(C)(3)	50,000				PROGRAM GRANT
(274) PROVIDENCE YOUTH STUDENT MOVEMENT 669 ELMWOOD AVE, PROVIDENCE, RI 02907	65-1224536	501(C)(3)	50,000				PROGRAM GRANT
(275) JEWISH COMMUNITY ACTION 2375 UNIVERSITY AVE W, ST. PAUL, MN 55114	41-1830619	501(C)(3)	50,000				PROGRAM GRANT
(276) PUSHBLACK 700 12TH ST NW, WASHINGTON, DC 20005	81-3834388	501(C)(3)	50,000				PROGRAM GRANT
(277) ARIZONA DREAM ACT COALITION INC 1402 S CENTRAL AVE, PHOENIX, AZ 85004	45-2719085	501(C)(3)	50,000				PROGRAM GRANT
(278) WORKERS DEFENSE PROJECT INC 5604 MANOR RD, AUSTIN, TX 78723	35-2296166	501(C)(3)	50,000				PROGRAM GRANT
(279) YELLOWHAMMER FUND PO BOX 1565, TUSCALOOSA, AL 35403	82-1822204	501(C)(3)	50,000				PROGRAM GRANT
(280) NC COUNTS COALITION 5909 FALLS OF NEUSE RD, RALEIGH, NC 27609	82-5469509	501(C)(3)	50,000				PROGRAM GRANT
(281) COMMUNITY COALITION FOR SUBSTANCE ABUSE PREVENTION AND TREATMENT 8101 S. VERMONT AVE, LOS ANGELES, CA 90044	95-4298811	501(C)(3)	50,000				PROGRAM GRANT
(282) INLAND CONGREGATION UNITED FOR CHANGE 1441 N D ST, SAN BERNARDINO, CA 92405	33-0480298	501(C)(3)	50,000				PROGRAM GRANT
(283) TAKEACTION MINNESOTA EDUCATION FUND 705 RAYMOND AVE, ST. PAUL, MN 55114	41-1635130	501(C)(3)	50,000				PROGRAM GRANT
(284) MISSISSIPPI MOVE INC 501 W COUNTY LINE RD, JACKSON, MS 39174	90-0932897	501(C)(3)	50,000				PROGRAM GRANT
(285) PROJECT PULSO INC 2497 SW 34TH AVE, MIAMI, FL 33145	84-3897182	501(C)(3)	50,000				PROGRAM GRANT

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(286) WISCONSIN CONSERVATION VOICES INC 133 S BUTLER ST, MADISON, WI 53703	73-1628891	501(C)(3)	50,000				PROGRAM GRANT
(287) AFRIKANA CORPORATION 2477 BELMONT AVE, BRONX, NY 10458	93-2592894	501(C)(3)	50,000				PROGRAM GRANT
(288) ARIZONA BORDER RIGHTS FOUNDATION 225 26TH ST, TUCSON, AZ 85713	86-0991413	501(C)(3)	50,000				PROGRAM GRANT
(289) BAITULMAAL INC PO BOX 166911, IRVING, TX 75016	20-0942434	501(C)(3)	50,000				PROGRAM GRANT
(290) PALESTINIAN AMERICAN MEDICAL ASSOCIATION 12475 S GREENWOOD ST, OLATHE, KS 66062	47-2227058	501(C)(3)	50,000				PROGRAM GRANT
(291) ABORTION FUND OF OHIO PO BOX 1611, COLUMBUS, OH 43216	31-1357186	501(C)(3)	50,000				PROGRAM GRANT
(292) GREATER WACO LEGAL SERVICES 1700 COLCORD AVE, WACO, TX 76707	81-4815182	501(C)(3)	50,000				PROGRAM GRANT
(293) VOICES OF COMMUNITY ACTIVISTS & LEADERS (VOCAL-NY) 300 DOUGLASS ST, BROOKLYN, NY 11217	13-4094385	501(C)(3)	50,000				PROGRAM GRANT
(294) PURE JUSTICE 4530 W 34TH ST, HOUSTON, TX 77092	82-2261227	501(C)(3)	50,000				PROGRAM GRANT
(295) DIGNITY AND POWER NOW 1801 W 35TH PLACE, LOS ANGELES, CA 90018	46-3064675	501(C)(3)	50,000				PROGRAM GRANT
(296) ESSIE JUSTICE GROUP 1714 FRANKLIN ST, OAKLAND, CA 94612	80-0956021	501(C)(3)	50,000				PROGRAM GRANT
(297) STARTING OVER, INC. 6355 RIVERSIDE AVE, RIVERSIDE, CA 92506	90-0455003	501(C)(3)	50,000				PROGRAM GRANT
(298) CENTRAL COAST ALLIANCE UNITED FOR A SUSTAINABLE ECONOMY 56 E MAIN ST, VENTURA, CA 93001	77-0578864	501(C)(3)	50,000				PROGRAM GRANT
(299) INDIGENOUS JUSTICE 1418 20TH ST, SACRAMENTO, CA 95811	88-3721890	501(C)(3)	50,000				PROGRAM GRANT
(300) ORANGE COUNTY COMMUNITIES ORGANIZED FOR RESPONSIBLE DEVELOPMENT 1505 17TH ST, SANTA ANA, CA 92705	43-2092827	501(C)(3)	50,000				PROGRAM GRANT
(301) CONGREGATIONS ORGANIZED FOR PROPHETIC ENGAGEMENT 1505 W HIGHLAND AVE, SAN BERNARDINO, CA 92411	33-0938212	501(C)(3)	50,000				PROGRAM GRANT
(302) GENDER & SEXUALITIES ALLIANCE NETWORK 1611 TELEGRAPH AVE, OAKLAND, CA 94612	20-5367752	501(C)(3)	50,000				PROGRAM GRANT
(303) LA VOICE 3660 WILSHIRE BLVD, LOS ANGELES, CA 90010	95-4781974	501(C)(3)	50,000				PROGRAM GRANT

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(304) POWER CALIFORNIA 436 14TH ST, OAKLAND, CA 94612	77-0651682	501(C)(3)	50,000				PROGRAM GRANT
(305) PICO CALIFORNIA PO BOX 33334, LOS ANGELES, CA 90033	87-2249221	501(C)(3)	50,000				PROGRAM GRANT
(306) CALIFORNIA BLACK POWER NETWORK 3553 ALANTIC AVE, LONG BEACH, CA 90807	87-1975655	501(C)(3)	50,000				PROGRAM GRANT
(307) ENLACE LATINO NC INC 1053 E WHITAKER MILL RD, RALEIGH, NC 27604	87-2137153	501(C)(3)	50,000				PROGRAM GRANT
(308) THIRD SECTOR NEW ENGLAND 89 S ST, BOSTON, MA 02111	04-2261109	501(C)(3)	50,000				PROGRAM GRANT
(309) EARTH ISLAND INSTITUTE 2150 ALLSTON WAY, BERKELEY, CA 94704	94-2889684	501(C)(3)	46,000				PROGRAM GRANT
(310) THE PANISCUS PROJECT 11 DIVINITY AVE, CAMBRIDGE, MA 02138	84-4486154	501(C)(3)	46,000				PROGRAM GRANT
(311) SYLVIA EARLE ALLIANCE 100 PINE ST, SAN FRANCISCO, CA 94111	26-1892969	501(C)(3)	46,000				PROGRAM GRANT
(312) NORTH CAROLINA HOUSING COALITION INC. 3608 UNIVERSITY DR, DURHAM, NC 27707	58-1798953	501(C)(3)	45,000				PROGRAM GRANT
(313) THE COMMUNITY INC 614 N 13TH ST, GARDEN CITY, KS 67846	38-4086622	501(C)(3)	43,750				PROGRAM GRANT
(314) ALLIED MEDIA PROJECTS INC 4126 THIRD ST, DETROIT, MI 48201	01-0559608	501(C)(3)	43,624				PROGRAM GRANT
(315) QUEERSPACE COLLECTIVE 4030 WASHBURN AVE N, MINNEAPOLIS, MN 55412	86-3249777	501(C)(3)	42,600				PROGRAM GRANT
(316) SCALAWAG PO BOX 129, DURHAM, NC 27702	47-2014247	501(C)(3)	40,000				PROGRAM GRANT
(317) TURNOUT ACTIVISM INC 35 WALDEN ST, CAMBRIDGE, MA 02140	83-3917641	501(C)(3)	40,000				PROGRAM GRANT
(318) WOMEN'S RIGHTS AND EMPOWERMENT NETWORK PO BOX 11007, COLUMBIA, SC 29211	81-0775184	501(C)(3)	40,000				PROGRAM GRANT
(319) VOTEAMERICA INC 1270 GROVE ST, SAN FRANCISCO, CA 94117	84-3442002	501(C)(3)	40,000				PROGRAM GRANT
(320) MIDWEST ACADEMY, INC PO BOX 16369, CHICAGO, IL 60616	36-2776406	501(C)(3)	40,000				PROGRAM GRANT
(321) STUDENT ACTION WITH FARMWORKERS PO BOX 2835, DURHAM, NC 27715	56-1789014	501(C)(3)	40,000				PROGRAM GRANT
(322) COMUNIDADES INDIGENAS EN LIDERAZGO 464 LUCAS AVE, LOS ANGELES, CA 90017	84-3334677	501(C)(3)	40,000				PROGRAM GRANT
(323) ASIAN AND PACIFIC ISLANDER AMERICAN VOTE-MICHIGAN PO BOX 12398, HAMTRACK, MI 48212	26-4514751	501(C)(3)	40,000				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(324) WHITMAN-WALKER INSTITUTE, INC. 750 E PRATT ST, BALTIMORE, MD 21202	82-3871397	501(C)(3)	40,000				PROGRAM GRANT
(325) ALTERNATIVE NEWSWEEKLY FOUNDATION 2316 RIVERVIEW TERRACE, ALEXANDRIA, VA 22303	30-0100369	501(C)(3)	40,000				PROGRAM GRANT
(326) HIGHLANDER RESEARCH & EDUCATION CENTER, INC. 1959 HIGHLANDER WAY, NEW MARKET, TN 37820	62-0646373	501(C)(3)	35,000				PROGRAM GRANT
(327) DIGITAL DEMOCRACY INSTITUTE OF THE AMERICAS 1220 L ST NW, WASHINGTON, DC 20005	93-2427105	501(C)(3)	35,000				PROGRAM GRANT
(328) WOKE VOTE 2024 3RD AVE N, BIRMINGHAM, AL 35203	92-1327661	501(C)(3)	35,000				PROGRAM GRANT
(329) NORTH DAKOTA HUMAN RIGHTS COALITION PO BOX 1961, FARGO, ND 58107	76-0714441	501(C)(3)	35,000				PROGRAM GRANT
(330) NORTH CAROLINA HEALTH NEWS INC PO BOX 2573, CHAPEL HILL, NC 27515	45-3913463	501(C)(3)	35,000				PROGRAM GRANT
(331) UNIVERSITY RADIO FOUNDATION INC 8801 JM KEYNES DR, CHARLOTTE, NC 28262	56-1803808	501(C)(3)	35,000				PROGRAM GRANT
(332) YOU CAN VOTE 2726 CROASDAILE DR, DURHAM, NC 27705	83-2882290	501(C)(3)	35,000				PROGRAM GRANT
(333) HOPEWELL FUND 1201 CONNECTICUT AVE NW, WASHINGTON, DC 20036	47-3681860	501(C)(3)	34,861				PROGRAM GRANT
(334) ALASKA PUBLIC INTEREST RESEARCH GROUP PO BOX 201416, ANCHORAGE, AK 99520	92-0047627	501(C)(3)	32,000				PROGRAM GRANT
(335) NORTHSTAR CHURCH OF THE ARTS INC 220 W GEER ST, DURHAM, NC 27701	83-0663909	501(C)(3)	30,000				PROGRAM GRANT
(336) WOMEN ADVANCE 2912 HIGHWOODS BLVD, RALEIGH, NC 27604	46-1039677	501(C)(3)	30,000				PROGRAM GRANT
(337) FRACTURED ATLAS, INC. 248 W 35TH ST, NEW YORK, NY 10001	11-3451703	501(C)(3)	30,000				PROGRAM GRANT
(338) FRESH MEAT PRODUCTIONS 870 MARKET ST, SAN FRANCISCO, CA 94102	80-0225836	501(C)(3)	30,000				PROGRAM GRANT
(339) SPEAKING DOWN BARRIERS PO BOX 111, ARCADIA, SC 29320	47-4421330	501(C)(3)	30,000				PROGRAM GRANT
(340) CROWNKEEPERS 2424 N DAVIDSON ST, CHARLOTTE, NC 28205	47-2841851	501(C)(3)	30,000				PROGRAM GRANT
(341) LOWCOUNTRY ARTS MOVEMENT FOR AFRICAN CONSCIOUSNESS 9673 SPENCER WOODS RD, LADSON, SC 29456	92-3359698	501(C)(3)	30,000				PROGRAM GRANT

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(342) RESEARCH AND EDUCATION PROJECT OF LONG ISLAND, INC 90 PENNSYLVANIA AVE, MASSAPEQUA, NY 11758	11-2725213	501(C)(3)	30,000				PROGRAM GRANT
(343) BEND THE ARC: A JEWISH PARTNERSHIP FOR JUSTICE 330 7TH AVE, NEW YORK, NY 10001	52-1332694	501(C)(3)	30,000				PROGRAM GRANT
(344) WNC HEALTH NETWORK INC 1 HAYWOOD ST, ASHEVILLE, NC 28801	56-1889715	501(C)(3)	30,000				PROGRAM GRANT
(345) NC FIELD INC 327 N QUEEN ST, KINSTON, NC 28501	27-4618713	501(C)(3)	30,000				PROGRAM GRANT
(346) QUEENS UNIVERSITY OF CHARLOTTE 1900 SELWYN AVE, CHARLOTTE, NC 28274	56-0530003	501(C)(3)	30,000				PROGRAM GRANT
(347) HOLA CAROLINA 19 EAGLE ST, ASHEVILLE, NC 28801	82-2943079	501(C)(3)	30,000				PROGRAM GRANT
(348) 907 INITIATIVE 645 G ST, ANCHORAGE, AK 99501	88-3854599	501(C)(4)	30,000				PROGRAM GRANT
(349) NORTH CAROLINA CENTRAL UNIVERSITY 1801 FAYETTEVILLE ST, DURHAM, NC 27707	56-6000730	OTHER	30,000				PROGRAM GRANT
(350) CONSERVATION VOTERS OF SOUTH CAROLINA EDUCATION FUND PO BOX 1766, COLUMBIA, SC 29202	20-0335383	501(C)(3)	27,500				PROGRAM GRANT
(351) MOVEMENT STRATEGY CENTER 1625 CLAY ST, OAKLAND, CA 94612	20-1037643	501(C)(3)	27,000				PROGRAM GRANT
(352) LAS VEGAS INDIAN CENTER, INC. 2300 W BONANZA RD, LAS VEGAS, NV 89106	23-7458273	501(C)(3)	25,000				PROGRAM GRANT
(353) CENTER FOR THIRD WORLD ORGANIZING 1714 FRANKLIN ST, OAKLAND, CA 94612	52-1211059	501(C)(3)	25,000				PROGRAM GRANT
(354) LYFE THREE INC 1046 BROAD ST, NEW BERN, NC 28560	45-5413081	501(C)(3)	25,000				PROGRAM GRANT
(355) NAVIGATE 1515 E LAKE ST, MINNEAPOLIS, MN 55407	45-3808452	501(C)(3)	25,000				PROGRAM GRANT
(356) EMANCIPATE NC INC PO BOX 309, DURHAM, NC 27702	59-1755809	501(C)(3)	25,000				PROGRAM GRANT
(357) BELOVED COMMUNITY CENTER OF GREENSBORO INC PO BOX 875, GREENSBORO, NC 27402	56-1877250	501(C)(3)	25,000				PROGRAM GRANT
(358) UE RESEARCH AND EDUCATION FUND 4 SMITHFIELD ST, PITTSBURGH, PA 15222	25-1740134	501(C)(3)	25,000				PROGRAM GRANT
(359) SOCIAL AND ENVIRONMENTAL ENTREPRENEURS 23532 CALABASAS RD, CALABASAS, CA 91302	95-4116679	501(C)(3)	25,000				PROGRAM GRANT
(360) E3 EDUCATE EMPOWER ELEVATE 1857 BERMUDA STONE RD, CHARLESTON, SC 29414	85-4237427	501(C)(3)	25,000				PROGRAM GRANT

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(361) CHARLESTON COMMUNITY RESEARCH TO ACTION BOARD PO BOX 71824, NORTH CHARLESTON, SC 29415	46-1521161	501(C)(3)	25,000				PROGRAM GRANT
(362) NORTH CAROLINA ASSOCIATION OF COMMUNITY DEVELOPMENT CORP 316 W EDENTON ST, RALEIGH, NC 27603	58-1871946	501(C)(3)	25,000				PROGRAM GRANT
(363) RREPS INC. 3220 BURNTWOOD CIRCLE, RALEIGH, NC 27610	83-3745461	501(C)(3)	25,000				PROGRAM GRANT
(364) NORTH CAROLINA ENVIRONMENTAL JUSTICE NETWORK 3434 EDWARDS MILL RD, RALEIGH, NC 27612	20-5966295	501(C)(3)	25,000				PROGRAM GRANT
(365) EDUCATION JUSTICE ALLIANCE 1214 E LENOIR ST, RALEIGH, NC 27610	87-1986048	501(C)(3)	25,000				PROGRAM GRANT
(366) WE ARE FAMILY 1801 REYNOLDS AVE, NORTH CHARLESTON, SC 29405	57-1008020	501(C)(3)	25,000				PROGRAM GRANT
(367) MIDDLE EAST CHILDREN'S ALLIANCE INC 1101 8TH ST, BERKELEY, CA 94710	94-3074600	501(C)(3)	25,000				PROGRAM GRANT
(368) INTERCOMMUNITY JUSTICE AND PEACE CENTER 215 E 14TH ST, CINCINNATI, OH 45210	31-1311634	501(C)(3)	25,000				PROGRAM GRANT
(369) EVERY VOICE TEXAS 13010 N HWY 183, AUSTIN, TX 78750	87-2407966	501(C)(3)	25,000				PROGRAM GRANT
(370) KOREAN AMERICAN COMMUNITY OF ANCHORAGE INC 3630 JEWEL LAKE RD, ANCHORAGE, AK 99502	27-2590854	501(C)(3)	25,000				PROGRAM GRANT
(371) ALASKA BLACK CAUCUS PO BOX 212051, ANCHORAGE, AK 99521	92-0065953	501(C)(3)	25,000				PROGRAM GRANT
(372) PACIFIC COMMUNITY OF ALASKA 3510 HOOPER WAY, ANCHORAGE, AK 99515	87-1247167	501(C)(3)	25,000				PROGRAM GRANT
(373) COLLECTIVE RENAISSANCE GUILD 245 N HIGHLAND AVE, ATLANTA, GA 30307	80-0318694	501(C)(3)	25,000				PROGRAM GRANT
(374) CARNEGIE MELLON UNIVERSITY 5000 FORBES AVE, PITTSBURGH, PA 15213	25-0969449	501(C)(3)	25,000				PROGRAM GRANT
(375) ELECTORAL COLLECTIVE 3436 MAGAZINE ST FRONT, NEW ORLEANS, LA 70115	93-2424611	501(C)(3)	25,000				PROGRAM GRANT
(376) ASOCIACION DE MEXICANOS EN CAROLINA DEL NORTE PO BOX 2744, GREENVILLE, NC 27836	94-3421627	501(C)(3)	25,000				PROGRAM GRANT
(377) SALUD SIN FRONTERAS INC 106 W MAIN ST, WALLACE, NC 28466	87-3885522	501(C)(3)	25,000				PROGRAM GRANT
(378) BLUE RIDGE PUBLIC RADIO 73 BROADWAY, ASHEVILLE, NC 28801	58-1445328	501(C)(3)	25,000				PROGRAM GRANT
(379) RE-EARTH INITIATIVE INC 4-74 48 AVE, LONG ISLAND CITY, NY 11109	85-1902290	501(C)(3)	25,000				PROGRAM GRANT

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(380) FEMINIST WOMEN'S HEALTH CENTER INC 1924 CLIFF VALLEY WAY NE, ATLANTA, GA 30329	58-1273243	501(C)(3)	23,300				PROGRAM GRANT
(381) SISTERLOVE, INC. 3709 BAJERS FERRY RD SW, ATLANTA, GA 30331	58-2016070	501(C)(3)	23,300				PROGRAM GRANT
(382) ACCESS REPRODUCTIVE CARE - SOUTHEAST 151 TED TURNER DR NW, ATLANTA, GA 30303	47-3813101	501(C)(3)	23,300				PROGRAM GRANT
(383) ASSOCIATION FOR WOMEN'S RIGHTS IN DEVELOPMENT 1900 PENNSYLVANIA AVE NW, WASHINGTON, DC 20006	52-1291786	501(C)(3)	23,082				PROGRAM GRANT
(384) WINDCALL INSTITUTE 1212 BROADWAY ST, OAKLAND, CA 94612	93-1438490	501(C)(3)	22,000				PROGRAM GRANT
(385) DRUM MAJOR INSTITUTE PO BOX 3576, NEW YORK, NY 10008	13-4080421	501(C)(3)	22,000				PROGRAM GRANT
(386) PANGEA LEGAL SERVICES 300 MONTGOMERY ST, SAN FRANCISCO, CA 94104	36-4748424	501(C)(3)	20,300				PROGRAM GRANT
(387) FAIR ELECTIONS CENTER 1825 K ST NW, WASHINGTON, DC 20006	81-5447067	501(C)(3)	20,000				PROGRAM GRANT
(388) PROYECTO AZTECA, INC PO BOX 27, SAN JUAN, TX 78589	74-2609516	501(C)(3)	20,000				PROGRAM GRANT
(389) LOCAL MEDIA FOUNDATION PO BOX 450, LAKE CITY, MI 49651	36-4427750	501(C)(3)	20,000				PROGRAM GRANT
(390) BARNARD COLLEGE 3009 BROADWAY, NEW YORK, NY 10027	13-1628149	501(C)(3)	20,000				PROGRAM GRANT
(391) LOUISIANA BUDGET PROJECT 447 THIRD ST, BATON ROUGE, LA 70802	46-3872778	501(C)(3)	20,000				PROGRAM GRANT
(392) REPRODUCTIVE FREEDOM FOR ALL FOUNDATION 1725 EYE ST NW, WASHINGTON, DC 20006	52-1100361	501(C)(3)	20,000				PROGRAM GRANT
(393) COUNCIL FOR AMERICAN ISLAM RELATIONS (CAIR) 3000 SCOTT BLVD, SANTA CLARA, CA 95054	77-0411194	501(C)(3)	20,000				PROGRAM GRANT
(394) CATCHLIGHT 1150 25TH ST, SAN FRANCISCO, CA 94107	27-1912845	501(C)(3)	20,000				PROGRAM GRANT
(395) CODE THE DREAM INC PO BOX 12581, RALEIGH, NC 27605	26-3275886	501(C)(3)	20,000				PROGRAM GRANT
(396) REFUGEE COMMUNITY PARTNERSHIP PO BOX 461, CARRBORO, NC 27510	26-3608741	501(C)(3)	20,000				PROGRAM GRANT
(397) LILA. LATINX LGBTQI INITIATIVE INC 112 BROADWAY ST., DURHAM, NC 27701	82-3813140	501(C)(3)	20,000				PROGRAM GRANT
(398) ORANGE COUNTY JUSTICE UNITED PO BOX 9484, CHAPEL HILL, NC 27515	46-0759044	501(C)(3)	20,000				PROGRAM GRANT
(399) CASA AZUL DE WILSON PO BOX 2134, WILSON, NC 27893	87-3076221	501(C)(3)	20,000				PROGRAM GRANT

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(400) FUND FOR INVESTIGATIVE REPORTING INC 2 WALL ST. STE 212, ASHEVILLE, NC 28801	56-1906902	501(C)(3)	20,000				PROGRAM GRANT
(401) BLACK BUTTERFLY NETWORK LEXINGTON 211 WILLIAMS ST, LEXINGTON, NC 27292	88-1733401	501(C)(3)	20,000				PROGRAM GRANT
(402) NORTH CAROLINA PRESS FOUNDATION 5171 GLENWOOD AVE, RALEIGH, NC 27612	56-1935858	501(C)(3)	20,000				PROGRAM GRANT
(403) GRASSROOTS COLLABORATIVE 637 S DEARBORN SREET, CHICAGO, IL 60605	36-4328006	501(C)(3)	20,000				PROGRAM GRANT
(404) IMMIGRANT SOLIDARITY DUPAGE 311 S NAPERVILLE RD, WHEATON, IL 60187	27-2978949	501(C)(3)	20,000				PROGRAM GRANT
(405) FAITH COALITION FOR THE COMMON GOOD INC. 2208 E KANSAS ST, SPRINGFIELD, IL 62703	26-4180327	501(C)(3)	20,000				PROGRAM GRANT
(406) PASO WEST SUBURBAN ACTION PROJECT 501 W N AVE 3RD FLOOR, MELROSE PARK, IL 60160	46-2330521	501(C)(3)	20,000				PROGRAM GRANT
(407) KENWOOD OAKLAND COMMUNITY ORGANIZATION 4242 S COTTAGE GROVE, CHICAGO, IL 60653	36-2598637	501(C)(3)	20,000				PROGRAM GRANT
(408) CENTRO POR LA JUSTICIA 1416 E COMMERCE, SAN ANTONIO, TX 78205	74-2720710	501(C)(3)	19,800				PROGRAM GRANT
(409) VOTE.ORG 4096 PIEDMONT AVE, OAKLAND, CA 94611	26-2094990	501(C)(3)	19,700				PROGRAM GRANT
(410) ONE AMERICA MOVEMENT 1342 FLORIDA AVE NW, WASHINGTON,, DC 20009	84-5006315	501(C)(3)	19,200				PROGRAM GRANT
(411) JOBS WITH JUSTICE EDUCATION FUND 1150 CONNECTICUT AVE NW, WASHINGTON, DC 20036	52-1865575	501(C)(3)	19,200				PROGRAM GRANT
(412) MEMPHIS CENTER FOR REPRODUCTIVE HEALTH 1203 POPLAR AVE, MEMPHIS, TN 38104	62-0931089	501(C)(3)	19,000				PROGRAM GRANT
(413) AMERICANS FOR CONTRACEPTION 611 PENNSYLVANIA AVE SE, WASHINGTON, DC 20003	88-3954283	501(C)(4)	18,800				PROGRAM GRANT
(414) EQTX EQUALITY TEXAS FOUNDATION PO BOX 2340, AUSTIN, TX 78768	74-2569542	501(C)(3)	18,600				PROGRAM GRANT
(415) GET FREE MOVEMENT FUND INC 780 ST MARKS AVE, BROOKLYN, NY 11213	85-0554243	501(C)(3)	18,400				PROGRAM GRANT
(416) EDUCATION FOR JUST PEACE IN THE MIDDLE EAST 1101 PENNSYLVANIA AVE SE, WASHINGTON, DC 20003	42-1636592	501(C)(3)	18,400				PROGRAM GRANT

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(417) UNITE FOR REPRODUCTIVE AND GENDER EQUITY 1012 14TH ST NW, WASHINGTON, DC 20005	52-1772575	501(C)(3)	18,000				PROGRAM GRANT
(418) DALLAS TRUTH RACIAL HEALING AND TRANSFORMATION 3108 SWISS AVE, DALLAS, TX 75204	84-2744666	501(C)(3)	17,600				PROGRAM GRANT
(419) ALABAMA A & M UNIVERSITY FOUNDATION POST OFFICE BOX 1057, NORMAL, AL 35762	23-7067600	501(C)(3)	16,000				PROGRAM GRANT
(420) PLAYERS PHILANTHROPY FUND 1122 KENILWORTH DR, TOWSON, MD 21204	27-6601178	501(C)(3)	15,500				PROGRAM GRANT
(421) ARAB AMERICAN ASSOCIATION OF NY INC 7111 5TH AVE, BROOKLYN, NY 11209	11-3604756	501(C)(3)	15,400				PROGRAM GRANT
(422) OHIO WOMENS ALLIANCE 394 E TOWN ST, COLUMBUS, OH 43215	83-4095206	501(C)(3)	15,000				PROGRAM GRANT
(423) NETROOTS FOUNDATION 1559B SLOAT BLVD, SAN FRANCISCO, CA 94132	20-8672843	501(C)(3)	15,000				PROGRAM GRANT
(424) CENTRAL LAKES COLLEGE FOUNDATION 501 W COLLEGE DR, BRAINERD, MN 56401	23-7007111	501(C)(3)	15,000				PROGRAM GRANT
(425) NORTH CAROLINA FOR THE PEOPLE 3108 THISTLECONE WAY, DURHAM, NC 27707	92-1920363	501(C)(3)	15,000				PROGRAM GRANT
(426) HISPANIC ADVOCACY AND COMMUNITY EMPOWERMENT THROUGH RESEARCH 155 WABASHA ST, SAINT PAUL, MN 55107	41-1900934	501(C)(3)	15,000				PROGRAM GRANT
(427) THE EQUITY ALLIANCE PO BOX 331821, NASHVILLE, TN 37218	81-5394158	501(C)(3)	15,000				PROGRAM GRANT
(428) THE WASHINGTON BUS EDUCATION FUND 1801 12TH AVE, SEATTLE, WA 98122	26-1453582	501(C)(3)	15,000				PROGRAM GRANT
(429) OHIO FAMILIES UNITE AGAINST POLICE BRUTALITY 245 BLUECREST AVE, DAYTON, OH 45417	85-1278755	501(C)(3)	15,000				PROGRAM GRANT
(430) WASHITAW FOOTHILLS YOUTH MEDIA & LITERACY COLLECTIVE 2513 MCCAIN BLVD, NORTH LITTLE ROCK, AR 72116	83-2182643	501(C)(3)	15,000				PROGRAM GRANT
(431) AFRICAN AMERICAN POLICY FORUM 13816 CEDAR RD, UNIVERSITY HEIGHTS, OH 44118	06-1597874	501(C)(3)	15,000				PROGRAM GRANT
(432) IMPACT GUILD INC 446 S RODEO DR, BEVERLY HILLS, CA 90212	36-4880244	501(C)(3)	15,000				PROGRAM GRANT
(433) NARRATIVE ARTS PO BOX 448, WILMINGTON, NC 28401	81-1408770	501(C)(3)	15,000				PROGRAM GRANT

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(434) EL CENTRO HISPANO INC 2000 CHAPEL HILL RD, DURHAM, NC 27707	56-2011661	501(C)(3)	15,000				PROGRAM GRANT
(435) SUPPORT THE PORT FOUNDATION INC 1624 PRINCESS ST, WILMINGTON, NC 28401	81-1924435	501(C)(3)	15,000				PROGRAM GRANT
(436) BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO.508 180 N WABASH AVE, CHICAGO, IL 60601	36-2606236	501(C)(3)	15,000				PROGRAM GRANT
(437) NARAL PRO-CHOICE ARIZONA FOUNDATION 4141 N 32ND ST, PHOENIX, AZ 85018	30-0380039	501(C)(3)	14,400				PROGRAM GRANT
(438) DASOIL 8470 LIMEKILIN PIKE, WYNCOTE, PA 19095	87-2797318	501(C)(3)	14,380				PROGRAM GRANT
(439) PIZZA TO THE POLLS 225 NE WYGANT ST, PORTLAND, OR 97211	82-5179102	501(C)(3)	14,000				PROGRAM GRANT
(440) MINNESOTA STATE COLLEGES AND UNIVERSITIES CBL 2500 80TH ST E, INVER GROVE HEIGHTS, MN 55076	41-1687554	OTHER	14,000				PROGRAM GRANT
(441) PRISM REPORTS INC 436 14TH ST, OAKLAND, CA 94612	82-1772450	501(C)(3)	13,500				PROGRAM GRANT
(442) LABORLAB 1805 VIRGINIA DALE ST, HELENA, MT 59601	86-3783640	501(C)(3)	13,500				PROGRAM GRANT
(443) LEAGUE OF WOMEN VOTERS OF MAINE EDUCATION FUND INC PO BOX 863, AUGUSTA, ME 04332	04-3386477	501(C)(3)	13,250				PROGRAM GRANT
(444) YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF GREATER ATLANTA, INC. 957 N HIGHLAND AVE NE, ATLANTA, GA 30306	58-0593442	501(C)(3)	12,600				PROGRAM GRANT
(445) STRIVE INTERNATIONAL INC 205 E 122ND ST, NEW YORK, NY 10035	13-3255679	501(C)(3)	12,000				PROGRAM GRANT
(446) HOPE WORKS INC PO BOX 22999, MEMPHIS, TN 38122	62-1743371	501(C)(3)	12,000				PROGRAM GRANT
(447) PHILADELPHIA YOUTH NETWORK 400 MARKET ST, PHILADELPHIA, PA 19106	23-2993155	501(C)(3)	12,000				PROGRAM GRANT
(448) PROJECT STILL I RISE INC PO BOX 153272, DALLAS, TX 75315	75-2927146	501(C)(3)	12,000				PROGRAM GRANT
(449) MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT FOUNDATION 2419 W 14TH ST, TEMPE, AZ 85281	86-0327449	501(C)(3)	11,500				PROGRAM GRANT
(450) PRIME PRODUCE LIMITED 424 W 54TH ST, NEW YORK, NY 10019	26-1188925	501(C)(3)	10,800				PROGRAM GRANT
(451) CHELSEA'S FUND PO BOX 1472, LANDER, WY 82520	83-0322262	501(C)(3)	10,461				PROGRAM GRANT
(452) STATE UNIVERSITY OF NEW YORK COLLEGE OF ENVIRONMENTAL SCIENCE AND FORESTRY 1 FORESTRY DR, SYRACUSE, NY 13210	14-6013200	OTHER	10,250				PROGRAM GRANT

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(453) CHARITIES AID FOUNDATION AMERICA 225 REINEKERS LANE, ALEXANDRIA, VA 22314	43-1634280	501(C)(3)	10,000				PROGRAM GRANT
(454) CENTER FOR POPULAR DEMOCRACY 449 TROUTMAN ST, BROOKLYN, NY 11237	45-3813436	501(C)(3)	10,000				PROGRAM GRANT
(455) INTERFAITH MOVEMENT FOR HUMAN INTEGRITY 5080 N MAYWOOD AVE, LOS ANGELES, CA 90041	91-2076672	501(C)(3)	10,000				PROGRAM GRANT
(456) NEIGHBORHOOD FUNDERS GROUP 548 MARKET ST, SAN FRANCISCO, CA 94104	06-1368627	501(C)(3)	10,000				PROGRAM GRANT
(457) COMMON COUNSEL FOUNDATION 1624 FRANKLIN ST, OAKLAND, CA 94612	94-3214166	501(C)(3)	10,000				PROGRAM GRANT
(458) AMERICAN CIVIL LIBERTIES UNION FOUNDATION, INC. 125 BROAD ST, NEW YORK, NY 10004	13-6213516	501(C)(3)	10,000				PROGRAM GRANT
(459) WOMENS MARCH NETWORK 400 JAY ST, BROOKLYN, NY 11201	86-3322891	501(C)(3)	10,000				PROGRAM GRANT
(460) HUDSON CATSKILL HOUSING COALITION INC 361 MAIN ST, CATSKILL, NY 12414	85-0517756	501(C)(3)	10,000				PROGRAM GRANT
(461) ELMONT CULTURAL CENTER INC 70 CRYSTAL ST, ELMONT, NY 11003	82-4728116	501(C)(3)	10,000				PROGRAM GRANT
(462) THE PRAXIS PROJECT 2013 25TH AVE N, NASHVILLE, TN 37208	30-0044814	501(C)(3)	10,000				PROGRAM GRANT
(463) THE ALASKA CENTER EDUCATION FUND 707 A ST, ANCHORAGE, AK 99501	23-7380045	501(C)(3)	10,000				PROGRAM GRANT
(464) INCLUDUS FUND 1640 BORO PL, MCLEAN, VA 22102	92-2237902	501(C)(3)	10,000				PROGRAM GRANT
(465) MIAMI DADE COLLEGE FOUNDATION INC 300 NE 2ND AVE, MIAMI, FL 33132	59-6169745	501(C)(3)	10,000				PROGRAM GRANT
(466) EASTERN ARIZONA COLLEGE FOUNDATION, INC 615 N STADIUM AVE, THATCHER, AZ 85552	23-7031373	501(C)(3)	10,000				PROGRAM GRANT
(467) THE HUMANIZATION PROJECT INC 513 CRAIG ST, CHRISTIANBURG, VA 24073	85-0950687	501(C)(3)	10,000				PROGRAM GRANT
(468) MIGRANT ROOTS MEDIA 811 9TH ST, DURHAM, NC 27705	86-1728504	501(C)(3)	10,000				PROGRAM GRANT
(469) WORKING FILMS INC 624 S 7TH ST, WILMINGTON, NC 28401	56-2168107	501(C)(3)	10,000				PROGRAM GRANT
(470) IMMERSION FOR SPANISH LANGUAGE ACQUISITION 328 FORBUSH MOUNTAIN DR, CHAPEL HILL, NC 27514	45-5336885	501(C)(3)	10,000				PROGRAM GRANT
(471) TOXIC FREE NORTH CAROLINA 331 W MAIN ST, DURHAM, NC 27701	59-1715833	501(C)(3)	10,000				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(472) RURAL ADVANCEMENT FOUNDATION INTERNATIONAL 274 PITTSBORO ELEMENTARY SCHOOL RD, PITTSBORO, NC 27312	56-1704863	501(C)(3)	10,000				PROGRAM GRANT
(473) CAROLINA PUBLIC PRESS INC 4A HERMAN AVE EXT, ASHEVILLE, NC 28803	46-0801080	501(C)(3)	10,000				PROGRAM GRANT
(474) BRIDGE INSTITUTE US INC 8 THE GREEN, DOVER, DE 19901	88-2655878	501(C)(3)	10,000				PROGRAM GRANT
(475) SOUL FIRE FARM INSTITUTE, INC. 1972 NY HWY 2, PETERSBURG, NY 12138	47-2549969	501(C)(3)	10,000				PROGRAM GRANT
(476) AMBOSELI TRUST FOR ELEPHANTS 10 STATE ST, NEWBURYPORT, MA 01950	20-1321920	501(C)(3)	10,000				PROGRAM GRANT
(477) THRIVE CONSERVATION 1401 21ST ST, SACRAMENTO, CA 95811	85-1037276	501(C)(3)	10,000				PROGRAM GRANT
(478) THE SARARA INSTITUTE 43 TAMALPAIS AVE, SAN ANSELMO, CA 94960	82-2386824	501(C)(3)	10,000				PROGRAM GRANT
(479) AMAZON FRONTLINES 425 BUSH ST, SAN FRANCISCO, CA 94108	47-5521013	501(C)(3)	10,000				PROGRAM GRANT
(480) CARNIVORES LIVELIHOODS AND LANDSCAPES 6620 CITY VIEW DR, HUDSONVILLE, MI 49426	82-1871800	501(C)(3)	10,000				PROGRAM GRANT
(481) WILDLIFE GUARDIANS 201 W ROSEMONT AVE, ALEXANDRIA, VA 22301	36-4712624	501(C)(3)	10,000				PROGRAM GRANT
(482) RACE FORWARD 145 E 57TH ST, NEW YORK, NY 10022	94-2759879	501(C)(3)	10,000				PROGRAM GRANT
(483) THE BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM 3203 N DOWNER AVE, MILWAUKEE, WI 53211	39-1805963	OTHER	9,500				PROGRAM GRANT
(484) INDIANA UNIVERSITY 1024 E 3RD ST, BLOOMINGTON, IN 47405	35-6001673	OTHER	9,000				PROGRAM GRANT
(485) THE REGENTS OF THE UNIVERSITY OF MICHIGAN 3003 SOUTH STATE ST, ANN ARBOR, MI 48109	38-6006309	501(C)(3)	8,741				PROGRAM GRANT
(486) ECKERD YOUTH ALTERNATIVES, INC 100 STARCREST DR, CLEARWATER, FL 33765	59-2551416	501(C)(3)	8,000				PROGRAM GRANT
(487) EIGHT MILLION STORIES, INC PO BOX 10557, HOUSTON, TX 77206	46-3716567	501(C)(3)	8,000				PROGRAM GRANT
(488) ARIZONA STATE UNIVERSITY FOUNDATION FOR A NEW AMERICAN UNIVERSITY PO BOX 2260, TEMPE, AZ 85280	86-6051042	501(C)(3)	8,000				PROGRAM GRANT
(489) ROCK VALLEY COLLEGE FOUNDATION 3301 N MULFORD RD, ROCKFORD, IL 61101	36-3037232	501(C)(3)	7,500				PROGRAM GRANT
(490) WASHINGTON COMMUNITY ALLIANCE PO BOX 28334, SEATTLE, WA 98118	87-1490154	501(C)(3)	7,500				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(491) SANTA FE COMMUNITY FOUNDATION PO BOX 1827, SANTE FE, NM 87504	85-0303044	501(C)(3)	7,500				PROGRAM GRANT
(492) CAMPUS COMPACT 89 S ST, BOSTON, MA 02111	05-0493226	501(C)(3)	7,500				PROGRAM GRANT
(493) LEAGUE OF WOMEN VOTERS OF ANCHORAGE PO BOX 101345, ANCHORAGE, AK 99510	23-7032725	501(C)(3)	7,000				PROGRAM GRANT
(494) AMERICAN CIVIL LIBERTIES UNION OF ALASKA FOUNDATION 1057 W FIREWEED LANE, ANCHORAGE, AK 99503	23-7113202	501(C)(3)	7,000				PROGRAM GRANT
(495) THE SUSAN THOMPSON BUFFETT FOUNDATION 808 CONAGRA DR, OMAHA, NE 68102	47-6032365	501(C)(3)	6,638				PROGRAM GRANT
(496) OPEN COLLECTIVE FOUNDATION 440 N BARRANCA AVE, COVINA, CA 91723	81-4004928	501(C)(3)	6,000				PROGRAM GRANT
(497) KEAN UNIVERSITY FOUNDATION INC 1000 MORRIS AVE, UNION, NJ 07083	22-2849480	501(C)(3)	6,000				PROGRAM GRANT
(498) BOROUGH OF MANHATTAN COMMUNITY COLLEGE FOUNDATION INC 199 CHAMBERS ST, NEW YORK, NY 10007	51-0187969	501(C)(3)	6,000				PROGRAM GRANT
(499) CENTER FOR SOCIAL JUSTICE AND HUMAN UNDERSTANDING, INC 533 COLLEGE RD, SELDEN, NY 11784	03-0532100	501(C)(3)	6,000				PROGRAM GRANT
(500) THE UNIVERSITY OF TEXAS AT SAN ANTONIO ONE UTSA CIRCLE, SAN ANTONIO, TX 78249	74-1717115	OTHER	6,000				PROGRAM GRANT
(501) NORTH CAROLINA A&T STATE UNIVERSITY 1601 E MARKET ST, GREENSBORO, NC 27411	56-6000007	OTHER	6,000				PROGRAM GRANT
(502) THE OHIO STATE UNIVERSITY 901 WOODY HAYES DR, COLUMBUS, OH 43210	31-6025986	OTHER	6,000				PROGRAM GRANT
(503) ALASKA PROGRESSIVE DONOR TABLE 1120 HUFFMAN RD, ANCHORAGE, AK 99515	84-2728053	501(C)(4)	5,828				PROGRAM GRANT
(504) UNIVERSITY OF ST THOMAS 2115 SUMMIT AVE, SAINT PAUL, MN 55105	41-0693970	501(C)(3)	5,773				PROGRAM GRANT
(505) MONTCLAIR STATE UNIVERSITY FOUNDATION 1 NORMAL AVE, MONTCLAIR, NJ 07043	22-6017209	501(C)(3)	5,500				PROGRAM GRANT
(506) RADICAL REGISTRARS 511 WINDBREAK CT, SAN ANTONIO, TX 78258	56-2386316	501(C)(3)	5,500				PROGRAM GRANT
(507) CALIFORNIA STATE UNIVERSITY SAN MARCOS FOUNDATION 333 S TWIN OAKS VALLEY RD, SAN MARCOS, CA 92096	80-0390564	501(C)(3)	5,500				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(508) UNIVERSITY OF NEVADA, LAS VEGAS FOUNDATION 4505 MARYLAND PKWY, LAS VEGAS, NV 89154	94-2790134	501(C)(3)	5,500				PROGRAM GRANT
(509) GEORGIA STATE UNIVERSITY FOUNDATION, INC PO BOX 2668, ATLANTA, GA 30303	58-6033185	501(C)(3)	5,500				PROGRAM GRANT
(510) WESTERN CAROLINA UNIVERSITY 1 UNIVERSITY WAY, CULLOWHEE, NC 28723	56-6001440	OTHER	5,322				PROGRAM GRANT
(511) REVIVAL OF CULTURAL ARTS 1452 E MADISON ST, BROWNSVILLE, TX 78520	46-4554886	501(C)(3)	5,300				PROGRAM GRANT
(512) MISSISSIPPI STATE UNIVERSITY PO BOX 5307, MISSISSIPPI STATE, MS 39762	64-6000819	501(C)(3)	5,228				PROGRAM GRANT
(513) THE GEORGE WASHINGTON UNIVERSITY 44983 KNOLL SQUARE, BUILDING 11, 2N, ASHBURN, VA 20147	53-0196584	501(C)(3)	5,167				PROGRAM GRANT
(514) THE HIVE COMMUNITY CIRCLE 9353 CUMBRIA VALLEY DR, LORTON, VA 22079	47-0992295	501(C)(3)	5,000				PROGRAM GRANT
(515) THE UNIVERSITY OF MARYLAND COLLEGE PARK FOUNDATION INC 2101 MAIN ADMINISTRATION BLDG, COLLEGE PARK, MD 20742	52-2197313	501(C)(3)	5,000				PROGRAM GRANT
(516) STATE INNOVATION EXCHANGE PO BOX 260230, MADISON, WI 53726	46-1368531	501(C)(3)	5,000				PROGRAM GRANT
(517) MAUI ROOTS REBORN INC 95 MAHALANI ST B24R4, WAILUKU, HI 96763	99-4100110	501(C)(3)	5,000				PROGRAM GRANT
(518) SANTA FE INDIAN SCHOOL, INC. P.O BOX 5340, SANTA FE, NM 87502	85-0346497	501(C)(3)	5,000				PROGRAM GRANT
(519) BOLD FUTURES NM 309 GOLD AVE SW, ALBUQUERQUE, NM 87102	85-0481224	501(C)(3)	5,000				PROGRAM GRANT
(520) BARBARA JORDAN INSTITUTE 1808 S. GOOD LATIMER EXPY, DALLAS, TX 75226	83-2791831	501(C)(3)	5,000				PROGRAM GRANT
(521) MARQUETTE UNIVERSITY POST OFFICE BOX 1881, MILWAUKEE, WI 53201	39-0806251	501(C)(3)	5,000				PROGRAM GRANT
(522) FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK AT BINGHAMTON INC PO BOX 6005, BINGHAMTON, NY 13902	16-6053710	501(C)(3)	5,000				PROGRAM GRANT
(523) GALLAUDET UNIVERSITY 800 FLORIDA AVE NE, WASHINGTON, DC 20002	53-0199507	501(C)(3)	5,000				PROGRAM GRANT
(524) BARRY UNIVERSITY 11300 NE 2ND AVE, MIAMI SHORES, FL 33161	59-0624364	501(C)(3)	5,000				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(525) CONCORDIA UNIVERSITY ST PAUL 1282 CONCORDIA AVE, SAINT PAUL, MN 55104	41-0696906	501(C)(3)	5,000				PROGRAM GRANT
(526) KENT STATE UNIVERSITY PO BOX 5190, KENT, OH 44242	31-6402079	501(C)(3)	5,000				PROGRAM GRANT
(527) IOWA STATE UNIVERSITY OF SCIENCE AND TECHONLOGY 2221 WANDA DALEY DR, AMES, IA 50011	42-6004224	501(C)(3)	5,000				PROGRAM GRANT
(528) UNIVERSITY OF SAN FRANCISCO 2130 FULTON ST, SAN FRANCISCO, CA 94117	94-1156628	501(C)(3)	5,000				PROGRAM GRANT
(529) PACE UNIVERSITY 1 PACE PLAZA, NEW YORK, NY 10038	13-5562314	501(C)(3)	5,000				PROGRAM GRANT
(530) FLORIDA INTERNATIONAL UNIVERSITY FOUNDATION 11200 SW 8TH ST, MIAMI, FL 33199	23-7047106	501(C)(3)	5,000				PROGRAM GRANT
(531) UNIVERSITY OF NEBRASKA FOUNDATION 1010 LINCOLN MALL, LINCOLN, NE 68508	47-0379839	501(C)(3)	5,000				PROGRAM GRANT
(532) THE COLLEGE OF NEW JERSEY FOUNDATION 2000 PENNINGTON RD, EWING, NJ 08628	22-2448189	501(C)(3)	5,000				PROGRAM GRANT
(533) MICHIGAN STATE UNIVERSITY 426 AUDITORIUM RD, EAST LANSING, MI 48824	38-6005984	501(C)(3)	5,000				PROGRAM GRANT
(534) THE CORPORATION OF MERCER UNIVERSITY 1501 MERCER UNIVERSITY DR, MACON, GA 31207	58-0566167	501(C)(3)	5,000				PROGRAM GRANT
(535) AGNES SCOTT COLLEGE 141 E COLLEGE AVE, DECATUR, GA 30030	58-0566116	501(C)(3)	5,000				PROGRAM GRANT
(536) MINNESOTA STUDENT ASSOCIATION 300 WASHINGTON AVE SE, MINNEAPOLIS, MN 55455	41-0711599	501(C)(3)	5,000				PROGRAM GRANT
(537) STETSON UNIVERSITY INC 421 N WOODLAND BLVD, DELAND, FL 32723	59-0624416	501(C)(3)	5,000				PROGRAM GRANT
(538) THE TRUSTEES OF COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK 1210 AMSTERDAM AVE, NEW YORK, NY 10027	13-5598093	501(C)(3)	5,000				PROGRAM GRANT
(539) THE NORTH CAROLINA OPEN GOVERNMENT COALITION INC 127 W HARGETT ST, RALEIGH, NC 27601	01-0808430	501(C)(3)	5,000				PROGRAM GRANT
(540) POLICY IMPACT 127 UNIVERSITY AVE, BERKELEY, CA 94710	36-4657870	501(C)(3)	5,000				PROGRAM GRANT
(541) NEW ERA COMMUNITY CONNECTION 17301 LIVERNOIS AVE, DETROIT, MI 48221	84-3557269	501(C)(3)	5,000				PROGRAM GRANT
(542) SAN MARCOS CINEMA CLUB 216 WILSON ST, SAN MARCOS, TX 78666	81-4200781	501(C)(3)	5,000				PROGRAM GRANT

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(543) BUSINESS CAPACITY DEVELOPMENT ALLIANCE 147 PRINCE ST, BROOKLYN, NY 11201	83-4130960	501(C)(3)	5,000				PROGRAM GRANT
(544) GOOD DEED CORPS 2108 N ST, SACRAMENTO, CA 95816	85-4154233	501(C)(3)	5,000				PROGRAM GRANT
(545) MADRES DEL PARQUE INC 7026 BEECHNUT ST, HOUSTON, TX 77074	84-3968919	501(C)(3)	5,000				PROGRAM GRANT
(546) CLIMATE CONVERSATION BRAZORIA COUNTY PO BOX 539, ANGLETON, TX 77515	99-1891067	501(C)(3)	5,000				PROGRAM GRANT
(547) GRAND RAPIDS COMMUNITY COLLEGE 143 BOSTWICK AVE NE, GRAND RAPIDS, MI 49503	38-2980195	501(C)(3)	5,000				PROGRAM GRANT
(548) AMERICAN ASSOCIATION OF STATE COLLEGES AND UNIVERSITIES 1717 RHODE ISLAND AVE NW, WASHINGTON, DC 20036	52-0747578	501(C)(3)	5,000				PROGRAM GRANT
(549) YOUNG INVINCIBLES 1025 CONNECTICUT AVE NE, WASHINGTON, DC 20036	46-2214021	501(C)(3)	5,000				PROGRAM GRANT
(550) AUSTIN COMMUNITY COLLEGE DISTRICT 5930 MIDDLE FISKVILLE RD, AUSTIN, TX 78752	74-1742036	501(C)(3)	5,000				PROGRAM GRANT
(551) CUYAHOGA COMMUNITY COLLEGE FOUNDATION 700 CARNEGIE AVE, CLEVELAND, OH 44115	23-7320719	501(C)(3)	5,000				PROGRAM GRANT
(552) BROWARD COLLEGE FOUNDATION, INC 111 E. LAS OLAS BLVD, FORT LAUDERDALE, FL 33301	23-7181959	501(C)(3)	5,000				PROGRAM GRANT
(553) GUADALUPE CULTURAL ARTS CENTER 1300 GUADALUPE ST, SAN ANTONIO, TX 78207	74-2036976	501(C)(3)	5,000				PROGRAM GRANT
(554) MEDIATORS FOUNDATION INC 2525 ARAPAHOE AVE, BOULDER, CO 80302	04-3002588	501(C)(3)	5,000				PROGRAM GRANT
(555) OHIO UNIVERSITY PO BOX 960, ATHENS, OH 45701	31-6402113	OTHER	5,000				PROGRAM GRANT
(556) CENTRAL MAINE COMMUNITY COLLEGE 1250 TURNER ST, AUBURN, ME 04210	01-0416015	OTHER	5,000				PROGRAM GRANT
(557) UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE ONE UNIVERSITY HEIGHTS, ASHEVILLE, NC 28804	56-6002370	OTHER	5,000				PROGRAM GRANT
(558) COMMUNITY COLLEGE DISTRICT 502 425 FAWELL BLVD, GLEN ELLYN, IL 60137	36-2594972	OTHER	5,000				PROGRAM GRANT

Part IV

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

Return Reference - Identifier	Explanation
SCHEDULE I, PART I, LINE 2 - PROCEDURES FOR MONITORING USE OF GRANT FUNDS	GRANTS ARE MADE TO ORGANIZATIONS THAT MEET ELIGIBILITY REQUIREMENTS FOR FUNDING INCLUDING APPROPRIATE TAX-EXEMPT STATUS AND FINANCIAL STATEMENTS. ORGANIZATIONS MAY ALSO BE VISITED ON-SITE BY STAFF. ONCE GRANTS ARE MADE, GRANTEEES ARE REQUIRED TO SUBMIT PROGRESS REPORTS FOR MULTI-YEAR GRANTS. ALL ORGANIZATIONS AWARDED GRANTS MUST SUBMIT A FINAL REPORT AND FINANCIAL NARRATIVE AT THE END OF THE GRANT PERIOD. FUNDS THAT ARE NOT EXPENDED ARE EITHER EXTENDED BY AGREEMENT OR REFUNDED TO NEO.
(2) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	ASIAN AMERICAN ADVANCING JUSTICE - AAJC, INC 1620 L ST NW, WASHINGTON, DC 20036
(8) SCHEDULE I, PART II, COLUMN A - NAME AND ADDRESS OF ORGANIZATION OR GOVERNMENT	ALLIANCE FOR YOUTH ORGANIZING 650 MASSACHUSETTS AVE NW, WASHINGTON, DC 20001

**SCHEDULE J
(Form 990)**

(Rev. January 2025)

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

NEO PHILANTHROPY INC.

Employer identification number

13-3191113

Part I Questions Regarding Compensation

	Yes	No
<p>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.</p> <p> <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Travel for companions <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) </p>		
<p>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</p>	1b	
<p>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?</p>	2	
<p>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.</p> <p> <input type="checkbox"/> Compensation committee <input type="checkbox"/> Written employment contract <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Compensation survey or study <input type="checkbox"/> Form 990 of other organizations <input checked="" type="checkbox"/> Approval by the board or compensation committee </p>		
<p>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:</p>		
<p>a Receive a severance payment or change-of-control payment?</p>	4a	✓
<p>b Participate in or receive payment from a supplemental nonqualified retirement plan?</p>	4b	✓
<p>c Participate in or receive payment from an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a–c, list the persons and provide the applicable amounts for each item in Part III.</p>	4c	✓
<p>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5–9.</p>		
<p>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:</p>		
<p>a The organization?</p>	5a	✓
<p>b Any related organization?</p> <p>If "Yes" on line 5a or 5b, describe in Part III.</p>	5b	✓
<p>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:</p>		
<p>a The organization?</p>	6a	✓
<p>b Any related organization?</p> <p>If "Yes" on line 6a or 6b, describe in Part III.</p>	6b	✓
<p>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</p>	7	✓
<p>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</p>	8	✓
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	9	

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC 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	DWANA FRANKLIN DAVIS	(i)	355,267	0	0	17,250	39,180	411,697	0
	PROGRAM DIRECTOR	(ii)	0	0	0	0	0	0	0
2	MICHELE LORD	(i)	323,627	0	0	16,523	38,815	378,965	0
	PRESIDENT	(ii)	3,955	0	0	198	498	4,651	0
3	RUTLEDGE SIMMONS	(i)	277,300	0	0	9,442	38,194	324,936	0
	VICE PRESIDENT AND GENERAL COUNSEL	(ii)	994	0	0	0	148	1,142	0
4	ERIN BALLARD	(i)	269,084	0	0	13,948	38,933	321,965	0
	COO AND EXECUTIVE VP	(ii)	2,636	0	0	132	393	3,161	0
5	MARGARITA RUBALCAVA	(i)	266,010	0	0	13,529	39,182	318,721	0
	CHIEF PROGRAM OFFICER	(ii)	446	0	0	22	70	538	0
6	ERICA LINNICK	(i)	260,028	0	0	13,261	38,342	311,631	0
	VICE PRESIDENT, SIF	(ii)	0	0	0	0	0	0	0
7	ZAINAB SALBI	(i)	271,493	0	0	13,750	12,925	298,168	0
	PROGRAM DIRECTOR	(ii)	0	0	0	0	0	0	0
8	RINI CHAKRABORTY	(i)	257,563	0	0	12,877	13,264	283,704	0
	VICE PRESIDENT, FFF	(ii)	12,583	0	0	630	653	13,866	0
9	ALEXANDRA TOMA	(i)	245,940	0	0	12,381	27,034	285,355	0
	PROGRAM DIRECTOR	(ii)	0	0	0	0	0	0	0
10	SU LIM	(i)	220,283	0	0	11,139	21,120	252,542	0
	CFO AND VP OF INFRASTRUCTURE	(ii)	27,224	0	0	1,361	2,668	31,253	0
11	EDWIN REKOSH	(i)	244,257	0	0	12,428	23,162	279,847	0
	PROGRAM DIRECTOR	(ii)	0	0	0	0	0	0	0
12	AMANDA NAVARRO	(i)	228,298	0	0	11,587	26,935	266,820	0
	PROGRAM DIRECTOR	(ii)	0	0	0	0	0	0	0
13		(i)							
		(ii)							
14		(i)							
		(ii)							
15		(i)							
		(ii)							
16		(i)							
		(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization
NEO PHILANTHROPY INC.

Employer identification number
13-3191113

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	✓	24	8,363,466	MARKET VALUE
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

29	Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement	29	0
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	Yes	No
30a		✓
b If "Yes," describe the arrangement in Part II.		
31		✓
32a		✓
b If "Yes," describe in Part II.		
33		

Part II

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

Return Reference - Identifier	Explanation
SCHEDULE M, PART I - EXPLANATIONS OF REPORTING METHOD FOR NUMBER OF CONTRIBUTIONS	SECURITIES - PUBLICLY TRADED - THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTIONS.

**SCHEDULE O
(Form 990)**

(Rev. January 2025)

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

NEO Philanthropy Inc.

Employer identification number

13-3191113

Return Reference - Identifier	Explanation																				
FORM 990, PART I, LINE 1 - ORGANIZATION'S MISSION	NEO PHILANTHROPY, INC. NURTURES STRONG, SUSTAINABLE, AND TRANSFORMATIVE MOVEMENTS FOR JUSTICE BY CONNECTING CHANGEMAKERS AND FUNDERS, SUPPORTING EMERGING LEADERS AND MOVEMENTS, AND DRIVING RESOURCES TO GROUPS ACCELERATING CHANGE.																				
FORM 990, PART III, LINE 4D - DESCRIPTION OF OTHER PROGRAM SERVICES	(EXPENSES \$23,621,733 INCLUDING GRANTS OF \$23,592,752)(REVENUE \$1,297,041) OTHER CHARITABLE AND GRANTMAKING PROGRAMS																				
FORM 990, PART III, LINE 4D - DESCRIPTION OF OTHER PROGRAM SERVICES	(EXPENSES \$23,464,362 INCLUDING GRANTS OF \$19,679,019)(REVENUE \$0) THE FOUR FREEDOMS FUND IS A NATIONAL DONOR COLLABORATIVE WORKING TOWARDS FULL INTEGRATION OF IMMIGRANTS AS ACTIVE PARTICIPANTS IN OUR DEMOCRACY BY SUPPORTING A ROBUST LOCAL, STATE AND NATIONAL INFRASTRUCTURE OF IMMIGRANTS' RIGHTS ORGANIZATIONS AND LEADERS																				
FORM 990, PART III, LINE 4D - DESCRIPTION OF OTHER PROGRAM SERVICES	(EXPENSES \$3,607,917 INCLUDING GRANTS OF \$2,855,000)(REVENUE \$0) STRATEGIC PARTNERSHIP PROGRAMS OFFER COLLABORATIVE ENVIRONMENTS TO DEVELOP, PILOT, AND CONTINUALLY ITERATE ON INITIATIVES AROUND PHILANTHROPIC PRACTICE, METHODS, AND STRUCTURES, WITH PARTICULAR EXPERTISE BUILDING PARTICIPATORY DECISION-MAKING MODELS.																				
FORM 990, PART VI, LINE 2 - FAMILY/BUSINESS RELATIONSHIPS AMONGST INTERESTED PERSONS	CATHY ALBISA AND GLENN HARRIS - BUSINESS RELATIONSHIP																				
FORM 990, PART VI, LINE 11B - REVIEW OF FORM 990 BY GOVERNING BODY	A COPY OF THE FORM 990 IS SENT TO THE BOARD FOR REVIEW PRIOR TO FILING. IF THE BOARD HAS ANY QUESTIONS REGARDING THE 990, THEY ARE BROUGHT TO THE ATTENTION OF THE PREPARERS																				
FORM 990, PART VI, LINE 12C - CONFLICT OF INTEREST POLICY	THE BOARD REGULARLY MONITORS AND ENFORCES THE CONFLICT OF INTEREST POLICY. DIRECTORS, OFFICERS, AND KEY PERSONNEL ARE REQUIRED TO DISCLOSE ALL POSSIBLE CONFLICTS IMMEDIATELY IN WRITING TO THE BOARD. THE BOARD REVIEWS SUCH MATTERS AND ACTS IN ACCORDANCE WITH THE POLICY. IF A CONFLICT DOES EXIST, THE CONFLICTED DIRECTOR, OFFICER, OR EMPLOYEE MUST RECUSE THEMSELVES FROM ANY CONVERSATIONS REGARDING THE CONFLICT.																				
FORM 990, PART VI, LINE 15A - PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL	HE BOARD OF DIRECTORS HIRES THE PRESIDENT AND SETS EXECUTIVE COMPENSATION. THE BOARD ANNUALLY CONDUCTS THE PRESIDENT'S EVALUATION AND APPROVES THE COMPENSATION. THE BOARD ALSO REVIEWS THE COMPENSATION OF OTHER MANAGEMENT AND KEY EMPLOYEES OF THE ORGANIZATION. THIS LAST TOOK PLACE IN 2024.																				
FORM 990, PART VI, LINE 15B - PROCESS TO ESTABLISH COMPENSATION OF OTHER OFFICERS OR KEY EMPLOYEES	THE ORGANIZATION HAS AN ANNUAL PERFORMANCE EVALUATION PROCESS AND SETS COMPENSATION BASED ON THE RESULT OF THE EVALUATION. THE PRESIDENT AND MANAGEMENT APPROVE THE SALARIES OF ALL OTHER EMPLOYEES. THIS LAST TOOK PLACE IN 2024.																				
FORM 990, PART VI, LINE 17 - STATES WITH WHICH A COPY OF THIS FORM 990 IS REQUIRED TO BE FILED	FL, GA, HI, IL, KS, KY, MA, MD, MI, MN, MS, NC, ND, NH, NJ, NM, NY, OR, PA, RI, SC, TN, UT, VA, WI, WV																				
FORM 990, PART VI, LINE 19 - REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC	AUDITED FINANCIAL STATEMENTS CAN BE FOUND ONLINE AT THE NYS ATTORNEY GENERAL'S CHARITIES BUREAU WEBSITE. INCORPORATION DOCUMENTS ARE AVAILABLE FOR REVIEW FROM THE NYS SECRETARY OF STATE.																				
FORM 990, PART IX, LINE 11G - OTHER FEES FOR SERVICES	<table border="1"> <thead> <tr> <th>(a) Description</th> <th>(b) Total Expenses</th> <th>(c) Program Service Expenses</th> <th>(d) Management and General Expenses</th> <th>(e) Fundraising Expenses</th> </tr> </thead> <tbody> <tr> <td>CONSULTANTS</td> <td>23,375,053</td> <td>22,189,777</td> <td>1,185,276</td> <td></td> </tr> <tr> <td>OTHER PROFESSIONAL FEES</td> <td>731,180</td> <td>656,550</td> <td>74,630</td> <td></td> </tr> <tr> <td>Total</td> <td>24,106,233</td> <td>22,846,327</td> <td>1,259,906</td> <td>0</td> </tr> </tbody> </table>	(a) Description	(b) Total Expenses	(c) Program Service Expenses	(d) Management and General Expenses	(e) Fundraising Expenses	CONSULTANTS	23,375,053	22,189,777	1,185,276		OTHER PROFESSIONAL FEES	731,180	656,550	74,630		Total	24,106,233	22,846,327	1,259,906	0
(a) Description	(b) Total Expenses	(c) Program Service Expenses	(d) Management and General Expenses	(e) Fundraising Expenses																	
CONSULTANTS	23,375,053	22,189,777	1,185,276																		
OTHER PROFESSIONAL FEES	731,180	656,550	74,630																		
Total	24,106,233	22,846,327	1,259,906	0																	

**SCHEDULE O
(Form 990)**

(Rev. January 2025)

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

NEO Philanthropy Inc.

Employer identification number

13-3191113

Return Reference - Identifier	Explanation	
FORM 990, PART XI, LINE 9 - OTHER CHANGES IN NET ASSETS OR FUND BALANCES	(a) Description	(b) Amount
	LOSS ON UNCOLLECTIBLE CONTRIBUTIONS	
	TOTAL	0

**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

NEO PHILANTHROPY INC.

Employer identification number

13-3191113

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) NEO PHILANTHROPY ACTION FUND, INC. (80-0444461) 1001 AVE OF THE AMERICAS, 12FL, NEW YORK, NY 10018	SOCIAL WELFARE	NY	501(C)(4)		N/A		✓
(2) -----							
(3) -----							
(4) -----							
(5) -----							
(6) -----							
(7) -----							

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

Cat. No. 50135Y

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	
(1) -----												
(2) -----												
(3) -----												
(4) -----												
(5) -----												
(6) -----												
(7) -----												

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

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

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

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

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		✓
b Gift, grant, or capital contribution to related organization(s)		✓
c Gift, grant, or capital contribution from related organization(s)	✓	
d Loans or loan guarantees to or for related organization(s)		✓
e Loans or loan guarantees by related organization(s)		✓
f Dividends from related organization(s)		✓
g Sale of assets to related organization(s)		✓
h Purchase of assets from related organization(s)		✓
i Exchange of assets with related organization(s)		✓
j Lease of facilities, equipment, or other assets to related organization(s)	✓	
k Lease of facilities, equipment, or other assets from related organization(s)		✓
l Performance of services or membership or fundraising solicitations for related organization(s)		✓
m Performance of services or membership or fundraising solicitations by related organization(s)		✓
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		✓
o Sharing of paid employees with related organization(s)	✓	
p Reimbursement paid to related organization(s) for expenses		✓
q Reimbursement paid by related organization(s) for expenses	✓	
r Other transfer of cash or property to related organization(s)		✓
s Other transfer of cash or property from related organization(s)		✓

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) NEO PHILANTHROPY ACTION FUND, INC.	C	3,286,070	CASH
(2) NEO PHILANTHROPY ACTION FUND, INC.	O	1,106,432	COST ALLOCATION
(3) NEO PHILANTHROPY ACTION FUND, INC.	Q	188,525	CASH
(4)			
(5)			
(6)			

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

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

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