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PUBLIC DISCLOSURE COPY

TAX RETURN FILING INSTRUCTIONS

** FORM 990 PUBLIC DISCLOSURE COPY **

FOR THE YEAR ENDING
DECEMBER 31, 2021

Prepared for	REFUGEES INTERNATIONAL INC. 1800 M ST. NW 405N WASHINGTON, DC 20036
Prepared by	GELMAN, ROSENBERG & FREEDMAN 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930
Amount due or refund	NOT APPLICABLE
Make check payable to	NOT APPLICABLE
Mail tax return and check (if applicable) to	NOT APPLICABLE
Return must be mailed on or before	NOT APPLICABLE
Special Instructions	THIS RETURN HAS QUALIFIED FOR ELECTRONIC FILING. THE RETURN HAS BEEN TRANSMITTED ELECTRONICALLY TO THE IRS AND NO FURTHER ACTION IS REQUIRED.

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization <div style="border: 1px solid black; padding: 2px;">REFUGEES INTERNATIONAL INC.</div> Doing business as <div style="border: 1px solid black; padding: 2px;">1800 M ST. NW</div> Number and street (or P.O. box if mail is not delivered to street address) Room/suite <div style="border: 1px solid black; padding: 2px;">WASHINGTON, DC 20036</div> City or town, state or province, country, and ZIP or foreign postal code <div style="border: 1px solid black; padding: 2px;">WASHINGTON, DC 20036</div> F Name and address of principal officer: ERIC SCHWARTZ <div style="border: 1px solid black; padding: 2px;">SAME AS C ABOVE</div>	D Employer identification number <div style="border: 1px solid black; padding: 2px;">52-1224516</div> E Telephone number <div style="border: 1px solid black; padding: 2px;">(202) 828-0110</div> G Gross receipts \$ 5,828,515. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number ▶
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.REFUGEESINTERNATIONAL.ORG		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		
L Year of formation: 1980 M State of legal domicile: DC		

Part I Summary

1	Briefly describe the organization's mission or most significant activities: ADVOCATE FOR LIFESAVING ASSIST.& PROTECTION FOR DISPLACED PEOPLE AND SOLUTIONS TO DISPLACEMENT CRISES		
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3	Number of voting members of the governing body (Part VI, line 1a)	3	24
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	24
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	28
6	Total number of volunteers (estimate if necessary)	6	45
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
8	Contributions and grants (Part VIII, line 1h)	8	24
9	Program service revenue (Part VIII, line 2g)	9	24
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	10	28
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	11	45
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12	0.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	13	0.
14	Benefits paid to or for members (Part IX, column (A), line 4)	14	0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	15	0.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	16a	0.
b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 390,093.	b	0.
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	17	0.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	18	0.
19	Revenue less expenses. Subtract line 18 from line 12	19	0.
20	Total assets (Part X, line 16)	20	0.
21	Total liabilities (Part X, line 26)	21	0.
22	Net assets or fund balances. Subtract line 21 from line 20	22	0.

Part II Signature Block

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

Sign Here	Signature of officer ERIC SCHWARTZ, PRESIDENT Type or print name and title	August 23, 2022 Date
Paid Preparer Use Only	Print/Type preparer's name RICHARD J. LOCASTRO, CPA	Preparer's signature 8/22/2022
	Firm's name ▶ GELMAN, ROSENBERG & FREEDMAN Firm's address ▶ 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930	Date 8/22/2022 Check if self-employed <input type="checkbox"/> PTIN P00288314 Firm's EIN ▶ 52-1392008 Phone no. (301) 951-9090

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

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒ **X**

- 1** Briefly describe the organization's mission:
REFUGEES INTERNATIONAL (RI) ADVOCATES FOR LIFESAVING ASSISTANCE AND PROTECTION FOR DISPLACED PEOPLE AND PROMOTES SOLUTIONS TO DISPLACEMENT CRISES.
-
- 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 \$ 2,710,135. including grants of \$ 7,500.) (Revenue \$ 256,447.)
ADVOCACY:
AS REFUGEES INTERNATIONAL CONTINUED TO WORK IN A VIRTUAL ENVIRONMENT FOR MUCH OF 2021, WE EXPANDED LOCAL PARTNERSHIPS AND UTILIZED EXISTING FIELD RELATIONSHIPS TO STRENGTHEN OUR ONGOING REPORTING AND ANALYSIS. A FULL LIST OF REPORTS AND ISSUE BRIEFS MAY BE FOUND ON OUR WEBSITE.
- MAIN OUTCOMES**
OVER THE PAST YEAR, REFUGEES INTERNATIONAL ACHIEVED THE FOLLOWING AS A RESULT OF OUR REPORTING AND ADVOCACY EFFORTS:
- THE IMPACT OF COVID-19:**
REFUGEES INTERNATIONAL HAS WORKED TIRELESSLY THROUGHOUT THE COVID-19
- 4b** (Code:) (Expenses \$ 816,486. including grants of \$ 2,500.) (Revenue \$)
PUBLIC EDUCATION:
REFUGEES INTERNATIONAL ENGAGED IN A WIDE RANGE OF PUBLIC EDUCATION ACTIVITIES AND INITIATIVES THROUGHOUT 2021. THE ORGANIZATION PRODUCED 214 RESEARCH AND ADVOCACY PRODUCTS, INCLUDING 30 REPORTS AND BRIEFS, 27 OP-EDS, 39 BLOGS, 75 STATEMENTS, AND 43 ADVOCACY LETTERS. TRAFFIC TO REFUGEE INTERNATIONAL'S WEBSITE GREW BY 38 PERCENT WHEN COMPARED TO THE PREVIOUS YEAR.
- IN ADDITION, REFUGEES INTERNATIONAL ALSO EARNED CONSIDERABLE MEDIA COVERAGE IN 2021, GARNERING HUNDREDS OF MEDIA CITATIONS AND INTERVIEWS ACROSS THE YEAR. REFUGEES INTERNATIONAL APPEARED IN NEWS STORIES CARRIED BY THE NEW YORK TIMES, WASHINGTON POST, WALL STREET JOURNAL,**
- 4c** (Code:) (Expenses \$ 303,841. including grants of \$) (Revenue \$)
STRATEGIC OUTREACH:
REFUGEES INTERNATIONAL'S STRATEGIC OUTREACH TEAM LEADS THE REFUGEE ADVOCACY LAB INITIATIVE. THE REFUGEE ADVOCACY LAB IS AN INITIATIVE HOUSED AT REFUGEES INTERNATIONAL AND CO-LED WITH THE INTERNATIONAL RESCUE COMMITTEE, REFUGEE CONGRESS, AND IRAP. THE LAB WORKS TO ADVANCE THE MOVEMENT FOR U.S. LEADERSHIP ON REFUGEE PROTECTION AND INCLUSION. IT DOES SO BY DEVELOPING STRATEGIC COMMUNICATIONS RESOURCES; CHAMPIONING INCLUSIVE STATE POLICIES; AND BUILDING THE FIELD THROUGH NEW PARTNERSHIPS AND REFUGEE LEADERSHIP DEVELOPMENT.
- AFTER TWO AND A HALF YEARS OF IN-DEPTH RESEARCH, IN THE FALL OF 2021, THE LAB AND OUR PARTNERS AT THE OPEN SOCIETY POLICY CENTER (OSPC) AND**
- 4d** Other program services (Describe on Schedule O.)
 (Expenses \$ including grants of \$) (Revenue \$)
- 4e** Total program service expenses **3,830,462.**

Form **990** (2021)

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

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

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck 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	1a 19	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c X	

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

		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 28		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b If "Yes," enter the name of the foreign country			
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
N/A			
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
N/A			
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
N/A			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state?	13a		
Note: See the instructions for additional information the organization must report on Schedule O.			
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	15		X
If "Yes," see the instructions and file Form 4720, Schedule N.			
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		X
If "Yes," complete Form 4720, Schedule O.			
17 Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17		
N/A			
If "Yes," complete Form 6069.			

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 1a 24 If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
b Enter the number of voting members included on line 1a, above, who are independent 1b 24		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? 2		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? 3		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4	X	
5 Did the organization become aware during the year of a significant diversion of the organization's assets? 5		X
6 Did the organization have members or stockholders? 6		X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 7a		X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 7b		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body? 8a	X	
b Each committee with authority to act on behalf of the governing body? 8b	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O 9		X

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► **CA, FL, IL, MD, MA, NJ, NY, VA**

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 ►
ERIC SCHWARTZ - (202) 828-0110
1800 M ST. NW, 405N, WASHINGTON, DC 20036

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck 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, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ERIC SCHWARTZ PRESIDENT	40.00			X				285,472.	0.	37,841.
(2) LISA CANTU-PARKS VP OF PHILANTHROPY	40.00				X			171,830.	0.	25,330.
(3) JOSEPH HARDIN LANG VP FOR PROGRAMS & POLICY	40.00				X			176,748.	0.	19,432.
(4) ELIZABETH ANN HOLLINGSWORTH DIR OF GOVT REL & SR POLICY ADV.	40.00					X		115,651.	0.	12,590.
(5) ROWENA AVERIA DIRECTOR OF FINANCE	40.00					X		100,534.	0.	16,499.
(6) SARAH SHEFFER DIRECTOR OF COMMUNICATIONS	40.00					X		100,723.	0.	11,168.
(7) JEFF TINDELL CO-CHAIR	25.00	X		X				0.	0.	0.
(8) MAUREEN WHITE CO-CHAIR	12.00	X		X				0.	0.	0.
(9) DARYA NASR VICE CO-CHAIR	0.85	X		X				0.	0.	0.
(10) VAITHEHI MUTTULINGAM TREASURER	5.00	X		X				0.	0.	0.
(11) CRAIG JOHNSTON SECRETARY	1.00	X		X				0.	0.	0.
(12) JOY LIAN ALFERNESS DIRECTOR	11.00	X						0.	0.	0.
(13) SARAH BACON DIRECTOR	2.00	X						0.	0.	0.
(14) REUBEN BRIGETY DIRECTOR	0.50	X						0.	0.	0.
(15) MARIANNE D'ANSEMBOURG DIRECTOR	3.00	X						0.	0.	0.
(16) MATT DILLON DIRECTOR	1.00	X						0.	0.	0.
(17) ELIZABETH GALVIN DIRECTOR	1.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) MAX GREENBERG DIRECTOR	2.50	X						0.	0.	0.
(19) SOPHAL EAR DIRECTOR	2.00	X						0.	0.	0.
(20) FARAH KATHWARI DIRECTOR	2.00	X						0.	0.	0.
(21) ELENA KVOCHKO DIRECTOR	3.00	X						0.	0.	0.
(22) ANDREA LARI DIRECTOR	0.50	X						0.	0.	0.
(23) JOANNE LEEDOM-ACKERMAN DIRECTOR	1.50	X						0.	0.	0.
(24) TATIANA MAXWELL DIRECTOR	2.00	X						0.	0.	0.
(25) H.M. QUEEN NOOR DIRECTOR	0.25	X						0.	0.	0.
(26) AUGUSTIN NTABAGANYIMANA DIRECTOR	0.50	X						0.	0.	0.
1b Subtotal								950,958.	0.	122,860.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								950,958.	0.	122,860.

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 **6**

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		
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	0	

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2021)

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A)	(B)	(C)	(D)
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a	163,574.			
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	482,202.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	4,009,480.			
	g	Noncash contributions included in lines 1a-1f	1g	\$ 54,798.			
	h	Total. Add lines 1a-1f		4,655,256.			
Program Service Revenue	2 a	CONTRACTS	Business Code	900099	256,447.	256,447.	
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		256,447.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		145,623.			145,623.
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real	(ii) Personal			
	b	Less: rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
	b	Less: cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss)					
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
	b	Less: direct expenses					
	c	Net income or (loss) from fundraising events					
	9 a	Gross income from gaming activities. See Part IV, line 19					
b	Less: direct expenses						
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
b	Less: cost of goods sold						
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a		Business Code				
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
	12	Total revenue. See instructions		5,108,347.	256,447.	0.	196,644.

Part IX Statement of Functional Expenses

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

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

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	10,000.	10,000.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	716,652.	574,884.	43,658.	98,110.
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	1,762,674.	1,648,873.	43,679.	70,122.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	181,396.	165,665.	7,063.	8,668.
9 Other employee benefits	177,525.	172,301.	2,412.	2,812.
10 Payroll taxes	182,001.	173,386.	3,570.	5,045.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	21,167.		21,167.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	10,265.			10,265.
f Investment management fees	40,671.	36,051.	2,131.	2,489.
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	450,474.	435,277.	6,600.	8,597.
12 Advertising and promotion	8,039.	6,605.	81.	1,353.
13 Office expenses	42,401.	34,510.	1,799.	6,092.
14 Information technology				
15 Royalties				
16 Occupancy	371,620.	329,395.	19,487.	22,738.
17 Travel	20,846.	19,893.	335.	618.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	58,937.	2,518.	83.	56,336.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	16,262.	14,414.	853.	995.
23 Insurance	71,020.	67,270.	1,731.	2,019.
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 DUES AND PUBLICATIONS	172,867.	90,005.	828.	82,034.
b HR GENERAL EXPENSES	27,840.	27,840.		
c MISCELLANEOUS	25,190.	9,259.	4,814.	11,117.
d EQUIPMENT	10,644.	9,594.	485.	565.
e All other expenses	10,691.	2,722.	7,851.	118.
25 Total functional expenses. Add lines 1 through 24e	4,389,182.	3,830,462.	168,627.	390,093.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here ☐ if following SOP 98-2 (ASC 958-720)

Part X Balance SheetCheck 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	446,412.	1	381,442.
	2 Savings and temporary cash investments	861,749.	2	976,040.
	3 Pledges and grants receivable, net	640,709.	3	366,457.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	68,827.	9	57,402.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 90,603.		
	b Less: accumulated depreciation	10b 58,084.		
	11 Investments - publicly traded securities	46,939.	10c 32,519.	
	12 Investments - other securities. See Part IV, line 11	4,696,279.	11	5,660,440.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	45,231.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	45,231.	15	45,231.	
	6,806,146.	16	7,519,531.	
Liabilities	17 Accounts payable and accrued expenses	222,847.	17	202,265.
	18 Grants payable		18	
	19 Deferred revenue	324,870.	19	68,423.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D			
		1,165,107.	25	1,190,185.
	26 Total liabilities. Add lines 17 through 25	1,712,824.	26	1,460,873.
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	4,001,479.	27	5,118,467.
	28 Net assets with donor restrictions	1,091,843.	28	940,191.
	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	5,093,322.	32	6,058,658.
	33 Total liabilities and net assets/fund balances	6,806,146.	33	7,519,531.

Form 990 (2021)

Part XI Reconciliation of Net AssetsCheck 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	5,108,347.
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,389,182.
3	Revenue less expenses. Subtract line 2 from line 1	3	719,165.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	5,093,322.
5	Net unrealized gains (losses) on investments	5	246,171.
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	6,058,658.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☐

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

Form 990 (2021)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support
Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

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)(vi).** (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).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	4,392,822.	5,884,166.	3,456,873.	3,746,339.	4,655,256.	22,135,456.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	4,392,822.	5,884,166.	3,456,873.	3,746,339.	4,655,256.	22,135,456.
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)						5,205,881.
6 Public support. Subtract line 5 from line 4.						16,929,575.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	4,392,822.	5,884,166.	3,456,873.	3,746,339.	4,655,256.	22,135,456.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	76,656.	111,780.	119,454.	101,491.	145,623.	555,004.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						22,690,460.
12 Gross receipts from related activities, etc. (see instructions)					12	502,476.
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 2021 (line 6, column (f), divided by line 11, column (f))	14	74.61 %
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	71.23 %
16a 33 1/3% support test - 2021. 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 - 2020. 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 - 2021. 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 - 2020. 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"/>

Schedule A (Form 990) 2021

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2021. 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 - 2020. 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 in line 12 on 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? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

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

Schedule A (Form 990) 2021

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2021			
a From 2016			
b From 2017			
c From 2018			
d From 2019			
e From 2020			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2022. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017			
b Excess from 2018			
c Excess from 2019			
d Excess from 2020			
e Excess from 2021			

Schedule A (Form 990) 2021

Part VI

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

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2021

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

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

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

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

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

Name of organization	Employer identification number
REFUGEES INTERNATIONAL INC.	52-1224516

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
<u>1</u>		\$ 575,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>2</u>		\$ 482,202.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>3</u>		\$ 299,040.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>4</u>		\$ 256,447.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>5</u>		\$ 250,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>6</u>		\$ 200,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
REFUGEES INTERNATIONAL INC.	52-1224516

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		\$ 150,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ 120,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9		\$ 100,000.	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.)

Employer identification number

52-1224516

Part II

[illegible]

Name of organization	Employer identification number
REFUGEES INTERNATIONAL INC.	52-1224516

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ► \$ _____

Use duplicate copies of Part III if additional space is needed.

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

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2021

**Open to Public
Inspection**

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

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

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

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

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

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

Name of organization REFUGEES INTERNATIONAL INC.	Employer identification number 52-1224516
--	---

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

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

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

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

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

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

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

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

Schedule C (Form 990) 2021

LHA

132041 11-03-21

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)		623.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)		24.													
c Total lobbying expenditures (add lines 1a and 1b)		647.													
d Other exempt purpose expenditures		4,388,535.													
e Total exempt purpose expenditures (add lines 1c and 1d)		4,389,182.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		369,459.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.			
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)		92,365.													
h Subtract line 1g from line 1a. If zero or less, enter -0-		0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-		0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.

See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	352,603.	362,526.	353,612.	369,459.	1,438,200.
b Lobbying ceiling amount (150% of line 2a, column(e))					2,157,300.
c Total lobbying expenditures	1,873.	786.	427.	647.	3,733.
d Grassroots nontaxable amount	88,151.	90,632.	88,403.	92,365.	359,551.
e Grassroots ceiling amount (150% of line 2d, column (e))					539,327.
f Grassroots lobbying expenditures	112.		100.	623.	835.

Schedule C (Form 990) 2021

SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**▶ **Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**▶ **Attach to Form 990.**▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2021**Open to Public
Inspection****Name of the organization**

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

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

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

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

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

<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

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

☐ Yes ☐ No

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

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

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

☐ Yes ☐ No

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

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

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

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

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

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

(ii) Assets included in Form 990, Part X

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

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

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

Schedule D (Form 990) 2021

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

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on 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	387,102.	349,718.	145,751.	154,246.	144,591.
b Contributions	3,098.	9,398.	187,503.		
c Net investment earnings, gains, and losses	25,369.	27,986.	20,169.	-4,833.	13,215.
d Grants or scholarships					
e Other expenditures for facilities and programs	7,000.		3,705.	3,662.	3,560.
f Administrative expenses					
g End of year balance	408,569.	387,102.	349,718.	145,751.	154,246.

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

- a Board designated or quasi-endowment ☐ .0000 %
 b Permanent endowment ☐ 73.4300 %
 c Term endowment ☐ 26.5700 %

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

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		77,618.	52,982.	24,636.
e Other		12,985.	5,102.	7,883.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				32,519.

Schedule D (Form 990) 2021

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. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED PENSION LIABILITY	1,071,169.
(3) DEFERRED RENT	119,016.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	1,190,185.

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

Schedule D (Form 990) 2021

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

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

1	Total revenue, gains, and other support per audited financial statements	1	5,461,832.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	246,171.
b	Donated services and use of facilities	2b	147,985.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	394,156.
3	Subtract line 2e from line 1	3	5,067,676.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	40,671.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	40,671.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	5,108,347.

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

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

1	Total expenses and losses per audited financial statements	1	4,496,496.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	147,985.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	147,985.
3	Subtract line 2e from line 1	3	4,348,511.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	40,671.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	40,671.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	4,389,182.

Part XIII Supplemental Information.

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

PART V, LINE 4:

ENDOWMENT FUNDS ARE FOR THE PURPOSE OF FURTHERING THE PROGRAMMATIC MISSION OF THE ORGANIZATION. THE CORPUS IS REQUIRED TO BE INVESTED IN PERPETUITY WITH THE INCOME AVAILABLE TO SUPPORT THE PURPOSE SPECIFIED BY THE DONOR.

PART X, LINE 2:

FOR THE YEAR ENDED DECEMBER 31, 2021, REFUGEES INTERNATIONAL, INC. HAS DOCUMENTED ITS CONSIDERATION OF FINANCIAL ACCOUNTING STANDARDS BOARD ASC 740-10, INCOME TAXES, AND DETERMINED THAT NO MATERIAL UNCERTAIN TAX POSITIONS QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

Part XIII	Supplemental Information <i>(continued)</i>
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[illegible]

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" 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

2021

Open to Public
Inspection

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

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
EUROPE	0	1	PROGRAM SERVICE ACTIVITIES	FIELD RESEARCH IN THE REGION	9,363.
SUB-SAHARAN AFRICA	0	3	PROGRAM SERVICE ACTIVITIES	FIELD RESEARCH IN THE REGION	10,285.
NORTH AMERICA	0	2	PROGRAM SERVICE ACTIVITIES	FIELD RESEARCH IN THE REGION	7,128.
SOUTH AMERICA	0	1	PROGRAM SERVICE ACTIVITIES	FIELD RESEARCH IN THE REGION	4,000.
3 a Subtotal	0	7			30,776.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	7			30,776.

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

Schedule F (Form 990) 2021

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)

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

3 Enter total number of other organizations or entities

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

Schedule F (Form 990) 2021

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.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for the latest information.**

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization **REFUGEES INTERNATIONAL INC.** Employer identification number **52-1224516**

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

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

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

Schedule I (Form 990) 2021

**SCHEDULE J
(Form 990)**

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

2021

Open to Public
Inspection

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> 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) |

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

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?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input 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 |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a Receive a severance payment or change-of-control payment?

b Participate in or receive payment from a supplemental nonqualified retirement plan?

c Participate in or receive payment from an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a The organization?

b Any related organization?

If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a The organization?

b Any related organization?

If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

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

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2021

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) ERIC SCHWARTZ PRESIDENT	(i)	285,472.	0.	0.	11,600.	26,241.	323,313.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) LISA CANTU-PARKS VP OF PHILANTHROPY	(i)	171,830.	0.	0.	5,377.	19,953.	197,160.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) JOSEPH HARDIN LANG VP FOR PROGRAMS & POLICY	(i)	176,748.	0.	0.	7,149.	12,283.	196,180.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
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	(ii)							
	(i)							
	(ii)							

[illegible]

**SCHEDULE M
(Form 990)**

Department of the Treasury
Internal Revenue Service

Noncash Contributions

OMB No. 1545-0047

2021

Open to Public
Inspection

- ▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	8	54,798.FMV	
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

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

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

Schedule M (Form 990) 2021

Supplemental Information.

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.

SCHEDULE M, PART I, COLUMN (B):

THIS COLUMN REPORTS THE NUMBER OF CONTRIBUTIONS RECEIVED.

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number
52-1224516

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

PANDEMIC TO ENSURE THAT DISPLACED PEOPLE ARE NOT LEFT BEHIND IN THE
RESPONSE TO THE CORONAVIRUS, TO PUSH FOR EQUITY IN VACCINE ACCESS, TO
PROMOTE RESPONSES TO HUMANITARIAN NEEDS EXACERBATED BY COVID-19, TO
DEFEND REFUGEE RIGHTS THAT HAVE BEEN PUT IN GREATER PERIL BY OFFICIAL
ACTIONS DURING THE PANDEMIC, TO LISTEN TO DISPLACED PEOPLE ABOUT THEIR
NEEDS, AND TO HOLD LEADERS TO ACCOUNT. FOLLOWING MONTHS OF INDIVIDUAL
AND COALITION ADVOCACY EFFORTS ON INCREASING INTERNATIONAL COVID
FUNDING, THE \$1.9 TRILLION COVID PACKAGE, WHICH WAS SIGNED INTO LAW BY
PRESIDENT BIDEN IN MARCH, ULTIMATELY INCLUDED \$10.8 BILLION FOR
INTERNATIONAL COVID FUNDING, PRIMARILY FOR GLOBAL HEALTH AND FOOD
ASSISTANCE.

WITH THE GOAL OF COMING TO A WORLDWIDE CONSENSUS ON HOW TO END THE
COVID-19 PANDEMIC, PRESIDENT BIDEN ANNOUNCED THAT THE UNITED STATES
WOULD CONVENE THE "GLOBAL COVID-19 SUMMIT: ENDING THE PANDEMIC AND
BUILDING BACK BETTER" ON THE MARGINS OF THE 2021 UNITED NATIONS GENERAL
ASSEMBLY. COMMUNITIES IN CONFLICT AND HUMANITARIAN CRISIS ZONES HAVE
BEEN HIT HARD BY BOTH THE DIRECT AND INDIRECT EFFECTS OF THE PANDEMIC,
AND PLANS TO ENSURE THAT THESE POPULATIONS HAVE ACCESS TO VACCINES ARE
FALTERING. AHEAD OF THE SUMMIT, REFUGEES INTERNATIONAL RELEASED "LESS
THAN A LIFELINE: CHALLENGES TO THE COVAX HUMANITARIAN BUFFER" TO
HIGHLIGHT THE IMPORTANCE OF CLOSING THE VACCINATION GAP IN HARD TO
REACH AREAS AND STRESS THAT ACCESS TO VACCINES FOR VULNERABLE
POPULATIONS NEEDS TO BE A TOP PRIORITY FOR STAKEHOLDERS IN THE GLOBAL
VACCINATION EFFORT.

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

Schedule O (Form 990) 2021

132211 11-11-21

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:

INTERNAL DISPLACEMENT:

REFUGEES INTERNATIONAL PUBLISHED "INTERNAL DISPLACEMENT: AN AGENDA FOR PROGRESS," TO ANALYZE GAPS IN THE GLOBAL RESPONSE TO THE EVER-GROWING INTERNAL DISPLACEMENT CRISES AND TO MAKE RECOMMENDATIONS DIRECTLY TO THE UN'S HIGH-LEVEL PANEL ON INTERNAL DISPLACEMENT. IN THE LEAD-UP TO THE PUBLIC RELEASE OF RECOMMENDATIONS FROM THE UN'S HIGH LEVEL PANEL ON INTERNAL DISPLACEMENT, REFUGEES INTERNATIONAL ORGANIZED A LETTER FOR UN SECRETARY GENERAL GUTERRES, URGING HIM TO USE THE FULL WEIGHT OF HIS INFLUENCE TO IMPLEMENT THE PANEL'S RECOMMENDATIONS. SEVEN FORMER OFFICIALS WHO OCCUPIED SENIOR HUMANITARIAN POSITIONS AT THE U.S. DEPARTMENT OF STATE AND USAID SIGNED THE LETTER.

U.S. LEGISLATION AND THE BIDEN ADMINISTRATION:

IN LATE 2020 AND EARLY 2021, RI PRODUCED A SERIES OF REPORTS FOR THE BIDEN-HARRIS TRANSITION TEAMS. TOPICS INCLUDED WOMEN AND GIRLS, THE ROHINGYA, DISPLACEMENT IN CENTRAL AMERICA, BORDER ASYLUM POLICY, AND CLIMATE DISPLACEMENT. SOME OF RI'S KEY POINTS ON REFUGEE AND HUMANITARIAN ISSUES FROM THOSE BRIEFINGS MAY BE FOUND ON OUR WEBSITE.

REFUGEES INTERNATIONAL PRODUCED A JANUARY 2021 REPORT WITH PRIORITIES FOR THE 117TH CONGRESS, WHICH COVERED BOTH REGIONAL AND THEMATIC AREAS. OUR REPORT WAS WIDELY CIRCULATED AND PULLOUTS OF THE REPORT WERE REGULARLY USED IN HILL INTERACTIONS WITH ADVOCATES. SUCCESSES INCLUDE THE REINTRODUCTION OF SEVERAL BILLS CITED IN THE REPORT, NOTABLY ON IMPORTANT LEGISLATION FOR WOMEN AND GIRLS. THE REFUGEE SANITATION FACILITY SAFETY ACT PASSED THE HOUSE IN JULY, LEGISLATION THAT RI

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

HELPED INITIATE IN THE PREVIOUS CONGRESS.

PROMOTING SUSTAINABLE SOLUTIONS:

USING COLOMBIA AND PERU AS CASE STUDIES IN 2020, REFUGEES INTERNATIONAL AND THE CENTER FOR GLOBAL DEVELOPMENT MADE THE STRONG CASE FOR INTEGRATING DISPLACED POPULATIONS INTO THEIR ECONOMIES. IN EARLY 2021, COLOMBIA MADE A LANDMARK DECISION TO GIVE TEMPORARY STATUS AND WORK PERMITS TO THE 1.8 MILLION DISPLACED VENEZUELAN LIVING IN THE COUNTRY. REFUGEES INTERNATIONAL WAS ENCOURAGED WHEN THE GOVERNMENT OF COLOMBIA CITED THE IMPORTANCE OF THIS RESEARCH IN THEIR DECISION-MAKING.

REFUGEES INTERNATIONAL, CONTINUING OUR COLLABORATION WITH THE CENTER FOR GLOBAL DEVELOPMENT (CGD), RELEASED "FROM DISPLACEMENT TO DEVELOPMENT: HOW ETHIOPIA CAN CREATE SHARED GROWTH BY FACILITATING ECONOMIC INCLUSION FOR REFUGEES." THE REPORT INCLUDED TARGETED RECOMMENDATIONS TO THE ETHIOPIAN GOVERNMENT, THE DONOR COMMUNITY, AND THE PRIVATE SECTOR. IN ADDITION, REFUGEES INTERNATIONAL SENIOR FELLOW SARAH MILLER CO-AUTHORED A PRODUCT WITH ASYLUM ACCESS AND THE SOLIDARITY CENTER ON LABOR MARKET ACCESS IN FORCED DISPLACEMENT CONTEXTS, WHICH WAS ORIGINALLY PUBLISHED BY INTERACTION.

ON THE HEELS OF KENYA'S POSITIVE NEWS THAT THE GOVERNMENT SIGNED THE REFUGEES ACT INTO LAW IN NOVEMBER, REFUGEES INTERNATIONAL AND CGD RELEASED A NEW REPORT OUTLINING WHY KENYA MUST DO BETTER TO ECONOMICALLY EMPOWER REFUGEES. THE PIECE FOCUSED ON HOW POLICIES THAT ALLOW REFUGEES IN KENYA THE RIGHT TO WORK, FREEDOM OF MOVEMENT, AND ACCESS TO FINANCIAL SERVICES WOULD UNLOCK THE POTENTIAL FOR REFUGEES IN THE COUNTRY TO CONTRIBUTE SIGNIFICANTLY TO KENYA'S ECONOMY.

Name of the organization REFUGEES INTERNATIONAL INC.	Employer identification number 52-1224516
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THE REFUGEE ADVOCACY LAB:

THE REFUGEE ADVOCACY LAB WAS PROUD TO PARTNER WITH REFUGEE CONGRESS, CONCORDIA, WE HIRE REFUGEES, NEW AMERICAN ECONOMY, REFUGEE COUNCIL USA, TENT PARTNERSHIP FOR REFUGEES, USA FOR UNHCR, AMPLIO RECRUITING, AND THE INTERNATIONAL RESCUE COMMITTEE ON FORMALLY LAUNCHING THE "BUSINESSES FOR REFUGEES" PLEDGE IN JUNE 2021. THE BUSINESSES FOR REFUGEES INITIATIVE AIMED TO RECRUIT THOUSANDS OF BUSINESSES OF ALL SIZES FROM ACROSS THE COUNTRY TO SIGN A PLEDGE EXPRESSING SUPPORT FOR REFUGEES. THE GOAL WAS TWO-FOLD: TO GET BUSINESSES ACROSS THE COUNTRY TO USE THEIR PLATFORM TO FOSTER AN ENVIRONMENT OF REFUGEE INCLUSION AND SUPPORT, AND TO DEVELOP A POWERFUL ADVOCACY TALKING POINT TO COMMUNICATE THAT BUSINESSES ACROSS THE COUNTRY SUPPORT REFUGEES. THE EFFORT CULMINATED AT A SUMMIT EVENT IN THE FALL OF 2021 WITH BUSINESS LEADERS AND REFUGEE ADVOCATES. OVER 420 BUSINESSES FROM ACROSS ALL 50 STATES ULTIMATELY SIGNED ON TO THIS PLEDGE.

BY PARTNERING WITH LOCAL NETWORKS, THE REFUGEE ADVOCACY LAB HAS CONTRIBUTED TO SEVERAL STATE MEASURES THAT PROMOTE REFUGEE INCLUSION, INCLUDING THE CREATION OF AN OFFICE OF NEW AMERICANS (ONA) IN VIRGINIA, LEGISLATION THAT ENABLES INTERNATIONALLY TRAINED MEDICAL PROFESSIONALS TO JOIN THE COVID-19 RESPONSE IN COLORADO, A RESOLUTION ADOPTED BY THE STATE LEGISLATURE IN GEORGIA WHICH COMMENDED THE CONTRIBUTIONS OF THE REFUGEE COMMUNITY IN THE STATE, AND THE PRESERVATION OF FUNDING IN UTAH FOR LOCAL HEALTHCARE CLINICS TO CONTINUE PROVIDING SERVICES TO REFUGEES AND OTHER VULNERABLE PEOPLE.

WOMEN AND GIRLS:

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

WOMEN AND GIRLS IN DISPLACEMENT FACE UNIQUE CHALLENGES, BUT WOMEN AND GIRLS' SPECIAL NEEDS ARE OFTEN INADEQUATELY ADDRESSED OR WHOLLY IGNORED IN HUMANITARIAN RESPONSE. RI HAS ADVOCATED FOR IMPROVED HUMANITARIAN PROGRAMMING THAT ELEVATES THE WELL-BEING AND SAFETY OF WOMEN AND GIRLS AND PROVIDES THEM THE SPECIALIZED MEDICAL, PSYCHOLOGICAL, LEGAL, AND SECURITY ASSISTANCE THEY NEED.

IN APRIL, REFUGEES INTERNATIONAL PUBLISHED "A CRISIS OF CARE: SEXUAL AND REPRODUCTIVE HEALTH COMPETES FOR ATTENTION AMID CONFLICT AND DISPLACEMENT IN MALI." THE REPORT NOTED THAT THE NATIONAL HEALTHCARE SYSTEMS RARELY PRIORITIZE SEXUAL AND REPRODUCTIVE HEALTH (SRH). THIS IS A CHALLENGE FOR WOMEN AND GIRLS WORLDWIDE, INCLUDING IN MALI. THERE, NEARLY A DECADE OF CONFLICT HAS CREATED A PROTRACTED HUMANITARIAN CRISIS, DECIMATING THE HEALTHCARE SYSTEM AND LIMITING THE AVAILABILITY OF SRH SERVICES. MEANWHILE, POLITICAL UNCERTAINTY FOLLOWING A COUP IN AUGUST 2020 FOCUSED INTERNATIONAL EFFORTS ON ADDRESSING SECURITY AND STABILIZATION, AT THE EXPENSE OF HUMANITARIAN NEEDS. THE LACK OF DONOR FUNDING EXACERBATED THE SITUATION, INCLUDING THE DEARTH OF SRH SERVICES.

IN AUGUST, REFUGEES INTERNATIONAL PUBLISHED "WOMEN IN TIGRAY FACE INCREASED RISK OF SEXUAL EXPLOITATION AND ABUSE." THE REPORT RAISED THE ALARM THAT WOMEN AND GIRLS--MANY OF WHOM HAVE SURVIVED WELL-DOCUMENTED REPORTS OF SEXUAL VIOLENCE--ALSO FACED THE INCREASED RISK OF SEXUAL EXPLOITATION AND ABUSE (SEA). SEA OCCURS WHEN SOMEONE ATTEMPTS OR SUCCEEDS IN ABUSING POWER FOR SEXUAL PURPOSES. IN THE HUMANITARIAN RESPONSE IN TIGRAY, CONSIDERABLE POWER IMBALANCES EXIST, COMBINED WITH OTHER AGGRAVATING FACTORS INCLUDING THE INCREASING SCARCITY OF

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

RESOURCES, RESTRICTED HUMANITARIAN ACCESS, AND AN INCREASE IN
FEMALE-HEADED HOUSEHOLDS.

AS THE TALIBAN CONSOLIDATED POWER FOLLOWING THE FALL OF KABUL IN AUGUST
2021, REFUGEES INTERNATIONAL RAISED CONCERNS THAT AFGHAN WOMEN AND
GIRLS NOW FACE SERIOUS RISK AND HAVE FEW PATHWAYS TO PROTECTION OUTSIDE
THE COUNTRY. IN "AFGHAN WOMEN AND GIRLS UNDER IMMEDIATE THREAT: THE
RESPONSIBILITY TO PROTECT AND ASSIST IS JUST BEGINNING," REFUGEES
INTERNATIONAL HIGHLIGHTED THE UNIQUE CHALLENGES FACING AFGHAN WOMEN AT
RISK. REFUGEES INTERNATIONAL CALLED FOR GREATER PARTICIPATION AMONG
WOMEN IN THE COUNTRY'S HUMANITARIAN RESPONSE AND FOR ADDITIONAL
PATHWAYS FOR AFGHAN WOMEN AND GIRLS TO SEEK PROTECTION. REFUGEES
INTERNATIONAL AND PARTNERS HAVE CONTINUED TO PRESS FOR URGENT U.S.
ACTION IN AFGHANISTAN TO ADDRESS A WORSENING SITUATION THAT WILL SURELY
IMPACT WOMEN AND GIRLS AND OTHER MARGINALIZED GROUPS THE MOST. AND IN
DECEMBER 2021, REFUGEES INTERNATIONAL'S SENIOR ADVOCATE FOR WOMEN AND
GIRLS TRAVELED TO ALBANIA TO SPEAK WITH WOMEN LEADERS WHO HAD BEEN
EVACUATED FROM THE COUNTRY AND WILL ADVOCATE WITH THEM FOR PROTECTIONS
FOR AFGHAN WOMEN.

CLIMATE DISPLACEMENT:

WHILE THE WORLD REMAINED FOCUSED ON THE COVID-19 PANDEMIC IN 2021, RI
FOUGHT FOR SOLUTIONS FOR THOSE DISPLACED BY DISASTERS RESULTING FROM
NATURAL HAZARDS--HAZARDS THAT ARE OFTEN CAUSED OR EXACERBATED BY
CLIMATE CHANGE.

RI ORGANIZED A WEBINAR IN APRIL 2021 ON EARTH DAY WITH A KEYNOTE
ADDRESS BY SENATOR ED MARKEY, A LONGSTANDING LEADER ON CLIMATE CHANGE.

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

THE EVENT, WHICH ALSO TOOK PLACE THE WEEK OF PRESIDENT BIDEN'S LEADERS SUMMIT ON CLIMATE, FOCUSED ON THE U.S. ROLE IN CLIMATE CHANGE POLICY AND WAS MODERATED BY RI'S CLIMATE DISPLACEMENT PROGRAM MANAGER AND SENIOR ADVOCATE KAYLY OBER AND INCLUDED A DIVERSE PANEL THAT SHARED FRONTLINE PERSPECTIVES.

DURING THE 2020-2021 PRESIDENTIAL TRANSITION, REFUGEES INTERNATIONAL URGED THE BIDEN ADMINISTRATION TO TAKE A SERIES OF IMPORTANT STEPS RELATING TO PROTECTION, INCLUDING RESETTLEMENT, OF THOSE IMPACTED BY CLIMATE DISPLACEMENT. WE WERE GRATIFIED WHEN, ON FEBRUARY 4, 2021, PRESIDENT BIDEN DIRECTED THE U.S. NATIONAL SECURITY ADVISOR TO REPORT ON ADDITIONAL MEASURES THE UNITED STATES AND OTHER GOVERNMENTS SHOULD BE TAKING TO ADDRESS BOTH PREVENTION OF DISPLACEMENT AND RESETTLEMENT OF THOSE WHO ARE FORCED FROM THEIR HOMES. THE DIRECTIVE, ISSUED AS PART OF A BROADER EXECUTIVE ORDER ON REFUGEE ADMISSIONS, REQUIRED A REPORT BY AUGUST 1, 2021.

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:

REFUGEES INTERNATIONAL CONVENED AN EXPERT TASK FORCE ON CLIMATE CHANGE AND MIGRATION IN RESPONSE TO AN EXECUTIVE ORDER (EO) ISSUED BY PRESIDENT BIDEN ON FEBRUARY 4 THAT DIRECTED THE NATIONAL SECURITY ADVISOR TO REPORT TO THE PRESIDENT BY AUGUST 3, 2021, ON "PLANNING FOR THE IMPACT OF CLIMATE CHANGE ON MIGRATION," INCLUDING OPTIONS FOR THE PROTECTION AND RESETTLEMENT OF PEOPLE AT RISK OF DISPLACEMENT DUE TO CLIMATE CHANGE. THE TASK FORCE, COMPOSED OF FIFTEEN PREEMINENT PRACTITIONERS AND SCHOLARS, RELEASED A REPORT IN JULY THAT ARTICULATES A RESPONSIBLE PLAN OF ACTION DESIGNED TO FIND SOLUTIONS TO CLIMATE-RELATED DISPLACEMENT. THE REPORT WAS COVERED BY DEVEX, VOA, FORBES, AND THE THOMSON REUTERS FOUNDATION. REFUGEES INTERNATIONAL ALSO

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

HOSTED A LAUNCH EVENT FOR THE REPORT, WHICH WAS WELL-ATTENDED BY
ADVOCATES, POLICY MAKERS, AND MEDIA.

ON OCTOBER 21, THE WHITE HOUSE RELEASED ITS LONG-AWAITED WHITE HOUSE
CLIMATE AND MIGRATION REPORT. THE BIDEN ADMINISTRATION'S REPORT, ISSUED
IN RESPONSE TO AN EXECUTIVE ORDER IN FEBRUARY, WAS HISTORIC IN THAT IT
ACKNOWLEDGED THAT THE UNITED STATES RECOGNIZES THE CHALLENGE OF CLIMATE
CHANGE AND MIGRATION AND ESTABLISHED THE IMPERATIVE OF THE U.S.
GOVERNMENT TO BE A LEADER ON THIS ISSUE. HOWEVER, AS CLIMATE
DISPLACEMENT PROGRAM MANAGER KAYLY OBER STATED IN A PRESS STATEMENT
UPON THE RELEASE OF THE REPORT, IT "IS LONG ON DESCRIPTION AND TOO
SHORT ON PRESCRIPTION," AND MERELY ESTABLISHED AN INTERAGENCY WORKING
GROUP AS A NEXT STEP.

AFGHANISTAN:

FOLLOWING THE FALL OF KABUL TO THE TALIBAN AND THE U.S. WITHDRAWAL OF
TROOPS FROM AFGHANISTAN, HUNDREDS OF THOUSANDS OF AFGHANS WERE IN
URGENT NEED OF PROTECTION AND HUMANITARIAN ASSISTANCE. EVEN THOSE WHO
WERE EVACUATED TO SAFETY TO THE UNITED STATES AND OTHER COUNTRIES FACE
UNCERTAINTY AS THEY REBUILD THEIR LIVES AND WORRY ABOUT LOVED ONES
STILL INSIDE AFGHANISTAN. SINCE EARLY AUGUST, REFUGEES INTERNATIONAL
CONVENED AN INTERNAL TASK FORCE TO ADDRESS THE CRISIS AND HAS BEEN
RAISING THE ALARM ON THE NEED FOR PROTECTION PATHWAYS FOR AFGHANS IN
SEARCH OF SAFETY, BOTH IN THE REGION, IN THE UNITED STATES, AND
ELSEWHERE ABROAD. REFUGEES INTERNATIONAL WIDELY CIRCULATED OUR
SEPTEMBER REPORT, INCLUDING TO CONGRESSIONAL STAFF IN ADVANCE OF HOUSE
AND SENATE HEARINGS ON AFGHANISTAN. A FULL LIST OF REFUGEES
INTERNATIONAL'S REPORTING ON THE CRISIS IS AVAILABLE ON OUR WEBSITE.

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

IN THE EMERGENCY SUPPLEMENTAL THAT WAS PASSED IN JULY, THERE WAS LANGUAGE THE HUMANITARIAN COMMUNITY SUPPORTED ON AFGHAN SPECIAL IMMIGRANT VISAS (SIV'S) AND ADDITIONAL FUNDING, NOTABLY \$100 MILLION FOR THE MIGRATION AND REFUGEE ASSISTANCE (MRA) ACCOUNT AND \$500 MILLION FOR THE EMERGENCY REFUGEE AND MIGRATION ASSISTANCE (ERMA) ACCOUNT. REFUGEES INTERNATIONAL ALSO WORKED IN COALITION IN SUPPORT OF OVER \$6 BILLION OF NEW FUNDING FOR AFGHANS, WHICH WAS ADDED TO THE CONTINUING RESOLUTION THAT WAS PASSED BY CONGRESS IN SEPTEMBER. NOTABLY, THE FUNDING INCLUDES SUPPORT FOR RI'S CORE OVERSEAS HUMANITARIAN ASSISTANCE ACCOUNTS, SUPPORT FOR AFGHAN ARRIVALS TO THE UNITED STATES, AND OVER \$1 BILLION FOR THE EMERGENCY REFUGEE MIGRATION AND ASSISTANCE ACCOUNT (ERMA). THIS FLEXIBLE FUNDING ACCOUNT IS PLAYING A CRITICAL ROLE IN SUPPORT FOR THE AFGHAN RESPONSE. ERMA RECEIVED AN ADDITIONAL \$1.2 BILLION OUT OF THE \$7 BILLION FOR AFGHAN ASSISTANCE IN THE CONTINUING RESOLUTION PASSED BY CONGRESS ON DECEMBER 2.

THE ROHINGYA CRISIS AND MYANMAR:

MYANMAR'S HUMANITARIAN OUTLOOK WAS INCREASINGLY DIRE IN THE AFTERMATH OF THE FEBRUARY 2021 COUP AND AMID THE THROES OF THE COVID-19 PANDEMIC AND A GROWING ECONOMIC CRISIS. THE MILITARY JUNTA'S CRACKDOWN RESULTED IN THE KILLING OF MORE THAN 1,100 CIVILIANS AND THE FORCIBLE DISPLACEMENT OF MORE THAN 200,000 PEOPLE, AND LEFT AN ESTIMATED 3 MILLION PEOPLE IN NEED OF HUMANITARIAN ASSISTANCE. IN MAY, REFUGEES INTERNATIONAL RELEASED, "FADING HUMANITARIANISM: THE DANGEROUS TRAJECTORY OF THE ROHINGYA REFUGEE RESPONSE IN BANGLADESH," A REPORT OUTLINING WHAT THE GOVERNMENT OF BANGLADESH, UN AGENCIES, MEMBER STATES, DONORS, AND NGOS MUST DO TO MAINTAIN PRESSURE AGAINST THE

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

MYANMAR MILITARY AND IMPROVE THE HUMANITARIAN RESPONSE FOR THE ROHINGYA
IN BANGLADESH.

IN A REPORT IN OCTOBER, REFUGEES INTERNATIONAL DESCRIBED NEXT STEPS
THAT MYANMAR'S NEIGHBORS, ASEAN COUNTRIES, DONOR COUNTRIES, AND THE
UNITED STATES MUST TAKE TO ADDRESS THE CRISIS AND PROVIDED AID AND
SAFETY TO THOSE IN NEED. AS LEADERS OF SOUTHEAST ASIAN COUNTRIES MET AT
THE ASEAN (ASSOCIATION OF SOUTHEAST ASIAN NATIONS) SUMMIT IN LATE
OCTOBER, REFUGEES INTERNATIONAL SENIOR ADVOCATE DANIEL P. SULLIVAN
PUBLISHED AN OP-ED IN JUST SECURITY CALLING FOR THE UNITED STATES AND
LIKE-MINDED COUNTRIES TO STEP UP AND LEAD ON ADDRESSING THE CRISIS IN
MYANMAR WHERE ASEAN COUNTRIES HAVE SO FAR FAILED.

REFUGEES INTERNATIONAL WELCOMED THE OCTOBER INTRODUCTION OF THE BURMA
ACT, WHICH INCLUDES MANY POLICY RECOMMENDATIONS FROM RI, NOTABLY
SUPPORT FOR FURTHER SANCTIONS. THE LEGISLATION ALSO REQUIRES AN
OFFICIAL ATROCITIES DETERMINATION IN THE CASE OF THE ROHINGYA.

DEFENDING REFUGEE PROTECTION AND ASYLUM:

IN FEBRUARY 2021, REFUGEES INTERNATIONAL FORMALLY LAUNCHED THE
#WECANWELCOME ASYLUM SEEKERS CAMPAIGN. LED BY SENIOR U.S. ADVOCATE Yael
SCHACHER AND WITH SUPPORT FROM THE REFUGEES INTERNATIONAL TEAM, NOTABLY
SUBSTANTIAL INVESTMENT BY RI'S COMMUNICATIONS STAFF, THIS CAMPAIGN WAS
AN IMPORTANT OPPORTUNITY FOR THE ORGANIZATION. THE CAMPAIGN PRODUCED
FOUR COMPELLING VIDEOS (OVER 210,000 VIEWS) THAT SHARED THE STORIES OF
THOSE WHO HAVE BEEN MOST IMPACTED BY RECENT POLICIES AND THOSE
COMMITTED TO CREATING WELCOMING COMMUNITIES. REFUGEES INTERNATIONAL
WORKED CLOSELY WITH PARTNERS TO HELP AMPLIFY THE CAMPAIGN'S REACH.

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

AS PART OF THE CAMPAIGN EFFORT, REFUGEES INTERNATIONAL ALSO DELIVERED A PETITION TO THE BIDEN ADMINISTRATION ON HIS 100TH DAY IN OFFICE WITH A STRONG MESSAGE THAT PEOPLE ACROSS THE COUNTRY AGREE THAT #WECANWELCOME PEOPLE SEEKING SAFETY. ALONGSIDE THE VIDEOS AND PETITION, REFUGEES INTERNATIONAL ALSO PUBLISHED AN OP-ED IN NEWSWEEK, "WE CAN WELCOME THOSE SEEKING PROTECTION AT THE BORDER," AND LED A SIGN-ON LETTER WITH 94 ORGANIZATIONS, "LETTER TO BIDEN ADMINISTRATION WELCOMING ASYLUM EXECUTIVE ORDER, URGING SWIFT RESCISSION OF HARMFUL POLICIES."

REFUGEES INTERNATIONAL AND THE REFUGEE ADVOCACY LAB WORKED INDEPENDENTLY AND IN COALITION WITH PARTNERS IN AN EFFORT TO PRESSURE THE BIDEN ADMINISTRATION TO MAKE GOOD ON ITS COMMITMENT TO RAISE THE REFUGEE CEILING FOR THE REMAINDER OF THE FISCAL YEAR TO 62,500. THE REVISED CEILING WAS AN IMPORTANT STEP TOWARDS REALIZING THE BIDEN ADMINISTRATION'S COMMITMENTS TO REVERSE THE DAMAGE DONE IN THE PRIOR ADMINISTRATION ON THE COUNTRY'S REFUGEE RESETTLEMENT PROGRAM AND TO BUILD TOWARD THE BIDEN-HARRIS CAMPAIGN'S COMMITMENT TO RESETTLE 125,000 REFUGEES IN FISCAL YEAR 2022. THE REFUGEE ADVOCACY LAB FACILITATED THE PUBLICATION OF AN OP-ED BY FORMER REFUGEE YASMIN AGUILAR IN AL JAZEERA URGING THE PRESIDENT TO WELCOME MORE REFUGEES. THE REFUGEE ADVOCACY LAB ALSO SUPPORTED NATIONAL MEDIA OUTREACH ON A REFUGEE-LED LETTER TO PRESIDENT BIDEN ON THE REFUGEE CEILING, AND EARNED COVERAGE OF THE LETTER IN THE ASSOCIATED PRESS AND CNN.

ON FEBRUARY 2, PRESIDENT BIDEN ISSUED AN EXECUTIVE ORDER (EO) THAT CALLED FOR A REVIEW OF THE USE OF EXPEDITED REMOVAL, A PROCESS IN WHICH MIGRANTS ARE SUMMARILY SCREENED BY BORDER OFFICIALS, INTERVIEWED ABOUT

Name of the organization	Employer identification number
REFUGEES INTERNATIONAL INC.	52-1224516

THEIR FEAR OF RETURN TO THEIR HOME COUNTRY WHILE DETAINED, AND THEN DENIED ACCESS TO FEDERAL COURT REVIEW IF THEY FAIL. THE PROCESS HAS NOT ONLY LED TO MISTREATMENT AND REFOULEMENT (FORCED RETURN) OF ASYLUM SEEKERS BUT HAS ALSO PROVEN INEFFICIENT. IN MAY, REFUGEES INTERNATIONAL RELEASED "ADDRESSING THE LEGACY OF EXPEDITED REMOVAL: BORDER PROCEDURES AND ALTERNATIVES FOR REFORM," A REPORT PROVIDING A HISTORICAL ASSESSMENT OF THE USE OF EXPEDITED REMOVAL AT THE BORDER AND MAKING THE CASE FOR RECOMMENDED POLICY ALTERNATIVES. REFUGEES INTERNATIONAL SENIOR U.S. ADVOCATE Yael Schacher also met with high-level USG policy staff about the review of expedited removal and headed a coalition of other advocates from other organizations on this policy review.

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:

DURING THE PANDEMIC, ASYLUM SEEKERS WERE LEFT STRANDED IN TIJUANA DUE TO U.S. BORDER CLOSURES AND A LACK OF SUPPORT FROM MEXICAN AUTHORITIES, SHELTERS, AND INTERNATIONAL ORGANIZATIONS. ESPACIO MIGRANTE AND HAITIAN BRIDGE ALLIANCE, LOCAL GROUPS WORKING DIRECTLY WITH MIGRANTS IN TIJUANA, CONDUCTED A SURVEY AND FOCUS GROUPS DOCUMENTING NEEDS AND GAPS IN SERVICES AND PROGRAMS. IN CLOSE COLLABORATION WITH THESE TWO ORGANIZATIONS, RI SUPPORTED THE WRITING AND PUBLICATION OF A REPORT IN DECEMBER 2021 ("IT'S VERY HARD TO HAVE RIGHTS"-THE IMPACT OF COVID-19 ON REFUGEE AND MIGRANT COMMUNITIES IN TIJUANA). THE REPORT EXAMINED THE INSTITUTIONAL BARRIERS THAT MIGRANTS AND ASYLUM SEEKERS--ESPECIALLY THOSE WHO ARE NON-SPANISH SPEAKING AND BLACK--HAVE FACED IN TIJUANA DURING THE PANDEMIC REGARDING EMPLOYMENT AND ACCESS TO HOUSING AND HEALTH, LEGAL, AND HUMANITARIAN SERVICES.

THE MIDDLE EAST:

IN MARCH, RI SENIOR ADVOCATE SAHAR ATRACHE PUBLISHED "DOING NO HARM IN

Name of the organization	Employer identification number
REFUGEES INTERNATIONAL INC.	52-1224516

LEBANON: THE NEED FOR AN AID PARADIGM SHIFT," WHICH HIGHLIGHTED SIGNIFICANT CHALLENGES FOR LEBANON'S TRADITIONAL AID PARADIGM-ONE THAT DEPENDS ON DEEP ENGAGEMENT WITH STATE INSTITUTIONS. DECADES OF INTERNATIONAL ASSISTANCE MANAGED TO KEEP THE COUNTRY AFLOAT, BUT LARGELY IGNORED PREDATORY GOVERNANCE AND SYSTEMATIC CORRUPTION PERPETRATED BY LEBANON'S POLITICAL PARTIES. THE REPORT PUSHED INTERNATIONAL DONORS AND AID AGENCIES WITH A NEW AND INNOVATIVE APPROACH. THIS APPROACH WOULD ALLOW FOR THE PROVISION OF HUMANITARIAN AID TO ALLEVIATE THE SUFFERING OF MILLIONS OF PEOPLE--LEBANESE AND REFUGEES ALIKE--WHILE CIRCUMVENTING THE STATE'S SYSTEMIC CORRUPTION.

REFUGEES INTERNATIONAL'S DECEMBER REPORT, "LEBANON'S DEEPENING CRISIS: THE CASE FOR A SUSTAINABLE AID RESPONSE," EXAMINED THE STATE OF LEBANON'S HUMANITARIAN CRISIS AND DELIVERED A PLAN FOR WHAT MUST BE DONE TO CREATE A SUSTAINABLE RESPONSE. RI SENIOR ADVOCATE SAHAR ATRACHE ALSO CONTINUED HER SIGNIFICANT ENGAGEMENT WITH LOCAL NGOS IN SYRIA TO BUILD INCREASED SUPPORT FOR LOCALIZATION OF AID IN THE REGION.

LATIN AMERICA:

DESPITE POLICY IMPROVEMENTS, HUNDREDS OF THOUSANDS OF VENEZUELAN IN PERU STILL LACK SHELTER, FACE FOOD INSECURITY, CANNOT ACCESS HEALTHCARE, AND HAVE LOST THEIR JOBS AS PERU'S ECONOMY SUFFERS AMID THE SHOCKS OF COVID-19. IN APRIL, REFUGEES INTERNATIONAL AND LOCAL PERUVIAN PARTNER ENCUEENTROS RELEASED "THE HUMANITARIAN EFFECTS OF THE COVID-19 PANDEMIC FOR VENEZUELAN IN PERU, ONE YEAR IN." THE REPORT BEARS WITNESS TO THE LIVES AND CHALLENGES OF VENEZUELAN IN PERU SURVIVING DISPLACEMENT AND THE PANDEMIC AND RECOMMENDS CONCRETE STEPS TO ALLEVIATE THE OBSTACLES FACING VENEZUELAN IN PERU.

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

REFUGEES INTERNATIONAL BRIEFED USG OFFICIALS, EMPHASIZING THE IMPORTANCE OF SCALING UP HUMANITARIAN FUNDING, INCREASED REGULARIZATION AND INCLUSION, AND EQUITABLE VACCINE DISTRIBUTION. REFUGEES INTERNATIONAL WORKED ALONGSIDE OUR CGD PARTNERS IN THE LABOR MARKET ACCESS INITIATIVE TO PUSH RECOMMENDATIONS IN ADVANCE OF THE JUNE 17 INTERNATIONAL DONORS CONFERENCE ON VENEZUELA. AT THE CONFERENCE, THE UNITED STATES ANNOUNCED \$407 MILLION IN ADDITIONAL HUMANITARIAN ASSISTANCE FOR THE VENEZUELA REGIONAL CRISIS.

IN JULY, REFUGEES INTERNATIONAL RELEASED "MEXICO'S USE OF DIFFERENTIATED ASYLUM PROCEDURES: AN INNOVATIVE APPROACH TO ASYLUM PROCESSING," A BRIEF THAT EXPLAINS THE USE, BENEFITS, AND CHALLENGES OF IMPLEMENTING DIFFERENTIATED ASYLUM PROCEDURES AND THE APPLICATION OF THE BROADER REFUGEE DEFINITION OF THE CARTAGENA DECLARATION IN MEXICO.

EUROPE:

IN JUNE, REFUGEES INTERNATIONAL RELEASED "UNDERMINING PROTECTION IN THE EU: WHAT NINE TRENDS TELL US ABOUT THE PROPOSED PACT ON MIGRATION AND ASYLUM." THE REPORT HIGHLIGHTED NINE KEY TRENDS THAT CHARACTERIZE THE EU APPROACH, FORECAST THEIR IMPACTS, AND IDENTIFY ISSUES THAT NEED ATTENTION NOW. THE REPORT RECOMMENDED STEPS EU INSTITUTIONS AND MEMBER STATES SHOULD TAKE TO IMPROVE THE LIVES OF PEOPLE SEEKING SAFETY AND REVERSE COURSE ON HARMFUL POLICIES. REFUGEES INTERNATIONAL ADVOCATE FOR EUROPE DAPHNE PANAYOTATOS BRIEFED STAFF FROM THE WHITE HOUSE IN ADVANCE OF PRESIDENT BIDEN'S JUNE TRIP TO EUROPE FOR THE EU SUMMIT. IN MARCH, DAPHNE DELIVERED THE NGO STATEMENT FOR EUROPE AT THE 80TH MEETING OF UNHCR'S STANDING COMMITTEE, WHICH MIRRORED THE RECOMMENDATIONS OF THE

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

JUNE REPORT.

EUROPE ADVOCATE DAPHNE PANAYOTATOS CONDUCTED AN OVERSEAS MISSION TO GREECE IN NOVEMBER. THE TRIP BUILT ON ONGOING ADVOCACY EFFORTS BY RI ON PROTECTION AND HUMANITARIAN ASSISTANCE CONSIDERATIONS FOR REFUGEES IN GREECE. DAPHNE'S RESEARCH FOCUSED ON RECEPTION CONDITIONS, OBSTACLES TO INTEGRATION FOR RECOGNIZED REFUGEES, AND THE CLOSING SPACE FOR CIVIL SOCIETY AND XENOPHOBIA. AN OCTOBER COALITION LETTER TO GREEK AND EU LEADERSHIP WARNED OF HUNGER FOR VULNERABLE POPULATIONS DUE TO LACK OF ACCESS TO FOOD PROVISIONS.

SUB-SAHARAN AFRICA:

IN WEST AND CENTRAL AFRICA, REFUGEES INTERNATIONAL HAS FOCUSED ON DISPLACEMENT RESULTING FROM POLITICAL CONFLICT AND VIOLENCE. IN DECEMBER 2020, PRESIDENTIAL ELECTIONS IN THE CENTRAL AFRICAN REPUBLIC (CAR) WERE MARKED BY A MAJOR SURGE IN VIOLENCE. IN FEBRUARY 2021, REFUGEES INTERNATIONAL PUBLISHED "THE CENTRAL AFRICAN REPUBLIC IN CRISIS: CRITICAL MEASURES TO ADDRESS HUMANITARIAN AND SECURITY NEEDS" TO HIGHLIGHT THE CHALLENGES CONFRONTING THE PEOPLE OF CAR AND TO PUSH FOR SOLUTIONS.

IN THE SUMMER OF 2021, REFUGEES INTERNATIONAL CONVENED A GROUP OF CIVIL SOCIETY LEADERS FROM CAR AND RESEARCHERS TO DISCUSS ATROCITIES. IN SEPTEMBER, REFUGEES INTERNATIONAL PUBLISHED "ADDRESSING ATROCITIES AND DISPLACEMENT: A PATH FORWARD FOR THE CENTRAL AFRICAN REPUBLIC," SUMMARIZING THE FINDING OF THOSE CONVENINGS AND HIGHLIGHTING PROPOSED SOLUTIONS. LIKEWISE, REFUGEES INTERNATIONAL CONVENED A GROUP OF CIVIL SOCIETY LEADERS FROM BURKINA FASO AND INTERNATIONAL RESEARCHERS FOR A

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

MEETING ON THE COUNTRY'S RAPIDLY DETERIORATING DISPLACEMENT AND HUMANITARIAN CRISIS. IN MAY, REFUGEES INTERNATIONAL RELEASED "ATROCITIES AND DISPLACEMENT IN BURKINA FASO," PRESENTING PERSPECTIVES AND RECOMMENDATIONS SHARED AT THE MEETING, WITH A FOCUS ON PREVENTING FURTHER ATROCITIES. REFUGEES INTERNATIONAL CONTINUES TO RAISE THE ALARM ON THE NEED FOR INCREASED INTERNATIONAL ATTENTION AND ASSISTANCE.

PEOPLE IN TIGRAY, ETHIOPIA, ARE LIVING THE UNIMAGINABLE FOR THE SECOND TIME IN LESS THAN FORTY YEARS: CONFLICT-INDUCED FAMINE. SINCE NOVEMBER 2020, PARTIES TO THE CONFLICT IN TIGRAY HAVE COMMITTED GRAVE CRIMES. MILLIONS OF CIVILIANS ARE FACING WIDESPREAD DISPLACEMENT, ATROCITIES, RIGHTS VIOLATIONS--AND A MAN-MADE FAMINE. SINCE LATE JULY 2021, REFUGEES INTERNATIONAL HAS BEEN WORKING TO RAISE THE ALARM WITH OUR "STOP TIGRAY FAMINE" CAMPAIGN.

IN EARLY JULY, REFUGEES INTERNATIONAL RELEASED "THE CRUELEST OF FATES: FAMINE IN THE TIME OF WAR IN TIGRAY." THE BRIEF EXAMINED THE CURRENT SITUATION IN TIGRAY AND RECOMMENDS CONCRETE STEPS THE UNITED STATES, EUROPE, INTERNATIONAL DONORS, THE UNITED NATIONS, AND THE GOVERNMENT OF ETHIOPIA MUST TAKE TO STOP THE FAMINE AND RELIEVE SUFFERING BEFORE TIME RUNS OUT. REFUGEES INTERNATIONAL DIRECTLY ENGAGED WITH SENIOR USG AND UN OFFICIALS AND, IN EARLY AUGUST, RELEASED A STATEMENT WELCOMING RECENT VISITS FROM USAID ADMINISTRATOR SAMANTHA POWER AND UN EMERGENCY RELIEF COORDINATOR MARTIN GRIFFITHS TO ETHIOPIA AND CALLED FOR FURTHER ACTION.

SINCE BEGINNING THE CAMPAIGN, REFUGEES INTERNATIONAL HAS SEEN AN IMPORTANT SHIFT IN MEDIA COVERAGE OF THE FAMINE IN TIGRAY. UN OFFICIALS

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

ARE SPEAKING OUT, AND THE FOCUS IS ON THE FAMINE, RATHER THAN JUST THE CONFLICT. FURTHER, THE #STOPTIGRAYFAMINE HASHTAG WE CREATED HAS EXPLODED ON TWITTER, WITH 400K ORGANIC POSTS, WHILE IMPORTANT LEADERS HAVE AMPLIFIED OUR CONTENT. OTHER SUCCESSES INCLUDE:

- THE ELDERS ECHOED RI'S MESSAGING IN ADVISING THE UN SECURITY COUNCIL TO VISIT ETHIOPIA TO SEE FOR THEMSELVES THE CATASTROPHIC RESULT OF WAR.
- REFUGEES INTERNATIONAL SUCCESSFULLY ENCOURAGED MEMBERS OF CONGRESS TO CALL FOR ACTION ON TIGRAY INCLUDING DRAFT LEGISLATION REGARDING A U.S. INVESTIGATION INTO ATROCITIES IN ETHIOPIA.
- IN SEPTEMBER, REFUGEES INTERNATIONAL DELIVERED A JOINT OPEN LETTER FROM 30 NGOS TO UN SECRETARY-GENERAL ANTONIO GUTERRES AND PERMANENT REPRESENTATIVES OF THE SECURITY COUNCIL TO URGE ACTION TO END VIOLENCE AND FAMINE IN TIGRAY.

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

FINANCIAL TIMES, GUARDIAN, USA TODAY, TIME, NEWSWEEK, U.S. NEWS & WORLD REPORT, NATIONAL INTEREST, UN DISPATCH, NPR, REUTERS, THE ASSOCIATED PRESS, BLOOMBERG, BBC, CNN, MSNBC, NBC, PBS NEWSHOUR, AND NUMEROUS OTHER PRINT, ONLINE, AND BROADCAST NEWS OUTLETS. WIRE SERVICE NEWS STORIES THAT INCLUDED COMMENTS BY REFUGEES INTERNATIONAL STAFF PROVIDED EVEN GREATER REACH, SINCE OTHER NEWS OUTLETS PICKED UP AND FURTHER DISSEMINATED THOSE STORIES TO EVEN WIDER AUDIENCES.

IN 2021, REFUGEES INTERNATIONAL ALSO ACHIEVED CONSIDERABLY GREATER REACH ON SOCIAL MEDIA PLATFORMS SUCH AS TWITTER, FACEBOOK, INSTAGRAM, AND LINKEDIN. THE ORGANIZATION'S TWITTER HAS MORE THAN 305,000 FOLLOWERS, AND ITS FACEBOOK, INSTAGRAM, AND LINKEDIN AUDIENCES HAVE GROWN TO MORE THAN 24,300, MORE THAN 3,700, AND MORE THAN 11,300

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

FOLLOWERS RESPECTIVELY. MANY OF THE ORGANIZATION'S TWITTER FOLLOWERS HAVE SIZABLE AUDIENCES OF THEIR OWN - SOME WITH MORE THAN A MILLION FOLLOWERS - FURTHER AMPLIFYING REFUGEES INTERNATIONAL'S MESSAGING THROUGH RETWEETING OF OUR CONTENT.

REFUGEES INTERNATIONAL'S EXPERTS ALSO ENGAGED IN PUBLIC EDUCATION THROUGH SPEAKING ENGAGEMENTS AND PUBLIC EVENTS, INCLUDING TESTIFYING AT CONGRESSIONAL AND MULTILATERAL HEARINGS. IN OCTOBER 2021, REFUGEES INTERNATIONAL SENIOR ADVOCATE Yael Schacher testified before the UN Refugee Agency Executive Committee. Refugees International also led a robust digital events programming including programs featuring influential leaders like Nobel Prize Laureate Nadia Murad, Angelina Jolie, U.S. Representative Joseph D. Neguse, Jorge Ramos, and more. Refugees International also continued its public education event series entitled "Voices from the Border," that humanizes, informs, and deepens policy discussions relating to migration and protection along the U.S. Southern border and features individuals who have been directly affected by U.S. border and asylum policies. These events afford the organization with opportunities to further educate the public and policymakers alike.

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

GOODWIN SIMON STRATEGIC RESEARCH (GSSR) RELEASED AN EVIDENCE-BASED GUIDE ON MESSAGING DESIGNED TO BUILD BROADER SUPPORT FOR REFUGEE INCLUSION AMONG DIVERSE U.S. AUDIENCES. THE RECOMMENDATIONS IN THE REPORT ARE INTENDED TO BETTER EQUIP ADVOCATES, INCLUDING PEOPLE WHO ARE OR WERE THEMSELVES REFUGEES, WITH MESSAGING TOOLS AND STRATEGIES. THE LAB HAS BRIEFED HUNDREDS OF ADVOCATES, REFUGEE LEADERS, BUSINESS

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

LEADERS, VETERANS SERVICE ORGANIZATIONS, MEDIA AND PRODUCTION PROFESSIONALS, ACADEMICS, HHS-AFFILIATES, REPRESENTATIVES OF NONPROFITS AND OPERATIONAL NGOS, AMONG OTHERS, ON THE FINDINGS OF THE RESEARCH SO THEY CAN USE THE BEST PRACTICES DEVELOPED THROUGH THE RESEARCH IN THEIR OWN COMMUNICATIONS. THE LAB HAS ALSO CREATED INFORMATION SHEETS AND TALKING POINTS INFORMED BY THE RESEARCH TO SUPPORT ADVOCACY PARTNERS AND REFUGEE LEADERS. ADDITIONALLY, THE LAB HELPED SUPPORT A SERIES OF MEDIA ENGAGEMENTS TO HELP PROMOTE REFUGEE INCLUSION INFORMED BY THE STRATEGIC COMMUNICATIONS BEST PRACTICES DEVELOPED IN THE OSPC-SUPPORTED RESEARCH.

THE LAB CONTINUED TO DEVELOP THE REFUGEE STORYTELLERS COLLECTIVE, A GROUP OF INDIVIDUALS WHO ARE EXPERTS IN THEIR LIVED EXPERIENCES. BY SHARING THEIR STORIES AND PERSPECTIVES, MEMBERS OF THE COLLECTIVE CAN SPEAK TO THE CHALLENGES REFUGEES AND ASYLUM SEEKERS FACE AND THE CONTRIBUTIONS THEY MAKE TO OUR SOCIETY. IN DOING SO, THE COLLECTIVE BUILDS COMMUNITY AND AFFECTS CHANGE THROUGH STORYTELLING. THE LAB CONNECTS MEMBERS OF THE COLLECTIVE WITH MEDIA INTERVIEWS, TALKS, WORKSHOPS, PANELS, AND OTHER OPPORTUNITIES THAT HELP TO BUILD SPACE FOR REFUGEES TO TELL THEIR OWN STORIES.

IN 2021, THE LAB ALSO HELPED TO LEAD THE BUSINESSES FOR REFUGEES PLEDGE, A PARTNERED CAMPAIGN EFFORT THAT HELPED ORGANIZE MORE THAN 420 BUSINESSES FROM ALL 50 STATES TO UNITE AND SHOW THEIR SUPPORT FOR REFUGEES. BUSINESSES THAT SIGNED THE PLEDGE INCLUDE HP INC., DOORDASH, BEN AND JERRYS, HYATT HOTELS, TRIPADVISOR, CHOBANI, COTOPAXI, ZENDESK, WESTERN UNION, AND MANY MORE, INCLUDING SMALL BUSINESSES FROM A DIVERSE ARRAY OF INDUSTRIES. PLEDGE SUPPORT FOR REFUGEE INCLUSION FROM THE

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

BUSINESS COMMUNITY CAME AT A CRITICAL JUNCTURE DURING THE AFGHAN EVACUATION IN THE FALL OF 2021. LAB STAFF ENGAGED BUSINESSES THAT SIGNED THE PLEDGE AND WERE INTERESTED IN DOING MORE TO SUPPORT AFGHAN REFUGEES BY CONNECTING THEM WITH OPPORTUNITIES AT WELCOME.US AND OTHER PARTNERS TO WORK ON EMPLOYMENT, TRAINING, AND DONATIONS OF IN-KIND GOODS AND SERVICES. THE LAB HAS LOOKED TO THIS GROUP OF BUSINESS LEADERS, WHO ARE WILLING TO BE VOCAL ABOUT THE SUPPORT FOR REFUGEE INCLUSION, AS IMPORTANT ADVOCACY AND MESSAGING PARTNERS BOTH TO SUPPORT OUR STATE WORK AND IN ONGOING AND FUTURE INITIATIVES.

THROUGHOUT 2021, THE LAB ALSO WORKED TO CONVENE ELECTED OFFICIALS, PARTNERS, LEADERS, INFLUENCERS, AND THE PUBLIC TO SHARE LEARNINGS AND ADVANCE OUR MISSION. IN PARTNERSHIP WITH THE IRC, THE REFUGEE ADVOCACY LAB CO-HOSTED ITS FIRST-EVER "READY TO WELCOME: STATES LAY THE FOUNDATION" VIRTUAL SUMMIT FOR WORLD REFUGEE DAY IN JUNE, BRINGING TOGETHER CELEBRITIES, REFUGEE LEADERS, LAB PARTNERS, AND SEVERAL BIPARTISAN PANELS OF STATE AND NATIONAL LEGISLATORS TO LEARN ABOUT HOW STATES ARE LEADING THE WAY ON PRO-REFUGEE POLICIES.

IN 2021, THE LAB WORKED TO SECURE THE INTRODUCTION AND ENACTMENT OF PRO-REFUGEE LEGISLATION IN STATES ACROSS THE COUNTRY. THIS INCLUDED BILLS THAT EXPAND LANGUAGE ACCESS POLICIES WITH STATE AGENCIES SO OUR NEW NEIGHBORS CAN ACCESS NEEDED SERVICES; CRAFTING WORKFORCE STUDIES TO ASSESS THE SKILLS AND EXPERTISE OF REFUGEE AND IMMIGRANT ARRIVALS AND ALSO DETERMINE THE BARRIERS TO STATE LICENSURE REQUIREMENTS THAT PREVENT THEM FROM RETURNING TO THEIR CHOSEN PROFESSIONS; POLICIES ON SCHOOL ENROLLMENT TO HELP FAMILIES REGISTER THEIR CHILDREN; POLICIES TO EXPAND DIGITAL ACCESS AND FUNDS FOR PROGRAMMING FOR VULNERABLE

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

COMMUNITIES; AND FUNDING FOR UNIVERSAL REPRESENTATION. IN TOTAL, LAB EFFORTS SECURED ALMOST \$5 MILLION IN STATE FUNDS TO SUPPORT THESE PROGRAMS IN 2021. THROUGH IT ALL, THE LAB ADVANCED INCLUSIVE POLICIES IN A MANNER THAT ENGAGED AND CULTIVATED NEW PARTNERS AND CONSTITUENCIES.

FORM 990, PART VI, SECTION A, LINE 4:

THE BYLAWS NOW STATE THAT DIRECTOR TERMS CANNOT EXCEED THREE CONSECUTIVE THREE-YEAR TERMS.

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

THE FORM 990 WAS PREPARED BY THE OUTSIDE ACCOUNTANTS AND REVIEWED BY MANAGEMENT. SUBSEQUENT TO THE REVIEW, A COPY OF THE FORM 990 WAS PROVIDED TO THE FULL BOARD VIA EMAIL PRIOR TO FILING WITH THE IRS.

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

EACH DIRECTOR, PRINCIPAL OFFICER, AND MEMBER OF A COMMITTEE WITH BOARD DELEGATED POWERS IS ANNUALLY REQUIRED TO SIGN A STATEMENT WHICH AFFIRMS THAT SUCH PERSON:

A) HAS RECEIVED A COPY OF THE CONFLICT OF INTEREST POLICY;

B) HAS READ AND UNDERSTANDS THE POLICY;

C) HAS AGREED TO COMPLY WITH THE POLICY; AND

D) UNDERSTANDS THAT THE ORGANIZATION IS CHARITABLE AND, IN ORDER TO MAINTAIN ITS FEDERAL TAX EXEMPTION, IT MUST ENGAGE PRIMARILY IN ACTIVITIES WHICH ACCOMPLISH ONE OR MORE OF ITS TAX-EXEMPT PURPOSES.

IF AN ACTUAL OR POSSIBLE CONFLICT OF INTEREST ARISES, AN INTERESTED PERSON IS REQUIRED TO DISCLOSE THE EXISTENCE OF THE FINANCIAL INTEREST AND IS

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

GIVEN THE OPPORTUNITY TO DISCLOSE ALL MATERIAL FACTS TO THE DIRECTORS AND MEMBERS OF COMMITTEES CONSIDERING THE PROPOSED TRANSACTION OR ARRANGEMENT. AFTER DISCLOSURE OF THE FINANCIAL INTEREST AND ALL MATERIAL FACTS AND AFTER ANY DISCUSSION WITH THE INTERESTED PERSON, HE OR SHE LEAVES THE BOARD OR COMMITTEE MEETING WHILE THE DETERMINATION OF A CONFLICT OF INTEREST IS DISCUSSED AND VOTED ON. THE REMAINING BOARD OR COMMITTEE MEMBERS DECIDE IF A CONFLICT OF INTEREST EXISTS. THE CHAIR OR PRESIDENT OF THE BOARD OR COMMITTEE, IF APPROPRIATE, APPOINTS A DISINTERESTED PERSON OR COMMITTEE TO INVESTIGATE ALTERNATIVES TO THE PROPOSED TRANSACTION OR ARRANGEMENT.

AFTER EXERCISING DUE DILIGENCE, THE BOARD OR COMMITTEE DETERMINES WHETHER THE ORGANIZATION CAN, WITH REASONABLE EFFORTS, OBTAIN A MORE ADVANTAGEOUS TRANSACTION OR ARRANGEMENT FROM A PERSON OR ENTITY THAT WOULD NOT GIVE RISE TO A CONFLICT OF INTEREST. IF A MORE ADVANTAGEOUS TRANSACTION OR ARRANGEMENT IS NOT REASONABLY POSSIBLE UNDER CIRCUMSTANCES NOT PRODUCING A CONFLICT OF INTEREST, THE BOARD OR COMMITTEE DETERMINES BY A MAJORITY VOTE OF THE DISINTERESTED DIRECTORS OR COMMITTEE MEMBERS WHETHER THE TRANSACTION OR ARRANGEMENT IS IN THE ORGANIZATION'S BEST INTEREST, FOR ITS OWN BENEFIT, AND WHETHER IT IS FAIR AND REASONABLE. IN CONFORMITY WITH THE ABOVE DETERMINATION, IT MAKES ITS DECISION AS TO WHETHER TO ENTER INTO THE TRANSACTION OR ARRANGEMENT.

IF THE BOARD OR COMMITTEE HAS REASONABLE CAUSE TO BELIEVE A MEMBER HAS FAILED TO DISCLOSE ACTUAL OR POSSIBLE CONFLICTS OF INTEREST, IT INFORMS THE MEMBER OF THE BASIS FOR SUCH BELIEF AND AFFORDS THE MEMBER AN OPPORTUNITY TO EXPLAIN THE ALLEGED FAILURE TO DISCLOSE. IF, AFTER HEARING THE MEMBER'S RESPONSE AND AFTER MAKING FURTHER INVESTIGATION AS WARRANTED BY THE CIRCUMSTANCES, THE BOARD OR COMMITTEE DETERMINES THE MEMBER HAS FAILED TO

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

DISCLOSE AN ACTUAL OR POSSIBLE CONFLICT OF INTEREST, IT TAKES APPROPRIATE DISCIPLINARY AND CORRECTIVE ACTION.

EMPLOYEES ARE REQUIRED TO FILE A DISCLOSURE FORM WITH THE PRESIDENT OF REFUGEES INTERNATIONAL OR HIS DELEGATE AT THE TIME OF EMPLOYMENT. EACH EMPLOYEE IS REQUIRED TO UPDATE SUCH DISCLOSURE FORM AS SOON AS HE OR SHE BECOMES AWARE OF ANY ACTUAL, POTENTIAL OR PERCEIVED CONFLICTS. THE PRESIDENT OR HIS DELEGATE PROMPTLY REVIEWS THE DISCLOSURES AND DETERMINES WHICH INTERESTS ARE IN CONFLICT WITH THE MISSION AND INTERESTS OF REFUGEES INTERNATIONAL AND WHICH, IF ANY, CAN BE RESOLVED. IN GRANTING AUTHORITY FOR EMPLOYEES TO ENGAGE IN OUTSIDE ACTIVITIES, REFUGEES INTERNATIONAL MAY, AT ITS DISCRETION, GRANT AUTHORITY FOR PUBLIC OR MEDIA CONTACTS RELATED TO THAT ACTIVITY PROVIDED SUCH PUBLIC OR MEDIA CONTACTS DO NOT COMPROMISE THE PUBLIC IMAGE OF INDEPENDENCE, HONESTY, PROPRIETY, OBJECTIVITY AND IMPARTIALITY OF REFUGEES INTERNATIONAL.

FAILURE TO MAKE REQUIRED DISCLOSURES OR TO SATISFACTORILY RESOLVE CONFLICTS OF INTEREST MAY RESULT IN DISCIPLINE, UP TO AND INCLUDING TERMINATION OF EMPLOYMENT. DECISIONS ON DISCIPLINE ARE THE EXCLUSIVE PREROGATIVE OF THE PRESIDENT. IN THE CASE OF TERMINATION OF EMPLOYMENT, THE PRESIDENT CONSULTS WITH THE EXECUTIVE COMMITTEE OF THE BOARD PRIOR TO MAKING THE DECISION. NOTWITHSTANDING THIS REQUIREMENT TO CONSULT, THE BOARD'S APPROVAL IS NOT REQUIRED FOR THE PRESIDENT TO TERMINATE AN EMPLOYEE AND THE FAILURE BY THE PRESIDENT TO CONSULT WITH THE BOARD DOES NOT PROVIDE GROUNDS FOR AN EMPLOYEE TO CHALLENGE THE TERMINATION.

REFUGEES INTERNATIONAL MAY DISCIPLINE AN EMPLOYEE IMMEDIATELY WHEN REFUGEES INTERNATIONAL HAS KNOWLEDGE THAT THE EMPLOYEE HAS ENGAGED IN ACTIVITY

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

PROHIBITED BY THIS POLICY. REFUGEES INTERNATIONAL MAY PERMIT REMEDIATION OF A BREACH OF THIS POLICY IF IT DETERMINES, IN ITS SOLE DISCRETION, THAT REMEDIATION IS WARRANTED UNDER ALL THE FACTS AND CIRCUMSTANCES.

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

THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS AND/OR THE ENTIRE BOARD HAS CONTINUALLY REVIEWED AND APPROVED THE COMPENSATION PACKAGE OF THE PRESIDENT OF THE ORGANIZATION. SALARY SURVEYS ARE USED TO SUPPORT ADJUSTMENTS TO COMPENSATION. ADJUSTMENTS ARE COMMUNICATED WITH THE APPROPRIATE EMPLOYEES VIA A LETTER SIGNED OR APPROVED BY THE PRESIDENT AND FILED IN THE FINANCE AND HUMAN RESOURCES DEPARTMENTS. THE LAST COMPENSATION REVIEW TOOK PLACE AUGUST 2021.

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

RI DOES NOT MAKE ITS GOVERNING DOCUMENTS OR CONFLICT OF INTEREST POLICY AVAILABLE TO THE PUBLIC. THE ORGANIZATION'S FINANCIAL STATEMENTS ARE AVAILABLE ON THE RI WEBSITE.

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

CONSULTING FEES:

PROGRAM SERVICE EXPENSES	435,277.
MANAGEMENT AND GENERAL EXPENSES	6,600.
FUNDRAISING EXPENSES	8,597.
TOTAL EXPENSES	450,474.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	450,474.

FORM 990, PART VIII, LINE 1E:

ON FEBRUARY 17, 2021, REFUGEES INTERNATIONAL, INC. RECEIVED LOAN

Name of the organization

REFUGEES INTERNATIONAL INC.

Employer identification number

52-1224516

PROCEEDS IN THE AMOUNT OF \$482,202 UNDER THE PAYCHECK PROTECTION PROGRAM, A GOVERNMENT INITIATIVE. THE PROMISSORY NOTE CALLED FOR MONTHLY PRINCIPAL AND INTEREST PAYMENTS AMORTIZED OVER THE TERM OF THE PROMISSORY NOTE WITH A DEFERRAL OF PAYMENTS FOR THE FIRST SIX MONTHS. UNDER THE CORONAVIRUS AID, RELIEF, AND ECONOMIC SECURITY ACT (CARES ACT), THE PROMISSORY NOTE COULD BE FORGIVEN BY THE SMALL BUSINESS ADMINISTRATION (SBA) IN WHOLE OR IN PART. DURING THE YEAR ENDED DECEMBER 31, 2021, REFUGEES INTERNATIONAL, INC. USED THE LOAN PROCEEDS FOR PURPOSES CONSISTENT WITH THE PAYCHECK PROTECTION PROGRAM AND APPLIED FOR FORGIVENESS SUBSEQUENT TO THE 24-WEEK PERIOD STIPULATED BY THE TERMS. ON NOVEMBER 13, 2021, REFUGEES INTERNATIONAL, INC. RECEIVED NOTICE OF FULL FORGIVENESS OF THE LOAN BY THE SBA AND HAS RECORDED REVENUE FROM EXTINGUISHMENT OF DEBT. BECAUSE THIS PROGRAM EFFECTIVELY REPRESENTED AN ENTITLEMENT NOT LINKED TO THE MISSION, THE PROGRAM, OR THE SPECIFIC ACTIVITIES OF REFUGEES INTERNATIONAL (AKIN, FOR EXAMPLE, TO A TAX BENEFIT FOR ELIGIBLE ORGANIZATIONS), REFUGEES INTERNATIONAL DETERMINED ITS PARTICIPATION DID NOT CONFLICT WITH INTERNAL POLICIES ABOUT NON-ACCEPTANCE OF GOVERNMENT SUPPORT FOR THE PROGRAM OF REFUGEES INTERNATIONAL. REFUGEES INTERNATIONAL, INC. HAS NOT ACCEPTED ANY GOVERNMENT FUNDING OTHER THAN IN CONNECTION WITH THE EXTINGUISHMENT OF DEBT UNDER THE PAYCHECK PROTECTION PROGRAM.