

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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2020**

Open to Public Inspection

**A For the 2020 calendar year, or tax year beginning and ending**

<b>B</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	<b>C Name of organization</b> <div style="border: 1px solid black; padding: 2px;">REFUGEES INTERNATIONAL INC.</div> <b>Doing business as</b> <div style="border: 1px solid black; padding: 2px;">1800 M ST. NW</div> <b>Number and street (or P.O. box if mail is not delivered to street address) Room/suite</b> <div style="border: 1px solid black; padding: 2px;">WASHINGTON, DC 20036</div> <b>City or town, state or province, country, and ZIP or foreign postal code</b> <div style="border: 1px solid black; padding: 2px;">WASHINGTON, DC 20036</div> <b>F Name and address of principal officer:</b> ERIC SCHWARTZ <div style="border: 1px solid black; padding: 2px;">SAME AS C ABOVE</div>	<b>D Employer identification number</b> <div style="border: 1px solid black; padding: 2px;">52-1224516</div> <b>E Telephone number</b> <div style="border: 1px solid black; padding: 2px;">202-828-0110</div> <b>G Gross receipts \$</b> 5,580,543.
<b>I Tax-exempt status:</b> <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		
<b>J Website:</b> WWW.REFUGEESINTERNATIONAL.ORG		
<b>K Form of organization:</b> <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		
<b>L Year of formation:</b> 1980 <b>M State of legal domicile:</b> DC		

**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities: <b>ADVOCATE FOR LIFESAVING ASSIST.&amp; PROTECTION FOR DISPLACED PEOPLE AND SOLUTIONS TO DISPLACEMENT CRISES</b>		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a) .....	<b>3</b>	25
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b) .....	<b>4</b>	25
	<b>5</b> Total number of individuals employed in calendar year 2020 (Part V, line 2a) .....	<b>5</b>	32
	<b>6</b> Total number of volunteers (estimate if necessary) .....	<b>6</b>	35
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12 .....	<b>7a</b>	0.
	<b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11 .....	<b>7b</b>	0.
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h) .....	<b>Prior Year</b>	<b>Current Year</b>
	<b>9</b> Program service revenue (Part VIII, line 2g) .....	3,456,873.	3,746,339.
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d) .....	64,528.	181,501.
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) .....	143,392.	227,722.
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) .....	-245,073.	0.
		3,419,720.	4,155,562.
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3) .....	0.	0.
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4) .....	0.	0.
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) .....	2,966,340.	2,910,645.
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e) .....	42,935.	18,030.
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 269,165.		
	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) .....	1,241,249.	1,143,563.
	<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) .....	4,250,524.	4,072,238.
	<b>19</b> Revenue less expenses. Subtract line 18 from line 12 .....	-830,804.	83,324.
<b>Net Assets or Fund Balances</b>		<b>Beginning of Current Year</b>	<b>End of Year</b>
	<b>20</b> Total assets (Part X, line 16) .....	6,908,331.	6,806,146.
	<b>21</b> Total liabilities (Part X, line 26) .....	1,503,103.	1,712,824.
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20 .....	5,405,228.	5,093,322.

**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.

<b>Sign Here</b>	Signature of officer <div style="border: 1px solid black; padding: 2px;">ERIC SCHWARTZ, PRESIDENT</div> Type or print name and title	Date
<b>Paid Preparer Use Only</b>	Print/Type preparer's name RICHARD J. LOCASTRO, CPA	Preparer's signature <i>Richard J. Locastro</i>
	Firm's name ▶ GELMAN, ROSENBERG & FREEDMAN	Date 08/23/2021
	Firm's address ▶ 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930	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 Accomplishments**Check if Schedule O contains a response or note to any line in this Part III ☒ **X**

- 1** Briefly describe the organization's mission:  
**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 \$ 2,404,597. including grants of \$ ) (Revenue \$ 181,501.)  
**ADVOCACY:**  
 THE COVID-19 PANDEMIC HAS IMPACTED THE LIVES OF MILLIONS OF PEOPLE AROUND THE WORLD. DISPLACED POPULATIONS ARE FACED WITH ADDITIONAL OBSTACLES SUCH AS LACK OF ACCESS TO RUNNING WATER, BASIC SHELTER, ADEQUATE SANITATION, AND CRITICAL PERSONAL PROTECTIVE EQUIPMENT. WHILE THE GLOBAL PANDEMIC SHIFTED RI'S APPROACH TO OUR LIFESAVING ADVOCACY EFFORTS, WE REMAINED FOCUSED ON OUR MISSION AND UNIQUE ROLE TO PROVIDE EXPERT PUBLIC REPORTING ON DISPLACEMENT CRISES AROUND THE WORLD AND THE CHALLENGES THEY POSE--PRINCIPALLY FOR LOCAL COMMUNITIES AND CIVIL SOCIETY. WE PRESS FOR SOLUTIONS--HUMANITARIAN ASSISTANCE, HUMAN RIGHTS, AND PROTECTION MEASURES FOR REFUGEES AND DISPLACED PEOPLE AROUND THE WORLD.
- 4b** (Code: ) (Expenses \$ 730,641. including grants of \$ ) (Revenue \$ )  
**PUBLIC EDUCATION:**  
 REFUGEES INTERNATIONAL ENGAGED IN A WIDE RANGE OF PUBLIC EDUCATION ACTIVITIES AND INITIATIVES THROUGHOUT 2020. THE ORGANIZATION PRODUCED 226 RESEARCH AND ADVOCACY PRODUCTS, INCLUDING 39 REPORTS AND BRIEFS, 30 OP-EDS, 50 BLOGS, 72 STATEMENTS, AND 35 ADVOCACY LETTERS.  
  
 IN ADDITION, REFUGEES INTERNATIONAL ALSO EARNED CONSIDERABLE MEDIA COVERAGE IN 2020, 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, FINANCIAL TIMES, GUARDIAN, USA TODAY, TIME, NEWSWEEK, U.S. NEWS & WORLD REPORT, NATIONAL INTEREST, UN DISPATCH, NPR, REUTERS, THE ASSOCIATED
- 4c** (Code: ) (Expenses \$ 439,084. including grants of \$ ) (Revenue \$ )  
**STRATEGIC OUTREACH:**  
 REFUGEES INTERNATIONAL'S STRATEGIC OUTREACH TEAM LEADS THE REFUGEE ADVOCACY LAB INITIATIVE. THE GOAL OF THE REFUGEE ADVOCACY LAB IS TO GROW THE DIVERSE CONSTITUENCY FOR U.S LEADERSHIP ON REFUGEE PROTECTION BOTH AT HOME AND AROUND THE WORLD. THERE ARE THREE MAIN PILLARS OF WORK: STRATEGIC COMMUNICATIONS RESEARCH AND SUPPORT, CONVENING PARTNERSHIPS TO BUILD THAT CONSTITUENCY, AND STATE LEVEL POLICY WORK.  
  
 WITHIN THE FIRST PILLAR, THE LAB HAS PARTNERED WITH GOODWIN SIMON STRATEGIC RESEARCH TO CONDUCT DEEP MINDSET ANALYSIS AND MESSAGE TESTING WITH OUR TARGET AUDIENCE, WORKING TOWARD OUR LONG-TERM GOAL OF NARRATIVE SHIFT. GOODWIN SIMON COMPLETED MESSAGING RESEARCH IN 2020
- 4d** Other program services (Describe on Schedule O.)  
 (Expenses \$ including grants of \$ ) (Revenue \$ )
- 4e** Total program service expenses **3,574,322.**

Form **990** (2020)

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> 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>	<b>1</b> X	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	<b>2</b> X	
<b>3</b> 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>	<b>3</b>	X
<b>4</b> <b>Section 501(c)(3) organizations.</b> 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>	<b>4</b> X	
<b>5</b> Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	<b>5</b>	X
<b>6</b> 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>	<b>6</b>	X
<b>7</b> 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>	<b>7</b>	X
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	<b>8</b>	X
<b>9</b> 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>	<b>9</b>	X
<b>10</b> 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>	<b>10</b> X	
<b>11</b> 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.		
<b>a</b> 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>	<b>11a</b> X	
<b>b</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>	<b>11b</b>	X
<b>c</b> 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>	<b>11c</b>	X
<b>d</b> 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>	<b>11d</b>	X
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<b>11e</b> X	
<b>f</b> 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>	<b>11f</b> X	
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	<b>12a</b> X	
<b>b</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>	<b>12b</b>	X
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<b>13</b>	X
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?	<b>14a</b>	X
<b>b</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>	<b>14b</b> X	
<b>15</b> 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>	<b>15</b>	X
<b>16</b> 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>	<b>16</b>	X
<b>17</b> Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	<b>17</b> X	
<b>18</b> 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>	<b>18</b>	X
<b>19</b> 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>	<b>19</b>	X
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	<b>20a</b>	X
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	<b>20b</b>	
<b>21</b> 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>	<b>21</b>	X

**Part IV Checklist of Required Schedules** (continued)

	Yes	No
<b>22</b> 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		X
<b>23</b> 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	X	
<b>24a</b> 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		X
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		X
<b>b</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		X
<b>26</b> 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		X
<b>27</b> 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		X
<b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):		
<b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV		X
<b>b</b> A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV		X
<b>c</b> A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV		X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	X	
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
<b>33</b> 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		X
<b>34</b> 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		X
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
<b>b</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		
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		X
<b>37</b> 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		X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	X	

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response or note to any line in this Part V ☐

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

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

	Yes	No
<b>2a</b> 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		
<b>2a</b> 32		
<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<b>2b</b> X	
<b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year?	<b>3a</b>	X
<b>b</b> If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	<b>3b</b>	
<b>4a</b> 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)?	<b>4a</b>	X
<b>b</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).		
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<b>5a</b>	X
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>	X
<b>c</b> If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<b>5c</b>	
<b>6a</b> 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?	<b>6a</b>	X
<b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>6b</b>	
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b> 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?	<b>7a</b>	X
<b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided?	<b>7b</b>	
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	<b>7c</b>	X
<b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>	
<b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>	X
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>	X
<b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>	
<b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>	
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b> N/A	
<b>9 Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b> Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b> N/A	
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b> N/A	
<b>10 Section 501(c)(7) organizations.</b> Enter:		
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b> N/A	
<b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>	
<b>11 Section 501(c)(12) organizations.</b> Enter:		
<b>a</b> Gross income from members or shareholders	<b>11a</b> N/A	
<b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>	
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>	
<b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b> N/A	
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b> Is the organization licensed to issue qualified health plans in more than one state?	<b>13a</b> N/A	
<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.		
<b>b</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	<b>13b</b>	
<b>c</b> Enter the amount of reserves on hand	<b>13c</b>	
<b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>	X
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	<b>14b</b>	
<b>15</b> 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?	<b>15</b>	X
If "Yes," see instructions and file Form 4720, Schedule N.		
<b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	<b>16</b>	X
If "Yes," complete Form 4720, Schedule O.		

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**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**

	1a	1b	Yes	No
<b>1a</b> Enter the number of voting members of the governing body at the end of the tax year	25			
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>b</b> Enter the number of voting members included on line 1a, above, who are independent		25		
<b>2</b> Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?				X
<b>3</b> Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?				X
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?				X
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?				X
<b>6</b> Did the organization have members or stockholders?				X
<b>7a</b> Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?				X
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?				X
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
<b>a</b> The governing body?			X	
<b>b</b> Each committee with authority to act on behalf of the governing body?			X	
<b>9</b> Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O				X

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

	Yes	No
<b>10a</b> Did the organization have local chapters, branches, or affiliates?		X
<b>b</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?		
<b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
<b>b</b> Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
<b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
<b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
<b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	X	
<b>13</b> Did the organization have a written whistleblower policy?	X	
<b>14</b> Did the organization have a written document retention and destruction policy?	X	
<b>15</b> 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?		
<b>a</b> The organization's CEO, Executive Director, or top management official	X	
<b>b</b> Other officers or key employees of the organization	X	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
<b>b</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?		

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed **CA, FL, IL, MA, MD, 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, NO. 405N, WASHINGTON, DC 20036**

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Check if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
  - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
  - List all of the organization's **former** officers, key employees, 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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ERIC SCHWARTZ PRESIDENT	40.00			X				258,179.	0.	35,842.
(2) CINDY HUANG VP FOR STRATEGIC OUTREACH	40.00				X			202,365.	0.	10,353.
(3) LISA CANTU-PARKS VP OF PHILANTHROPY	40.00				X			169,635.	0.	24,770.
(4) JOSEPH HARDIN LANG VP FOR PROGRAMS & POLICY	40.00				X			175,155.	0.	18,703.
(5) ELIZABETH ANN HOLLINGSWORTH DIR OF GOVT REL & SR POLICY ADVISOR	40.00					X		114,685.	0.	12,201.
(6) JEFF TINDELL CO-CHAIR	25.00	X		X				0.	0.	0.
(7) MAUREEN WHITE CO-CHAIR	12.00	X		X				0.	0.	0.
(8) DARYA NASR VICE CO-CHAIR	0.85	X		X				0.	0.	0.
(9) VAITHEHI MUTTULINGAM TREASURER	5.00	X		X				0.	0.	0.
(10) CRAIG JOHNSTON SECRETARY	1.00	X		X				0.	0.	0.
(11) JOY LIAN ALFERNESS DIRECTOR	11.00	X						0.	0.	0.
(12) SARAH BACON DIRECTOR	2.00	X						0.	0.	0.
(13) MARIANNE D'ANSEMBOURG DIRECTOR	3.00	X						0.	0.	0.
(14) MATT DILLON DIRECTOR	3.00	X						0.	0.	0.
(15) ELIZABETH GALVIN DIRECTOR	1.00	X						0.	0.	0.
(16) MAX GREENBERG DIRECTOR	2.50	X						0.	0.	0.
(17) SOPHAL EAR DIRECTOR	2.00	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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) FARAH KATHWARI DIRECTOR	2.00	X						0.	0.	0.
(19) ELENA KVOCHKO DIRECTOR	3.00	X						0.	0.	0.
(20) ANDREA LARI DIRECTOR	0.50	X						0.	0.	0.
(21) JOANNE LEEDOM-ACKERMAN DIRECTOR	1.50	X						0.	0.	0.
(22) ROY MATHEW DIRECTOR	1.00	X						0.	0.	0.
(23) TATIANA MAXWELL DIRECTOR	2.00	X						0.	0.	0.
(24) H.M. QUEEN NOOR DIRECTOR	0.25	X						0.	0.	0.
(25) AUGUSTIN NTABAGANYIMANA DIRECTOR	0.50	X						0.	0.	0.
(26) DEMET LEE OGER DIRECTOR	0.16	X						0.	0.	0.
<b>1b Subtotal</b>								920,019.	0.	101,869.
<b>c Total from continuation sheets to Part VII, Section A</b>								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b>								920,019.	0.	101,869.

**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

5

- 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
- 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
- 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

	Yes	No
3		X
4	X	
5		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

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

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b>	Federated campaigns .....	<b>1a</b>	105,611.				
	<b>b</b>	Membership dues .....	<b>1b</b>					
	<b>c</b>	Fundraising events .....	<b>1c</b>					
	<b>d</b>	Related organizations .....	<b>1d</b>					
	<b>e</b>	Government grants (contributions) .....	<b>1e</b>	472,355.				
	<b>f</b>	All other contributions, gifts, grants, and similar amounts not included above ...	<b>1f</b>	3,168,373.				
	<b>g</b>	Noncash contributions included in lines 1a-1f	<b>1g</b>	\$ 237,519.				
	<b>h</b>	<b>Total.</b> Add lines 1a-1f .....		3,746,339.				
<b>Program Service Revenue</b>	<b>2 a</b>	CONTRACTS	<b>Business Code</b>	900099	181,501.	181,501.		
	<b>b</b>							
	<b>c</b>							
	<b>d</b>							
	<b>e</b>							
	<b>f</b>	All other program service revenue .....						
	<b>g</b>	<b>Total.</b> Add lines 2a-2f .....		181,501.				
	<b>Other Revenue</b>	<b>3</b>	Investment income (including dividends, interest, and other similar amounts) .....		101,491.			101,491.
<b>4</b>		Income from investment of tax-exempt bond proceeds .....						
<b>5</b>		Royalties .....						
<b>6 a</b>		Gross rents .....	(i) Real	(ii) Personal				
<b>b</b>		Less: rental expenses ...						
<b>c</b>		Rental income or (loss) .....						
<b>d</b>		Net rental income or (loss) .....						
<b>7 a</b>		Gross amount from sales of assets other than inventory .....	(i) Securities	(ii) Other				
<b>b</b>		Less: cost or other basis and sales expenses .....						
<b>c</b>		Gain or (loss) .....						
<b>d</b>		Net gain or (loss) .....			126,231.		126,231.	
<b>8 a</b>		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....						
<b>b</b>		Less: direct expenses .....						
<b>c</b>		Net income or (loss) from fundraising events .....						
<b>9 a</b>	Gross income from gaming activities. See Part IV, line 19 .....							
<b>b</b>	Less: direct expenses .....							
<b>c</b>	Net income or (loss) from gaming activities .....							
<b>10 a</b>	Gross sales of inventory, less returns and allowances .....							
<b>b</b>	Less: cost of goods sold .....							
<b>c</b>	Net income or (loss) from sales of inventory .....							
<b>Miscellaneous Revenue</b>	<b>11 a</b>		<b>Business Code</b>					
	<b>b</b>							
	<b>c</b>							
	<b>d</b>	All other revenue .....						
	<b>e</b>	<b>Total.</b> Add lines 11a-11d .....						
	<b>12</b>	<b>Total revenue.</b> See instructions .....		4,155,562.	181,501.	0.	227,722.	

**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 ☐

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>				
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	919,068.	777,167.	48,389.	93,512.
<b>6</b> Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	1,558,985.	1,458,685.	54,098.	46,202.
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	101,923.	95,110.	3,368.	3,445.
<b>9</b> Other employee benefits	148,856.	143,408.	3,494.	1,954.
<b>10</b> Payroll taxes	181,813.	175,116.	3,309.	3,388.
<b>11</b> Fees for services (nonemployees):				
<b>a</b> Management				
<b>b</b> Legal	12,360.	12,360.		
<b>c</b> Accounting	26,988.		26,988.	
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17	18,030.			18,030.
<b>f</b> Investment management fees	29,310.	26,353.	1,461.	1,496.
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	287,519.	272,018.	7,361.	8,140.
<b>12</b> Advertising and promotion	5,433.	4,468.	106.	859.
<b>13</b> Office expenses	46,748.	36,424.	2,058.	8,266.
<b>14</b> Information technology				
<b>15</b> Royalties				
<b>16</b> Occupancy	355,606.	319,733.	17,727.	18,146.
<b>17</b> Travel	24,540.	24,291.	96.	153.
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	12,880.	4,677.	15.	8,188.
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	17,446.	15,686.	870.	890.
<b>23</b> Insurance	72,414.	69,779.	1,302.	1,333.
<b>24</b> 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.)				
<b>a DUES AND PUBLICATIONS</b>	129,854.	82,991.	405.	46,458.
<b>b BAD DEBT EXPENSE</b>	57,750.		57,750.	
<b>c HR GENERAL EXPENSES</b>	10,426.	9,858.	298.	270.
<b>d EQUIPMENT</b>	9,943.	9,105.	414.	424.
<b>e All other expenses</b>	44,346.	37,093.	-758.	8,011.
<b>25 Total functional expenses.</b> Add lines 1 through 24e	4,072,238.	3,574,322.	228,751.	269,165.
<b>26 Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

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

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	555,278.	<b>1</b>	446,412.
	<b>2</b> Savings and temporary cash investments .....	314,203.	<b>2</b>	861,749.
	<b>3</b> Pledges and grants receivable, net .....	2,071,975.	<b>3</b>	640,709.
	<b>4</b> Accounts receivable, net .....		<b>4</b>	
	<b>5</b> 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 .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>	
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	48,716.	<b>9</b>	68,827.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 100,762.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 53,823.	<b>10c</b>	46,939.
	<b>11</b> Investments - publicly traded securities .....	3,791,589.	<b>11</b>	4,696,279.
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		<b>12</b>	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>13</b>	
	<b>14</b> Intangible assets .....		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....	65,967.	<b>15</b>	45,231.
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	6,908,331.	<b>16</b>	6,806,146.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	260,881.	<b>17</b>	222,847.
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....		<b>19</b>	324,870.
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> 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 .....		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>24</b>	
	<b>25</b> 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 .....	1,242,222.	<b>25</b>	1,165,107.
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	1,503,103.	<b>26</b>	1,712,824.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions .....	2,986,954.	<b>27</b>	4,001,479.
	<b>28</b> Net assets with donor restrictions .....	2,418,274.	<b>28</b>	1,091,843.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds .....		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>31</b>	
	<b>32</b> <b>Total net assets or fund balances</b> .....	5,405,228.	<b>32</b>	5,093,322.
	<b>33</b> <b>Total liabilities and net assets/fund balances</b> .....	6,908,331.	<b>33</b>	6,806,146.

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**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☒

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	4,155,562.
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	4,072,238.
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	83,324.
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	5,405,228.
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	154,770.
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	-550,000.
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	5,093,322.

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

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<b>2a</b>	<b>X</b>
<b>b</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	<b>2b</b>	<b>X</b>
<b>c</b> 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.	<b>2c</b>	<b>X</b>
<b>3a</b> 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? _____	<b>3a</b>	<b>X</b>
<b>b</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 _____	<b>3b</b>	

Form 990 (2020)

**SCHEDULE A**  
**(Form 990 or 990-EZ)**

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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2020**

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 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: \_\_\_\_\_
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An 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 in 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		
<b>Total</b>						

**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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	3,584,262.	4,392,822.	5,884,166.	3,456,873.	3,746,339.	21,064,462.
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>4 Total.</b> Add lines 1 through 3 .....	3,584,262.	4,392,822.	5,884,166.	3,456,873.	3,746,339.	21,064,462.
<b>5</b> 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) .....						5,727,081.
<b>6 Public support.</b> Subtract line 5 from line 4.						15,337,381.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>7</b> Amounts from line 4 .....	3,584,262.	4,392,822.	5,884,166.	3,456,873.	3,746,339.	21,064,462.
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....	57,022.	76,656.	111,780.	119,454.	101,491.	466,403.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>11 Total support.</b> Add lines 7 through 10 .....						21,530,865.
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	246,029.
<b>13 First 5 years.</b> 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 <b>stop here</b> .....						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f)) .....	<b>14</b>	71.23 %
<b>15</b> Public support percentage from 2019 Schedule A, Part II, line 14 .....	<b>15</b>	68.24 %
<b>16a 33 1/3% support test - 2020.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2019.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization .....		<input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2020.</b> 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 <b>stop here.</b> 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>b 10% -facts-and-circumstances test - 2019.</b> 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 <b>stop here.</b> 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>18 Private foundation.</b> 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 or 990-EZ) 2020

**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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> 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 .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</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 .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (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**

<b>15</b> Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2019 Schedule A, Part III, line 15 .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2019 Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2020.** 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 - 2019.** 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
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b> 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 <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b> 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>b</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 <b>Part VI</b> when and how the organization made the determination.		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b> 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>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b> 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 <b>Part VI</b> 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.		
<b>5a</b> 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 <b>Part VI</b> , 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>b</b> <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b> <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> 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 <b>Part VI</b> .		
<b>7</b> 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 or 990-EZ).		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
<b>9a</b> 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 <b>Part VI</b> .		
<b>b</b> Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>c</b> Did a disqualified person (as defined in 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 <b>Part VI</b> .		
<b>10a</b> 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>b</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
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
<b>11a</b>		
<b>b</b> A family member of a person described in line 11a above?		
<b>11b</b>		
<b>c</b> A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in <b>Part VI</b> .		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> 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 <b>Part VI</b> 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.		
<b>1</b>		
<b>2</b> 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 <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
<b>2</b>		

**Section C. Type II Supporting Organizations**

	Yes	No
<b>1</b> 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 <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
<b>1</b>		

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> 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?		
<b>1</b>		
<b>2</b> 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 <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).		
<b>2</b>		
<b>3</b> By reason of the relationship described in 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 <b>Part VI</b> the role the organization's supported organizations played in this regard.		
<b>3</b>		

**Section E. Type III Functionally Integrated Supporting Organizations**

<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a governmental entity (see instructions).			
<b>2</b> Activities Test. Answer lines 2a and 2b below.			
<b>a</b> 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 <b>Part VI</b> identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		Yes	No
<b>2a</b>			
<b>b</b> Did the activities described in 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 <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
<b>2b</b>			
<b>3</b> Parent of Supported Organizations. Answer lines 3a and 3b below.			
<b>a</b> 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 <b>Part VI</b> .			
<b>3a</b>			
<b>b</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 <b>Part VI</b> the role played by the organization in this regard.			
<b>3b</b>			

**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)
<b>1</b> Net short-term capital gain	<b>1</b>		
<b>2</b> Recoveries of prior-year distributions	<b>2</b>		
<b>3</b> Other gross income (see instructions)	<b>3</b>		
<b>4</b> Add lines 1 through 3.	<b>4</b>		
<b>5</b> Depreciation and depletion	<b>5</b>		
<b>6</b> 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)	<b>6</b>		
<b>7</b> Other expenses (see instructions)	<b>7</b>		
<b>8 Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	<b>8</b>		

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

Section C - Distributable Amount			Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, column A)	<b>1</b>		
<b>2</b> Enter 0.85 of line 1.	<b>2</b>		
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, column A)	<b>3</b>		
<b>4</b> Enter greater of line 2 or line 3.	<b>4</b>		
<b>5</b> Income tax imposed in prior year	<b>5</b>		
<b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	<b>6</b>		
<b>7</b> <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 or 990-EZ) 2020

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

Section D - Distributions		Current Year
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>	
<b>4</b> Amounts paid to acquire exempt-use assets	<b>4</b>	
<b>5</b> Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )	<b>5</b>	
<b>6</b> Other distributions ( <i>describe in Part VI</i> ). See instructions.	<b>6</b>	
<b>7</b> <b>Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions.	<b>8</b>	
<b>9</b> Distributable amount for 2020 from Section C, line 6	<b>9</b>	
<b>10</b> Line 8 amount divided by line 9 amount	<b>10</b>	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
<b>1</b> Distributable amount for 2020 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2020 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2020			
<b>a</b> From 2015			
<b>b</b> From 2016			
<b>c</b> From 2017			
<b>d</b> From 2018			
<b>e</b> From 2019			
<b>f</b> <b>Total</b> of lines 3a through 3e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2020 distributable amount			
<b>i</b> Carryover from 2015 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2020 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2020 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>6</b> Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>7</b> <b>Excess distributions carryover to 2021.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2016			
<b>b</b> Excess from 2017			
<b>c</b> Excess from 2018			
<b>d</b> Excess from 2019			
<b>e</b> Excess from 2020			

Schedule A (Form 990 or 990-EZ) 2020

## 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, 990-EZ,  
or 990-PF)

Department of the Treasury  
Internal Revenue Service

## Schedule of Contributors

- ▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

# 2020

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 or 990-EZ), 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, 990-EZ, or 990-PF), 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, 990-EZ, or 990-PF).

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
1		\$ 575,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ 472,355.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ 434,721.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4		\$ 181,501.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5		\$ 148,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6		\$ 125,000.	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		\$ 118,560.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ 101,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9		\$ 101,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10		\$ 96,197.	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.)



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 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**

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

OMB No. 1545-0047

**2020**

**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 or 990-EZ) 2020

LHA

032041 12-02-20

**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												
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying)		100.													
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)		327.													
<b>c</b> Total lobbying expenditures (add lines 1a and 1b)		427.													
<b>d</b> Other exempt purpose expenditures		4,071,811.													
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)		4,072,238.													
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.		353,612.													
<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.														
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)		88,403.													
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0-		0.													
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0-		0.													
<b>j</b> 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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
<b>2a</b> Lobbying nontaxable amount	328,357.	352,603.	362,526.	353,612.	1,397,098.
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					2,095,647.
<b>c</b> Total lobbying expenditures	3,263.	1,873.	786.	427.	6,349.
<b>d</b> Grassroots nontaxable amount	82,089.	88,151.	90,632.	88,403.	349,275.
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					523,913.
<b>f</b> Grassroots lobbying expenditures	49.	112.		100.	261.

Schedule C (Form 990 or 990-EZ) 2020



**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](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**2020****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) 2020

032051 12-01-20

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

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

a ☐ Public exhibition

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other \_\_\_\_\_

c ☐ Preservation for future generations

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

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

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

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

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

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

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

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided 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	349,718.	145,751.	154,246.	144,591.	140,633.
b Contributions	9,398.	187,503.			
c Net investment earnings, gains, and losses	27,986.	20,169.	-4,833.	13,215.	7,636.
d Grants or scholarships					
e Other expenditures for facilities and programs		3,705.	3,662.	3,560.	3,678.
f Administrative expenses					
g End of year balance	387,102.	349,718.	145,751.	154,246.	144,591.

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 ☒ 76.7000 %

c Term endowment ☒ 23.3000 %

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

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

(i) Unrelated organizations

(ii) Related organizations

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

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

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

**Part VI Land, Buildings, and Equipment.**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		87,777.	51,107.	36,670.
e Other		12,985.	2,716.	10,269.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				46,939.

Schedule D (Form 990) 2020

**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) .....		
<b>Total.</b> (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) .....		
<b>Total.</b> (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) .....	
<b>Total.</b> (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	1,031,267.
(3) DEFERRED RENT	82,331.
(4) REFUNDABLE ADVANCE	51,509.
(5) .....	
(6) .....	
(7) .....	
(8) .....	
(9) .....	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	1,165,107.

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) 2020



**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.

<b>1</b>	Total revenue, gains, and other support per audited financial statements	<b>1</b>	4,499,601.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments	<b>2a</b>	154,770.
<b>b</b>	Donated services and use of facilities	<b>2b</b>	218,579.
<b>c</b>	Recoveries of prior year grants	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	373,349.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	4,126,252.
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	29,310.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	29,310.
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.)	<b>5</b>	4,155,562.

**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.

<b>1</b>	Total expenses and losses per audited financial statements	<b>1</b>	4,261,507.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
<b>a</b>	Donated services and use of facilities	<b>2a</b>	218,579.
<b>b</b>	Prior year adjustments	<b>2b</b>	
<b>c</b>	Other losses	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	218,579.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	4,042,928.
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	29,310.
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	29,310.
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.)	<b>5</b>	4,072,238.

**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, 2020, 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.

[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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2020**

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
CENTRAL AMERICA AND THE CARIBBEAN	0	0	PROGRAM SERVICE ACTIVITIES	MISSION IN THE REGION	6,485.
MIDDLE EAST AND NORTH AFRICA	0	1	PROGRAM SERVICE ACTIVITIES	MISSION IN THE REGION	8,420.
<b>3 a Subtotal</b> .....	0	1			14,905.
<b>b Total from continuation sheets to Part I</b> .....	0	0			0.
<b>c Totals</b> (add lines 3a and 3b) .....	0	1			14,905.

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

Schedule F (Form 990) 2020

**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.

<b>1</b> <b>(a)</b> Name of organization	<b>(b)</b> IRS code section and EIN (if applicable)	<b>(c)</b> Region	<b>(d)</b> Purpose of grant	<b>(e)</b> Amount of cash grant	<b>(f)</b> Manner of cash disbursement	<b>(g)</b> Amount of noncash assistance	<b>(h)</b> Description of noncash assistance	<b>(i)</b> 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) 2020

**Part V** Supplemental Information

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





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

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

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

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

**9** Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_**a** Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No**b** If "No," explain: \_\_\_\_\_**10a** Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ☐ Yes ☐ No**b** If "Yes," explain: \_\_\_\_\_

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

Name ► \_\_\_\_\_

Address ► \_\_\_\_\_

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

**b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ► \$ \_\_\_\_\_

**c** If "Yes," enter name and address of the third party:

Name ► \_\_\_\_\_

Address ► \_\_\_\_\_

- 16** Gaming manager information:

Name ► \_\_\_\_\_

Gaming manager compensation ► \$ \_\_\_\_\_

Description of services provided ► \_\_\_\_\_

☐ Director/officer☐ Employee☐ Independent contractor

- 17** Mandatory distributions:

**a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

**b** Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ \_\_\_\_\_

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

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

(I) NAME OF FUNDRAISER: SARAH B. WATKINS

(I) ADDRESS OF FUNDRAISER:

2020 12TH STREET, N.W., #309, WASHINGTON, DC 20009

<b>Part IV</b>	<b>Supplemental Information</b> <i>(continued)</i>
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This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

**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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2020**

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

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

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Schedule J (Form 990) 2020

**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 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)	258,179.	0.	0.	10,637.	25,205.	294,021.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) CINDY HUANG VP FOR STRATEGIC OUTREACH	(i)	202,365.	0.	0.	7,812.	2,541.	212,718.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) LISA CANTU-PARKS VP OF PHILANTHROPY	(i)	169,635.	0.	0.	6,999.	17,771.	194,405.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) JOSEPH HARDIN LANG VP FOR PROGRAMS & POLICY	(i)	175,155.	0.	0.	7,111.	11,592.	193,858.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III	Supplemental Information
----------	--------------------------

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

[illegible]

**SCHEDULE M  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Noncash Contributions**

OMB No. 1545-0047

**2020**

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](http://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	17	237,519.	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

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? .....

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? .....

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash  
contributions? .....

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.

	Yes	No
30a		X
31		X
32a		X
33		

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

Schedule M (Form 990) 2020

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

SCHEDULE M, PART I, COLUMN (B):

THIS COLUMN REPORTS THE NUMBER OF CONTRIBUTIONS RECEIVED.

Blank lines for supplemental information.



**SCHEDULE O**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2020**

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Inspection

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RI HAS WORKED TIRELESSLY THROUGHOUT THE COVID-19 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. AS RI CONTINUED TO WORK IN A VIRTUAL ENVIRONMENT, WE EXPANDED LOCAL PARTNERSHIPS AND UTILIZED EXISTING FIELD RELATIONSHIPS TO STRENGTHEN OUR ONGOING REPORTING AND ANALYSIS. EVEN AS WE HAVE FOCUSED ON COVID-19 AND ITS IMPLICATIONS, WE HAVE SUSTAINED OUR TRADITIONAL REPORTING FOR PLACES LIKE GREECE, ETHIOPIA, AND THE SAHEL.

IN LATE 2020 AND EARLY 2021, RI ALSO 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. THE REPORTS WERE WIDELY CIRCULATED AND LED TO MULTIPLE FORMAL BRIEFINGS WITH THE BIDEN-HARRIS TRANSITION TEAMS.

OVERALL, RI IDENTIFIED THE GAPS IN ASSISTANCE AND THEN ADVOCATED WITH POWERFUL INSTITUTIONS, INCLUDING THE U.S. GOVERNMENT, THE U.S. CONGRESS, AND THE U.N., TO ENSURE THAT THEY FULFILL THEIR RESPONSIBILITY TO ACT ON BEHALF OF THE MOST VULNERABLE AND NEGLECTED PEOPLE ACROSS THE GLOBE. WE MADE TARGETED, ACTIONABLE RECOMMENDATIONS TO THOSE POLICYMAKERS WITH THE POWER TO MAKE A DIFFERENCE.

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**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:**

RI FOCUSED IN LARGE MEASURE ON THE COVID-19 HEALTH CRISIS AND ITS IMPACT ON REFUGEES AND DISPLACED PERSONS. RI LAUNCHED CRISIS-SPECIFIC ADVOCACY FOCUSED ON THE IMPACT OF AND RESPONSE TO THE COVID-19 PANDEMIC IN MANY IF NOT MOST OF MAJOR FORCED DISPLACEMENT CRISES AROUND THE WORLD.

A COMPLETE LISTING OF OUR WORK ON COVID-19 AND THE DISPLACED CAN BE FOUND ON RI'S WEBSITE. THESE PUBLICATIONS FOCUS ON COVID-19 SPECIFICALLY, AS WELL AS HUMANITARIAN ISSUES IMPACTED BY COVID-19 AND WHICH WERE ALREADY URGENT PRIOR TO THE PANDEMIC, INCLUDING GENDER-BASED VIOLENCE (GBV) EXPERIENCED BY DISPLACED WOMEN AND GIRLS; CLIMATE-RELATED DISASTERS INCLUDING TROPICAL STORMS, HURRICANES, DROUGHT, MONSOONS, ETC.; RESTRICTIVE ASYLUM POLICIES AND BORDER CLOSURES; AND FRAGILE ECONOMIES AND LACK OF LIVELIHOOD OPPORTUNITIES FOR THE DISPLACED.

RI REMAINED FOCUSED ON OTHER HUMANITARIAN VULNERABILITIES, MOST OF WHICH WERE EXACERBATED BY GLOBAL COVID-19 RESPONSES. LOCUST RESPONSE AND SKYROCKETING FOOD INSECURITY WERE KEY AREAS, ALONG WITH CONCERNS AROUND CLIMATE DISPLACEMENT AND WOMEN AND GIRLS. RI AUTHORED AN OP-ED IN THE HILL TO HELP RAISE VISIBILITY ON THE LOCUST ISSUE AND WAS PLEASED WHEN THE WORLD BANK ANNOUNCED \$500 MILLION FOR THE LOCUST RESPONSE. RI HIGHLIGHTED REGIONAL FOOD INSECURITY NEEDS AND PRESSED FOR

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CONTINUED INTERNATIONAL COMMITMENTS TO ADDRESS CLIMATE DISPLACEMENT,  
PARTICULARLY AS THE HURRICANE SEASON BEGAN.

SINCE THE START OF THE COVID-19 PANDEMIC, RI SUCCESSFULLY TRANSITIONED  
TO VIRTUAL OUTREACH FOR BRIEFINGS AND ADVOCACY ENGAGEMENT. RI PROVIDED  
BRIEFINGS FOR THE SENATE FOREIGN RELATIONS COMMITTEE DEMOCRATIC STAFF  
DURING THE DRAFTING OF THEIR JUNE 2020 GLOBAL FORCED MIGRATION REPORT,  
WHICH CITES RI REPORTING ON ETHIOPIA, THE GLOBAL COMPACTS, INTERNALLY  
DISPLACED PERSONS, AND RI'S COVID-19 REPORT. RI ALSO SUCCESSFULLY  
ADVOCATED FOR ROBUST TOPLINE U.S. FUNDING FOR CORE HUMANITARIAN  
ACCOUNTS FOR FISCAL YEAR 2021 AND FOR HUNDREDS OF MILLIONS OF DOLLARS  
OF EMERGENCY U.S. ASSISTANCE FOR THE INTERNATIONAL COVID-19 RESPONSE,  
IN ADDITION TO BILLIONS OF DOLLARS FOR THE GLOBAL VACCINE EFFORT.

PROMOTING SUSTAINABLE SOLUTIONS:

IN JUNE 2019, RI LAUNCHED A NEW INITIATIVE IN COLLABORATION WITH THE  
CENTER FOR GLOBAL DEVELOPMENT (CGD) THAT FOCUSES ON INCREASING ACCESS  
TO A FORMAL LABOR MARKET FOR REFUGEES. THIS JOINT LABOR MARKET ACCESS  
PROJECT CONTINUED IN 2020, AND WE MADE PROGRESS IN ADDRESSING THE  
PROGRAM'S THREE PILLARS: GLOBAL RESEARCH AND LEARNING; COUNTRY-LEVEL  
ANALYSIS AND OUTREACH; AND ACTIVATING BUSINESS NETWORKS. IN PARTNERSHIP  
WITH CGD AND THE INTERNATIONAL RESCUE COMMITTEE, RI PUBLISHED A POLICY  
PAPER EXPLORING THE IMPACT OF THE COVID-19 PANDEMIC ON REFUGEES AND  
THEIR LACK OF ECONOMIC INCLUSION AS A RESULT OF THE GLOBAL HEALTH  
CRISIS. A NUMBER OF RECOMMENDATIONS FOR REFUGEE-HOSTING COUNTRIES ARE  
PRESENTED IN THE PAPER, INCLUDING INCREASING ACCESS TO SOCIAL SAFETY  
NETS AND HEALTH CARE; ENSURING ENGAGEMENT BY THE REFUGEE COMMUNITY IN  
COVID-19 RESPONSE EFFORTS; PROMOTING ECONOMIC INCLUSION INITIATIVES FOR

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DISPLACED POPULATIONS; COMBATING MISINFORMATION AND DISCRIMINATION; AND  
SUPPORTING INNOVATIVE LIVELIHOOD INITIATIVES.

AS THE PANDEMIC RISKED PUSHING MORE PEOPLE INTO EXTREME POVERTY AROUND  
THE WORLD, THE IMPACT WAS COMPOUNDED FOR MILLIONS OF REFUGEES AND  
INTERNALLY DISPLACED PEOPLE LIVING IN LOW- AND MIDDLE-INCOME COUNTRIES.  
RI HAS LONG ADVOCATED FOR THE ECONOMIC INCLUSION OF REFUGEES AND  
FORCIBLY DISPLACED PEOPLE IN THEIR HOST ECONOMIES. BUT COVID-19 SHOWED  
THAT EFFORTS TO INCLUDE REFUGEES IN THE LABOR MARKET WERE EVEN MORE  
URGENT TO IMPROVE ECONOMIC OUTCOMES, COMBAT XENOPHOBIA, PROMOTE  
DEVELOPMENT, AND BUILD A LABOR FORCE READY FOR RECOVERY. 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.

#### LAUNCH OF THE REFUGEE LAB:

IN SEPTEMBER 2020, WE WERE PROUD TO LAUNCH THE REFUGEE ADVOCACY LAB, A  
PARTNER-DRIVEN INITIATIVE OF RI, THE INTERNATIONAL RESCUE COMMITTEE,  
THE INTERNATIONAL REFUGEE ASSISTANCE PROJECT, AND REFUGEE CONGRESS. THE  
MISSION OF THE REFUGEE ADVOCACY LAB IS TO GROW THE DIVERSE CONSTITUENCY  
FOR U.S. LEADERSHIP ON REFUGEE PROTECTION. THE LAB SUPPORTS THE REFUGEE  
ADVOCACY COMMUNITY BY DEVELOPING AND SHARING STRATEGIC COMMUNICATIONS  
INSIGHTS TO MOBILIZE DIVERSE AUDIENCES, SUPPORTING INCLUSIVE POLICIES  
AT THE STATE AND NATIONAL LEVEL, AND DEVELOPING STRATEGIC PARTNERSHIPS.

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IN 2020, THE LAB AND PARTNERS ENGAGED IN AN EFFORT TO PRESENT STORIES OF REFUGEES AND THEIR CONTRIBUTIONS TO THEIR NEIGHBORHOODS AND COMMUNITIES DURING THE COVID-19 PANDEMIC. THE INITIATIVE HAS GROWN INTO THE REFUGEE STORYTELLERS COLLECTIVE, A FORMAL NETWORK OF REFUGEES AND DISPLACED PEOPLE LIVING IN THE UNITED STATES WHO ARE SHARING THEIR LIVED EXPERIENCES AND WHO BELIEVE IN THE POWER OF STORYTELLING FOR SOCIAL CHANGE. REFUGEES INTERNATIONAL IS A FORMAL PARTNER OF THE COLLECTIVE.

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:

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.

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RI SENIOR ADVOCATE FOR WOMEN AND GIRLS DEVON CONE PRODUCED IMPORTANT REPORTING, NOTABLY ON WOMEN AND UNACCOMPANIED CHILDREN SEEKING ASYLUM IN GREECE AND ON THE COVID-19 IMPACT ON WOMEN AND GIRLS. DEVON BRIEFED STAFF FROM THE UN AND CAPITOL HILL, AMONG MANY OTHERS, AND WAS AN ACTIVE MEMBER IN COALITIONS FOCUSED ON GBV AND PROTECTION. COALITION EFFORTS FOR A GREATER EMPHASIS ON GBV PROGRAMMING AND GBV-RELATED INTERVENTIONS LED TO THE GLOBAL HUMANITARIAN RESPONSE PLAN (GHRP) INCREASING ITS GBV-SPECIFIC FUNDING REQUEST TO \$50 MILLION. (CONTINUED BELOW)

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RI CONTINUES TO WORK WITH OUR CHAMPIONS IN CONGRESS, INCLUDING MEMBERS OF THE HOUSE APPROPRIATIONS COMMITTEE, TO RAISE THE NEEDS OF WOMEN AND GIRLS DURING THE COVID-19 CRISIS. RI SUPPORTED AN OCTOBER SENATE RESOLUTION ENTITLED, "RECOGNIZING THE IMPACT OF COVID-19 ON WOMEN AND GIRLS GLOBALLY." THE RESOLUTION COVERED A WIDE RANGE OF DISPROPORTIONATE IMPACTS, INCLUDING INCREASED GBV AND DECREASED ACCESS TO SERVICES AND SUPPORT. MANY OF THE POINTS REFLECTED RI'S EARLIER POLICY PRIORITY AREAS.

DEVON PARTICIPATED IN A NUMBER OF VIRTUAL EVENTS FOCUSED ON THE IMPACT OF COVID-19 ON INCREASED GBV AMONG DISPLACED WOMEN AND GIRLS, SERVING AS MODERATOR FOR AN EVENT ENTITLED "PROTECTING DISPLACED WOMEN AND GIRLS AMIDST A PANDEMIC", HOSTED BY THE WOMEN'S FOREIGN POLICY GROUP AND AS A PANELIST IN A DISCUSSION ON GENDER AND DISPLACEMENT IN THE MIDDLE EAST DURING COVID-19 HOSTED BY THE MIDDLE EAST INSTITUTE. IN APRIL, RI PRESIDENT ERIC SCHWARTZ PARTICIPATED IN A GEORGETOWN UNIVERSITY VIRTUAL EVENT: "COVID-19: A GENDER PERSPECTIVE ON THE GROWING HUMANITARIAN CRISIS."

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## CLIMATE DISPLACEMENT:

WHILE THE WORLD REMAINED FOCUSED ON THE COVID-19 PANDEMIC IN 2020, RI FOUGHT FOR SOLUTIONS FOR THOSE DISPLACED BY DISASTERS RESULTING FROM NATURAL HAZARDS--HAZARDS THAT ARE OFTEN CAUSED OR EXACERBATED BY CLIMATE CHANGE.

THE COMBINATION OF THE COVID-19 PANDEMIC AND CLIMATE-RELATED DISASTERS WAS A STARK WARNING OF A FUTURE OF COMPLEX CRISES. AMID THE PANDEMIC, HUMANITARIANS RESPONDING TO WEATHER-RELATED CRISES FACED TRAVEL RESTRICTIONS AND DISRUPTED SUPPLY CHAINS. AFFECTED PEOPLE WHO LOST THEIR HOMES WERE OFTEN CONFINED IN CROWDED EMERGENCY SHELTERS, INCREASING THE RISKS AROUND THE SPREAD OF COVID-19. MUCH-NEEDED HUMANITARIAN RESOURCES WERE STRETCHED THIN AND DIVERTED TO THE PANDEMIC RESPONSE.

IN "A NEW VULNERABILITY: COVID-19 AND TROPICAL CYCLONE HAROLD CREATE THE PERFECT STORM IN THE PACIFIC," AND "COMPLEX ROAD TO RECOVERY: COVID-19, CYCLONE AMPHAN, MONSOON FLOODING COLLIDE IN BANGLADESH AND INDIA," RI SENIOR ADVOCATE AND CLIMATE DISPLACEMENT PROGRAM MANAGER KAYLY OBER RAISED THE ALARM ON THESE TRENDS. OUR REPORTING AND OUR ADVOCACY HIGHLIGHTED IMPORTANT LESSONS LEARNED FROM RESPONSES TO CYCLONE HAROLD IN THE PACIFIC, TO CYCLONE AMPHAN IN SOUTH ASIA, TO HURRICANES IN CENTRAL AMERICA, AND LOCUST SWARMS AND FLOODS IN EAST AFRICA.

RI WAS ENCOURAGED THAT POLICYMAKERS WERE BEGINNING TO RESPOND MORE POSITIVELY TO ADVOCACY FOR THOSE DISPLACED DUE TO CLIMATE CHANGE. IN

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OCTOBER 2020, THE UN REFUGEE AGENCY (UNHCR) REVISITED THE QUESTION OF LEGAL PROTECTIONS FOR THOSE AT RISK OF CLIMATE-INDUCED DISPLACEMENT. IN AN IMPORTANT PUBLICATION, UNHCR IDENTIFIED CLIMATE CHANGE AS A SERIOUS DRIVER OF DISPLACEMENT--A FINDING FOR WHICH REFUGEES INTERNATIONAL HAS LONG ADVOCATED. THE UNHCR PAPER ALSO IDENTIFIED AND SUGGESTED A RANGE OF WAYS THAT NATIONAL GOVERNMENTS COULD EXPAND PROTECTIONS FOR THOSE AT RISK.

NUMEROUS EVENT OPPORTUNITIES HELPED TO ELEVATE RI'S POLICY RECOMMENDATIONS AND ADVOCACY PRIORITIES. IN EARLY OCTOBER, KAYLY PARTICIPATED IN A PANEL ENTITLED "CLIMATE CONFLICT: MIGRATION" DURING THE 2020 PEARSON GLOBAL FORUM. KAYLY DISCUSSED HOW CLIMATE CHANGE CONTRIBUTES TO DESTABILIZATION INSIDE AND BETWEEN COUNTRIES AND THE IMPORTANCE OF RESPONSIBLE GOVERNANCE IN REGIONS EXPERIENCING BOTH SLOW- AND RAPID-ONSET CLIMATE DISASTERS. KAYLY HAS PARTICIPATED IN A NUMBER OF OTHER VIRTUAL PANELS INCLUDING "GCM OBJECTIVE 2: MINIMIZE THE ADVERSE DRIVERS AND STRUCTURAL FACTORS THAT COMPEL PEOPLE TO LEAVE THEIR COUNTRY OF ORIGIN", JOINTLY ORGANIZED BY THE MIGRANT FORUM IN ASIA (MFA), PHILIPPINES; CROSS-REGIONAL CENTRE FOR REFUGEE AND MIGRATION (CCRM), LEBANON; GLOBAL RESEARCH FORUM ON DIASPORA AND TRANSNATIONALISM (GRFDT); AND THE INDIA AND CIVIL SOCIETY ACTION COMMITTEE (CSAC); "UNGA 2020: YOUTH PERSPECTIVES ON CLIMATE MIGRATION", HOSTED BY THE UNITED NATIONS MAJOR GROUP FOR CHILDREN AND YOUTH; AND "WOMEN ON THE MOVE: CLIMATE DRIVEN MIGRATION" HOSTED BY JOHNS HOPKINS SCHOOL OF ADVANCED INTERNATIONAL STUDIES WHERE RI SENIOR ADVOCATE FOR WOMEN AND GIRLS DEVON CONE WAS ALSO A PANEL PARTICIPANT.

THE ROHINGYA CRISIS: WHY A U.S. GENOCIDE DETERMINATION MATTERS:



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RI SUSTAINED OUR EFFORTS TO ADDRESS DISPLACEMENT OF THE ROHINGYA FROM MYANMAR, AND VIOLATIONS OF THEIR HUMAN RIGHTS. THE GENOCIDAL VIOLENCE THE MYANMAR MILITARY PERPETRATED AGAINST THE ROHINGYA PEOPLE, ONE OF THE WORST ATROCITIES IN RECENT HISTORY, RESULTED IN MASSIVE FORCED DISPLACEMENT OF ROHINGYA FROM MYANMAR TO BANGLADESH. TODAY, NEARLY 1 MILLION ROHINGYA REFUGEES REMAIN DISPLACED IN CAMPS IN BANGLADESH, AND 600,000 MORE FACE THE THREAT OF FURTHER ATROCITIES INSIDE MYANMAR.

WITH SUPPORT OF NEARLY 9,000 SIGNATURES, REFUGEES INTERNATIONAL TRANSMITTED A PETITION TO THEN-U.S. SECRETARY OF STATE MIKE POMPEO ON AUGUST 25, 2020, URGING HIM TO FINALLY CALL MYANMAR'S BRUTAL AND SYSTEMATIC CRIMES AGAINST THE ROHINGYA WHAT THEY ARE: GENOCIDE. THE PETITION MADE CLEAR THAT SUCH A DESIGNATION WOULD PROMOTE ACCOUNTABILITY, HELP TO DETER FURTHER ATROCITIES, KEEP FAITH WITH THE ROHINGYA PEOPLE, AND DEMONSTRATE U.S. LEADERSHIP ON THIS CRITICAL ISSUE.

PROMINENT LEGAL EXPERTS, HUMAN RIGHTS ORGANIZATIONS, FAITH ORGANIZATIONS, MEMBERS OF CONGRESS, CELEBRITIES, AND ROHINGYA ACTIVISTS JOINED OUR PUSH TO USE THE WORD THAT FITS THE CRIME. RI PRESIDENT ERIC SCHWARTZ BROUGHT THE CALL FOR A GENOCIDE DETERMINATION TO CAPITOL HILL IN TESTIMONY BEFORE THE HOUSE FOREIGN AFFAIRS COMMITTEE.

IN SEPTEMBER, RI APPLAUDED AS THE HOUSE AND SENATE INTRODUCED THE ROHINGYA GENOCIDE DETERMINATION ACT OF 2020 (H.R.8744/S.4659) CALLING FOR "A DETERMINATION AS TO WHETHER CRIMES COMMITTED AGAINST THE ROHINGYA IN BURMA AMOUNT TO GENOCIDE." ANOTHER NOTABLE SUCCESS WAS THE DECISION BY THE INTERNATIONAL COURT OF JUSTICE TO REQUIRE MYANMAR TO

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REPORT ON PROVISIONAL MEASURES TAKEN TO PREVENT GENOCIDE AND TO NOT DESTROY EVIDENCE OF ATROCITIES. RI HAS LONG CALLED FOR ACCOUNTABILITY MEASURES INCLUDING THROUGH THE INTERNATIONAL COURT OF JUSTICE.

AN ENCOURAGING SIGN OF PROGRESS IN 2020 WAS ALSO BANGLADESH'S APPROVAL OF A PILOT PLAN TO EXTEND EDUCATION OPPORTUNITIES TO ROHINGYA REFUGEES. THIS WAS A SIGNIFICANT SHIFT FROM THE TREND OF INCREASING RESTRICTION RI REPORTED ON IN OUR LAST REPORT RELEASED IN FEBRUARY 2020. RI HAD JOINED OTHER NGOS AND UN AGENCIES IN ENCOURAGING EXPANSION OF EDUCATION OPPORTUNITIES TO ROHINGYA REFUGEES.

#### DEFENDING REFUGEE PROTECTION AND ASYLUM:

THE TRUMP ADMINISTRATION'S USE OF THE PANDEMIC AS A PRETEXT TO FURTHER CURTAIL ASYLUM, RESETTLEMENT, AND IMMIGRATION WAS OF GREAT CONCERN TO REFUGEES INTERNATIONAL. SENIOR U.S. ADVOCATE Yael Schacher produced numerous reports and publications, notably a report on border policies and asylum seekers in the time of COVID-19 and a report with recommendations for strengthening border asylum policy. Yael was able to build new allies among public health experts and among resettlement advocates about protection gaps at the border.

IN JUNE, Yael submitted a statement for the record to the Senate Judiciary Committee for their hearing "Examining Best Practices for Incarceration and Detention During COVID-19" that urged U.S. immigration and customs enforcement to implement alternatives to detention such as family case management; allowing people who enter at the southern U.S. border to request asylum and be properly screened; and suspending deportations until effective and comprehensive COVID-19

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TESTING IS IMPLEMENTED AND SICK INDIVIDUALS ARE NOT DEPORTED.

Yael actively engaged with committee and personnel staff in both the House and Senate, often providing briefings and relevant background. Key committee leadership came out against the Trump administration's border policies. Over the course of the pandemic, the negative consequences of detention became apparent and Yael continued to advocate for alternatives to detention.

RI provided support for June 2020 legislation introduced by Senator Edward Markey, which calls for the temporary suspension of certain immigration enforcement activities during disease-related emergencies. RI also continued its successful voices from the border advocacy work, notably by co-hosting an important event on the U.S.-Guatemala Asylum Cooperative Agreement (ACA) which highlighted a new report RI co-authored with Human Rights Watch on the issue. (CONTINUED BELOW)

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RI also produced a July report on needed reforms to Spain's asylum process, authored by Europe Advocate Daphne Panayotatos. Reports of authorities using aggressive border tactics to keep away people arriving from northern Africa stood in stark contrast to special temporary legal protections the government had extended to forced migrants from Venezuela. Overall, practical and policy measures were closing the space for asylum, mirroring a concerning, broader trend in Europe. Meanwhile, Spain's capacity to process claims and attend to asylum seekers grew increasingly strained. The report included substantive policy recommendations for the way forward.

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THE MIDDLE EAST:

RI SENIOR ADVOCATE FOR THE MIDDLE EAST SAHAR ATRACHE REPORTED ON SYRIAN REFUGEES IN LEBANON, WHICH HIGHLIGHTED HUMANITARIAN CONCERNS AND INCLUDED TARGETED RECOMMENDATIONS TO THE GOVERNMENT OF LEBANON AND DONOR GOVERNMENTS. IN MARCH, RI VICE PRESIDENT FOR PROGRAMS AND POLICY HARDIN LANG TESTIFIED ON IDLIB BEFORE THE HOUSE FOREIGN AFFAIRS SUBCOMMITTEE FOR MIDDLE EAST, NORTH AFRICA, AND INTERNATIONAL TERRORISM. HIS TESTIMONY FOCUSED ON CONDITIONS FOR DISPLACED POPULATIONS AND HUMANITARIAN ACCESS AND ASSISTANCE. RI CONTINUED TO DISCUSS THE SITUATION IN IDLIB THROUGH MEDIA INTERVIEWS AND ADVOCACY ENGAGEMENT, FOCUSING ON THE NEED FOR CROSS-BORDER AID. SAHAR ALSO PRODUCED AN ISSUE BRIEF IN APRIL TO LOOK AT COVID-19 IMPLICATIONS ON IDLIB AND LATER AN ISSUE BRIEF ON THE SAME ISSUE IN GAZA. THE GAZA ISSUE BRIEF WAS COVERED BY OR CITED IN MANY REGIONAL MEDIA OUTLETS.

RI CONTINUED TO STRENGTHEN LOCAL FIELD CONTACTS IN TURKEY AND SYRIA AND TO ADVOCATE FOR ADDITIONAL FUNDING RESOURCES FOR LOCAL OPERATIONAL NON-GOVERNMENTAL ORGANIZATIONS. SAHAR HELPED TO ELEVATE STORIES FROM IMPACTED POPULATIONS IN THOSE LOCATIONS. SAHAR CONDUCTED BRIEFINGS WITH KEY COMMITTEES ON CAPITOL HILL AS WELL AS THE STATE DEPARTMENT AND THE U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT (USAID) TO HELP INFORM ONGOING POLICY CONSIDERATIONS.

LATIN AMERICA:

RI ADVOCATE FOR LATIN AMERICA RACHEL SCHMIDTKE PRODUCED REPORTING ON A MYRIAD OF REGIONAL TOPICS, INCLUDING STRENGTHENING PROTECTION IN MEXICO, CO-AUTHORED A REPORT WITH RI SENIOR U.S. ADVOCATE Yael Schacher ON THE VULNERABILITIES OF RETURNED GUATEMALANS IN THE TIME OF COVID-19,

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AND CO-AUTHORED AN ISSUE BRIEF WITH RI EUROPE ADVOCATE DAPHNE PANAYOTATOS ON HOW COVID-19 THREATENED PROGRESS FOR VENEZUELAN INTEGRATION IN COLOMBIA. ADVOCACY EFFORTS INCLUDED NUMEROUS BRIEFINGS FOR THE CONGRESSIONAL HISPANIC CAUCUS, THE HOUSE FOREIGN AFFAIRS COMMITTEE, THE SENATE FOREIGN RELATIONS COMMITTEE, THE STATE DEPARTMENT, AND USAID.

IN MAY 2020, THE EUROPEAN UNION (EU) AND SPAIN ANNOUNCED THEY WOULD PROCEED WITH HOSTING A DONOR PLEDGING CONFERENCE TO FUNDRAISE FOR THE RESPONSE TO THE VENEZUELA CRISIS. RI'S ISSUE BRIEF ON THE IMPACT OF COVID-19 ON DISPLACED VENEZUELAN IN COLOMBIA URGED THE INTERNATIONAL COMMUNITY, AND THE EU SPECIFICALLY, TO STEP UP FUNDING TO COLOMBIA AND OTHER HOST STATES. RI'S REPORT WAS RELEASED PUBLICLY ON THE DAY OF THE CONFERENCE. THE UNITED STATES' DECISIONS TO TAKE PART IN THE CONFERENCE AND EVEN MAKE NEW PLEDGES WERE WELCOME DEVELOPMENTS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS: 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 2020, 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 300,000 FOLLOWERS, AND ITS FACEBOOK, INSTAGRAM, AND LINKEDIN AUDIENCES HAVE GROWN TO MORE THAN 24,000, MORE THAN 2,700, AND MORE THAN 9,400

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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 HEARINGS. IN MARCH 2020, REFUGEES INTERNATIONAL VICE PRESIDENT FOR PROGRAMS AND POLICY HARDIN LANG TESTIFIED BEFORE THE HOUSE FOREIGN AFFAIRS COMMITTEE SUBCOMMITTEE FOR MIDDLE EAST, NORTH AFRICA, AND INTERNATIONAL TERRORISM ON, "THE CRISIS IN IDLIB." AND IN AUGUST 2020, REFUGEES INTERNATIONAL PRESIDENT ERIC P. SCHWARTZ TESTIFIED BEFORE THE HOUSE FOREIGN AFFAIRS COMMITTEE SUBCOMMITTEE FOR ASIA, THE PACIFIC, AND NONPROLIFERATION, ON "AN UPDATE ON THE ROHINGYA CRISIS." IN ADDITION TO A ROBUST DIGITAL EVENTS PROGRAMMING INCLUDING PROGRAMS FEATURING INFLUENTIAL LEADERS LIKE U.S. SEN. ED MARKEY, MADELEINE ALBRIGHT, ARTIST AI WEIWEI, 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:

THAT FOCUSED ON THE COVID-19 PANDEMIC, AND IS CURRENTLY IN THE MIDST OF A SECOND ROUND OF RESEARCH THAT WILL CAPTURE LONGER TERM BEST PRACTICES ON MESSAGING ABOUT REFUGEES. THE LAB HAS LED THE EFFORTS ON

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DISSEMINATION OF THESE FINDINGS WITH THE GOAL TO IMPLEMENT THEM BROADLY  
ACROSS THE ADVOCACY COMMUNITY'S COLLECTIVE AND INDIVIDUAL MESSAGING.

AS PART OF THE COMMUNICATIONS PILLAR, THE LAB IS A FOUNDING MEMBER OF  
THE REFUGEE STORYTELLERS COLLECTIVE, WHICH IS 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 THE SECOND PILLAR, THROUGHOUT THE FORMATION OF THE LAB WE HAVE  
FORGED VITAL PARTNERSHIPS WITH LONG TIME REFUGEE ADVOCATES AND  
ORGANIZATIONS - AT THE TIME OF THE LAB'S LAUNCH, 27 ORGANIZATIONS  
SIGNED ON TO BE AN OFFICIAL LAB PARTNER. WHILE THE LAB WORKS WITH MORE  
TRADITIONAL PARTNERS, IT ALSO IS WORKING WITH ORGANIZATIONS THAT  
TRADITIONALLY WORK WITH IMMIGRATION RATHER THAN RESETTLEMENT, AND  
PRIVATE SECTORS AS WELL. IN ADDITION TO ITS PUBLIC PARTNERS, THE LAB IS  
CURRENTLY WORKING WITH SEVERAL PARTNERS TO DEVELOP A "BUSINESSES FOR  
REFUGEES" PLEDGE. THIS PLEDGE OFFERS AN OPPORTUNITY FOR ALL BUSINESSES,  
FROM MAIN STREET TO WALL STREET, TO UNITE AND SHOW SUPPORT FOR REFUGEES  
BY SIGNING ON. EFFORTS TO LAUNCH THIS PLEDGE FOR WORLD REFUGEE DAY 2021  
ARE ONGOING.

OUR LAST PILLAR, DEDICATED TO ADVOCACY AND POLICY WINS AT THE STATE

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LEVEL, IS CONCENTRATED IN FIVE STATES: MICHIGAN, COLORADO, UTAH, VIRGINIA, AND GEORGIA. IN 2021, THE LAB IS BEGINNING TO EXPAND TO A REGIONAL MODEL, ADDING MARYLAND, NEVADA AND KANSAS TO OUR FOCUS STATES. BY PARTNERING WITH LOCAL NETWORKS, THE REFUGEE ADVOCACY LAB CONTRIBUTED TO PRO-REFUGEE MEASURES IN SEVERAL STATES. SUCCESSES INCLUDE EXECUTIVE ACTION TO ENABLE INTERNATIONALLY-TRAINED MEDICAL PROFESSIONALS TO JOIN THE COVID-19 RESPONSE IN COLORADO AND PROTECTING FUNDING FOR REFUGEE SERVICES IN LOCAL HEALTHCARE CLINICS DURING COVID-19 IN UTAH.

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 GIVEN THE OPPORTUNITY TO DISCLOSE ALL MATERIAL FACTS TO THE DIRECTORS AND



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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 DISCLOSE AN ACTUAL OR POSSIBLE CONFLICT OF INTEREST, IT TAKES APPROPRIATE

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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 PROHIBITED BY THIS POLICY. REFUGEES INTERNATIONAL MAY PERMIT REMEDIATION OF

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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. IN 2020, THE PRESIDENT VOLUNTARILY REDUCED HIS SALARY BY 15% EFFECTIVE JUNE 1, 2020 THROUGH DECEMBER 31, 2020. 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.

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 XI, LINE 9, CHANGES IN NET ASSETS:

DE-OBLIGATION OF FUNDS -550,000.

FORM 990, PART VIII, LINE 1E:

ON APRIL 13, 2020, REFUGEES INTERNATIONAL, INC. RECEIVED LOAN PROCEEDS IN THE AMOUNT OF \$472,355 UNDER THE PAYCHECK PROTECTION PROGRAM, A GOVERNMENT INITIATIVE. 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, 2020, REFUGEES INTERNATIONAL, INC. USED THE LOAN PROCEEDS FOR PURPOSES CONSISTENT WITH THE PAYCHECK PROTECTION

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PROGRAM AND APPLIED FOR FORGIVENESS SUBSEQUENT TO THE 24-WEEK PERIOD

STIPULATED BY THE TERMS. ON DECEMBER 24, 2020, 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 FUNDS OTHER THAN IN CONNECTION WITH THE AFOREMENTIONED EXTINGUISHMENT OF PPP DEBT.

SCHEDULE A, PART II, LINE 1

SUBSEQUENT TO YEAR-END, ONE PARTICULAR DONOR HAS DE-OBLIGATED A PORTION OF FUTURE FUNDING TOTALING \$550,000. THE AMOUNT HAS BEEN WRITTEN OFF AS OF DECEMBER 31, 2020, AND THE AMOUNT REDUCED TOTAL CONTRIBUTIONS ON SCHEDULE A, PART II, LINE 1, COLUMN (C), FOR THE 2018 YEAR, WHEN THE DONATION WAS ORIGINALLY REPORTED.