

PUBLIC DISCLOSURE COPY

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

2022

Open to Public Inspection

A For the **2022** calendar year, or tax year beginning and ending

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization: **AMNESTY INTERNATIONAL OF THE USA, INC.**
 Doing business as
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
311 WEST 43RD STREET 7TH FLOOR
 City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10036

D Employer identification number: **52-0851555**

E Telephone number: **(212) 807-8400**

F Name and address of principal officer: **PAUL O'BRIEN**
SAME AS C ABOVE

G Gross receipts \$: **64,727,755.**

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list. See instructions

H(c) Group exemption number: **9240**

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

J Website: **WWW.AMNESTYUSA.ORG**

K Form of organization: Corporation Trust Association Other

L Year of formation: **1966**

M State of legal domicile: **NY**

Part I Summary		Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO ACT IN CONCERT WITH (AND PROMOTE) THE INTERNATIONAL HUMAN RIGHTS MOVEMENT.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	14
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	14
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	141
	6 Total number of volunteers (estimate if necessary)	6	7537
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	58,442,899.	60,221,938.
	9 Program service revenue (Part VIII, line 2g)	8,214.	4,794.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	5,498,977.	270,493.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	191,720.	176,414.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	64,141,810.	60,673,639.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	16,110,878.
14 Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		12,534,671.	13,120,072.
16a Professional fundraising fees (Part IX, column (A), line 11e)		3,653,822.	5,595,204.
b Total fundraising expenses (Part IX, column (D), line 25)		14,817,551.	
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		21,029,811.	28,808,245.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		53,329,182.	60,712,327.
19 Revenue less expenses. Subtract line 18 from line 12	10,812,628.	-38,688.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	44,451,870.	55,921,139.
	21 Total liabilities (Part X, line 26)	7,541,402.	23,046,818.
	22 Net assets or fund balances. Subtract line 21 from line 20	36,910,468.	32,874,321.

Part II Signature Block

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

Sign Here
 Signature of officer: *Jean-Claude Toussaint* Date: **9/25/2023**
JEAN-CLAUDE TOUSSAINT CHIEF FIN. & ADMIN. OFFICER
 Type or print name and title

Paid Preparer Use Only
 Print/Type preparer's name: **SCOTT THOMPSETT** Preparer's signature: *Scott Thompsett* Date: **9/25/2023** Check if self-employed: PTIN: **P00741490**
 Firm's name: **GRANT THORNTON LLP** Firm's EIN: **36-6055558**
 Firm's address: **757 THIRD AVENUE, 3RD FLOOR** Phone no.: **(212) 599-0100**
NEW YORK, NY 10017-2013

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

Application for Automatic Extension of Time To File an Exempt Organization Return

Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return.**
▶ **Go to www.irs.gov/Form8868 for the latest information.**

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization or other filer, see instructions. AMNESTY INTERNATIONAL OF THE USA, INC.	Taxpayer identification number (TIN) 52-0851555
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 311 WEST 43RD STREET 7TH FLOOR	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. NEW YORK, NY 10036	

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 1

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 1041-A	08
Form 4720 (individual)	03	Form 4720 (other than individual)	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12
Form 990-T (corporation)	07		

GLADYS KWATENG AIUSA

• The books are in the care of ▶ **311 WEST 43RD STREET 7TH FLOOR - NEW YORK, NY 10036**

Telephone No. ▶ **212-633-4233**

Fax No. ▶ _____

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until NOVEMBER 15, 2023, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
▶ calendar year 2022 or
▶ tax year beginning _____, and ending _____.

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

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: AMNESTY INTERNATIONAL OF THE USA, INC. IS THE UNITED STATES SECTION OF AMNESTY INTERNATIONAL - A WORLDWIDE MOVEMENT OF PEOPLE WHO CAMPAIGN FOR INTERNATIONALLY RECOGNIZED HUMAN RIGHTS. (CONTINUED ON SCHEDULE O).

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No 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 [X] 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 \$ 15,873,926. including grants of \$ 213,470.) (Revenue \$ 0.) THE MOVEMENT BUILDING DEPARTMENT AT AIUSA IS COMPOSED OF FIVE KEY DIVISIONS: 1) CAMPAIGNS, 2) PROGRAMS, 3) RESEARCH, 4) ORGANIZING & ACTIVISM, AND 5) MEMBER LEADERSHIP AND TRAINING. THE CAMPAIGNS AND MEMBERSHIP DEPARTMENT'S KEY FUNCTION IS TO WORK, PRIMARILY WITHIN THE UNITED STATES, TO EFFECT CHANGE ON A GLOBAL SCALE IN THE FOLLOWING THEMATIC AREAS: 1) INDIVIDUALS AT RISK; 2) GUN VIOLENCE; 3) REFUGEES AND ASYLUM-SEEKERS; 4) DEATH PENALTY ABOLITION; 5) NATIONAL SECURITY; 6) DEADLY FORCE AND POLICE ACCOUNTABILITY; AND 7) GENDER, SEXUALITY & IDENTITY. (CONTINUED ON SCHEDULE O).

4b (Code:) (Expenses \$ 13,207,689. including grants of \$ 0.) (Revenue \$ 65,680.) THE OBJECTIVE OF AIUSA'S PUBLIC AFFAIRS DEPARTMENT IS TO SHAPE AND COMMUNICATE THE ORGANIZATION'S STORY TO THE PUBLIC. IT IS COMPOSED OF THE FOLLOWING UNITS THAT WORK IN CONJUNCTION WITH COLLEAGUES IN THE CAMPAIGNS, PROGRAMS, MEMBERSHIP, AND GOVERNMENT RELATIONS UNITS TO IDENTIFY KEY MOMENTS AND TO LIFT OUR WORK TO EXTERNAL AUDIENCES. PUBLIC AFFAIRS CONSISTS OF THE FOLLOWING UNITS: 1) MEDIA RELATIONS, 2) DIGITAL PRODUCTION, 3) SOCIAL MEDIA, 4) EVENTS, 5) WEBSITE PRESENCE, 6) ARTIST RELATIONS, AND 7) INTERNAL COMMUNICATIONS. (CONTINUED ON SCHEDULE O).

4c (Code:) (Expenses \$ 12,975,336. including grants of \$ 12,975,336.) (Revenue \$ 0.) INTERNATIONAL PROGRAM - SUPPORTS RESEARCH INTO GLOBAL HUMAN RIGHTS VIOLATIONS AND THE COORDINATION OF THE INTERNATIONAL CESSATION EFFORTS OF THE SPECIFIED ABUSES. THE PRIME ELEMENT OF THIS PROGRAM IS THE ANNUAL ASSESSMENT THAT IS PAID TO THE INTERNATIONAL SECRETARIAT TO FUND ITS GLOBAL RESEARCH AND ITS SUBSEQUENT ACTIONS TO PREVENT AND END HUMAN RIGHTS ABUSES SURROUNDING THE ISSUES OF PHYSICAL AND MENTAL INTEGRITY, FREEDOM OF CONSCIENCE AND EXPRESSION, AND THE FREEDOM FROM DISCRIMINATION. ALSO INCLUDED ARE THE SUPPORT FOR INTERNATIONAL MEMBERSHIP AND PROGRAM DEVELOPMENT IN THE GLOBAL SOUTH AND PARTICIPATION IN INTERNATIONAL MEETINGS, WHICH FURTHER THE GOALS OF THE COLLECTIVE MOVEMENT.

4d Other program services (Describe on Schedule O.) (Expenses \$ 980,290. including grants of \$ 0.) (Revenue \$ 0.)

4e Total program service expenses 43,037,241.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, tax-exempt bonds, and business transactions.

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 []

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

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

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

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

Section A. Governing Body and Management

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

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b 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?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b 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 SEE SCHEDULE O
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
[X] Own website [] Another's website [X] 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
GLADYS KWATENG - 212-633-4233
311 WEST 43RD STREET 7TH FLOOR, NEW YORK, NY 10036

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) PAUL O'BRIEN EXECUTIVE DIRECTOR	35.00 0.00			X				293,987.	0.	54,552.
(2) MARCY BOURNE CHIEF DEVELOPMENT OFFICER	35.00 0.00			X				249,493.	0.	52,197.
(3) RACHEL WARD - INTERIM CHIEF MOVEMENT BUILDING OFFICER	35.00 0.00					X		213,890.	0.	50,580.
(4) IRA LEFTON CHIEF LEGAL AND POLICY OFFICER	35.00 0.00			X				220,984.	0.	38,820.
(5) ADOTEI AKWEI INTERIM CHIEF MEMBER COLLAB. OFF.	35.00 0.00					X		186,489.	0.	46,559.
(6) ANAND KUMAR MISHRA INTERIM CHIEF IMPACT OFFICER	35.00 0.00					X		217,101.	0.	11,039.
(7) THOMAS BOZZELL NATIONAL DIRECTOR, OPERATIONS/IT	35.00 0.00					X		187,828.	0.	36,192.
(8) JULIE ANNE HONG - INTERIM CHIEF IDEA, PEOPLE & CULTURE OFFICER	35.00 0.00			X				202,624.	0.	17,664.
(9) MICHAEL BEAR KLEINMAN DIRECTOR, SILICON VALLEY INITIATIVE	35.00 0.00					X		201,423.	0.	11,438.
(10) JEAN-CLAUDE TOUSSAINT CHIEF FIN & ADMIN OFF (AS OF 10/2022)	35.00 0.00			X				49,868.	0.	6,091.
(11) VIVEK RAJAM RAMKUMAR CHIEF OF STAFF (AS OF 11/2022)	35.00 0.00			X				25,403.	0.	22.
(12) ALEXANDRA DURBAK CHAIR	10.00 0.00	X		X				0.	0.	0.
(13) PENELOPE HALKIADAKIS - BOARD MEMBER/VICE CHAIR (AS OF 09/2022)	10.00 0.00	X		X				0.	0.	0.
(14) MATTHEW KENNIS TREASURER	10.00 0.00	X		X				0.	0.	0.
(15) DAVID YU DEPUTY TREASURER	10.00 0.00	X		X				0.	0.	0.
(16) VIBHA VENKATESHA BOARD SECRETARY (THRU 09/2022)	10.00 0.00	X		X				0.	0.	0.
(17) DEIRDRE STIEGLITZ BOARD SECRETARY (AS OF 09/2022)	10.00 0.00	X		X				0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) EMMA GREEN (THRU 09/2022) DEPUTY BOARD SECRETARY	10.00 0.00	X		X				0.	0.	0.
(19) CHRISTOPHER FOLEY DEPUTY SECRETARY (AS OF 09/2022)	10.00 0.00	X		X				0.	0.	0.
(20) ALI ARAB BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(21) AARON FELLMETH BOARD MEMBER	2.00 0.00	X						0.	0.	0.
(22) ANGIE HOUGAS BOARD MEMBER (THRU 09/2022)	2.00 0.00	X						0.	0.	0.
(23) ELLEN KENNEDY BOARD MEMBER (03/2022-09/2022)	2.00 0.00	X						0.	0.	0.
(24) JESSICA EVANS BOARD MEMBER (THRU 03/2022)	2.00 0.00	X						0.	0.	0.
(25) KENDRICK PERKINS BOARD MEMBER (03/2022-09/2022)	2.00 0.00	X						0.	0.	0.
(26) LEONARD TORREALBA BOARD MEMBER	2.00 0.00	X						0.	0.	0.
1b Subtotal								2,049,090.	0.	325,154.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								2,049,090.	0.	325,154.

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 47

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
AB DATA 600 AB DATA DRIVE, MILWAUKEE, WI 53217	PROF. FUNDRAISER	4,566,999.
GIVEBRIDGE, 525 W MONORE ST., SUITE 900, CHICAGO, IL 60661-3793	PROF. FUNDRAISER	4,170,978.
PUBLIC OUTREACH FUNDRAISING LLC, 1003-207 WEST HASTINGS ST, VANCOUVER, CANADA V6B	PROF. FUNDRAISER	3,965,340.
DV CANVASS, 11710 PLAZA AMERICA DRIVE, SUITE 2000, RESTON, VA 20190	PROF. FUNDRAISER	2,995,963.
GRASSROOT TEAM LLC 318 W. ADAMS, SUITE 1801, CHICAGO, IL 60606	PROF. FUNDRAISER	2,269,923.
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	29	

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

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

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	60,221,938.				
	g	Noncash contributions included in lines 1a-1f	1g	\$ 661,169.				
	h	Total. Add lines 1a-1f		60,221,938.				
Program Service Revenue	2 a	ANNUAL GENERAL MEETING FEES	Business Code					
			900099	4,794.	4,794.			
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f		4,794.				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		328,299.			328,299.	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties		99,886.			99,886.	
	6 a	Gross rents	6a	(i) Real				
				(ii) Personal				
	b	Less: rental expenses ...	6b					
	c	Rental income or (loss)	6c					
	d	Net rental income or (loss)						
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities				
				(ii) Other				
					3,984,371.			
	b	Less: cost or other basis and sales expenses	7b	4,042,177.				
	c	Gain or (loss)	7c	-57,806.				
	d	Net gain or (loss)		-57,806.			-57,806.	
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b	Less: direct expenses	8b						
c	Net income or (loss) from fundraising events							
9 a	Gross income from gaming activities. See Part IV, line 19	9a						
b	Less: direct expenses	9b						
c	Net income or (loss) from gaming activities							
10 a	Gross sales of inventory, less returns and allowances	10a		72,825.				
				11,939.				
b	Less: cost of goods sold	10b						
c	Net income or (loss) from sales of inventory		60,886.	60,886.				
Miscellaneous Revenue	11 a	MISCELLANEOUS	Business Code					
			900099	15,642.			15,642.	
	b							
	c							
	d	All other revenue						
e	Total. Add lines 11a-11d		15,642.					
12	Total revenue. See instructions		60,673,639.	65,680.	0.	386,021.		

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	213,470.	213,470.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	12,975,336.	12,975,336.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	952,346.	235,430.	316,814.	400,102.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	10,068,511.	6,893,219.	1,005,289.	2,170,003.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	398,765.	248,998.	49,166.	100,601.
9 Other employee benefits	855,547.	608,492.	70,584.	176,471.
10 Payroll taxes	844,903.	555,429.	93,384.	196,090.
11 Fees for services (nonemployees):				
a Management				
b Legal	64,958.	32,479.	32,479.	
c Accounting	118,693.		118,693.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	5,595,204.			5,595,204.
f Investment management fees	97,292.		97,292.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	3,799,095.	1,903,745.	577,518.	1,317,832.
12 Advertising and promotion	2,597,788.	1,621,836.	3,003.	972,949.
13 Office expenses	3,228,182.	414,553.	71,787.	2,741,842.
14 Information technology	330,148.	206,301.	29,327.	94,520.
15 Royalties				
16 Occupancy	1,731,654.	1,094,454.	196,714.	440,486.
17 Travel	373,465.	240,468.	75,311.	57,686.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	104,038.	81,025.	6,889.	16,124.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	178,072.	112,727.	20,261.	45,084.
23 Insurance	209,827.	132,830.	23,874.	53,123.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a DIRECT COMMUNICATION	14,946,354.	14,946,354.		
b DUES AND SUBSCRIPTIONS	1,025,178.	517,679.	68,814.	438,685.
c EQUIPMENT REPAIR/MAINT.	3,501.	2,416.	336.	749.
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	60,712,327.	43,037,241.	2,857,535.	14,817,551.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)	20,541,558.	14,946,354.	0.	5,595,204.

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	16,474,741.	1	20,899,085.
	2 Savings and temporary cash investments	125,200.	2	273,967.
	3 Pledges and grants receivable, net	1,591,934.	3	2,644,700.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	957,357.	9	1,210,064.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,517,617.		
	b Less: accumulated depreciation	10b 792,792.		
	11 Investments - publicly traded securities	24,529,342.	11	20,539,492.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	0.	15	9,629,006.
16 Total assets. Add lines 1 through 15 (must equal line 33)	44,451,870.	16	55,921,139.	
Liabilities	17 Accounts payable and accrued expenses	5,091,350.	17	11,050,491.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	2,450,052.	25	11,996,327.
	26 Total liabilities. Add lines 17 through 25	7,541,402.	26	23,046,818.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	31,046,878.	27	27,619,011.
	28 Net assets with donor restrictions	5,863,590.	28	5,255,310.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	36,910,468.	32	32,874,321.
33 Total liabilities and net assets/fund balances	44,451,870.	33	55,921,139.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	60,673,639.
2	Total expenses (must equal Part IX, column (A), line 25)	2	60,712,327.
3	Revenue less expenses. Subtract line 2 from line 1	3	-38,688.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	36,910,468.
5	Net unrealized gains (losses) on investments	5	-3,902,193.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-95,266.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	32,874,321.

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

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

Form **990** (2022)

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	45,250,754.	49,549,669.	51,477,736.	58,442,899.	60,221,938.	264,942,996.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	45,250,754.	49,549,669.	51,477,736.	58,442,899.	60,221,938.	264,942,996.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						264,942,996.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	45,250,754.	49,549,669.	51,477,736.	58,442,899.	60,221,938.	264,942,996.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1,156,403.	1,111,203.	455,199.	500,072.	428,185.	3,651,062.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	4,541.	28,134.	6,849.	3,655.	15,642.	58,821.
11 Total support. Add lines 7 through 10						268,652,879.
12 Gross receipts from related activities, etc. (see instructions)					12	630,404.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))	14	98.62 %
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	98.15 %
16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. 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 - 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, 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)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

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

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

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1	Distributable amount for 2022 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2022 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2022		
a	From 2017		
b	From 2018		
c	From 2019		
d	From 2020		
e	From 2021		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2022 distributable amount		
i	Carryover from 2017 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2022 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2022 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2023. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2018		
b	Excess from 2019		
c	Excess from 2020		
d	Excess from 2021		
e	Excess from 2022		

Schedule A (Form 990) 2022

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

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

MISCELLANEOUS

2018 AMOUNT: \$ 4,541.

2019 AMOUNT: \$ 28,134.

2020 AMOUNT: \$ 6,849.

2021 AMOUNT: \$ 3,655.

2022 AMOUNT: \$ 15,642.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2022

Name of the organization

AMNESTY INTERNATIONAL OF THE USA, INC.

Employer identification number

52-0851555

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

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

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

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

501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

Name of organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ 1,012,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

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

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

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

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

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

Table with 2 columns: Name of organization (AMNESTY INTERNATIONAL OF THE USA, INC.) and Employer identification number (52-0851555)

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.

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

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

Schedule C (Form 990) 2022

LHA

232041 11-08-22

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)	2,646.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	132,129.													
c	Total lobbying expenditures (add lines 1a and 1b)	134,775.													
d	Other exempt purpose expenditures	60,577,552.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	60,712,327.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	300,607.	80,707.	146,373.	134,775.	662,462.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	13,671.	1,550.	2,971.	2,646.	20,838.

Schedule C (Form 990) 2022

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

Table with 4 columns: Description, (a) Yes, (a) No, (b) Amount. Rows include questions about lobbying activities like volunteers, paid staff, media, mailings, etc.

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

Table with 3 columns: Question, Yes, No. Rows include questions about dues, lobbying expenditures, and carryover.

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

Table with 3 columns: Question, Yes, No. Rows include questions about dues, non-deductible lobbying expenditures, and carryover.

Part IV Supplemental Information

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

SCHEDULE C, PART II-A

THE ORGANIZATION UNDERTAKES ACTIVITIES TO INFLUENCE LEGISLATION AND

GOVERNMENT POLICY ON THE FEDERAL LEVEL AND FILES QUARTERLY LOBBYING

REPORTS WITH CONGRESS. EMPLOYEES WHO ARE INVOLVED IN LOBBYING ARE

REGISTERED WITH CONGRESS AS LOBBYISTS AND TRACK THE TIME THEY SPEND ON

LOBBYING ACTIVITIES BROKEN DOWN BY THE SPECIFIC TOPIC OR LEGISLATIVE AREA.

Part IV Supplemental Information (continued)

THE COMPENSATED VALUE OF THEIR TIME, PLUS AN ALLOCATION OF OVERHEADS AND

OTHER DIRECT COSTS, ARE INCLUDED IN THE LOBBYING EXPENDITURE. OUR

REPORTING FOR CONGRESSIONAL LOBBYING MATCHES WITH WHAT WE REPORT ON

SCHEDULE C.

THE ORGANIZATION ALSO UNDERTAKES GRASSROOTS LOBBYING DESIGNED TO ENCOURAGE

OUR MEMBERS AND DONORS TO TAKE ACTIONS TO INFLUENCE GOVERNMENTAL

LEGISLATION AND POLICY. THE PROPORTIONATE COSTS OF ONLINE MEDIA AND

MESSAGING ARE REFLECTED IN THESE EXPENDITURES.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization: AMNESTY INTERNATIONAL OF THE USA, INC. Employer identification number: 52-0851555

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, completion of lines 2a-2d, number of easements modified, number of states, monitoring policy, staff hours, expenses, and requirements of section 170(h)(4)(B)(i).

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include reporting requirements for art and historical treasures, and amounts required to be reported under FASB ASC 958.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2022

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

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

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	4,160,245.	3,885,494.	3,353,480.	2,786,004.	2,947,626.
b Contributions					
c Net investment earnings, gains, and losses	742,793.	488,848.	642,194.	698,726.	-61,549.
d Grants or scholarships					
e Other expenditures for facilities and programs	161,770.	214,097.	110,180.	131,250.	100,073.
f Administrative expenses					
g End of year balance	3,255,682.	4,160,245.	3,885,494.	3,353,480.	2,786,004.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____%
 - b Permanent endowment 68.9000 %
 - c Term endowment 31.1000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|-----|----|
| (i) Unrelated organizations | X | |
| (ii) Related organizations | X | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 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		353,365.	59,148.	294,217.
d Equipment		684,967.	577,145.	107,822.
e Other		479,285.	156,499.	322,786.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				724,825.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) RIGHT-OF-USE ASSET	9,629,006.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	9,629,006.

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OPERATING LEASE LIABILITY	10,530,194.
(3) CHARITABLE GIFT ANNUITY OBLIGATION	1,466,133.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	11,996,327.

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	57,139,549.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	-3,902,193.	
b	Donated services and use of facilities	2b	560,661.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	-3,341,532.
3	Subtract line 2e from line 1		3	60,481,081.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	97,292.	
b	Other (Describe in Part XIII.)	4b	95,266.	
c	Add lines 4a and 4b		4c	192,558.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	60,673,639.

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

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

1	Total expenses and losses per audited financial statements		1	61,175,696.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	560,661.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	560,661.
3	Subtract line 2e from line 1		3	60,615,035.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	97,292.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	97,292.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	60,712,327.

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

AIUSA HAS ADOPTED INVESTMENT AND SPENDING POLICIES FOR ENDOWMENT ASSETS

THAT ATTEMPT TO PROVIDE A STREAM OF RETURNS THAT WOULD BE UTILIZED TO FUND

VARIOUS PROGRAMS WHILE SEEKING TO MAINTAIN THE PURCHASING POWER OF THE

ENDOWMENT ASSETS. ENDOWMENT ASSETS INCLUDE THOSE ASSETS OF

DONOR-RESTRICTED FUNDS THAT AIUSA MUST HOLD IN PERPETUITY AS DIRECTED BY

THE DONORS. THE ENDOWMENT FUNDS ARE INVESTED IN VEHICLES SUCH AS MUTUAL

FUNDS, BONDS, AND EQUITY SECURITIES.

PART IX, LINE (1), RIGHT-OF-USE ASSET, AND PART X, LINE (2), OPERATING

LEASE LIABILITY:

Part XIII Supplemental Information (continued)

THE FINANCIAL ACCOUNTING STANDARDS BOARD ("FASB") IMPLEMENTED A NEW LEASE ACCOUNTING STANDARD THAT BECAME EFFECTIVE FOR AIUSA AS OF JANUARY 1, 2022. THIS ACCOUNTING STANDARD WAS EFFECTUATED TO IMPROVE THE TRANSPARENCY SURROUNDING KEY INFORMATION PERTAINING TO AN EXEMPT ORGANIZATION'S LEASING ARRANGEMENTS (AND TO ENSURE THAT ALL ORGANIZATIONS WERE RECORDING THE TRANSACTIONS UNIFORMLY ON THEIR BALANCE SHEETS). AIUSA BOOKED A "RIGHT-OF-USE ASSET" AND A CORRESPONDING OPERATING LEASE LIABILITY ON ITS BALANCE SHEET TO COMPLY WITH THE FASB STANDARD IMPLEMENTATION.

PART X, LINE 2:

ASC 740 FOOTNOTE

AIUSA FOLLOWS GUIDANCE THAT CLARIFIES THE ACCOUNTING FOR UNCERTAINTY IN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN, INCLUDING ISSUES RELATING TO FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT. THIS GUIDANCE PROVIDES THAT THE TAX EFFECTS FROM AN UNCERTAIN TAX POSITION CAN ONLY BE RECOGNIZED IN THE FINANCIAL STATEMENTS IF THE POSITION IS MORE LIKELY THAN NOT TO BE SUSTAINED IF THE POSITION WERE TO BE CHALLENGED BY A TAXING AUTHORITY. THE ASSESSMENT OF THE TAX POSITION IS BASED SOLELY ON THE TECHNICAL MERITS OF THE POSITION, WITHOUT REGARD TO THE LIKELIHOOD THAT THE TAX POSITION MAY BE CHALLENGED.

AIUSA IS EXEMPT FROM FEDERAL INCOME TAX UNDER INTERNAL REVENUE CODE ("IRC") SECTION 501(C)(3), THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS EXEMPT PURPOSE, UNLESS THAT INCOME IS OTHERWISE EXCLUDED BY THE IRC. AIUSA HAS PROCESSES PRESENTLY IN PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS, TO IDENTIFY AND REPORT UNRELATED BUSINESS INCOME, TO DETERMINE ITS FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH IT HAS NEXUS, AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE

Part XIII Supplemental Information (continued)

CONSIDERED TAX POSITIONS. AIUSA HAS DETERMINED THAT THERE ARE NO MATERIAL
 UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN ITS
 FINANCIAL STATEMENTS. IN ADDITION, AIUSA HAS NOT RECORDED A PROVISION FOR
 INCOME TAXES AS IT HAS NO MATERIAL TAX LIABILITY FROM UNRELATED BUSINESS
 INCOME ACTIVITIES.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

CHANGE IN VALUE OF GIFT ANNUITY OBLIGATIONS	95,266.
---	---------

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) 2022

Part V Supplemental Information

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

PART I, LINE 2:

ASSISTANCE TO ORGANIZATIONS

AMNESTY INTERNATIONAL LIMITED IS A NOT-FOR-PROFIT UNITED KINGDOM

CORPORATION THAT PERFORMS RESEARCH AND OTHER FUNCTIONS IN SUPPORT OF ITS

AFFILIATED ORGANIZATIONS WORLDWIDE. THE ORGANIZATION IS ONE OF THE MANY

AFFILIATED NATIONAL ORGANIZATIONS WHICH CONTRIBUTES FUNDS FOR THE SUPPORT

OF PROGRAM ACTIVITIES OF AMNESTY INTERNATIONAL LIMITED THROUGH AN ANNUAL

ASSESSMENT. FOR THE YEAR ENDING DECEMBER 31, 2022, THIS ASSESSMENT WAS

\$12,975,336.

AMNESTY INTERNATIONAL OF THE USA IS NOT REQUIRED TO MONITOR THE

MANAGEMENT OF THESE FUNDS FURTHER AS THE TWO ORGANIZATIONS HAVE A COMMON

MISSION OF PREVENTING HUMAN RIGHTS VIOLATIONS WORLDWIDE. BOTH

ORGANIZATIONS COORDINATE THEIR EFFORTS TO PREVENT AND END GRAVE ABUSES OF

THE RIGHTS TO PHYSICAL AND MENTAL INTEGRITY, FREEDOM OF CONSCIENCE AND

EXPRESSION, AND FREEDOM FROM DISCRIMINATION.

**SCHEDULE G
(Form 990)**

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

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

2022

Department of the Treasury
Internal Revenue Service

Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

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

Name of the organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
---	--

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

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a Mail solicitations
- b Internet and email solicitations
- c Phone solicitations
- d In-person solicitations
- e Solicitation of non-government grants
- f Solicitation of government grants
- g Special fundraising events

2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
AB DATA - 600 AB DATA DRIVE, MILWAUKEE, WI 53217	DIRECT MAIL FUNDRAISING		X	18,361,062.	174,959.	18,184,661.
BLUE STATE DIGITAL, INC - 41 FLATBUSH AVENUE, 8TH,	ONLINE FUNDRAISERS		X	5,876,673.	206,230.	5,670,443.
M & R STRATEGIC SERVICES, INC - 1101 CONNECTICUT AVE NW 7TH	ONLINE FUNDRAISERS		X	1,880,230.	128,874.	1,751,356.
GIVEBRIDGE, INC. - 525 W MONORE ST., SUITE 900,	DOOR-DOOR FUNDRAISING		X	1,482,840.	1,605,939.	-123,099.
PUBLIC OUTREACH FUNDRAISING, LLC - 1003-207 WEST HASTINGS	DOOR-DOOR FUNDRAISING		X	1,030,886.	1,451,233.	-420,347.
DV CANVASS - 11710 PLAZA AMERICA DRIVE, SUITE 2000,	DOOR-DOOR FUNDRAISING		X	1,009,569.	1,117,990.	-108,421.
GRASSROOTS TEAM LLC - 318 W. ADAMS, SUITE 1801, CHICAGO,	DOOR-DOOR FUNDRAISING		X	744,045.	823,880.	-79,835.
3 SIXTY FUNDRAISING - 134 N 4TH ST., BROOKLYN,, NY 11249	DOOR-DOOR FUNDRAISING		X	32,860.	86,099.	-53,239.
Total				30,418,165.	5,595,204.	24,821,519.

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

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

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

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

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

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

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

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

(I) ADDRESS OF FUNDRAISER: 41 FLATBUSH AVENUE, 8TH, BROOKLYN,, NY 11217

(I) NAME OF FUNDRAISER: M & R STRATEGIC SERVICES, INC

(I) ADDRESS OF FUNDRAISER:

1101 CONNECTICUT AVE NW 7TH FLOOR, WASHINGTON, DC 20036

Part IV Supplemental Information (continued)

(I) NAME OF FUNDRAISER: GIVEBRIDGE, INC.

(I) ADDRESS OF FUNDRAISER:

525 W MONORE ST., SUITE 900, CHICAGO, IL 60661-3793

(I) NAME OF FUNDRAISER: PUBLIC OUTREACH FUNDRAISING, LLC

(I) ADDRESS OF FUNDRAISER:

1003-207 WEST HASTINGS ST., VANCOUVER BC, CANADA V6B 1H7

(I) NAME OF FUNDRAISER: DV CANVASS

(I) ADDRESS OF FUNDRAISER:

11710 PLAZA AMERICA DRIVE, SUITE 2000, RESTON, VA 20190

(I) NAME OF FUNDRAISER: GRASSROOTS TEAM LLC

(I) ADDRESS OF FUNDRAISER: 318 W. ADAMS, SUITE 1801, CHICAGO, IL 60606

PART I, LINE 2B, COLUMN (V):

PROFESSIONAL FUNDRAISING SERVICES

SEVERAL OF THE PROFESSIONAL FUNDRAISERS REPORTED ON SCHEDULE G ARE

REPORTED AS AMNESTY'S TOP 5 HIGHEST-PAID INDEPENDENT SERVICE PROVIDERS IN

FORM 990, PART VII. THE COMPENSATION REPORTED IN PART VII REPRESENTS THE

TOTAL FEES PAID TO THE VENDOR, INCLUSIVE OF EXPENDITURES RELATED TO

PRODUCTION AND MAILING COSTS; THIS AMOUNT EXCEEDS WHAT IS REPORTED ON

SCHEDULE G BECAUSE THAT SCHEDULE REQUIRES AMNESTY ONLY TO LIST AMOUNTS

PAID FOR FUNDRAISING SERVICES.

AMNESTY INTERNATIONAL ENGAGES VARIOUS PROFESSIONAL FUNDRAISERS TO SOLICIT

DONATIONS FROM ORGANIZATIONS AND INDIVIDUALS. THESE FUNDRAISING EFFORTS

OFTEN ENTAIL SIGNIFICANT TOUCHPOINTS WITH DONORS OVER THE COURSE OF

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
INDIVIDUALS IN NEED	18	173,470.	0.		
GINETTA SAGAN AWARD	2	40,000.	0.		

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

SCHEDULE I, PART III

PROCEDURES FOR MONITORING THE USE OF GRANT FUNDS IN THE U.S. TO

INDIVIDUALS

A COMMITTEE COMPOSED OF VOLUNTEER MEMBERS, AUGMENTED BY INPUT FROM THE

ORGANIZATION'S STAFF, RECEIVES AND REVIEWS APPLICATIONS FOR SMALL

GRANTS IN THE RANGE OF \$500 TO \$5,000 FOR WORK IN PROJECTS CENTERED ON

HUMAN RIGHTS ISSUES. RECIPIENTS ARE SELECTED BASED ON THE MERITS OF

THEIR PROPOSALS AND THE QUALITY OF THEIR SUBMISSIONS. PART OF THE

FUNDING FOR THESE GRANTS COMES FROM AN ALLOTMENT DESIGNATED AS THE

Part IV Supplemental Information

HANNA GRUNWALD FUND AND SPECIAL INCENTIVE FUND.

A COMMITTEE OF VOLUNTEER ADVISORS AND ORGANIZATION STAFF MEMBERS MEET

YEARLY AND SELECT THE RECIPIENT OF AN ANNUAL LIFETIME ACHIEVEMENT AWARD

FOR INDIVIDUALS WORKING IN THE HUMAN RIGHTS FIELD. THIS AWARD IS IN

HONOR OF GINETTA SAGAN AND RECOGNIZES THE NEEDS OF WOMEN AND CHILDREN

IN THE AREAS OF HUMAN RIGHTS, EDUCATION, AND THE ERADICATION OF

TORTURE.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

AMNESTY INTERNATIONAL OF THE USA, INC.

Employer identification number

52-0851555

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 checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

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

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

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

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

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

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

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

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2022

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) PAUL O'BRIEN EXECUTIVE DIRECTOR	(i)	293,987.	0.	0.	15,091.	39,461.	348,539.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MARCY BOURNE CHIEF DEVELOPMENT OFFICER	(i)	249,493.	0.	0.	12,736.	39,461.	301,690.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) RACHEL WARD - INTERIM CHIEF MOVEMENT BUILDING OFFICER	(i)	213,890.	0.	0.	11,119.	39,461.	264,470.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) IRA LEFTON CHIEF LEGAL AND POLICY OFFICER	(i)	220,984.	0.	0.	11,241.	27,579.	259,804.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) ADOTEI AKWEI INTERIM CHIEF MEMBER COLLAB. OFF.	(i)	186,489.	0.	0.	9,515.	37,044.	233,048.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ANAND KUMAR MISHRA INTERIM CHIEF IMPACT OFFICER	(i)	217,101.	0.	0.	8,167.	2,872.	228,140.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) THOMAS BOZZELL NATIONAL DIRECTOR, OPERATIONS/IT	(i)	187,828.	0.	0.	9,488.	26,704.	224,020.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) JULIE ANNE HONG - INTERIM CHIEF IDEA, PEOPLE & CULTURE OFFICER	(i)	202,624.	0.	0.	3,463.	14,201.	220,288.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) MICHAEL BEAR KLEINMAN DIRECTOR, SILICON VALLEY INITIATIVE	(i)	201,423.	0.	0.	10,126.	1,312.	212,861.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2022

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization: **AMNESTY INTERNATIONAL OF THE USA, INC.**
Employer identification number: **52-0851555**

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	118	661,169.	MARKET QUOTATION
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**

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

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2022

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):

THE ORGANIZATION IS REPORTING THE TOTAL NUMBER OF CONTRIBUTIONS RECEIVED.

Multiple horizontal lines for data entry.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

AMNESTY INTERNATIONAL OF THE USA, INC.

Employer identification number

52-0851555

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

ORGANIZATION'S MISSION (CONTINUED):

THE ORGANIZATION'S MISSION IS TO UNDERTAKE RESEARCH AND ACTION FOCUSED
ON PREVENTING AND ENDING GRAVE ABUSES OF THESE HUMAN RIGHTS.

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

MOVEMENT BUILDING (CONTINUED):

1) CAMPAIGNS - THE CAMPAIGNS UNIT MANAGES CROSS-FUNCTIONAL EFFORTS TO
ACHIEVE TIMEBOUND DELIVERABLES ON URGENT HUMAN RIGHTS ISSUES.
CURRENTLY, THESE CAMPAIGNS INCLUDE ENDING GUN VIOLENCE AND PROTECTING
THE RIGHTS OF REFUGEES AND ASYLUM-SEEKERS, AS WELL AS CRISIS RESPONSE
CAMPAIGNS ON COVID-19 AND POLICE ACCOUNTABILITY.

2) PROGRAMS - THE PROGRAMS UNIT CONSISTS OF ISSUE EXPERTS WHO MANAGE
ONGOING BODIES OF WORK SURROUNDING HUMAN RIGHTS ISSUES AND BUILD THE
FOUNDATION FOR EFFECTIVE CAMPAIGNS.

3) RESEARCH - THE RESEARCH UNIT DOCUMENTS HUMAN RIGHTS VIOLATIONS AND
ABUSES IN THE UNITED STATES AND DEVELOPS INDIVIDUAL CASES FOR ADVOCACY
BY THE CAMPAIGNS AND PROGRAMS UNITS.

4) ORGANIZING & ACTIVISM - THE ORGANIZING AND ACTIVISM UNIT ORGANIZES
AND BUILDS REGIONAL MOBILIZATION CAPACITY IN THE UNITED STATES.

5) MEMBER LEADERSHIP & TRAINING - THE MEMBER LEADERSHIP AND TRAINING
UNIT BUILDS CAPACITY FOR GRASSROOTS ADVOCACY BY CONDUCTING TRAINING FOR

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

Schedule O (Form 990) 2022

232211 10-28-22

Name of the organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

MEMBER AND VOLUNTEER LEADERS; THE MEMBER LEADERSHIP AND TRAINING UNIT

ALSO MANAGES FIVE VOLUNTEER LEADERSHIP GROUPS: 1) STATE LEGISLATIVE

COORDINATORS; 2) AREA COORDINATORS; 3) STUDENT ACTIVIST COORDINATORS;

4) COUNTRY AND THEMATIC SPECIALISTS; AND 5) STATE DEATH PENALTY,

ABOLITION COORDINATORS.

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

IMPACT PROGRAM (CONTINUED):

1) MEDIA RELATIONS - THE MEDIA RELATIONS UNIT IS RESPONSIBLE FOR PRESS

STRATEGY AND CREATES CONTENT LIKE PRESS RELEASES, PRESS CONFERENCES,

EDITORIAL BOARD OUTREACH, OP-ED SUBMISSIONS, AND TARGETED MEDIA

PITCHES.

2) DIGITAL PRODUCTION AND SOCIAL MEDIA - THE SOCIAL MEDIA AND DIGITAL

PRODUCTION UNITS CREATE ENGAGEMENT STRATEGIES AND CONTENT FOR AIUSA'S

TWITTER, INSTAGRAM, FACEBOOK, AND OTHER CHANNELS, AS WELL AS CREATE

CONTENT LIKE VIDEOS AND GRAPHICS TO DISTRIBUTE TO AIUSA ACTIVISTS,

SUPPORTERS, AND MEMBERS TO EXPAND THE ORGANIZATION'S INFLUENCE.

3) EVENTS - THE EVENTS UNIT ORCHESTRATES THE PLANNING AND COORDINATION

OF AIUSA'S ANNUAL GENERAL MEETING AND FIVE ANNUAL REGIONAL CONFERENCES

ACROSS THE COUNTRY THAT EDUCATE, MOBILIZE, AND DISTRIBUTE RESOURCES TO

BOTH AIUSA MEMBERS AND ACTIVISTS.

4) WEBSITE PRESENCE - THE WEB TEAM OVERSEES ALL AIUSA'S WEBSITES,

MICROSITES, WEB APPLICATIONS, MOBILE APPLICATIONS, AND ONLINE FORMS.

5) ARTIST RELATIONS - THE ARTIST RELATIONS UNIT FOSTERS AND DEEPENS

Name of the organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

WORKING RELATIONSHIPS WITH PROMINENT FIGURES IN THE ENTERTAINMENT

INDUSTRY AND INFLUENCERS TO EXPAND AIUSA'S REACH ACROSS NEW AUDIENCES.

6) INTERNAL COMMUNICATIONS - THE INTERNAL COMMUNICATIONS UNIT

STRATEGIZES ON SYSTEMS AND PROTOCOLS TO UPDATE THE BOARD OF DIRECTORS,

STAFF, AND MEMBER LEADERS ON SIGNIFICANT ORGANIZATIONAL DEVELOPMENTS.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

THE EXECUTIVE OFFICE INCLUDES THE FOLLOWING UNITS 1) INCLUSION,

DIVERSITY, EQUITY, AND ACCESSIBILITY ("IDEA"), 2) ADVOCACY AND

GOVERNMENT RELATIONS, 3) STRATEGY AND GOVERNANCE, AND 4) SILICON VALLEY

INITIATIVE.

1) IDEA - THE IDEA GROUP OVERSEES ENSURING MORE JUST, INCLUSIVE, AND

EQUITABLE WORK THROUGHOUT AIUSA, WITHIN OUR INTERNAL WORKPLACE

PRACTICES, AS WELL AS THE HUMAN RIGHTS WORK WE DO GLOBALLY. THEY USE A

STRATEGIC BLEND OF SURVEYING BOTH MEMBER LEADERS AND STAFF TO ASSESS

ISSUES OF DIVERSITY AND EQUITY, IDENTIFYING CRITICAL GOALS TO BE SET,

PROVIDING STAFF AND MEMBER LEADER TRAINING, AND DEVELOPING AND

EMPLOYING A SET PLAN TO IMPLEMENT THIS NEW AGENDA OVER A CONTINUED

PERIOD.

2) ADVOCACY & GOVERNMENT RELATIONS - THE ADVOCACY AND GOVERNMENT

RELATIONS UNIT EDUCATES AND URGES CONGRESS AND FEDERAL GOVERNMENT

OFFICIALS TO SUPPORT HUMAN RIGHTS-RESPECTING POLICIES WORLDWIDE. THE

IDEA GROUP OVERSEES ENSURING MORE JUST, INCLUSIVE, AND EQUITABLE WORK

THROUGHOUT AIUSA, WITHIN OUR INTERNAL WORKPLACE PRACTICES, AS WELL AS

THE HUMAN RIGHTS WORK WE DO GLOBALLY. THEY USE A STRATEGIC BLEND OF

Name of the organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

SURVEYING BOTH MEMBER LEADERS AND STAFF TO ASSESS ISSUES OF DIVERSITY AND EQUITY, IDENTIFYING CRITICAL GOALS TO BE SET, PROVIDING STAFF AND MEMBER LEADER TRAINING, AND DEVELOPING AND EMPLOYING A SET PLAN TO IMPLEMENT THIS NEW AGENDA OVER A CONTINUED PERIOD.

3) STRATEGY & GOVERNANCE - THE STRATEGY AND GOVERNANCE UNIT STREAMLINES ALIGNMENT BETWEEN THE INTERNATIONAL SECRETARIAT AND AIUSA AS WELL AS OVERSEEING THE INTERNAL GOVERNANCE PRACTICES OF THE ORGANIZATION BY COLLABORATING WITH THE BOARD OF DIRECTORS AND INTERNAL AIUSA STAFF TO FACILITATE AIUSA'S GOVERNANCE PROCESSES FROM INDIVIDUAL MEMBERS ON UP THROUGH THE INTERNATIONAL SECRETARIAT AND THE INTERNATIONAL BOARD.

4) SILICON VALLEY INITIATIVE - THE SILICON VALLEY INITIATIVE IS A JOINT ENDEAVOR BETWEEN THE INTERNATIONAL SECRETARIAT AND AIUSA TO COLLABORATE WITH PARTNERS IN THE TECHNOLOGY SECTOR FOR THE ADVANCEMENT OF HUMAN RIGHTS.

EXPENSES \$ 980,290. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 6:

MEMBERS OR STOCKHOLDERS

AMNESTY INTERNATIONAL HAS A LARGE MEMBERSHIP BASE, INCLUDING THOSE INDIVIDUALS WHO ARE DONORS, ACTIVISTS, AND PARTICIPANTS IN OUR WORK. THESE INDIVIDUAL MEMBERS MAY NOMINATE OTHER MEMBERS TO RUN FOR THE DIRECTORS ' BOARD. THE MEMBERSHIP AS A WHOLE IS THEN ENTITLED TO ELECT THE BOARD OF DIRECTORS IN A COMPREHENSIVE SECRET BALLOT AND VOTING PROCESS ADMINISTERED BY A THIRD PARTY. THE MEMBERSHIP MAY PROPOSE RESOLUTIONS AND ACTIONS AT REGIONAL LEVELS VOTED ON AT THE ANNUAL GENERAL MEETING. MEMBERS ARE NOT AUTHORIZED TO VOTE ON DECISIONS THAT ARE THE BOARD'S PURVIEW.

Name of the organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

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

SEE FORM 990 PART VI, SECTION A LINE 6

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

FORM 990 REVIEW PROCESS

FORM 990 WAS PREPARED BY A NATIONALLY RENOWNED ACCOUNTING FIRM IN CONJUNCTION WITH THE ORGANIZATION'S FINANCE DEPARTMENT. THE DRAFT FORM 990 WAS REVIEWED BY THE ORGANIZATION'S FINANCE DEPARTMENT AND THEN PROVIDED TO ALL BOARD MEMBERS VIA ELECTRONIC MAIL, WITH AN OPPORTUNITY FOR THEM TO COMMENT OR MAKE INQUIRIES BEFORE IT WAS FILED WITH THE INTERNAL REVENUE SERVICE.

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

CONFLICT OF INTEREST POLICY MONITORING & ENFORCEMENT

AMNESTY INTERNATIONAL HAS A ROBUST CONFLICT OF INTEREST POLICY IN PLACE THAT ALL OFFICERS, DIRECTORS, AND KEY EMPLOYEES ARE EXPECTED TO OBSERVE AND BE IN COMPLIANCE WITH. THE ORGANIZATION'S POLICY REQUIRES THAT EACH BOARD OF DIRECTORS MEMBER, UPON ELECTION, MUST SIGN A CONFLICT OF INTEREST FORM THAT REQUIRES THEM TO DISCLOSE ALL POTENTIAL CONFLICTS (IF ANY). AFTER THAT, THE CONFLICT OF INTEREST FORM MUST BE COMPLETED ON AN ANNUAL BASIS, NOT ONLY BY BOARD MEMBERS BUT BY ALL OFFICERS AND KEY EMPLOYEES. THE CONFLICT OF INTEREST FORMS ARE REVIEWED AND MONITORED BY THE CHAIR OF THE BOARD IN CONJUNCTION WITH THE REST OF THE BOARD. ANY CONFLICTS ARE IMMEDIATELY INVESTIGATED AND RESOLVED, AND ALL DECISIONS ARE DOCUMENTED IN THE BOARD OF DIRECTOR'S MINUTES.

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

Name of the organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

PROCESS FOR DETERMINING COMPENSATION OF CEO & EXECUTIVE DIRECTOR

THE EXECUTIVE DIRECTOR'S COMPENSATION IS ESTABLISHED AT THE TIME OF HIS

HIRING AND MEMORIALIZED IN A WRITTEN EMPLOYMENT CONTRACT WITH A FIXED TERM.

COMPENSATION WAS APPROVED BY THE BOARD OF DIRECTORS, AND CONTEMPORANEOUS

SUBSTANTIATION OF THE DELIBERATIONS IS DOCUMENTED IN THE BOARD OF

DIRECTORS' MINUTES. THE BOARD ENSURED THAT COMPENSATION WAS COMMENSURATE

WITH INDUSTRY STANDARDS. AN EXTERNAL COMPENSATION CONSULTING FIRM

SPECIALIZING IN THE NONPROFIT SECTOR PREPARES A FORMAL COMPENSATION STUDY

COVERING ALL PAID STAFF EVERY FEW YEARS, WHICH IS USED TO DETERMINE

COMPENSATION AMOUNTS.

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

PROCESS FOR DETERMINING COMPENSATION OF OFFICERS & KEY EMPLOYEES

COMPENSATION FOR THE OFFICERS AND KEY EMPLOYEES REPORTED ON FORM 990 IS

DETERMINED BY THE EXECUTIVE DIRECTOR. TO BENCHMARK COMPENSATION FOR CERTAIN

POSITIONS, THE EXECUTIVE DIRECTOR REVIEWS COMPENSATION PAID TO SIMILAR

POSITIONS AT COMPARABLE NON-PROFITS IN THE INDUSTRY. WHEN AMNESTY

INTERNATIONAL COMMISSIONS ITS FORMAL BENCHMARKING SURVEYS, OFFICER

POSITIONS (AS WELL AS ALL STAFF POSITIONS) ARE BENCHMARKED TO ENSURE THAT

THE WAGES IT PAYS ARE COMMENSURATE WITH THE MARKET.

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

AL, AK, AZ, AR, CA, CO, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT

NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY

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

HOW DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC

THE ORGANIZATION MAKES ITS FORM 990 AVAILABLE TO THE PUBLIC BY RETAINING A

Name of the organization AMNESTY INTERNATIONAL OF THE USA, INC.	Employer identification number 52-0851555
--	--

COPY AT ITS PLACE OF BUSINESS. THE FORM 990 IS LIKEWISE PUBLISHED ON THE INTERNET AT WWW.GUIDESTAR.ORG. THE AUDITED FINANCIAL STATEMENTS AND FORM 990 ARE AVAILABLE ON THE ORGANIZATION'S WEBSITE. THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE NOT ORDINARILY MADE AVAILABLE TO THE PUBLIC BUT, IF REQUESTED, WILL BE PROVIDED AT MANAGEMENT'S DISCRETION.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN VALUE OF GIFT ANNUITY OBLIGATIONS	-95,266.
---	----------