# Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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

Open to Public

AF	or the	2023 calendar year, or tax year beginning	and	enaing										
<b>B</b> c	heck if pplicabl	C Name of organization	D Employer identification number											
	Addre													
	Name chang	e Doing business as			13-33	L16646	5							
	Initial return	Number and street (or P.O. box if mail is not del	E Telephone											
	Final return	75 BROAD STREET	(212)	845-	-5200									
	termir ated	City or town, state or province, country, and 2	<b>G</b> Gross receipts	\$	30,693,927.									
	Amen return	NEW IORK, NI 10004			H(a) Is this a	group retu								
	Application	F Name and address of principal officer: DUD	AN HENDRICKSON		for subordinates? Yes X No									
	pendi	SAME AS C ABOVE			H(b) Are all subordinates included? Yes No									
<u> 1</u>	ax-ex	empt status: X 501(c)(3) 501(c) ( )	(insert no.) 4947(a)(1)	or 527	If "No," a	ittach a lis	t. See instructions							
	Vebsi		RG		H(c) Group ex									
K F	orm o	organization,	sociation Other	<b>L</b> Year	of formation: 19	978  <b>м</b> 9	State of legal domicile: <b>NY</b>							
Pa	rt I	Summary												
Φ	1	Briefly describe the organization's mission or most				NS TO	WORK FOR							
anc anc		JUSTICE IN OUR OWN COMMUNI												
ji.	2	_	Check this box if the organization discontinued its operations or disposed of mo											
Š	3	Number of voting members of the governing body	. , , , , , , , , , , , , , , , , , , ,				29							
<u>«</u>		Number of independent voting members of the gov					29							
ies	l .	Total number of individuals employed in calendar y					81							
Activities & Governance	6	Total number of volunteers (estimate if necessary)					1000							
Act		Total unrelated business revenue from Part VIII, col					0.							
	b	Net unrelated business taxable income from Form 9	990-1, Part I, line 11		Prior Year	7b	Current Year							
		Contributions and sweets (Bost VIII line 4b)			14,461,6	570	13,133,224.							
Revenue	8	D ' 'D 11/111 11 0 )			14,401,0	0.	841,692.							
	l		and 7d)		-100,1		622,337.							
	10 11	Investment income (Part VIII, column (A), lines 3, 4, Other revenue (Part VIII, column (A), lines 5, 6d, 8c,			124,9		113,893.							
	l	Total revenue - add lines 8 through 11 (must equal			14,486,5		14,711,146.							
		Grants and similar amounts paid (Part IX, column (			30,0		0.							
	l	Benefits paid to or for members (Part IX, column (A		307	0.	0.								
"	l	Salaries, other compensation, employee benefits (F	, , , , , , , , , , , , , , , , , , , ,		7,541,1	L87.	9,063,287.							
Se		Professional fundraising fees (Part IX, column (A), li				0.	0.							
Expenses	b	Total fundraising expenses (Part IX, column (D), line	25) 1,200,2	18.										
Щ		Other expenses (Part IX, column (A), lines 11a-11d,			8,345,1	L57.	6,022,653.							
	18	Total expenses. Add lines 13-17 (must equal Part I)	K, column (A), line 25)		15,916,4		15,085,940.							
	19	Revenue less expenses. Subtract line 18 from line			-1,429,8		-374,794.							
Net Assets or Fund Balances				Ве	ginning of Currer		End of Year							
sets	20	Total assets (Part X, line 16)			16,184,1		16,896,740.							
t As	21	Total liabilities (Part X, line 26)			2,903,4		4,223,873.							
2,5	22	Net assets or fund balances. Subtract line 21 from	line 20		13,280,6	61.	12,672,867.							
	ırt II	Signature Block												
		Ities of perjury, I declare that I have examined this return,				-	nowledge and belief, it is							
rue,	correc	t, and complete. Declaration of preparer (other than office	F 11	nich preparer	has any knowled		20.4							
٠.	4	Signature of officer	cter		Date	8/23/20	)24							
Sigi		SUSAN HENDRICKSON, PRESIDE	ENT & CEO		Duto									
Her	е	Type or print name and title	INI & CEO											
		31 1	Droporor'o gianoturo	1	Date	Check	PTIN							
Paid	l	Print/Type preparer's name  MIKE SCHALL	Preparer's signature		8/22/24	if	P02024184							
	arer	Firm's name SAX LLP	/ -( - (	ļo	Firm's		-2950760							
	Only	Firm's address 1040 AVENUE OF THI	E AMERICAS-16TH	FT,	FIIIIS	LIN OI	2730700							
	Jy	NEW YORK, NY 10018			Phone	no 212	-661-8640							
May	the II	RS discuss this return with the preparer shown above			1 110/16		X Yes No							
111	Fee	Denominals Deduction Act Notice and the comme	ata instructions				Farm 990 (2022)							

Par	Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission:
	HUMAN RIGHTS FIRST IS AN INDEPENDENT ADVOCACY AND ACTION ORGANIZATION
	THAT WORKS TO ACTUALIZE FREE AND EQUAL SOCIETIES. BECAUSE EVERY
	PERSON DESERVES TO BE RESPECTED, VALUED, AND INVESTED IN, HUMAN RIGHTS
	FIRST PROTECTS FREEDOM, AND PROMOTES EQUALITY AT HOME AND AROUND THE
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	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 \$5,620,792. including grants of \$) (Revenue \$\$
<del>4</del> a	PROTECTING REFUGEES
	FROIECTING REPOGEES
	HIMAN DIGING EIDCH'S DERIGEE DEDDEGENMANTON MEAN DROMOMES HIMAN DIGING
	HUMAN RIGHTS FIRST'S REFUGEE REPRESENTATION TEAM PROMOTES HUMAN RIGHTS
	BY ASSISTING REFUGEES WHO ARE FLEEING PERSECUTION. WE PROVIDE LEGAL
	REPRESENTATION, FREQUENTLY WITH PRO BONO LAWYERS, TO HELP OUR CLIENTS
	ACCESS LEGAL PROTECTIONS IN THE UNITED STATES CONSISTENT WITH U.S. AND
	INTERNATIONAL LAW. WE ALSO ASSIST OUR CLIENTS IN ACCESSING OTHER
	CRITICAL SERVICES. WE USE THIS EXPERIENCE TO ADVOCATE FOR LAWS AND
	POLICIES THAT PROTECT REFUGEES.
	IN 2023, VOLUNTEER LAWYERS IN THE NEW YORK, WASHINGTON, D.C., AND LOS
	ANGELES METROPOLITAN AREAS PROVIDED MORE THAN 109,000 HOURS OF IN-KIND
4b	(Code:) (Expenses \$1, 726, 551. including grants of \$) (Revenue \$)
	ACCOUNTABILITY AND HUMAN RIGHTS DEFENDERS
	HUMAN RIGHTS FIRST WORKS TO HOLD CORRUPT ACTORS AND HUMAN RIGHTS
	ABUSERS AROUND THE WORLD ACCOUNTABLE FOR THEIR ACTIONS. KEY 2023
	ACHIEVEMENTS RESULTING FROM OUR WORK INCLUDE:
	1) PRODUCED THE FIRST-EVER JOINT REPORT WITH CIVIL SOCIETY COUNTERPARTS
	IN THE U.K., EUROPEAN UNION, AND CANADA ON A FRAMEWORK AND CASE STUDIES
	TO UNDERSTAND THE IMPACT OF MAGNITSKY-STYLE SANCTIONS FOR HUMAN RIGHTS
	ABUSES AND CORRUPTION.
	THOUSED THE CORROLLION.
	2) CONDUCTED JOINT ADVOCACY ON "MULTI-LATERALIZING" THESE SANCTIONS AND
	ADDRESSING OMISSIONS, SUCH AS ABUSES AGAINST MARGINALIZED POPULATIONS,
4c	(Code:) (Expenses \$1, 388, 867. including grants of \$) (Revenue \$)
	INNOVATION LAB
	THE THIOUGHTON LAD AN INDIAN DIGUES HIDSE IN CHINDED IN COLO NO DEVELOR
	THE INNOVATION LAB AT HUMAN RIGHTS FIRST WAS FOUNDED IN 2019 TO DEVELOP
	TECHNOLOGY SOLUTIONS THAT DELIVER TRANSFORMATIVE IMPACT AND PROTECT
	HUMAN RIGHTS IN THE DIGITAL AGE. KEY 2023 ACHIEVEMENTS INCLUDE:
	1) ITERATED ON A MACHINE-POWERED TOOL CALLED DOCDB, WHICH CAN BE USED
	TO SEARCH THROUGH THOUSANDS OF DOCUMENTS.
	2) OPTIMIZED OUR AI DETECTION MODELS FOR GLIMPSE - A TOOL THAT DETECTS
	VIOLENT OBJECTS AND ACTIONS IN LARGE VIDEO DATASETS FOR THE PURPOSE OF
	HUMAN RIGHTS INVESTIGATIONS - AND ACHIEVED 90% ACCURACY ON MODEL
	BENCHMARKING TESTS.
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ 3,400,426 • including grants of \$ ) (Revenue \$ )
4 <sub>P</sub>	Total program service expenses 12,136,636.
70	Total program service expenses 127, 150, 050.

# Form 990 (2023) HUMAN RIGHTS FIRST 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)?			
	If "Yes," complete Schedule A	1_	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4	Х	
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? If "Yes," complete Schedule C, Part III	5		Х
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? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
•	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		x
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If</i> "Yes," <i>complete</i>	<b>⊢</b> ′		
Ü	Schedule D, Part III	8		x
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for	۳		<del></del>
9	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
		_		x
40	If "Yes," complete Schedule D, Part IV	9		
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments		Х	
	or in quasi-endowments? If "Yes," complete Schedule D, Part V	10	Λ	
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.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,	l	37	
_	Part VI	11a	Х	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total	l		1 37
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	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? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	X	
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	
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)? If "Yes," complete Schedule D, Part X	11f	Х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b	Х	L
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? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18	Х	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		Х
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Х
				-

Form 990 (2023) HUMAN RIGHTS FIRST
Part IV Checklist of Required Schedules (continued)

			Yes	No				
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on							
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X				
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current							
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete							
	Schedule J	23	Х					
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the							
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete							
		24a		x				
h	Schedule K. If "No," go to line 25a	24b						
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?  Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	240		<u> </u>				
C		24c						
	any tax-exempt bonds?  Did the exemptation act as an long behalf of lineary for bonds outstanding at any time during the year?	24d						
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	240						
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	05-		x				
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a						
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and							
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			37				
	Schedule L, Part I	25b		X				
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current							
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			,,				
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		X				
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,							
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled							
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III							
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV,							
	instructions for applicable filing thresholds, conditions, and exceptions):							
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If							
	"Yes," complete Schedule L, Part IV	28a		X				
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X				
С	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If							
	"Yes," complete Schedule L, Part IV							
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M	29		X				
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation							
	contributions? If "Yes," complete Schedule M	30		X				
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Х				
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete							
	Schedule N, Part II	32		X				
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations							
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		Х				
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and							
	Part V, line 1	34		Х				
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х				
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity							
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b						
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?							
	If "Yes," complete Schedule R, Part V, line 2	36		х				
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization							
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI							
38	· · · · · · · · · · · · · · · · · · ·							
-	Note: All Form 990 filers are required to complete Schedule O	38	Х					
Pai								
	Check if Schedule O contains a response or note to any line in this Part V							
			Yes	No				
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1							
	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable  1b  0							
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming							
J	(gambling) winnings to prize winners?	1c	х					
	<u> </u>							

Form 990 (2023) HUMAN RIGHTS FIRST

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued) 13-3116646 Page **5** 

<ul> <li>b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?</li> <li>3a Did the organization have unrelated business gross income of \$1,000 or more during the year?</li> <li>b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O</li> <li>4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?</li> <li>b If "Yes," enter the name of the foreign country</li> <li>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</li> <li>5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</li> </ul>	3a 3b 4a 5a 5b 5c	X	X X X						
<ul> <li>b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?</li> <li>3a Did the organization have unrelated business gross income of \$1,000 or more during the year?</li> <li>b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O</li> <li>4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?</li> <li>b If "Yes," enter the name of the foreign country</li> <li>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</li> <li>5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</li> </ul>	2b 3a 3b 4a 5a 5b 5c	X	x						
<ul> <li>Did the organization have unrelated business gross income of \$1,000 or more during the year?</li> <li>If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O</li> <li>At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?</li> <li>If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</li> <li>Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</li> </ul>	3a 3b 4a 5a 5b 5c	X	x						
<ul> <li>b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O</li> <li>4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?</li> <li>b If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</li> <li>5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</li> </ul>	3b 4a 5a 5b 5c		x						
<ul> <li>At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?</li> <li>b If "Yes," enter the name of the foreign country</li> <li>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</li> <li>Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</li> </ul>	5a 5b 5c		х						
financial account in a foreign country (such as a bank account, securities account, or other financial account)?  b If "Yes," enter the name of the foreign country  See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).  Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a 5b 5c		х						
<ul> <li>b If "Yes," enter the name of the foreign country         See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</li> <li>5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</li> </ul>	5a 5b 5c		х						
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).  5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5b		_						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5b		_						
	5b		_						
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?									
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?									
	6a								
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	ı Ua		x						
any contributions that were not tax deductible as charitable contributions? <b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts									
	6b		1						
were not tax deductible?  7 Organizations that may receive deductible contributions under section 170(c).	00								
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor	or? <b>7a</b>		х						
b If "Yes," did the organization notify the donor of the value of the goods or services provided?									
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required									
to file Form 8282?	7c		x						
d If "Yes," indicate the number of Forms 8282 filed during the year	,,								
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		х						
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	····		х						
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?									
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C									
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the									
sponsoring organization have excess business holdings at any time during the year?	8								
9 Sponsoring organizations maintaining donor advised funds.									
a Did the sponsoring organization make any taxable distributions under section 4966?	9a								
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b								
10 Section 501(c)(7) organizations. Enter:									
a Initiation fees and capital contributions included on Part VIII, line 12									
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities									
11 Section 501(c)(12) organizations. Enter:									
a Gross income from members or shareholders									
b Gross income from other sources. (Do not net amounts due or paid to other sources against									
amounts due or received from them.)									
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a								
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year									
13 Section 501(c)(29) qualified nonprofit health insurance issuers.									
a Is the organization licensed to issue qualified health plans in more than one state?	13a								
Note: See the instructions for additional information the organization must report on Schedule O.									
<b>b</b> Enter the amount of reserves the organization is required to maintain by the states in which the									
organization is licensed to issue qualified health plans 13b									
c Enter the amount of reserves on hand 13c	44-		Х						
14a Did the organization receive any payments for indoor tanning services during the tax year?			_^						
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b		$\vdash$						
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or	15		x						
excess parachute payment(s) during the year?	15		Ĥ						
If "Yes," see the instructions and file Form 4720, Schedule N.  16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		х						
If "Yes," complete Form 4720, Schedule O.									
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities									
that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17		l						
If "Yes," complete Form 6069.									

Form 990 (2023) HUMAN RIGHTS FIRST 13-3116646 Page
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						
Sec	tion A. Governing Body and Management									
			Yes	No						
1a	Enter the number of voting members of the governing body at the end of the tax year									
	If there are material differences in voting rights among members of the governing body, or if the governing									
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.									
b	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?	2		X						
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision									
	of officers, directors, trustees, or key employees to a management company or other person?	3		X						
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X						
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х						
6	Did the organization have members or stockholders?	6		Х						
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or									
	more members of the governing body?	7a		Х						
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or									
	persons other than the governing body?	7b		Х						
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:									
а	The governing body?	8a	Х							
b	Each committee with authority to act on behalf of the governing body?	8b	Х							
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the									
	organization's mailing address? If "Yes." provide the names and addresses on Schedule O	9		X						
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)									
			Yes	No						
10a	Did the organization have local chapters, branches, or affiliates?	10a		X						
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,									
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Х							
11a	11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?									
b	<b>b</b> Describe on Schedule O the process, if any, used by the organization to review this Form 990.									
12a	12a Did the organization have a written conflict of interest policy? If "No," go to line 13									
b										
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe									
	on Schedule O how this was done	12c	Х							
13	Did the organization have a written whistleblower policy?	13	Х							
14	Did the organization have a written document retention and destruction policy?	14	Х							
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?									
а	The organization's CEO, Executive Director, or top management official	15a	Х							
b	Other officers or key employees of the organization	15b		X						
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.									
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a									
	taxable entity during the year?	16a		Х						
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation									
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's									
	exempt status with respect to such arrangements?	16b								
Sec	tion C. Disclosure									
17	List the states with which a copy of this Form 990 is required to be filed NY, CA									
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)	availal	ole						
	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	financ	cial							
	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									
	KURT PACQUETTE - (212) 845-5200									
	75 BROAD STREET, FLOOR 31, NEW YORK, NY 10004									

# 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.

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

- 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.

(A)	(B)	(C)						(D)	(E)	(F)
Name and title	Average	(do no		Position do not check more than one				Reportable	Reportable	Estimated
	hours per	box, unle						compensation	compensation	amount of
	week (list any				<u> </u>		,	from the	from related organizations	other compensation
	hours for	direct				p		organization	(W-2/1099-MISC/	from the
	related	ee or	stee			nsate		(W-2/1099-MISC/	1099-NEC)	organization
	organizations	Itrus	nal tru		oyee	om o		1099-NEC)		and related
	below	ndividual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
	line)	lnd	Inst	#0	Ke	E Hig	For			
(1) BREEN, MICHAEL F.	37.50	-						205 001	•	F2 F0F
PRESIDENT AND CEO	25 50			Х				325,891.	0.	53,587.
(2) SHORA, KAREEM	37.50	-			l			000 540	•	
EXE VP PROG AND POLICY	<u> </u>				Х			228,518.	0.	7,372.
(3) BERNFIELD, JAMES B.	37.50	-						405.045		40 400
SR VP OF MKTG AND COMM	<u> </u>					X		185,317.	0.	49,430.
(4) NYIENDO, LICHA M.	37.50	-			l					
CHIEF LEGAL OFFICER	<del> </del>				Х			198,788.	0.	20,311.
(5) ACER, ELEANOR A.	37.50							4.55 0.55		40.055
SR DIRECTOR	<del> </del>				Х			165,855.	0.	48,975.
(6) PACQUETTE, KURT	37.50	-								
SR VP FINANCE	<del> </del>			Х				168,634.	0.	18,607.
(7) MELLEN, JENNIFER A.	37.50	-			l			1-4 444		
SR VP DEVELOPMENT	<del> </del>				Х			176,139.	0.	5,789.
(8) WILSON, ERIN E.	37.50	1								
SR DIRECTOR	<u> </u>					Х		157,942.	0.	19,046.
(9) HINES, QUENTIN	37.50	-								
CHIEF OF STAFF	<u> </u>					X		162,220.	0.	13,682.
(10) RICHTER, PERRIS	37.50	1								
ASSOC DIRECTOR						Х		149,525.	0.	18,644.
(11) QUIGLEY, JENNIFER A.	37.50								_	
SR. DIRECTOR						Х		149,529.	0.	17,635.
(12) DONALD FRANCIS DONOVAN	2.00								_	_
CO-CHAIR		Х		Х				0.	0.	0.
(13) SANJA PARTALO	2.00									
CO-CHAIR		Х		X				0.	0.	0.
(14) LEV A. SVIRIDOV	2.00									
VICE CHAIR		Х		X				0.	0.	0.
(15) MATTHEW S. DONTZIN	2.00									
VICE CHAIR		Х		Х				0.	0.	0.
(16) HASSAN MURPHY	2.00									
SECRETARY		Х		X				0.	0.	0.
(17) ROBERT A. MANDELL	2.00	]								
TREASURER		Х		Х				0.	0.	0.
										Form 990 (2022)

Form 990 (2023)

Port VIII									13 3110	O TO Fage O
Part VII Section A. Officers, Directors, Tru	II	oloy	ees,			ghes	t Co	ompensated Employee	s (continued)	<u> </u>
(A)	(B)	(C)						(D)	(E)	(F)
Name and title	Average hours per week	hours per (do not check more than o box, unless person is both						Reportable compensation	Reportable compensation	Estimated amount of
	(list any hours for related organizations below line)	director	In stit utional trustee	Officer		Highest compensated employee		from the organization (W-2/1099-MISC/ 1099-NEC)	from related organizations (W-2/1099-MISC/ 1099-NEC)	other compensation from the organization and related organizations
(18) ALENCIA JOHNSON	1.00								•	
DIRECTOR	1 00	Х						0.	0.	0.
(19) BEN JEALOUS DIRECTOR	1.00	х						0.	0.	0.
(20) BENEDICT P. MORELLI	1.00	^						0.	0.	0.
DIRECTOR	1.00	х						0.	0.	0.
(21) CARLOS PASCUAL	1.00								-	-
DIRECTOR		Х						0.	0.	0.
(22) CATHERINE AMIRFAR DIRECTOR	1.00	Х						0.	0.	0.
(23) CINDY SIMON SKJODT DIRECTOR	1.00	х						0.	0.	0.
(24) DAVID P. MATTHEWS DIRECTOR	1.00	х						0.	0.	0.
(25) FIONA PHILIP DIRECTOR	1.00	х						0.	0.	0.
(26) GIL HA	1.00									
DIRECTOR		Х						0.	0.	0.
1b Subtotal								2,068,358.	0.	273,078.
c Total from continuation sheets to Part \							• •	2,068,358.	0.	0. 273,078.
d Total (add lines 1b and 1c)								4,000,330.	0.	2/3,0/0.

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

Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual

Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

5 X

#### Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ACCORDANT GLOBAL PARTNERS, 555 BRYANT		
STREET, #940, PALO ALTO, CA 94301	CONSULTANT	1,030,462.
BRIAN DOOLEY , 41 FISHBOURNE LANE, RYDE ,		
UNITED KINGDOM PO33 4EX	CONSULTANT	188,656.
FREEDMAN CONSULTING, LLC., 1300		
CONNECTICUT AVE NW, SUITE 275, WASHINGTON,	STRATEGY ASSISTANCE	175,000.
PYRRA TECHNOLOGIES INC., 1140 3RD ST NE,		
SUITE 200, WASHINGTON, DC 20002	TECHNOLOGY ADVISOR	162,200.
WEST END STRATEGY TEAM, 2401 PENNSYLVANIA		
AVE. NW, SUITE 410, WASHINGTON, DC 20037	STRATEGIC COMMUNI.	156,000.
2 Total number of independent contractors (including but not limited to those listed	d above) who received more than	
\$100,000 of compensation from the organization 5		

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	RIGHTS FIR	(P.T							13-311	0040
Part VII Section A. Officers, Director	s, Trustees, Key Er	nplo	yee	s, ar	nd H	lighe	est	Compensated Employe	ees (continued)	
(A)	(B)	(D) (E) (F)								
Name and title			(C Posi				Reportable	Reportable	Estimated	
rame and the	Average hours	(cł		all t			lv)	compensation	compensation from related	amount of
	per						,,			other
	week					ee (ee		the	organizations	compensation
	(list any	ctor				oldr		organization	(W-2/1099-MISC)	from the
	hours for	rdire				ed en		(W-2/1099-MISC)	,	organization
	related	tee o	ıstee			n sat				and related
	organizations	Individual trustee or director	Institutional trustee		Key employee	Highest compensated employee				organizations
	below	vidua	tutio	æ	em pl	nest c	ner			
	line)	Indi	Insti	Officer	Key	High	Former			
(27) JAY CARNEY	1.00									
DIRECTOR		Х						0.	0.	0.
(28) JON DRIMMER	1.00									
DIRECTOR		Х						0.	0.	0.
(29) KRISHNA OMKAR	1.00									
DIRECTOR		Х						0.	0.	0.
(30) ELIZABETH BOWYER	1.00	<u> </u>		H				1	•	<u> </u>
DIRECTOR	1.00	х						0.	0.	0.
(31) LYNDA CLARIZIO	1.00	25						•	•	•
DIRECTOR	1.00	х						0.	0.	0.
(32) MARA FRANKEL WALLACE	1.00	21							0.	
DIRECTOR	1.00	х						0.	0.	0.
(33) NAT KREAMER	1.00	77						0.	0.	<b>.</b>
DIRECTOR	1.00	х						0.	0.	0.
(34) NITHYA THADANI	1.00	Λ						0.	0.	0.
	1.00	.,						0.	0.	_
DIRECTOR	1 00	Х		$\vdash$				0.	0.	0.
(35) SARAH CLEVELAND	1.00	.,								
DIRECTOR	1 00	Х						0.	0.	0.
(36) SUSAN E. HENDRICKSON	1.00								•	
DIRECTOR	1 22	Х						0.	0.	0.
(37) MICHAEL K. ROZEN	1.00									_
DIRECTOR		Х						0.	0.	0.
(38) MONA SUTPHEN	1.00									
DIRECTOR		Х						0.	0.	0.
(39) TOM A. BERNSTEIN	1.00									
DIRECTOR		Х						0.	0.	0.
(40) WILLIAM D. ZABEL	1.00									
DIRECTOR		Х						0.	0.	0.
(41) J. ADAM ABRAM	2.00									
TREASURER (THRU MAR 23)		Х		х				0.	0.	0.
(42) ROBBIE KARP	1.00			П					-	-
DIRECTOR (THRU APR 23)		Х						0.	0.	0.
(43) NAZANIN RAFSANJANI	1.00									
DIRECTOR (THRU OCT 23)		Х						0.	0.	0.
•		T-		П				1		
		1								
		1								
				H				1		
		1								
	l		I			l	<u> </u>	+		
Total to Part VII, Section A, line 1c	·····	<u></u> .	<u></u> .	<u></u> .	<u></u> .	<u></u> .				
							_			

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Form 990 (2023) HUMAN R
Part VIII Statement of Revenue

			Check if Schedule O	conta	ains a	response	or note to any lin	e in this Part VIII			
								(A)	(B)	(C)	(D)
								Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under
									Tariotion Tovorido	Business revenue	sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1	а	Federated campaigns			1a					
		b	Membership dues			1b					
Ame		С	Fundraising events			1c	564,209.				
ar /		d	Related organizations			1d					
s, ( mil		е	Government grants (contri	ibutio	ons)	1e	1,549,411.				
ioi		f	All other contributions, gifts,	grant	ts, and						
ibut			similar amounts not included	abov	/e	1f	11,019,604.				
d d		g	Noncash contributions included in	lines 1	la-1f	1g \$					
аS		h	Total. Add lines 1a-1f					13,133,224.			
							Business Code				
မွ	2	2 a	FEE FOR SERVICES				900099	841,692.	841,692.		
e Ķ		b									
Se		С									
am		d									
Program Service Revenue		е									
P.		f	All other program service	rever	nue						
		g	Total. Add lines 2a-2f					841,692.			
	3	3	Investment income (include	ling (	divide	nds, inter	est, and				
			other similar amounts)					178,716.			178,716.
	4	4 Income from investment of tax-exempt bond pro			proceeds						
	5	5	Royalties								
					(i	i) Real	(ii) Personal				
	6	a	Gross rents	6a							
		b	Less: rental expenses	6b							
		С	Rental income or (loss)	6с							
		d	Net rental income or (loss)								
	7	a	Gross amount from sales of		<del>-``</del>	ecurities	(ii) Other				
			assets other than inventory	7a	16,0	046,378	•				
		b	Less: cost or other basis								
ıne			and sales expenses			602,757					
ther Revenue		С	Gain or (loss)	7с	4	443,621	•				
Be		d	Net gain or (loss)			<u></u>		443,621.			443,621.
her	8	a	a Gross income from fundraising events (not								
ਠ			including \$	564,	209.	_ of					
			contributions reported on		•						
			Part IV, line 18								
							380,024.	2			
	_		Net income or (loss) from					0.			
	9	а	Gross income from gamin				_				
			Part IV, line 19								
							0				
	40		Net income or (loss) from	-	-						
	10	ра	Gross sales of inventory, I								
			and allowances 10a								
			Less: cost of goods sold				<u> מי</u>				
		С	Net income or (loss) from	sales	s or inv	ventory	Business Code				
sn		- ا	FELLOWSHIP INCOME				900099	79,500.			79,500.
Jeo Ue	11	l a b	MISCELLANEOUS				900099	34,393.			34,393.
Miscellaneous Revenue							155055	31,333.			31,353.
Sce		q	All other revenue								
Σ			d All other revenuee  Total. Add lines 11a-11d				•	113,893.			
	12		Total revenue. See instruction					14,711,146.	841,692.	0.	736,230.
		-						, -,	-, · · · <del>-</del> •		, •

# Form 990 (2023) HUMAN RIGHTS FIRST 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 respor				X						
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	<b>(B)</b> Program service expenses	(C) Management and general expenses	<b>(D)</b> 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										
3	Grants and other assistance to foreign										
	organizations, foreign governments, and foreign										
	individuals. See Part IV, lines 15 and 16										
4	Benefits paid to or for members										
5	Compensation of current officers, directors,										
	trustees, and key employees	1,415,962.	1,075,535.	192,316.	148,111.						
6	Compensation not included above to disqualified										
	persons (as defined under section $4958(f)(1)$ ) and										
	persons described in section 4958(c)(3)(B)	4 4 4 4 4 4 4 4									
7	Other salaries and wages	6,119,515.	4,566,634.	890,707.	662,174.						
8	Pension plan accruals and contributions (include	400 000									
	section 401(k) and 403(b) employer contributions)	109,860.	95,397.	6,200.	8,263.						
9	Other employee benefits	845,040.	733,793.	47,695.	63,552.						
10	Payroll taxes	572,910.	497,488.	32,336.	43,086.						
11	Fees for services (nonemployees):										
а	Management										
b	Legal	154,563.		154,563.							
С	Accounting	64,650.		64,650.							
d	Lobbying										
е	,										
f	Investment management fees	33,698.		33,698.							
g	Other. (If line 11g amount exceeds 10% of line 25,										
	column (A), amount, list line 11g expenses on Sch O.)	2,645,529.		45,952.	89,832.						
12	Advertising and promotion	14,728.		8,109.	12.						
13	Office expenses	37,918.		8,471.	2,456.						
14	Information technology	99,474.	87,715.	4,973.	6,786.						
15	Royalties	005 266	001 005	44 000	60.256						
16	Occupancy	905,366.	801,037.	41,973.	62,356.						
17	Travel	151,591.	98,902.	38,801.	13,888.						
18	Payments of travel or entertainment expenses										
	for any federal, state, or local public officials	25 075	10 000	12 215	200						
19	Conferences, conventions, and meetings	25,875.	12,280.	13,215.	380.						
20	Interest										
21	Payments to affiliates	143,819.	110 (50	11,141.	1/ 010						
22	Depreciation, depletion, and amortization	78,188.	118,659. 68,537.	3,880.	14,019. 5,771.						
23	Insurance	70,100.	00,557.	3,000.	3,111.						
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.)										
а	AFGHAN PROJECT EXPENSES	1,063,120.	1,063,104.	7.	9.						
b	REPAIRS & MAINTENANCE	260,370.	208,499.	13,027.	38,844.						
c	ON-LINE SERVICES	92,803.	75,089.	502.	17,212.						
d	EVENTS	68,649.	22,435.	39,823.	6,391.						
	All other expenses	182,312.	68,189.	97,047.	17,076.						
25	Total functional expenses. Add lines 1 through 24e	15,085,940.	12,136,636.	1,749,086.	1,200,218.						
26	Joint costs. Complete this line only if the organization										
	reported in column (B) joint costs from a combined										
	educational campaign and fundraising solicitation.										
	Check here if following SOP 98-2 (ASC 958-720)										
					Form 990 (2022)						

Form 990 (2023)
Part X Balance Sheet

2   Savings and temporary cash investments   971.744.   2   750.723	Par	t X	Balance Sheet			
1   Cash - non-interest bearing   36 5 , 00 8			Check if Schedule O contains a response or note to any line in this Part X			
2 Savings and temporary cash investments						
2   Savings and temporary cash investments   971,744, 2   750,729		1	Cash - non-interest-bearing	365,008.	1	1,256,311.
3   Pledges and grants receivable, net		2		971,744.	2	750,223.
4 Accounts receivable, net 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 6 Loans and other receivables from other disqualified persons (as defined under section 4958()(13), and persons described in section 4958(c)(3)(B) 7 Notes and loans receivable, net 8 Inventories for sale or use 9 Prepald expenses and deferred charges 10a Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D 10b Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D 10c Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D 11 Investments - publicly traded securities 12 Investments - publicly traded securities 13 Investments - other securities. See Part IV, line 11 14 Intangible assets 15 Other assets. See Part IV, line 11 15 Other assets. See Part IV, line 11 16 Total assets. Add lines 1 through 15 (must equal line 33) 16 (13 4, 151.1) 17 Accounts payable and accrued expenses 18 Grants payable 19 Deferred revenue 20 Tax-exempt bond liabilities 21 Escrow or custodial account liability. Complete Part IV of Schedule D 22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 39% concluded in the payable to unrelated third parties 22 Secured mortgages and notes payable to unrelated third parties 23 Secured mortgages and notes payable to unrelated third parties 24 Unsecured notes and loans payable to unrelated third parties 25 Other liabilities (including federal income tax, payables to related third parties 26 Total liabilities. Add lines 17 through 25 27 Organizations that oflow FASB ASC 958, check here and complete lines 27, 78, 32 and 33. 28 Captual stock or trust principal, or current funds 29 Paid-in or capital surplus, or land, building, or equipment fund 30 Paid-in or capital surplus, or land, building, or eq		3			3	6,407,496.
S   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		4		27,971.	4	79,172.
controlled entity or family member of any of these persons 6 Loans and other receivables from other disqualified persons (as defined under section 4958(h(f)), and persons described in section 4958(h(g)(g)(g)) 8 Inventories for sale or use 9 Prepaid expenses and deferred charges 10a Land, buildings, and equipment: cost or other basis. Compiter Part Vi of Schedule D Less: accumulated depreciation 10b 1,986,572. 243,079. 10c 169,493 11 Investments - program-related securities 7,433,839. 11 4,655,426 12 Investments - other securities. See Part IV, line 11 13 Investments - program-related. See Part IV, line 11 14 Intrangible assets 15 Other assets. See Part IV, line 11 15 Other assets. See Part IV, line 11 17 Accounts payable and accrued expenses 18 Grants payable 19 Deferred revenue 20 Tax-exempt bond liabilities 21 Escrow or custodial account liability. Complete Part IV of Schedule D 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 Secured mortgages and notes payable to unrelated third parties 23 Other liabilities (including federal income tax, payables to related third parties) 24 Onsecured notes and loans payables to unrelated third parties 25 Other liabilities including federal income tax, payables to related third parties 26 Total liabilities. Add lines 17 through 25. 2, 778, 490 27 Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33. 28 Pat assets without donor restrictions 29 Organizations that do not follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33. 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total relations and other payables to provide funds 33 Patchine arity principal, or current funds 34 Total relations and complete lines 27 through 33. 35 Total relations and complete lines 27 through 33. 36 Patc		5				
6 Loans and other receivables from other disqualified persons (as defined under section 4958(r)(1)), and persons described in section 4958(c)(3)(8) 7 Notes and loans receivable, net 7 8 Inventories for sale or use 9 9 Prepaid expenses and deferred charges 176,711. 9 174,656 10a Land, buildings, and equipment: cost or other basis. Complete Part V of Schedule D 10a 2,156,065. b Less: accumulated depreciation 10b 1,986,572. 243,079. 10c 169,493 11 Investments - publicly traded securities 7,433,839. 11 4,655,426 12 Investments - properties - 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			trustee, key employee, creator or founder, substantial contributor, or 35%			
6   Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(8)   6			controlled entity or family member of any of these persons		5	
7   Notes and loans receivable, net   7   8   Inventories for sale or use   8   Inventories for sale or use   9   Prepaid expenses and deferred charges   176,711. 9   174,656     10a		6				
8			under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
10a   Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D   10a   2,156,065.	ပ္	7	Notes and loans receivable, net		7	
10a   Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D   10a   2,156,065.	se	8	Inventories for sale or use		8	
Basis. Complete Part VI of Schedule D   10a   2,156,065.	Ä	9		176,711.	9	174,656.
b Less: accumulated depreciation		10a				
11   Investments - publicly traded securities   7 , 433 , 839 . 11						
12   Investments - other securities. See Part IV, line 11   13   Investments - program-related. See Part IV, line 11   13   Intangible assets   14   Intangible assets   14     Intangible assets   14     Intangible assets   15   Other assets. See Part IV, line 11   2 , 012 , 176 · 15   2 , 801 , 246   16   Total assets. Add lines 1 through 15 (must equal line 33)   16 , 184 , 151 · 16   16 , 896 , 740   18   Grants payable and accrued expenses   937 , 686 · 17   1 , 445 , 383   18   Grants payable   19   Deferred revenue   19   20   Tax-exempt bond liabilities   20   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   Unsecured notes and loans payable to unrelated third parties   24   Unsecured notes and loans payable to unrelated third parties   24   Unsecured notes and loans payable to unrelated third parties   24   Unsecured notes and loans payable to unrelated third parties   24   Unsecured notes and loans payable to unrelated third parties   24   Unsecured notes and loans payable to unrelated third parties   25   Other liabilities (including federal income tax, payables to related third parties   24   Unsecured notes and loans payable to unrelated third parties   25   2,778 , 490   26   Total liabilities. Add lines 17 through 25   2,903 , 490 · 26   4,223 , 873   27   1,917 , 868   28   Net assets without donor restrictions   1,763 , 819 · 27   1,917 , 868   27   1,917 , 868   28   28   29   29   29   29   29   2		b	Less: accumulated depreciation 1,986,572.			169,493.
13   Investments - program-related. See Part IV, line 11   13   14   Intangible assets   14   15   Other assets. See Part IV, line 11   2 , 012, 176 . 15   2 , 801, 246   16   Total assets. Add lines 1 through 15 (must equal line 33)   16 , 184 , 151 . 16   16 , 89 6 , 74 0   17   Accounts payable and accrued expenses   937 , 686 . 17   1, 445 , 383   18   Grants payable   18   19   Deferred revenue   19   20   Tax exempt bond liabilities   20   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   Unsecured notes and loans payable to unrelated third parties   24   Unsecured notes and loans payable to unrelated third parties   24   Unsecured notes and tolen liabilities not included on lines 17:24). Complete Part X of Schedule D   2   Total liabilities. Add lines 17 through 25   2 , 903 , 490 . 26   4 , 223 , 873   2   7		11	Investments - publicly traded securities			
14		12		573,126.	12	602,717.
15 Other assets. See Part IV, line 11   2,012,176. 15   2,801,246   16   Total assets. Add lines 1 through 15 (must equal line 33)   16,184,151. 16   16,896,740   17   Accounts payable and accrued expenses   937,686. 17   1,445,383   18   Grants payable   18   937,686. 17   1,445,383   18   Grants payable   19   19   19   19   19   19   19   1		13	Investments - program-related. See Part IV, line 11		13	
16   Total assets. Add lines 1 through 15 (must equal line 33)   16,184,151.   16   16,896,740     17   Accounts payable and accrued expenses   937,686.   17   1,445,383     18   Grants payable   18   19     19   Deferred revenue   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   Unsecured notes and loans payable to unrelated third parties   23     24   Unsecured notes and loans payable to unrelated third parties   24     25   Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17:24). Complete Part X of Schedule D   1,965,804.   25   2,778,490     26   Total liabilities. Add lines 17 through 25   2,903,490.   26   4,223,873     30   Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.   27   Net assets with donor restrictions   1,763,819.   27   1,917,868     30   Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.   29   Capital stock or trust principal, or current funds   30   30   30     31   32   Total net assets or fund balances   13,280,661.   32   12,672,867		14				
17		15				2,801,246.
18   Grants payable   18   19   Deferred revenue   19   19   20   Tax-exempt bond liabilities   20   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   Unsecured notes and loans 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   2,778,490   2,903,490. 26   4,223,873   2,903,490. 26   4,223,873   2,903,490. 26   4,223,873   2,903,490. 26   4,223,873   2,903,490. 26   4,223,873   2,903,490. 27   1,917,868   2,903,490. 28   1,763,819. 27   1,917,868   2,903,490. 29   2,903,490. 29   2,903,490. 20   3,909   2,909,490   2						
Tax-exempt bond liabilities Tay-exempt bond liabilities Ta				937,686.		1,445,383.
20 Tax-exempt bond liabilities 20						
Escrow or custodial account liability. Complete Part IV of Schedule D  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  Secured mortgages and notes payable to unrelated third parties  Unsecured notes and loans payable to unrelated third parties  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  Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  Net assets with donor restrictions  Net assets with donor restrictions  Capital stock or trust principal, or current funds  Paid-in or capital surplus, or land, building, or equipment fund  Retained earnings, endowment, accumulated income, or other funds  Total net assets or fund balances  13, 280, 661. 32  121  222  23  24  24  25  27,778, 490  27,778, 490  29,778, 490  29,778, 490  20, 903, 490. 26  20, 903, 490. 26  21, 965, 804. 25  22, 7778, 490  22, 903, 490. 26  23, 903, 490. 26  24, 223, 873  25, 903, 490. 26  26, 1, 917, 868  27, 1, 917, 868  28, 10, 754, 999  29  29  29  29  29  29  20  20  20						
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  Secured mortgages and notes payable to unrelated third parties  Unsecured notes and loans payable to unrelated third parties  Other liabilities (including federal income tax, payables to related third parties, and other liabilities and included on lines 17·24). Complete Part X of Schedule D  Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  Net assets with donor restrictions  Net assets with donor restrictions  Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  Paid-in or capital stock or trust principal, or current funds  Paid-in or capital surplus, or land, building, or equipment fund  Paid-in or capital surplus, or land, building, or equipment fund  Total net assets or fund balances  13, 280, 661, 32  12, 2778, 490  1, 965, 804, 25  2, 778, 490  1, 965, 804, 25  2, 778, 490  1, 965, 804, 25  2, 778, 490  2, 903, 490, 26  4, 223, 873  1, 763, 819, 27  1, 917, 868  11, 516, 842, 28  10, 754, 999  11, 516, 842, 28  10, 754, 999  11, 516, 842, 28  11, 516, 842, 28  12, 672, 867						
trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons  Secured mortgages and notes payable to unrelated third parties  Unsecured notes and loans payable to unrelated third parties  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  Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  Net assets without donor restrictions  Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  Capital stock or trust principal, or current funds  Paid-in or capital surplus, or land, building, or equipment fund  Retained earnings, endowment, accumulated income, or other funds  Total net assets or fund balances  and complete lines 29 turnough 31.  Total net assets or fund balances					21	
24 Unsecured notes and loans payable to unrelated third parties 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 26 Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  27 Net assets without donor restrictions 28 Net assets with donor restrictions 29 Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  24  24  25  24  27  27  28  29  27  27  37  38  39  30  30  31  31  32  31  32  32  33  34  35  36  36  37  38  39  30  30  31  31  31  32  31  32  32  33  34  34  35  36  37  38  38  39  30  31  31  32  31  32  32  33  34  34  35  36  37  38  38  39  30  31  31  32  31  32  32  33  34  35  36  37  38  38  38  39  30  30  31  31  31  32  32  33  34  35  36  37  38  38  39  30  30  31  31  31  32  32  33  34  35  36  37  38  38  38  38  39  30  30  31  31  32  32  33  34  35  36  36  37  38  38  38  39  30  30  31  31  32  32  33  34  35  36  36  37  38  38  38  38  39  30  30  31  31  32  32  33  34  36  36  37  38  38  38  38  38  38  39  30  30  31  31  32  32  33  34  36  36  37  38  38  38  38  38  38  38  38  38	ies	22				
24 Unsecured notes and loans payable to unrelated third parties 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 26 Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  27 Net assets with donor restrictions 28 Net assets with donor restrictions 29 Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  24  24  25  24  27  27  28  29  27  27  27  37  37  38  39  30  31  31  32  31  32  32  33  34  35  36  36  37  38  39  30  30  31  31  32  31  32  32  33  34  34  35  36  37  38  39  30  31  31  32  32  33  34  35  36  37  38  38  39  30  31  31  32  31  32  32  33  34  35  36  37  38  38  38  39  30  31  31  32  31  32  32  33  34  35  36  37  38  38  39  30  31  31  32  31  32  32  33  34  35  36  37  38  38  38  39  30  30  31  31  32  31  32  32  33  34  35  36  36  37  38  38  38  38  39  30  30  31  31  32  33  34  35  36  36  37  38  38  38  38  39  30  30  31  31  32  32  33  34  36  36  37  38  38  38  39  30  30  31  31  32  32  33  34  36  36  37  38  38  38  38  38  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  38  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  38  39  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  38  39  39  30  30  31  31  31  32  33  34  36  36  37  38  38  38  39  39  30  30  31  31  31  32  33  34  34  36  36  37  38  38  38  38  38  38  39  39  39  39	oilit				00	
24 Unsecured notes and loans payable to unrelated third parties 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 26 Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  27 Net assets with donor restrictions 28 Net assets with donor restrictions 29 Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  24  24  25  24  27  27  28  29  27  27  27  37  37  38  39  30  31  31  32  31  32  32  33  34  35  36  36  37  38  39  30  30  31  31  32  31  32  32  33  34  34  35  36  37  38  39  30  31  31  32  32  33  34  35  36  37  38  38  39  30  31  31  32  31  32  32  33  34  35  36  37  38  38  38  39  30  31  31  32  31  32  32  33  34  35  36  37  38  38  39  30  31  31  32  31  32  32  33  34  35  36  37  38  38  38  39  30  30  31  31  32  31  32  32  33  34  35  36  36  37  38  38  38  38  39  30  30  31  31  32  33  34  35  36  36  37  38  38  38  38  39  30  30  31  31  32  32  33  34  36  36  37  38  38  38  39  30  30  31  31  32  32  33  34  36  36  37  38  38  38  38  38  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  38  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  38  39  39  30  30  31  31  32  33  34  36  36  37  38  38  38  38  38  39  39  30  30  31  31  31  32  33  34  36  36  37  38  38  38  39  39  30  30  31  31  31  32  33  34  34  36  36  37  38  38  38  38  38  38  39  39  39  39	Liat	00				
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  26 Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  27 Net assets without donor restrictions  28 Net assets with donor restrictions  Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds  30 Paid-in or capital surplus, or land, building, or equipment fund  31 Retained earnings, endowment, accumulated income, or other funds  32 Total net assets or fund balances  25 2,778,490  2 2,903,490. 26 4,223,873  27 1,917,868  28 10,754,999  29 1,917,868  29 20 20 20 20 20 20 20 20 20 20 20 20 20	_					
parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D 26 Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  27 Net assets without donor restrictions 28 Net assets with donor restrictions Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  11, 965, 804. 25 2, 778, 490 24, 223, 873  27 1, 917, 868 28 10, 754, 999 29 11, 516, 842. 28 10, 754, 999 20 20 20 20 20 20 20 20 20 20 20 20 20 2					24	
of Schedule D 26 Total liabilities. Add lines 17 through 25  Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  27 Net assets with donor restrictions 28 Net assets with donor restrictions Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  1, 965, 804. 25 2, 778, 490 2, 903, 490. 26 4, 223, 873  1, 763, 819. 27 1, 917, 868 11, 516, 842. 28 10, 754, 999  27 April 1, 917, 868 28 April 2, 903, 490. 26 4, 223, 873  29 Capital stock or trust principals and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 31 Total net assets or fund balances  13, 280, 661. 32 12, 672, 867		25				
Total liabilities. Add lines 17 through 25				1 965 804	25	2 778 490.
Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.  27 Net assets without donor restrictions 28 Net assets with donor restrictions Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  Organizations that follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  13, 280, 661. 32 12, 672, 867		26		2.903.490.		
and complete lines 27, 28, 32, and 33.  27 Net assets without donor restrictions  28 Net assets with donor restrictions  Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances  and complete lines 27, 28, 32, and 33.  1, 763, 819. 27 1, 917, 868  11, 516, 842. 28 10, 754, 999  29 30 Paid-in or capital surplus, or land, building, or equipment fund 30 31 Retained earnings, endowment, accumulated income, or other funds 31 Total net assets or fund balances  13, 280, 661. 32 12, 672, 867		20		2/303/1301	20	1/223/0731
Net assets without donor restrictions  Net assets with donor restrictions  Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  Capital stock or trust principal, or current funds  Paid-in or capital surplus, or land, building, or equipment fund  Retained earnings, endowment, accumulated income, or other funds  Total liabilities and not assets/fund balances  Total liabilities and not assets/fund balances  1,763,819. 27 1,917,868  11,763,819. 27 1,917,868  11,516,842. 28 10,754,999  11,516,842. 28 10,754,999  11,516,842. 28 10,754,999  12,672,867	es		,			
28 Net assets with donor restrictions Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33. 29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances 33 Total lightifies and not assets fund balances 34 Total lightifies and not assets fund balances 35 Total lightifies and not assets fund balances 36 Total lightifies and not assets fund balances 37 Total lightifies and not assets fund balances 38 Total lightifies and not assets fund balances 39 Total lightifies and not assets fund balances	anc	27		1,763,819.	27	1,917,868.
Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances 33 Total lightifies and not assets fund balances 34 Total lightifies and not assets fund balances 35 Total lightifies and not assets fund balances 36 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not follow FASB ASC 958, check here and complete lines 29 through 33.  29 Total lightifies and not assets (fund balances)  10 Total lightifies and not assets (fund balances)	3ala			11,516,842.		10,754,999.
and complete lines 29 through 33.  29 Capital stock or trust principal, or current funds  30 Paid-in or capital surplus, or land, building, or equipment fund  31 Retained earnings, endowment, accumulated income, or other funds  32 Total net assets or fund balances  33 Total liabilities and net assets/fund balances  34 Total liabilities and net assets/fund balances  35 Total liabilities and net assets/fund balances  36 Total liabilities and net assets/fund balances	ρυ			, ,		, ,
29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances 33 Total liabilities and net assets/fund balances 34 Total liabilities and net assets/fund balances 35 Total liabilities and net assets/fund balances 36 Total liabilities and net assets/fund balances 37 Total liabilities and net assets/fund balances	Fu					
Paid-in or capital surplus, or land, building, or equipment fund  30  Retained earnings, endowment, accumulated income, or other funds  31  Total liabilities and net assets (fund balances  32  Total liabilities and net assets (fund balances  33  Total liabilities and net assets (fund balances  36  17  18  18  18  18  18  18  18  18  18	ō	29	·		29	
31 Retained earnings, endowment, accumulated income, or other funds 32 Total net assets or fund balances 33 Total liabilities and net assets/fund balances 34 Total liabilities and net assets/fund balances 36 Total liabilities and net assets/fund balances 37 Total liabilities and net assets/fund balances	sets	30				
32 Total net assets or fund balances 13,280,661. 32 12,672,867	As	31				
73 Total liabilities and not assets/fund balances 16 184 151   22   16 896 740	Ę	32		13,280,661.	32	12,672,867.
100 Total natifices and fiel assets/fully balances		33	Total liabilities and net assets/fund balances	16,184,151.	33	16,896,740.

Form **990** (2023)

Form **990** (2023)

Pa	rt XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI					X
1	Total revenue (must equal Part VIII, column (A), line 12)	1		1,71		
2	Total expenses (must equal Part IX, column (A), line 25)	2	15	5,08	5,9	40.
3	Revenue less expenses. Subtract line 2 from line 1	3		-37	4,7	94.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	13	3,28	0,6	61.
5	Net unrealized gains (losses) on investments	5				
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		-23	3,0	00.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,					
	column (B))	10	12	2,67	2,8	67.
Pa	rt XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII					X
					Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other					
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	Ο.				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		Х
	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?			2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate					
	consolidated basis, or both:					
	X Separate basis Consolidated basis Both consolidated and separate basis					
С	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?			2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sche	edule C	).			
За	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?			За		х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required					
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits			3b		

#### **SCHEDULE A**

(Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

# **Public Charity Status and Public Support**

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

Attach to Form 990 or Form 990-EZ.

or Form 990-EZ.

Open to Public Inspection

OMB No. 1545-0047

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

Inspection

Employer identification number

		N RIGHTS F						3-3116646
Part I	Reason for Public	Charity Status.	(All organizations must o	omplete th	nis part.) S	ee instruction	s.	
The orga	anization is not a private found							
1	A church, convention of ch	urches, or association	on of churches described	in <b>sectio</b>	n 170(b)(	1)(A)(i).		
2	A school described in sect	ion 170(b)(1)(A)(ii).	Attach Schedule E (Forn	า 990).)				
3	A hospital or a cooperative	hospital service orga	anization described in se	ection 170	(b)(1)(A)(i	ii).		
4	A medical research organiz	ation operated in co	njunction with a hospital	described	in <b>sectio</b>	on 170(b)(1)(A)	(iii). Enter	the hospital's name,
	city, and state:							
5	An organization operated for	or the benefit of a co	llege or university owned	or operat	ed by a go	overnmental ur	nit describe	ed in
	section 170(b)(1)(A)(iv).	Complete Part II.)						
6	A federal, state, or local go	vernment or governn	nental unit described in	section 17	70(b)(1)(A)	(v).		
7 X	An organization that norma	ally receives a substa	ntial part of its support fr	om a gove	ernmental	unit or from th	ie general į	oublic described in
_	section 170(b)(1)(A)(vi). (C	complete Part II.)						
8	A community trust describe	ed in section 170(b)	(1)(A)(vi). (Complete Par	t II.)				
9	An agricultural research org				-		-	-
	or university or a non-land-	grant college of agric	ulture (see instructions).	Enter the	name, city	, and state of	the college	or
	university:							
10	An organization that norma	*					-	-
	activities related to its exer		•					-
	income and unrelated busin		(less section 511 tax) fro	m busines	sses acqui	red by the org	anization a	ifter June 30, 1975.
44 🗀	See section 509(a)(2). (Co		South the death for any letter and			20(-)(4)		
11	An organization organized	•	•	•				numacoo of one or
12	An organization organized	•	•	•			•	
	more publicly supported or lines 12a through 12d that	-						Drieck the box on
а	Type I. A supporting orga	* *					-	aivina
а	the supported organization	· · · · · · · · · · · · · · · · · · ·	·	•	-	• • • •		
	organization. You must o			majority c	n the direc	tors or trustee	23 01 1110 30	apporting
ь	Type II. A supporting org	- · · · · · · · · · · · · · · · · · · ·		ion with its	s supporte	ed organization	n(s) by hav	vina
~ _	control or management of	•				-		-
	organization(s). You mus						,	
с	Type III functionally inte	-		in connect	tion with, a	and functional	ly integrate	ed with,
	its supported organizatio	-					, 0	,
d [	Type III non-functionally	y integrated. A supp	oorting organization oper	ated in co	nnection v	vith its suppor	ted organi:	zation(s)
	that is not functionally int	tegrated. The organiz	zation generally must sat	isfy a distr	ibution red	quirement and	an attentiv	/eness
	requirement (see instruct	ions). You must cor	nplete Part IV, Sections	A and D,	and Part	V.		
e	Check this box if the orga	anization received a	written determination fro	m the IRS	that it is a	Type I, Type I	I, Type III	
	functionally integrated, o	r Type III non-functio	nally integrated supporti	ng organiz	ation.			
<b>f</b> Er	nter the number of supported o	organizations						
<b>g</b> Pr	ovide the following information			(iv) lo the erge	nization listed	1,,,		I (3A ) (1
	(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10	in your governi	nization listed ng document?	(v) Amount of support (see in	•	(vi) Amount of other support (see instructions)
	Organization		above (see instructions))	Yes	No	support (see iii	- Structions)	support (see instructions)
Total								

332021 12-21-23

Schedule A (Form 990) 2023 HUMAN RIGHTS FIRST 13-3116646 Page 2

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.)

Sec	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	8824855.	12344382.	13323789.	14461670.	13133224.	62087920.
2	Tax revenues levied for the organ-						
	ization'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	8824855.	12344382.	13323789.	14461670.	13133224.	62087920.
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)						8026660.
	Public support. Subtract line 5 from line 4.						54061260.
Sec	tion B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7	Amounts from line 4	8824855.	<u> 12344382.</u>	13323789.	14461670.	13133224.	62087920.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	152,976.	137,368.	131,850.	203,552.	178,716.	804,462.
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.)	295,224.	244,513.	312,388.	124,978.		
11	<b>Total support.</b> Add lines 7 through 10						63983378.
	Gross receipts from related activities,	•	,			12	841,692.
13	First 5 years. If the Form 990 is for the	-			•		
0	organization, check this box and stor						
	tion C. Computation of Publi					T I	0.4.40
	Public support percentage for 2023 (I					14	84.49 % 80.81 %
	Public support percentage from 2022					15	
16a	33 1/3% support test - 2023. If the c	•		•		•	T
	<b>stop here.</b> The organization qualifies		-				
b	33 1/3% support test - 2022. If the o						
	and <b>stop here.</b> The organization qual						
1/a	7a 10% -facts-and-circumstances test - 2023. 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 fact			=			
	meets the facts-and-circumstances te	· ·	•				
b	10% -facts-and-circumstances test	-					10% or
	more, and if the organization meets the				-		
40	organization meets the facts-and-circu			•	• • •		H
18	Private foundation. If the organization	n did not check a	box on line 13, 16	a, 16b, 17a, or 17b	o, check this box a	na see instructions	3

### 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.)

Se	ction A. Public Support		•				
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(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 per-						
	formed, 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 bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
	ization'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						
78	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
k	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						
(	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
Se	ction B. Total Support		1	Γ		1	
	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources						
k	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
	Add lines 10a and 10b						
11	Net income from unrelated business activities not included on line 10b,						
	whether or not the business is						
40	regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital						
	assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)					12.47.1/21	
14	First 5 years. If the Form 990 is for the	-					
Sa	check this box and stop here ction C. Computation of Publi		centage				
	Public support percentage for 2023 (I			oolumn (f))		15	0/
	Public support percentage from 2022		•	.,,		16	<u>%</u>
	ction D. Computation of Inves	·				1 10 1	70
	Investment income percentage for 20			ne 13 column (f)		17	%
	Investment income percentage from					18	<u>%</u>
	33 1/3% support tests - 2023. If the						
136	more than 33 1/3%, check this box ar						7 15 1101
ŀ	33 1/3% support tests - 2022. If the						
	line 18 is not more than 33 1/3%, che	· ·			•	·	
20	Private foundation. If the organization						

#### 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

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

	Yes	No
1		
2		
3a		
3b		
3с		
4a		
4b		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
9b		
9с		
10a		
10b		

Par	t IV Sup	porting Organizations (continued)			
				Yes	No
11	Has the org	anization accepted a gift or contribution from any of the following persons?			
а	A person wh	no directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below,	the governing body of a supported organization?	11a		
		mber of a person described on line 11a above?	11b		
	•	rolled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail in Par		11c		
		pe I Supporting Organizations			
				Yes	No
1	Did the gove	erning body, members of the governing body, officers acting in their official capacity, or membership of one or			
	more suppo	rted organizations have the power to regularly appoint or elect at least a majority of the organization's officers,			
		trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s)			
		perated, supervised, or controlled the organization's activities. If the organization had more than one supported			
		, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the rganizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
		anization operate for the benefit of any supported organization other than the supported			
		n(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
		providing such benefit carried out the purposes of the supported organization(s) that operated,			
		or controlled the supporting organization.	2		
Sect	ion C. Ty	pe II Supporting Organizations			
				Yes	No
1	Were a majo	ority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trustees	of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
		nent of the supporting organization was vested in the same persons that controlled or managed			
	the supporte	ed organization(s).	1		
Sect	ion D. All	Type III Supporting Organizations			
				Yes	No
1	Did the orga	nization provide to each of its supported organizations, by the last day of the fifth month of the			
	organization	a's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a co	ppy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization	a's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of	the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organization	n(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organiza	tion maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason o	f the relationship described on line 2, above, did the organization's supported organizations have a			
	significant v	oice in the organization's investment policies and in directing the use of the organization's			
	income or a	ssets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported o	rganizations played in this regard.	3		
Sect	ion E. Ty	pe III Functionally Integrated Supporting Organizations			
1	Check the b	ox next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
а		rganization satisfied the Activities Test. Complete line 2 below.			
b		rganization is the parent of each of its supported organizations. Complete line 3 below.			
С		rganization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see ins	struction	l' I	
2		st. Answer lines 2a and 2b below.		Yes	No
		tially all of the organization's activities during the tax year directly further the exempt purposes of			
		ed organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
		orted organizations and explain how these activities directly furthered their exempt purposes,			
	•	anization was responsive to those supported organizations, and how the organization determined			
		ctivities constituted substantially all of its activities.	2a		
		vities described on line 2a, above, constitute activities that, but for the organization's involvement,			
		of the organization's supported organization(s) would have been engaged in? If "Yes," explain in			
		reasons for the organization's position that its supported organization(s) would have engaged in	01-		
		ies but for the organization's involvement.	2b		
		upported Organizations. Answer lines 3a and 3b below.			
	_	anization have the power to regularly appoint or elect a majority of the officers, directors, or	0-		
		each of the supported organizations? If "Yes" or "No" provide details in <b>Part VI.</b>	3a		
		anization exercise a substantial degree of direction over the policies, programs, and activities of each	٥L		
	บา แจ ธนุมุทุง	rted organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b		

Part V	Type III Non-Functionally Integrated 509(a)(3) Support	ing Organi	zations	
1	Check here if the organization satisfied the Integral Part Test as a qualify	ying trust on N	ov. 20, 1970 ( <i>explain in</i>	Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations me	ust complete S	Sections A through E.	
Section A	- Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net s	short-term capital gain	1		
2 Reco	veries of prior-year distributions	2		
3 Othe	r gross income (see instructions)	3		
<b>4</b> Add I	lines 1 through 3.	4		
5 Depre	eciation and depletion	5		
6 Portio	on of operating expenses paid or incurred for production or			
collec	ction of gross income or for management, conservation, or			
	tenance of property held for production of income (see instructions)	6		
	r expenses (see instructions)	7		
	sted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
_	- Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggre	egate fair market value of all non-exempt-use assets (see			
instru	uctions for short tax year or assets held for part of year):			
<b>a</b> Avera	age monthly value of securities	1a		
<b>b</b> Avera	age monthly cash balances	1b		
<b>c</b> Fair r	market value of other non-exempt-use assets	1c		
d Total	I (add lines 1a, 1b, and 1c)	1d		
e Disc	ount claimed for blockage or other factors			
(expla	ain in detail in <b>Part VI</b> ):			
2 Acqu	isition indebtedness applicable to non-exempt-use assets	2		
3 Subti	ract line 2 from line 1d.	3		
4 Cash	deemed held for exempt use. Enter 0.015 of line 3 (for greater amount,			
see ir	nstructions).	4		
<b>5</b> Net v	value of non-exempt-use assets (subtract line 4 from line 3)	5		
	ply line 5 by 0.035.	6		
<b>7</b> Reco	veries of prior-year distributions	7		
8 Minir	mum Asset Amount (add line 7 to line 6)	8		
Section C	- Distributable Amount			Current Year
<b>1</b> Adjus	sted net income for prior year (from Section A, line 8, column A)	1		
2 Enter	0.85 of line 1.	2		
3 Minin	num asset amount for prior year (from Section B, line 8, column A)	3		
4 Enter	greater of line 2 or line 3.	4		
5 Incor	ne tax imposed in prior year	5		
6 Distr	ibutable Amount. Subtract line 5 from line 4, unless subject to			
	gency temporary reduction (see instructions).	6		
7	Check here if the current year is the organization's first as a non-function	nally integrated	Type III supporting orga	nization (see

Schedule A (Form 990) 2023

instructions).

Par	't V │ Type III Non-Functionally Integrated 509	(a)(3) Supporting Orga	nizations <sub>(continu</sub>	ued)	
Secti	ion D - Distributions		·		Current Year
1	Amounts paid to supported organizations to accomplish exe	empt purposes		1	
2	Amounts paid to perform activity that directly furthers exem	ot purposes of supported			
	organizations, in excess of income from activity	2			
3	Administrative expenses paid to accomplish exempt purpos	3			
4	Amounts paid to acquire exempt-use assets	-		4	
5	Qualified set-aside amounts (prior IRS approval required - prior IRS approval - prior IRS approval required - prior IRS approval - prior -	rovide 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 t	he organization is responsive			
	(provide details in Part VI). See instructions.	3		8	
9	Distributable amount for 2023 from Section C, line 6			9	
	Line 8 amount divided by line 9 amount			10	
		(i)	(ii)		(iii)
Secti	ion E - Distribution Allocations (see instructions)	Excess Distributions	Underdistribution Pre-2023	ns	Distributable Amount for 2023
_1_	Distributable amount for 2023 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2023 (reason-				
	able cause required - explain in Part VI). See instructions.				
3	Excess distributions carryover, if any, to 2023				
а	From 2018				
b	From 2019				
С	From 2020				
d	From 2021				
е	From 2022				
f	Total of lines 3a through 3e				
g	Applied to underdistributions of prior years				
h	Applied to 2023 distributable amount				
i	Carryover from 2018 not applied (see instructions)				
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2023 from Section D,				
	line 7: \$				
a	Applied to underdistributions of prior years				
	Applied to 2023 distributable amount				
	Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2023, if				
	any. Subtract lines 3g and 4a from line 2. For result greater				
	than zero, explain in <b>Part VI.</b> See instructions.				
6	Remaining underdistributions for 2023. Subtract lines 3h				
	and 4b from line 1. For result greater than zero, explain in				
	Part VI. See instructions.				
7	Excess distributions carryover to 2024. Add lines 3j				
-	and 4c.				
8	Breakdown of line 7:				
	Excess from 2019				
	Excess from 2020				
	Excess from 2021				
	Excess from 2022				
	Excess from 2023				
	LAGGGG II GIII 2020				

Schedule A (Form 990) 2023

# Schedule B (Form 990)

# **Schedule of Contributors**

OMB No. 1545-0047

2023

Schedule B (Form 990) (2023)

Department of the Treasury Internal Revenue Service

Name of the organization

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

HUMAN RIGHTS FIRST

13-3116646

Employer identification number

Organization type (check one):					
Filers of:		Section:			
Form 990 or 990-EZ		X 501(c)( 3 ) (enter number) organization			
		4947(a)(1) nonexempt charitable trust <b>not</b> treated as a private foundation			
		527 political organization			
Form 990-F	PF	501(c)(3) exempt private foundation			
		4947(a)(1) nonexempt charitable trust treated as a private foundation			
		501(c)(3) taxable private foundation			
	•	covered by the <b>General Rule</b> or a <b>Special Rule.</b> 7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.			
General R	ule				
	-	filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.			
Special Ru	ules				
Se	ections 509(a)(1) a ontributor, during	described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under 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 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; line 1. Complete Parts I and II.			
Co lit	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 <b>General Rule</b> applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year\$					
answer "N	o" on Part IV, line	at isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it <b>must</b> 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 prequirements of Schedule B (Form 990).			

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

# **HUMAN RIGHTS FIRST**

13-3116646

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		\$ 500,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$ 3,000,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$ 2,500,400.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4		\$\$	Person X Payroll  Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$ 500,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6		\$ 500,000.	Person X Payroll

Name of organization Employer identification number

## HUMAN RIGHTS FIRST

13-3116646

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	l space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$350,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8		\$\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9		\$ 277,345.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
10		\$579,997.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

# **HUMAN RIGHTS FIRST**

13-3116646

Part II	Noncash Property (see instructions). Use duplicate copies of Part II if a	additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	

Name of organization Employer identification number HUMAN RIGHTS FIRST 13-3116646 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 (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from Part I (b) Purpose of gift (c) Use of gift (d) Description of how gift is held (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from Part I (b) Purpose of gift (c) Use of gift (d) Description of how gift is held (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee

## **SCHEDULE C**

(Form 990)

# **Political Campaign and Lobbying Activities**

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

2023

OMB No. 1545-0047

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.

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

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

	Occilon o	01(0)(+), (0), 01 (0) 01ga1112at	dono. Compicto i ait iii.			
Nan	ne of orga	nization			Em	ployer identification number
		HUMAN R	IGHTS FIRST			13-3116646
Pa	art I-A	Complete if the org	anization is exempt und	der section 501(c) o	or is a section 527 o	organization.
2	Political	campaign activity expendit	ation's direct and indirect politi ures gn activities			\$
Pa	art I-B	Complete if the org	anization is exempt und	der section 501(c)(3	3).	
1 2	Enter the	e amount of any excise tax e amount of any excise tax	incurred by the organization unincurred by organization mana	nder section 4955gers under section 4955		
48	a Was a co		n 4955 tax, did it file Form 4720			
Pa	art I-C	Complete if the org	anization is exempt und	der section 501(c),	except section 501	(c)(3).
2	Enter the exempt t	e amount of the filing organ function activities	by the filing organization for so ization's funds contributed to c	other organizations for se	ction 527	
3		•	. Add lines 1 and 2. Enter nere	·		\$
4 5	Enter the made pa	e names, addresses, and er yments. For each organiza tions received that were pro	1120-POL for this year?	EIN) of all section 527 po aid from the filing organiz a a separate political orga	litical organizations to wh ation's funds. Also enter t inization, such as a separ	nich the filing organization the amount of political
		(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0	contributions received and
	_					

Schedule C (Form 990) 2023	HUMAN RIGHT	S FIRST		13-3	116646 Page 2
Part II-A Complete if the org	anization is exen	npt under section	501(c)(3) and file	ed Form 5768 (ele	ction under
section 501(h)).					
	· ·	•	Part IV each affiliated	group member's name	e, address, EIN,
	e of excess lobbying e	•	vicione apply		
B Check if the filing organiza	tion checked box A an	id "limited control" pro	visions apply.	(a) Filing	(b) Affiliated group
	ts on Lobbying Exper ditures" means amou	nditures nts paid or incurred.)		organization's totals	totals
<b>1a</b> Total lobbying expenditures to influ	ience public opinion (c	grassroots Johhving)		51,451.	
<b>b</b> Total lobbying expenditures to influ		, , ,		282,149.	
c Total lobbying expenditures (add li	· ·	, , , , , , , , , , , , , , , , , , , ,		333,600.	
d Other exempt purpose expenditure				11,803,036.	
e Total exempt purpose expenditure				12,136,636.	
f Lobbying nontaxable amount. Enter				756,832.	
If the amount on line 1e, column (a) o		bying nontaxable am			
not over \$500,000,	20% of t	the amount on line 1e.			
over \$500,000 but not over \$1,000	,000, \$100,00	0 plus 15% of the exce	ess over \$500,000.		
over \$1,000,000 but not over \$1,50	00,000, \$175,00	0 plus 10% of the exce	ess over \$1,000,000.		
over \$1,500,000 but not over \$17,0	000,000, \$225,00	0 plus 5% of the exces	ss over \$1,500,000.		
over \$17,000,000,	\$1,000,0	000.		100	
g Grassroots nontaxable amount (en	,			189,208.	
h Subtract line 1g from line 1a. If zero	,			0.	
i Subtract line 1f from line 1c. If zero	,			0.	
j If there is an amount other than zer		ine 1i, did the organiza	tion file Form 4720	Г	¬,, ,
reporting section 4911 tax for this					Yes No
(Some organizations the		eraging Period Under D1(h) election do not l	• •	of the five columns be	low.
	<u> </u>	ate instructions for lin			
	Lobbying Exper	nditures During 4-Yea	r Averaging Period	Г	
Calendar year (or fiscal year beginning in)	(a) 2020	<b>(b)</b> 2021	<b>(c)</b> 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	581,776.	723,279.	843,769.	756,832.	2,905,656.
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					4,358,484.
c Total lobbying expenditures	249,495.	349,766.	446,512.	333,600.	1,379,373.
d Grassroots nontaxable amount	145,444.	180,820.	210,942.	189,208.	726,414.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,089,621.
f Grassroots lobbying expenditures	17,712.	120,591.	46,202.	51,451.	235,956.

Schedule C (Form 990) 2023

# Schedule C (Form 990) 2023 HUMAN RIGHTS FIRST 13-31166 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)).

each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description	(a)		(k	) 
he lobbying activity.	Yes	No	Amo	ount
During the year, did the filing organization attempt to influence foreign, national, state, or				
local legislation, including any attempt to influence public opinion on a legislative matter				
or referendum, through the use of:				
a Volunteers?				
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				
c Media advertisements?				
d Mailings to members, legislators, or the public?				
e Publications, or published or broadcast statements?				
f Grants to other organizations for lobbying purposes?				
g Direct contact with legislators, their staffs, government officials, or a legislative body?				
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?  i Other activities?				
j Total. Add lines 1c through 1i				
a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?				
b If "Yes," enter the amount of any tax incurred under section 4912				
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912				
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?				
ort III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(6).	501(c)(5),	, or sec	etion	
			Yes	ı
Were substantially all (90% or more) dues received nondeductible by members?		. 1		
Did the organization make only in-house lobbying expenditures of \$2,000 or less?		. 2		
Did the organization agree to carry over lobbying and political campaign activity expenditures from the irt III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "N	prior year? 501(c)(5),	3 , or sec		3, is
Did the organization agree to carry over lobbying and political campaign activity expenditures from the art III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."	prior year? i 501(c)(5), No" OR (b	3 , or sec o) Part l		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members	prior year? 501(c)(5), No" OR (b	3 , or sec o) Part l		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the int III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members	prior year? 501(c)(5), No" OR (b	3 , or sec o) Part l		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the left III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	prior year? 1501(c)(5), No" OR (b	, or sec b) Part I		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the lart III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year	prior year? 1501(c)(5), No" OR (b	or second Part I		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the last III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year	prior year? 1501(c)(5), No" OR (b	3, or second 1 1 2a 2b		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the left III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  a Current year  Carryover from last year	prior year? 501(c)(5), No" OR (b	3, or second 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the latt III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year  Carryover from last year	prior year? 1501(c)(5), No" OR (b	3, or second 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the latt III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year	prior year? 501(c)(5), No" OR (b	3, or second 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the latt III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year Carryover from last year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess	prior year? 501(c)(5), No" OR (b	3, or sec b) Part I		3, i
Did the organization agree to carry over lobbying and political campaign activity expenditures from the latt III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year Carryover from last year Carryover from last year Total Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess	prior year? 501(c)(5), No" OR (b	3, or sec b) Part I		,
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Did the organization agree to carry over lobbying and political campaign activity expenditures from the latt III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year  C Total  Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?  Taxable amount of lobbying and political expenditures. See instructions  INTERIOR SUPPLIENTED	prior year? 501(c)(5), No" OR (b	3, or second 1	II-A, line	3,
Did the organization agree to carry over lobbying and political campaign activity expenditures from the cart III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  a Current year  Carryover from last year  C Total  Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?  Taxable amount of lobbying and political expenditures. See instructions  wide 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.)	prior year? 501(c)(5), No" OR (b	3, or secon) Part I  2a 2b 2c 3	II-A, line	3,
Did the organization agree to carry over lobbying and political campaign activity expenditures from the latt III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  Current year  Carryover from last year  C Total  Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?  Taxable amount of lobbying and political expenditures. See instructions  INTERIOR SUPPLIENTED	prior year? 501(c)(5), No" OR (b	3, or secon) Part I  2a 2b 2c 3	II-A, line	3, 1
Did the organization agree to carry over lobbying and political campaign activity expenditures from the cart III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  a Current year  Carryover from last year  C Total  Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?  Taxable amount of lobbying and political expenditures. See instructions  wide 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.)	prior year? 501(c)(5), No" OR (b	3, or secon) Part I  2a 2b 2c 3	II-A, line	3, i
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Did the organization agree to carry over lobbying and political campaign activity expenditures from the cart III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "Nanswered "Yes."  Dues, assessments and similar amounts from members  Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  a Current year  Carryover from last year  C Total  Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?  Taxable amount of lobbying and political expenditures. See instructions  wide 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.)	prior year? 501(c)(5), No" OR (b	3, or secon) Part I  2a 2b 2c 3	II-A, line	3, i
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### **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 Inspection

Name of the organization

HUMAN RIGHTS FIRST

**Employer identification number** 13-3116646

Pai	t I Organizations Maintaining Donor Advised	d Funds or Other Similar Funds	or Accounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, line	e 6.	·
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in v	writing that the assets held in donor advis	sed funds
	are the organization's property, subject to the organization's	-	
6	Did the organization inform all grantees, donors, and donor a		
	for charitable purposes and not for the benefit of the donor or		
	impermissible private benefit?		Yes No
Pai	T II Conservation Easements. Complete if the org	ganization answered "Yes" on Form 990,	Part IV, line 7.
1	Purpose(s) of conservation easements held by the organization	on (check all that apply).	
	Preservation of land for public use (for example, recreated	tion or education) Preservation o	f a historically important land area
	Protection of natural habitat	Preservation o	f a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualif	ied conservation contribution in the form	of a conservation easement on the last
	day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		2a
b	Total acreage restricted by conservation easements		2b
С	Number of conservation easements on a certified historic stru	ucture included on line 2a	2c
d	Number of conservation easements included on line 2c acqui	ired after July 25, 2006, and not	
	on a historic structure listed in the National Register		2d
3	Number of conservation easements modified, transferred, rele	eased, extinguished, or terminated by the	e organization during the tax
	year		
4	Number of states where property subject to conservation eas	sement is located	
5	Does the organization have a written policy regarding the per	iodic monitoring, inspection, handling of	
	violations, and enforcement of the conservation easements it	holds?	Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,	handling of violations, and enforcing con-	servation easements during the year
7	Amount of expenses incurred in monitoring, inspecting, hand	lling of violations, and enforcing conserva	tion easements during the year
8	Does each conservation easement reported on line 2d above	satisfy the requirements of section 170(h	
9	In Part XIII, describe how the organization reports conservation	'	
	balance sheet, and include, if applicable, the text of the footn	ote to the organization's financial statem	ents that describes the
Dai	organization's accounting for conservation easements.  † III   Organizations Maintaining Collections of	Art Historical Treasures or Of	ther Similar Assets
I al	Complete if the organization answered "Yes" on Form		inei Olilliai Assets.
			and belones absolution
та	If the organization elected, as permitted under FASB ASC 95	· ·	
	of art, historical treasures, or other similar assets held for pub		
	service, provide in Part XIII the text of the footnote to its finan		
D	If the organization elected, as permitted under FASB ASC 95	•	
	art, historical treasures, or other similar assets held for public	exhibition, education, or research in furti	nerance of public service,
	provide the following amounts relating to these items.		¢.
	(i) Revenue included on Form 990, Part VIII, line 1		
^			
2	If the organization received or held works of art, historical treation following amounts required to be reported under EASP A		ıı gairi, provide
_	the following amounts required to be reported under FASB A	3	¢.
a	Revenue included on Form 990, Part VIII, line 1		\$

Par	t III Organizations Maintaining Co	ollections of Art	, Historical Tre	asures, or Othe	er Simila	r Assets	(contir	nued)	J
3	Using the organization's acquisition, accession	n, and other records	s, check any of the f	ollowing that make	significant	use of its	-	-	
	collection items (check all that apply).								
а	Public exhibition	d	Loan or exc	hange program					
b	Scholarly research	е	Other						
С	Preservation for future generations								
4	Provide a description of the organization's co	llections and explain	how they further th	e organization's exe	empt purpo	se in Part	XIII.		
5	During the year, did the organization solicit or	receive donations o	f art, historical treas	sures, or other simila	r assets				
	to be sold to raise funds rather than to be ma	intained as part of th	ne organization's co	lection?			Yes		No
Par	t IV Escrow and Custodial Arrang	gements Complet	e if the organization	answered "Yes" or	Form 990	, Part IV, li	ne 9, or		
	reported an amount on Form 990, Par	t X, line 21.							
1a	Is the organization an agent, trustee, custodia	an, or other intermed	iary for contribution	s or other assets no	t included				
	on Form 990, Part X?						Yes		No
b	If "Yes," explain the arrangement in Part XIII a								
							Amoun	t	
С	Beginning balance				1c				
	Additions during the year								
	Distributions during the year								
f	Ending balance				1f				
2a	Did the organization include an amount on Fo				ility?	$\square$	Yes		No
b	If "Yes," explain the arrangement in Part XIII.								
Par	t V Endowment Funds Complete if	the organization ans	wered "Yes" on For	m 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	4,798,451.	5,314,592.	4,816,634.	4,3	310,769.	1	,004,	885.
b	Contributions	136,000.	421,000.	260,000.		43,000.	2	,893,	688.
С	Net investment earnings, gains, and losses	482,161.	-670,420.	477,053.	6	70,439.	139. 412,		196.
d	Grants or scholarships								
е	Other expenditures for facilities								
	and programs	431,164.	266,721.	239,095.	2	207,574.			
f	Administrative expenses								
g	End of year balance	4,985,448.	4,798,451.	5,314,592.	4,8	316,634.	4	,310,	769.
2	Provide the estimated percentage of the curre	ent year end balance	(line 1g, column (a)	) held as:					
а	Board designated or quasi-endowment		_%						
b	Permanent endowment100	%							
С	Term endowment	%							
	The percentages on lines 2a, 2b, and 2c shou	ıld equal 100%.							
За	Are there endowment funds not in the posses	ssion of the organiza	tion that are held ar	nd administered for t	:he				
	organization by:							Yes	No
	(i) Unrelated organizations?						3a(i)		X
	(ii) Related organizations?						3a(ii)		Х
b	If "Yes" on line 3a(ii), are the related organizate	tions listed as require	ed on Schedule R?				3b		
4	Describe in Part XIII the intended uses of the		vment funds.						
Par	t VI Land, Buildings, and Equipme								
	Complete if the organization answered	l "Yes" on Form 990	, Part IV, line 11a. S	ee Form 990, Part X	(, line 10.				
	Description of property	(a) Cost or ot	ther (b) Cost	or other (c)	Accumulat	ed	<b>(d)</b> Boo	k value	Э
		basis (investm	nent) basis	(other) d	epreciation	ı			
1a	Land								
	Buildings	I							
	Leasehold improvements				006,2			1,3	
d	Equipment			8,382.	500,4		13'	7,90	
е	Other	I	48	0,142.	479,9	30.			12.
Total	. Add lines 1a through 1e. (Column (d) must ed	rual Form 990 Part )	K line 10c column	(R))			169	9,49	93.

Schedule D (Form 990) 2023 HUMAN RIGHTS  Part VII Investments - Other Securities	S FIRST	13	-3116646 Page 3
Complete if the organization answered "Yes" of	on Form 990 Part IV line	a 11h 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	l-of-vear market value
ta en	(b) Book value	(b) Method of Valuation. Cost of one	Tor your 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, line 12, col. (B))			
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes" of	on Form 990, Part IV, line	e 11c. See Form 990, Part X, line 13.	
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	l-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))			
Part IX Other Assets	5 000 D 1 11/1	44.1.0. 5	
Complete if the organization answered "Yes" o		e 11d. See Form 990, Part X, line 15.	(h) Deele velve
	Description		(b) Book value
(1) SECURITY DEPOSIT	TICE ACCEMC		238,558.
(2) OPERATING LEASE RIGHTS FOR	USE ASSETS		2,562,688.
(3)			
(4)			
(5)			
(6)			
<u>(7)</u>			
<u>(8)</u> (9)			
Total. (Column (b) must equal Form 990, Part X, line 15, col.	(D))		2,801,246.
Part X Other Liabilities	(D))		2,001,240.
Complete if the organization answered "Yes" of	on Form 990. Part IV. line	e 11e or 11f. See Form 990. Part X. line 25.	
1. (a) Description of liability	,,		(b) Book value
(1) Federal income taxes			(-7
(2) OPERATING LEASE LIABILITY			2,778,490.
(3)			2777072300
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, line 25, col.	(B))		2,778,490.

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

	t XI Reconciliation of Revenue per Audited Financial Statem	ante Wit			3116646 Page
ı u	Complete if the organization answered "Yes" on Form 990, Part IV, line 12		ii nevenue pei ne	tuiii	
1				1	106,638,562
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			-	100,030,302
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities		92,194,114.	-	
C	Recoveries of prior year grants		<u> </u>	-	
d	Other (Describe in Part XIII.)		-233,000.	-	
e				2e	91,961,114
3	-			3	14,677,448
4	Subtract line <b>2e</b> from line <b>1</b> Amounts included on Form 990, Part VIII, line 12, but not on line 1:			-	11,011,110
٠,	Investment expenses not included on Form 990, Part VIII, line 7b	40	33,698.		
b	Other (Describe in Part XIII.)		33,0300	-	
0				4c	33,698
5	Add lines <b>4a</b> and <b>4b</b> Total revenue. Add lines <b>3</b> and <b>4c.</b> (This must equal Form 990, Part I, line 12.)			5	14,711,146
Pa	rt XII Reconciliation of Expenses per Audited Financial Stater	ments W	th Expenses per F	_	
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12				
1	Total expenses and losses per audited financial statements			1	107,246,356
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
а	Donated services and use of facilities	2a	92,194,114.		
b	Prior year adjustments				
С	Other losses	1 _ 1			
d	Other (Describe in Part XIII.)				
е	Add lines 2a through 2d			2e	92,194,114
3	Subtract line <b>2e</b> from line <b>1</b>			3	15,052,242
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	33,698.		
b	Other (Describe in Part XIII.)		•		
С	Add lines 4a and 4b			4c	33,698
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I. line 18.)			5	15,085,940
Pa	rt XIII Supplemental Information			•	
Prov	ide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Pa	art IV, lines	1b and 2b; Part V, line 4	; Part	X, line 2; Part XI,
	2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any ac			•	, , ,
PAI	RT V, LINE 4:				
	2011, THE ORGANIZATION RECEIVED A DONOR-H	RESTRI	CTED ENDOWME	NT	TO BE HELD
ΙN	ZUII, IIIE ORGANIZATION RECEIVED A DONOR I	<u> </u>			
IN	ZUII, THE ORGANIZATION RECEIVED A DONOR I	· · · · · · · · · · · · · · · · · · ·			

THE POLICIES AND PROJECTS OF THE ORGANIZATION.

IN 2018 AND CONTINUING THROUGH 2023, THE ORGANIZATION RECEIVED ADDITIONAL DONOR-RESTRICTED ENDOWMENT FUNDS TO BE HELD IN PERPETUITY IN A SEPARATE RESTRICTED FUND TO BE USED FOR (I) REPRESENTING AND/OR ADVOCATING FOR REFUGEES, (II) SUPPORTING HUMAN RIGHTS DEFENDERS, AND (III) ADVANCING U.S. POLICY IN HUMAN RIGHTS. IT ALSO PERMITS THE BOARD TO CHANGE PROGRAMMATIC FOCUS AS LONG AS THE FOCUS REMAINS IN THE SPIRIT OF THE DONOR'S INTENT.

#### SCHEDULE F (Form 990)

### Statement of Activities Outside the United States

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

Open to Public

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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

Inspection

Name of the organization **Employer identification number** HUMAN RIGHTS FIRST 13-3116646 General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b. 1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States. 3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.) (b) Number of (e) If activity listed in (d) (c) Number of (d) Activities conducted in the region (f) Total (a) Region employees, agents, and expenditures offices (by type) (such as, fundraising, prois a program service, for and in the region gram services, investments, grants to describe specific type independent investments contractors recipients located in the region) of service(s) in the region in the region in the region EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM PROGRAM SERVICES RESEARCH/ ADVOCACY 285,953. NORTH AMERICA -CANADA AND MEXICO. BUT NOT THE UNITED STATES PROGRAM SERVICES RESEARCH/ ADVOCACY 1,078. EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA PROGRAM SERVICES LEGAL REVIEW / REF. REP 889,516. 0 0 1,176,547. 3 a Subtotal **b** Total from continuation 0 0 sheets to Part I ...... Totals (add lines 3a

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

Schedule F (Form 990) 2023

1,176,547.

and 3b)

Part II

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

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

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

3 Enter total number of other organizations or entities

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.							
(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	<b>(e)</b> Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)

Page 4

## Schedule F (Form 990) 2023 I Part IV Foreign Forms

1	Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)	Yes	X No
2	Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)	Yes	X No
3	Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the Instructions for Form 5471)	Yes	X No
4	Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)	Yes	X No
5	Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)	Yes	X No
6	Did the organization have any operations in or related to any boycotting countries during the tax year? <i>If</i> "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)	Yes	X No

Schedule F (Form 990) 2023

Schedule F (Form 990) 2023

#### SCHEDULE G (Form 990)

Department of the Treasury Internal Revenue Service

#### **Supplemental Information Regarding Fundraising or Gaming Activities**

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.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization Employer identification number 13-3116646 HUMAN RIGHTS FIRST 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. а Mail solicitations е Solicitation of non-government grants b Internet and email solicitations Solicitation of government grants Phone solicitations Special fundraising events С g In-person solicitations 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. (iii) Did fundraiser have custody or control of contributions? (v) Amount paid (vi) Amount paid (i) Name and address of individual (iv) Gross receipts to (or retained by) (ii) Activity to (or retained by) fundraiser or entity (fundraiser) from activity organization listed in col. (i) Yes No Total 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.

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

		of fundraising event contributions and gro	oss income on Form 990	-EZ, lines 1 and 6b. List e	events with gross receipt	s greater than \$5,000.
			(a) Event #1	(b) Event #2	(c) Other events NONE	(d) Total events (add col. (a) through
				SPRING GALA	(tatal munahan)	col. <b>(c)</b> )
e			(event type)	(event type)	(total number)	
Revenue	1	Gross receipts	846,422.	97,811.		944,233.
	2	Less: Contributions	535,084.	29,125.		564,209.
	3	Gross income (line 1 minus line 2)	311,338.	68,686.		380,024.
	4	Cash prizes	10,000.			10,000.
	5	Noncash prizes				
xpenses	6	Rent/facility costs	138,850.	44,800.		183,650.
Direct Expenses	7	Food and beverages				
	8	Entertainment				
		Other direct expenses	162,488.	23,886.		186,374.
		Direct expense summary. Add lines 4 through	. ,			380,024.
Da		Net income summary. Subtract line 10 from li				0.
Pa	rt I		answered "Yes" on Form	i 990, Part IV, line 19, or i	reported more than	
		\$15,000 on Form 990-EZ, line 6a.	1	(b) Pull tabs/instant		(d) Total gaming (add
ne			(a) Bingo	bingo/progressive bingo	(c) Other gaming	col. (a) through col. (c)
Revenue				gg-		(3)
Be	1	Gross revenue				
S	2	Cash prizes				
nse						
xbe	3	Noncash prizes				
Direct Expenses	4	Rent/facility costs				
	5	Other direct expenses				
	Ŭ	- Carrott Graphinese	Yes %	Yes %	Yes %	
	6	Volunteer labor	No No	No No	No No	
	7	Direct expense summary. Add lines 2 through	n 5 in column (d)			
	8	Net gaming income summary. Subtract line 7	from line 1, column (d)			
	_					
		ter the state(s) in which the organization condu	_			Yes No
a Is the organization licensed to conduct gaming activities in each of these states?						
b	IT "	No," explain:				
	_					
102	We	ere any of the organization's gaming licenses re	evoked suspended or te	rminated during the tax v	vear?	Yes No
		Yes," explain:	•	-		
		· · ·				
	_					_

Sch	nedule G (Form 990) 2023 HUMAN RIGHTS FIRST 13	-3116646	Page 3
	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		
40	to administer charitable gaming?	Yes	No
	Indicate the percentage of gaming activity conducted in:  The organization's facility	13a	%
	o An outside facility		
	Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
	Name		
	Address		
15a	a Does the organization have a contract with a third party from whom the organization receives gaming revenue?	Yes	☐ No
k	o 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
k	Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the		
Pa	organization's own exempt activities during the tax year \$ Int IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and	Dort III, lines O	0h 10h
	15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.	rait III, IIIles 9,	90, 100,

332083 09-13-23 Schedule G (Form 990) 2023

Schedule G	(Form 990)	HUMAN RIGHTS	FIRST	13-3116646 Page 4
Part IV	Supplemental Infor	HUMAN RIGHTS mation (continued)		

#### SCHEDULE J (Form 990)

**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.

**2023** 

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

Part I Questions Regarding Compensation

Attach to Form 990.

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

HUMAN RIGHTS FIRST

Employer identification number

13-3116646

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990,			
	Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments  Health or social club dues or initiation fees			
	Discretionary spending account Personal services (such as maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or			
	reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors,			
	trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2		
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.			
	X Compensation committee Written employment contract			
	X Independent compensation consultant X Compensation survey or study			
	X Form 990 of other organizations X 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:			
а	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	4b		
С	Participate in or receive payment from an equity-based compensation arrangement?	4c		Х
	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:			
	The organization?	5a		<u>X</u>
b	Any related organization?	5b		X
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the net earnings of:			7.7
	The organization?	6a		_ <u>X</u> _
b	Any related organization?	6b		Х
	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			37
_	not described on lines 5 and 6? If "Yes," describe in Part III	7		<u> </u>
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the			v
_	initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53.4958-6(c)?	9		

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

Schedule J (Form 990) 2023

Schedule J (Form 990) 2023 HUMAN RIGHTS FIRST 13-3116646

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 (D) Nontaxable benefits		(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990
(1) BREEN, MICHAEL F.	(i)	323,391.	2,500.	0.	9,829.	43,758.	379,478.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(2) SHORA, KAREEM	(i)	228,518.	0.	0.	6,850.	522.	235,890.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(3) BERNFIELD, JAMES B.	(i)	183,317.	2,000.	0.	5,659.	43,771.	234,747.	0.
SR VP OF MKTG AND COMM	ii)	0.	0.	0.	0.	0.	0.	0.
(4) NYIENDO, LICHA M.	(i)	198,788.	0.	0.	6,004.	14,307.	219,099.	0.
CHIEF LEGAL OFFICER	ii)	0.	0.	0.	0.	0.	0.	0.
(5) ACER, ELEANOR A.	(i)	165,855.	0.	0.	5,111.	43,864.	214,830.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(6) PACQUETTE, KURT	(i)	168,634.	0.	0.	4,908.	13,699.	187,241.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(7) MELLEN, JENNIFER A.	(i)	176,139.	0.	0.	5,281.	508.	181,928.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(8) WILSON, ERIN E.	(i)	157,942.	0.	0.	4,802.	14,244.	176,988.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(9) HINES, QUENTIN	(i)	160,220.	2,000.	0.	0.	13,682.	175,902.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
(10) RICHTER, PERRIS	(i)	149,525.	0.	0.	4,502.	14,142.	168,169.	0.
ASSOC DIRECTOR	ii)	0.	0.	0.	0.	0.	0.	0.
(11) QUIGLEY, JENNIFER A.	(i)	149,529.	0.	0.	3,463.	14,172.	167,164.	0.
	ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	ii)							
	(i)							
	ii)							
	(i)							
	ii)							
	(i)							
	ii)							
	(i)							
	ii)							

Page 2

### 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.

2023
Open to Public Inspection

OMB No. 1545-0047

Name of the organization

HUMAN RIGHTS FIRST

Employer identification number 13-3116646

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: TO REACH THAT GOAL, HUMAN RIGHTS FIRST LEADS ACTIONS THAT HOLD WORLD. OPPRESSORS ACCOUNTABLE, FREE PEOPLE FROM INJUSTICE, AND BUILD INSTITUTIONS THAT ENSURE UNIVERSAL RIGHTS. HUMAN RIGHTS FIRST, WHICH FOR MORE THAN 40 YEARS HAS BUILT BIPARTISAN COALITIONS AND WORKED WITH FRONT-LINE ACTIVISTS AND LAWYERS TO TACKLE GLOBAL CHALLENGES, IS BASED IN NEW YORK, WASHINGTON D.C., AND LOS ANGELES. FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS: LEGAL SERVICES. DURING THAT PERIOD, WE REPRESENTED MORE THAN 2,706 PEOPLE FROM 84 COUNTRIES AND WON LEGAL PROTECTION FOR 310 CLIENTS AND FAMILY MEMBERS. WE ALSO CONDUCTED 31 PRO BONO ATTORNEY AND INTERPRETER TRAININGS, EQUIPPING OVER 3,500 ATTORNEYS TO REPRESENT ASYLUM CLIENTS AND PARTICIPATE IN PRO SE CLINICS. AMONG THE KEY 2023 POLICY ACHIEVEMENTS RESULTING FROM OUR ADVOCACY TO PROTECT REFUGEES WERE THE FOLLOWING: OUR RESEARCH AND ADVOCACY HELPED MAKE THE CASE TO FINALLY END THE TITLE 42 POLICY THAT WAS USED TO DENY MANY REFUGEES ACCESS TO ASYLUM AND HELPED PREVENT ATTEMPTS TO ENACT THAT OR SIMILAR POLICIES INTO U.S. THROUGH OUR RESEARCH AND REPORTS, WE TRACKED OVER 13,480 REPORTS OF TORTURE, KIDNAPPING AND OTHER ATTACKS AGAINST ASYLUM-SEEKERS AND MIGRANTS IMPACTED BY TITLE 42.

2) OUR POLICY ANALYSIS AND ADVOCACY HELPED BUILD STRONG AND DIVERSE
OPPOSITION TO A MAY 2023 RULE THAT WOULD BAR SOME REFUGEES FROM ASYLUM

Schedule O (Form 990) 2023 Page 2

Name of the organization **Employer identification number** HUMAN RIGHTS FIRST 13-3116646 AND DENY ASYLUM HEARINGS TO PEOPLE WITH A SIGNIFICANT CHANCE OF PROVING THEIR ASYLUM ELIGIBILITY. WE CONDUCTED EXTENSIVE RESEARCH, INTERVIEWS AND ISSUED REPORTS THAT DOCUMENTED THE POLICY'S FAILURES FROM BOTH HUMAN RIGHTS AND MIGRATION MANAGEMENT PERSPECTIVES. OUR ADVOCACY WITH PARTNERS HELPED DEFEAT A NUMBER OF ANTI-ASYLUM BILLS, INCLUDING H.R. 2 (WHICH RECEIVED A VETO THREAT FROM THE WHITE HOUSE AFTER STRONG OPPOSITION FROM THE ADVOCACY COMMUNITY AND MEMBERS OF CONGRESS) AND S. 1473 (THE SINEMA/TILLIS BORDER BILL THAT WOULD HAVE EXTENDED THE USE OF TITLE 42 AND EVISCERATED OUR ASYLUM SYSTEM). 4) HUMAN RIGHTS FIRST WORKED WITH PARTNERS TO SUCCESSFULLY ADVOCATE AGAINST THE RESURRECTION OF FAMILY DETENTION. WE CO-LED A LETTER TO GENERATE STRONG OPPOSITION BY MEMBERS OF CONGRESS AND A DIVERSE ARRAY OF NEARLY 400 CIVIL SOCIETY ORGANIZATIONS TO THE BIDEN ADMINISTRATION'S LEAKED CONSIDERATION OF A RESTART OF FAMILY DETENTION. FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS: BEFORE U.S. AND FOREIGN GOVERNMENTS WITH MAGNITSKY-STYLE SANCTIONS PROGRAMS. SUCCESSFULLY ADVOCATED FOR THE FIRST-EVER USE OF GLOBAL MAGNITSKY SANCTIONS IN A CASE INVOLVING A SINGLE ARBITRARY DETENTION, FOR POLITICAL PRISONER VLADIMIR KARA-MURZA. 4) PRODUCED A FOLLOW-UP REPORT ON THE U.S. GOVERNMENT'S USE OF THE GLOBAL MAGNITSKY SANCTIONS PROGRAM OVER THE PAST YEAR.

Schedule O (Form 990) 2023 Page **2** 

Name of the organization **Employer identification number** HUMAN RIGHTS FIRST 13-3116646 5) PRODUCED A REPORT ON THE LACK OF TRANSPARENCY IN THE U.S. GOVERNMENT'S USE OF VISA RESTRICTION TOOLS AS A FORM OF ACCOUNTABILITY. 6) PREPARED AND SUBMITTED SEVERAL SANCTIONS RECOMMENDATIONS TO THE U.S. GOVERNMENT IN RESPONSE TO HUMAN RIGHTS VIOLATIONS IN EL SALVADOR AND BAHRAIN. 7) PARTICIPATED IN INTERNATIONAL EXPERT PANEL ON STATE IMPUNITY AND THE NORTHERN IRELAND CONFLICT. 8) PUBLISHED DOZENS OF POSTS AND REPORTS ON THE WORK OF HUMAN RIGHTS DEFENDERS IN UKRAINE IMPACTED BY RUSSIA'S FULL-SCALE INVASION. FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS: 3) BETA TESTED GLIMPSE WITH PARTNERS INVESTIGATING STATE VIOLENCE AGAINST INDIGENOUS PROTESTERS AND THE PRESENCE OF VIOLENT WHITE NATIONALISTS IN SOCIAL MEDIA PLATFORMS. 4) PROVIDED TECHNICAL ADVISEMENT FOR FRONTLINE PARTNERS IN UKRAINE, INCLUDING LEVERAGING AI TO DO VOICE MATCHING FOR THE PURPOSE OF A CRIMINAL INVESTIGATION. WE INITIATED A PROGRAM TO BRING TECHNICAL CAPACITY TO FRONTLINE PARTNERS IN UKRAINE FOR THE PURPOSE OF WAR CRIMES DOCUMENTATION. 5) DEVELOPED AN AI-POWERED TOOL THAT TRACKS AND MAPS ANTI-DEMOCRATIC LEGISLATION TO HELP THE PUBLIC BETTER UNDERSTAND THE EXTREMIST MOVEMENT AND HELP ADVOCATES BE MORE RESPONSIVE ON THE STATE AND LOCAL LEVEL.

Schedule O (Form 990) 2023 Page 2

Name of the organization HUMAN RIGHTS FIRST

Employer identification number 13-3116646

6) BEGAN DESIGN ON A BOT FOR DISCREET AND SECURE REPORTING OF HUMAN
RIGHTS VIOLATIONS EXPERIENCED BY MIGRANTS AT THE HANDS OF STATE
AUTHORITIES AND CARTEL MEMBERS AT THE US/MEXICO BORDER.

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

GENERAL ADVOCACY / VFAI / EXTREMISM / COMMUNICATIONS & OUTREACH

EXPENSES \$ 3,400,426. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

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

FORM 990 WAS PREPARED BY OUR ACCOUNTING FIRM IN CONJUNCTION WITH THE

ORGANIZATION'S FINANCIAL DEPARTMENT. THE DRAFT FORM WAS REVIEWED BY THE

ORGANIZATION'S SVP OF FINANCE, COUNSEL, PRESIDENT/CEO, AND KEY MEMBERS OF

THE EXECUTIVE TEAM. A COMPLETE COPY OF THE FORM 990 WAS THEN PROVIDED TO

ALL MEMBERS OF THE BOARD OF DIRECTORS VIA ELECTRONIC MAIL BEFORE IT WAS

FILED WITH THE INTERNAL REVENUE SERVICE.

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

THE ORGANIZATION REQUIRES ALL DIRECTORS, OFFICERS, AND KEY EMPLOYEES

ANNUALLY TO ACKNOWLEDGE RECEIPT OF THE CONFLICT OF INTEREST POLICY AND

DISCLOSE ANY POTENTIAL CONFLICTS OF INTEREST. THE CHIEF OF STAFF AND

SECRETARY OF THE BOARD REVIEW ALL ANNUAL DISCLOSURES, IN ADDITION TO ANY

OTHER DISCLOSURES MADE DURING THE COURSE OF THE YEAR. ANY DISCLOSURE THAT

INDICATES A POTENTIAL CONFLICT OF INTEREST IS REPORTED TO THE AUDIT

COMMITTEE AND APPROPRIATE FOLLOW UP IS UNDERTAKEN AS SET FORTH IN THE

POLICY. THE ORGANIZATION'S CONFLICT OF INTEREST POLICY REQUIRES THAT

INDIVIDUALS WITH CONFLICTS OF INTEREST WITH RESPECT TO A PARTICULAR

TRANSACTION OR ACTION MAY NOT PARTICIPATE IN THE DISCUSSION OR DECISION

MAKING WITH RESPECT TO THAT TRANSACTION.

<u>Schedule O (Form 990) 2023</u> Page **2** 

Name of the organization HUMAN RIGHTS FIRST	Employer identification number 13-3116646				
FORM 990, PART VI, SECTION B, LINE 15A:					
AFTER A PERFORMANCE REVIEW, THE EXECUTIVE COMMITTEE SETS THE COMPENSATION					
OF THE ORGANIZATION'S PRESIDENT AND CEO BASED ON A REVIEW	OF COMPENSATION				
PAID BY COMPARABLE ORGANIZATIONS FOR COMPARABLE POSITIONS	AND BASED ON				
APPROPRIATE SALARY SURVEYS OF COMPARABLE POSITIONS IN COMP	PARABLE				
ORGANIZATIONS. THE EXECUTIVE COMMITTEE CONTEMPORANEOUSLY D	OCUMENTS THE				
BASIS FOR ITS DECISIONS.					
FORM 990, PART VI, SECTION C, LINE 19:					
THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT C	F INTEREST				
POLICY, AND FINANCIAL STATEMENTS AVAILABLE EITHER ON THE W	EBSITE OR UPON				
REQUEST.					
FORM 990, PART IX, LINE 11G, OTHER FEES:					
PROFESSIONAL FEES:					
PROGRAM SERVICE EXPENSES					
MANAGEMENT AND GENERAL EXPENSES	45,952.				
FUNDRAISING EXPENSES	89,832.				
TOTAL EXPENSES  TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	2,645,529.				
TOTAL OTHER PEES ON FORM 990, PART IX, DINE 11G, COL A	2,043,323.				
FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:					
DISCOUNT ON LONG TERM PLEDGES RECEIVABLE -233,000.					
FORM 990, PART XII, LINE 2C:					
THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.					

### Form **8868**

(Rev. January 2024)

# Application for Extension of Time To File an Exempt Organization Return or Excise Taxes Related to Employee Benefit Plans

File a separate application for each return.

Go to www.irs.gov/Form8868 for the latest information.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits. 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 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. Part I - Identification Taxpayer identification number (TIN) Name of exempt organization, employer, or other filer, see instructions. Type or **Print** HUMAN RIGHTS FIRST 13-3116646 File by the Number, street, and room or suite no. If a P.O. box, see instructions. due date for filina vour 75 BROAD STREET, FL 31 return. See instructions City, town or post office, state, and ZIP code. For a foreign address, see instructions. 10004 NEW YORK, NY Enter the Return Code for the return that this application is for (file a separate application for each return) 01 Application Is For Return | Application Is For Return Code Code Form 990 or Form 990-EZ 01 Form 4720 (other than individual) 09 Form 4720 (individual) 03 Form 5227 10 Form 990-PF 04 Form 6069 11 Form 990-T (sec. 401(a) or 408(a) trust) 12 05 Form 8870 Form 990-T (trust other than above) 06 Form 5330 (individual) 13 07 Form 5330 (other than individual) 14 Form 990-T (corporation) Form 1041-A 80 After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330. • If this application is for an extension of time to file Form 5330, you must enter the following information. Plan Name Plan Number Plan Year Ending (MM/DD/YYYY) Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions) The books are in the care of KURT PACQUETTE 75 BROAD STREET, FLOOR 31 - NEW YORK, NY 10004 Telephone No. (212) 845-5200 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 . 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. I request an automatic 6-month extension of time until NOVEMBER 15 , 20 24 , to file the exempt organization return for the organization named above. The extension is for the organization's return for: X calendar year 20 23 or tax year beginning \_\_\_\_\_\_, 20 \_\_\_\_, and ending \_\_\_ 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. За 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. 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.