

UNBOUND
FORM 990
TAX YEAR 2021
PUBLIC DISCLOSURE COPY

IRS e-file Signature Authorization for a Tax Exempt Entity

For calendar year 2021, or fiscal year beginning 01/01/2021 and ending 12/31/2021

2021

Department of the Treasury
Internal Revenue Service

▶ **Do not send to the IRS. Keep for your records.**
▶ **Go to www.irs.gov/Form8879TE for the latest information.**

Name of filer

EIN or SSN

UNBOUND

43-1243999

Name and title of officer or person subject to tax

SCOTT WASSERMAN, PRESIDENT/CEO

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.

1a Form 990 check here	<input checked="" type="checkbox"/>	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b	<u>145382985.</u>
2a Form 990-EZ check here	<input type="checkbox"/>	b Total revenue, if any (Form 990-EZ, line 9).	2b	_____
3a Form 1120-POL check here	<input type="checkbox"/>	b Total tax (Form 1120-POL, line 22)	3b	_____
4a Form 990-PF check here	<input type="checkbox"/>	b Tax based on investment income (Form 990-PF, Part V, line 5).	4b	_____
5a Form 8868 check here	<input type="checkbox"/>	b Balance due (Form 8868, line 3c)	5b	_____
6a Form 990-T check here	<input type="checkbox"/>	b Total tax (Form 990-T, Part III, line 4)	6b	_____
7a Form 4720 check here	<input type="checkbox"/>	b Total tax (Form 4720, Part III, line 1)	7b	_____
8a Form 5227 check here	<input type="checkbox"/>	b FMV of assets at end of tax year (Form 5227, Item D)	8b	_____
9a Form 5330 check here	<input type="checkbox"/>	b Tax due (Form 5330, Part II, line 19)	9b	_____
10a Form 8038-CP check here	<input type="checkbox"/>	b Amount of credit payment requested (Form 8038CP, Part III, line 22) .	10b	_____

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the 2021 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

I authorize FORVIS, LLP to enter my PIN 86248 as my signature
ERO firm name Enter five numbers, but do not enter all zeros

on the tax year 2021 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2021 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax ▶ Scott Wasserman

Date ▶ October 18, 2022

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

43372244016

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2021 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature ▶ Mhe hgl

Date ▶ 10/20/2022

**ERO Must Retain This Form - See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So**

For Privacy Act and Paperwork Reduction Act Notice, see back of form.

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

- ▶ Do not enter Social Security numbers on this form as it may be made public.
- ▶ Information about Form 990 and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2021

Open to Public Inspection

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

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization UNBOUND			D Employer identification number 43-1243999	
	Doing Business As			E Telephone number (800) 875-6564	
	Number and street (or P.O. box if mail is not delivered to street address)		Room/suite		
	1 ELMWOOD AVE				
City or town, state or province, country, and ZIP or foreign postal code KANSAS CITY, KS 66103			G Gross receipts \$ 165,054,646.		
F Name and address of principal officer: SCOTT WASSERMAN 1 ELMWOOD AVE, KANSAS CITY, KS 66103			H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
			H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No		
			If "No," attach a list. (see instructions)		
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			H(c) Group exemption number ▶		
J Website: WWW.UNBOUND.ORG					
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			L Year of formation: 1981 M State of legal domicile: MO		

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: UNBOUND'S MISSION IS TO WALK WITH THE POOR AND MARGINALIZED OF THE WORLD. SEE SCHEDULE O.	
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	3 Number of voting members of the governing body (Part VI, line 1a)	3 8
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 8
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5 140
	6 Total number of volunteers (estimate if necessary)	6 1,859
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a NONE
7b Net unrelated business taxable income from Form 990-T, line 34	7b NONE	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 139,403,527. Current Year 142,617,882.
	9 Program service revenue (Part VIII, line 2g)	106,459. 1,771.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,012,861. 2,762,828.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,385. 504.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	141,524,232. 145,382,985.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)
14 Benefits paid to or for members (Part IX, column (A), line 4)		NONE NONE
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		13,369,039. 12,336,746.
16a Professional fundraising fees (Part IX, column (A), line 11e)		NONE NONE
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 6,187,649.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		6,168,167. 6,779,931.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	133,689,530. 135,492,527.	
19 Revenue less expenses. Subtract line 18 from line 12	7,834,702. 9,890,458.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 78,090,406. End of Year 85,403,834.
	21 Total liabilities (Part X, line 26)	5,293,295. 2,233,389.
	22 Net assets or fund balances. Subtract line 21 from line 20.	72,797,111. 83,170,445.

Part II Signature Block

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

Sign Here	Signature of officer		Date		
	Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	MICHAEL J ENGLE		11/15/2022		P00482834
	Firm's name ▶ FORVIS, LLP	Firm's EIN ▶ 44-0160260		Phone no. 816-221-6300	
Firm's address ▶ 1201 WALNUT, SUITE 1700 KANSAS CITY, MO 64106-2246					

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2021)

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

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

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

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

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

Type or print	Name of exempt organization or other filer, see instructions.	Taxpayer identification number (TIN)
	UNBOUND	43-1243999
	Number, street, and room or suite no. If a P.O. box, see instructions.	
	1 ELMWOOD AVE	
File by the due date for filing your return. See instructions.	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	
	KANSAS CITY, KS 66103	

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

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

- The books are in the care of ► SCOTT WASSERMAN-PRESIDENT/CEO
1 ELMWOOD AVE KANSAS CITY KS 66103
Telephone No. ► 913 384-6500 Fax No. ► 913 384-2211

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

1 I request an automatic 6-month extension of time until 11/15, 2022, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

► calendar year 2021 or
 ► tax year beginning _____, 20____, and ending _____, 20____.

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

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a \$	NONE
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b \$	NONE
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c \$	NONE

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

UNBOUND'S MISSION IS TO WALK WITH THE POOR AND MARGINALIZED OF THE WORLD.

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

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

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

4a (Code:) (Expenses \$ 121,335,674. including grants of \$ 113,110,501.) (Revenue \$ 1,771.)
SPONSORSHIP - SEE SCHEDULE O

4b (Code:) (Expenses \$ 3,502,288. including grants of \$ 3,265,349.) (Revenue \$ NONE)
SCHOLARSHIP - SEE SCHEDULE O

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶ 124,837,962.

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Yes, No. Rows 1-21 with various questions about organizational activities and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and schedules.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question, Yes, No. Rows 1a-1c regarding Form 1096, W-2G forms, and backup withholding rules.

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

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

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

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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (8), 1b (8), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records

SCOTT WASSERMAN-PRESIDENT/CEO 1 ELMWOOD AVE KANSAS CITY, KS 66103
913-384-6500

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) SCOTT WASSERMAN PRESIDENT/CEO (NON-VOTING)	55.00 NONE			X			249,448.	NONE	44,807.	
(2) ROB MCELROY LEAD SOFTWARE ARCHITECT	45.00 NONE				X		136,591.	NONE	40,923.	
(3) STEVE MCCLAIN DIR OF GROWTH & REVENUE DEV	45.00 NONE				X		135,603.	NONE	40,842.	
(4) MARTIN KRAUS TREASURER (NON-VOTING)/DIR FIN	50.00 NONE			X			136,676.	NONE	35,590.	
(5) FRANCIS WERTIN CHURCH RELATIONS DIRECTOR	45.00 NONE				X		144,502.	NONE	24,663.	
(6) DAN WINHOLTZ PEARSON DIR OF INTERNATIONAL PROGRAMS	45.00 NONE				X		125,603.	NONE	41,535.	
(7) JOHN DOUGHERTY DIRECTOR OF TECHNOLOGY SERVICE	45.00 NONE				X		129,878.	NONE	20,478.	
(8) WILLIAM HANSEN SECRETARY (NON-VOTING)/FIN MGR	45.00 NONE			X			85,029.	NONE	15,668.	
(9) REV. DENNIS MARTIN PREACH REP-NON-VOTING,BEG 6/21	2.00 NONE	X					4,515.	NONE	NONE	
(10) ALISON AVAYU DIRECTOR (RETIRED 6/21)	1.00 NONE	X					NONE	NONE	NONE	
(11) DAVID HERBISON DIRECTOR/CGO	6.00 NONE	X	X				NONE	NONE	NONE	
(12) RICH SWAN DIRECTOR (RETIRED 6/21)	1.00 NONE	X					NONE	NONE	NONE	
(13) VICKI BERGER DIRECTOR/DEPUTY CGO (RET 6/21)	3.00 NONE	X	X				NONE	NONE	NONE	
(14) DENNIS BERNARDO DIRECTOR	3.00 NONE	X					NONE	NONE	NONE	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) EMMA MILLER DIR/DEPUTY CGO (BEGAN 6/21)	5.00 NONE	X		X				NONE	NONE	NONE
(16) JOE BARKER DIRECTOR	4.00 NONE	X						NONE	NONE	NONE
(17) REV. GREG SCHMITT C.S.S.R. PREACH (NON-VOTING) (RET 6/21)	1.00 NONE	X						NONE	NONE	NONE
(18) CINDY JONES DIRECTOR	2.00 NONE	X						NONE	NONE	NONE
(19) ABBY MARIE J. ROHR DIRECTOR	2.00 NONE	X						NONE	NONE	NONE
(20) VINCENT MURMU DIRECTOR (NON-VOTING)	0.50 NONE	X						NONE	NONE	NONE
(21) ANA MENCINI DIRECTOR (BEGAN 6/21)	1.00 NONE	X						NONE	NONE	NONE
(22) LISA PHILLIP DIRECTOR (BEGAN 6/21)	1.00 NONE	X						NONE	NONE	NONE
(23) HUGO PLAZA BELTRAN DIRECTOR (NON-VOTING)	0.50 NONE	X						NONE	NONE	NONE
1b Sub-total								1,147,845.	NONE	264,506.
c Total from continuation sheets to Part VII, Section A								NONE	NONE	NONE
d Total (add lines 1b and 1c)								1,147,845.	NONE	264,506.

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 ► 14

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SEE SCHEDULE O		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ► 10

Part VIII Statement of Revenue

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

				(A)	(B)	(C)	(D)				
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512-514				
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a								
	b	Membership dues	1b								
	c	Fundraising events	1c								
	d	Related organizations	1d								
	e	Government grants (contributions) . .	1e	2,386,100.							
	f	All other contributions, gifts, grants, and similar amounts not included above .	1f	140,231,782.							
	g	Noncash contributions included in lines 1a-1f	1g	\$ 285,745.							
	h	Total. Add lines 1a-1f			142,617,882.						
	Program Service Revenue	2a	AWARENESS TRIPS	Business Code	900099	1,771.	1,771.				
b											
c											
d											
e											
f		All other program service revenue									
g		Total. Add lines 2a-2f			1,771.						
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)			1,865,745.		1,865,745.				
	4	Income from investment of tax-exempt bond proceeds .			NONE						
	5	Royalties			NONE						
	6a	Gross rents	6a	(i) Real	(ii) Personal						
	b	Less: rental expenses	6b								
	c	Rental income or (loss)	6c	NONE	NONE						
	d	Net rental income or (loss)				NONE					
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other						
						20,568,744.					
	b	Less: cost or other basis and sales expenses . .	7b	19,671,661.							
	c	Gain or (loss)	7c	897,083.							
	d	Net gain or (loss)				897,083.	897,083.				
8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a		NONE							
			b	Less: direct expenses	8b		NONE				
			c	Net income or (loss) from fundraising events			NONE				
			9a	Gross income from gaming activities. See Part IV, line 19	9a		NONE				
						b	Less: direct expenses	9b		NONE	
						c	Net income or (loss) from gaming activities			NONE	
			10a	Gross sales of inventory, less returns and allowances	10a		NONE				
						b	Less: cost of goods sold	10b		NONE	
						c	Net income or (loss) from sales of inventory			NONE	
Miscellaneous Revenue	11a	-	Business Code								
	b	-									
	c	-									
	d	All other revenue		900099	504.		504.				
	e	Total. Add lines 11a-11d			504.						
12	Total revenue. See instructions			145,382,985.	1,771.	NONE	2,763,332.				

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	NONE			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	NONE			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	116,375,850.	116,375,850.		
4 Benefits paid to or for members	NONE			
5 Compensation of current officers, directors, trustees, and key employees	567,218.		567,218.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	NONE			
7 Other salaries and wages	8,801,559.	5,187,406.	1,133,702.	2,480,451.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	461,793.	280,387.	51,418.	129,988.
9 Other employee benefits	1,820,032.	1,155,606.	229,104.	435,322.
10 Payroll taxes	686,144.	390,660.	109,251.	186,233.
11 Fees for services (nonemployees):				
a Management	NONE			
b Legal	92,630.	20,404.	67,899.	4,327.
c Accounting	90,022.		90,022.	
d Lobbying	NONE			
e Professional fundraising services. See Part IV, line 17.	NONE			
f Investment management fees	98,480.		98,480.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)	578,836.	81,186.	28,305.	469,345.
12 Advertising and promotion	988,390.	1,630.	11,723.	975,037.
13 Office expenses	3,267,703.	804,042.	1,508,512.	955,149.
14 Information technology.	650,441.	98,331.	376,734.	175,376.
15 Royalties.	NONE			
16 Occupancy	160,559.	91,671.	24,115.	44,773.
17 Travel	162,192.	12,575.	3,077.	146,540.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	NONE			
19 Conferences, conventions, and meetings	39,845.	6,473.	7,844.	25,528.
20 Interest	NONE			
21 Payments to affiliates.	NONE			
22 Depreciation, depletion, and amortization	284,428.	177,169.	38,307.	68,952.
23 Insurance	156,353.	88,675.	24,938.	42,740.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a AWARENESS & EDUCATION	45,650.	45,650.		
b BOARD EXPENSES	24,796.		24,796.	
c -				
d -				
e All other expenses	139,606.	20,247.	71,471.	47,888.
25 Total functional expenses. Add lines 1 through 24e	135,492,527.	124,837,962.	4,466,916.	6,187,649.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720)	NONE			

Part X Balance Sheet

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

Table with columns for (A) Beginning of year, (B) End of year, and rows for Assets (1-16), Liabilities (17-26), and Net Assets or Fund Balances (27-33). Includes sub-rows 10a, 10b, 10c and 29-31.

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	145,382,985.
2	Total expenses (must equal Part IX, column (A), line 25)	2	135,492,527.
3	Revenue less expenses. Subtract line 2 from line 1	3	9,890,458.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	72,797,111.
5	Net unrealized gains (losses) on investments	5	464,353.
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	18,523.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	83,170,445.

Part XII Financial Statements and Reporting

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

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
 If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
 If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

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

Form 990 (2021)

**SCHEDULE A
(Form 990)**

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization

UNBOUND

Employer identification number

43-1243999

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

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

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

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

Schedule A (Form 990) 2021

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Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person; 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income. Do not include gain or loss from the sale of capital assets; 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc.; 13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f)) 99.00%; 15 Public support percentage from 2020 Schedule A, Part II, line 14 99.14%; 16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization. [X]; 16b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; 17a 10%-facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; 17b 10%-facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.

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

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

Section A. Public Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included in line 10b; 12 Other income. Do not include gain or loss from the sale of capital assets; 13 Total support. (Add lines 9, 10c, 11, and 12.)

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

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2020 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2020 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

Table with 3 columns: Question, Yes, No. Rows include questions 1 through 10b regarding supported organizations, including their status, control, and support.

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2021

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

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

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

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

SCHEDULE A, PART II - OTHER INCOME

DESCRIPTION	2017	2018	2019	2020	2021	TOTAL
OTHER REVENUE	105.	547.	766.	1,385.	504.	3,307.
TOTALS	105.	547.	766.	1,385.	504.	3,307.

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

Name of the organization

Employer identification number

UNBOUND

43-1243999

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Line number, Description, (a) Donor advised funds, (b) Funds and other accounts. Includes rows for total number at end of year, aggregate values, and Yes/No questions.

Part II Conservation Easements.

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

Table with 3 columns: Line number, Description, and Held at the End of the Tax Year. Includes rows for purpose(s) of conservation easements, total number, acreage, and monitoring expenses.

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

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

Table with 3 columns: Line number, Description, and Amount. Includes rows for art, historical treasures, and similar assets held for public exhibition, education, or research.

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

Schedule D (Form 990) 2021

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

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

Part IV Escrow and Custodial Arrangements.

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

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

Part V Endowment Funds.

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

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

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment ▶ _____ %
 - b Permanent endowment ▶ _____ %
 - c Term endowment ▶ _____ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.

- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|--------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		273,053.		273,053.
b Buildings		5,249,750.	2,782,440.	2,467,310.
c Leasehold improvements				
d Equipment		2,194,821.	1,978,665.	216,156.
e Other		2,755,623.	2,755,623.	
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				2,956,519.

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ANNUITY OBLIGATIONS	680,476.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶ 680,476.	

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

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Total revenue reported as 145,382,985.

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

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

Table with 5 main rows and sub-rows (a-e) for adjustments. Total expenses reported as 135,492,527.

Part XIII Supplemental Information.

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

SEE SUPPLEMENTAL PAGE

Part XIII Supplemental Information (continued)

SCHEDULE D, PART X, LINE 2

MANAGEMENT HAS EVALUATED THEIR INCOME TAX POSITIONS UNDER THE GUIDANCE INCLUDED IN ASC 740. BASED ON THEIR REVIEW, MANAGEMENT HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS TO BE RECORDED OR DISCLOSED IN THE FINANCIAL STATEMENTS.

SCHEDULE D, PART XI, LINE 4B

CHANGE IN UNINSURED ANNUITY OBLIGATIONS	(\$ 18,523)
UNBOUND - COLOMBIA AND PHILLIPINES	2,628

TOTAL	(\$ 15,895)

SCHEDULE D, PART XII, LINE 4B

UNBOUND - COLOMBIA	\$ 4,677
UNBOUND - PHILIPPINES	\$ 61

TOTAL	\$ 4,738

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

▶ Attach to Form 990.

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

Name of the organization

Employer identification number

UNBOUND

43-1243999

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

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) CENTRAL AMERICA AND THE CARIBB	NONE	NONE	GRANTMAKING		47,672,209.
(2) EAST ASIA AND THE PACIFIC	NONE	NONE	GRANTMAKING		18,141,058.
(3) NORTH AMERICA	NONE	NONE	GRANTMAKING		3,788,583.
(4) SOUTH AMERICA	NONE	NONE	GRANTMAKING		18,849,927.
(5) SOUTH ASIA	NONE	NONE	GRANTMAKING		9,961,685.
(6) SUB-SAHARAN AFRICA	NONE	NONE	GRANTMAKING		17,962,388.
(7) CENTRAL AMERICA AND THE CARIBB	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	150,736.
(8) EAST ASIA AND THE PACIFIC	NONE	NONE	PROGRAM SERVICES	PROJ MENTOR & MONITOR	1,917.
(9) NORTH AMERICA	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	21,510.
(10) SOUTH ASIA	NONE	1	PROGRAM SERVICES	PROJ MENTOR & MONITOR	9,274.
(11) SUB-SAHARAN AFRICA	NONE	NONE	PROGRAM SERVICES	PROJ MENTOR & MONITOR	2,043.
(12) SOUTH AMERICA	NONE	NONE	PROGRAM SERVICES	PROJ MENTOR & MONITOR	2,020.
(13) CENTRAL AMERICA AND THE CARIBB	1	NONE	PROGRAM SERVICES	REGIONAL CENTER	1,138,234.
(14)					
(15)					
(16)					
(17)					
3a Subtotal	1	3.			117,701,584.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	1.	3.			117,701,584.

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

Schedule F (Form 990) 2021

JSA
1E1274 1.000

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			CENT. AMERICA/CARIBBEAN	SEE PART V	4,433,604.	WIRE			
(2)			EAST ASIA AND THE PACIFI	SEE PART V	1,278,333.	WIRE			
(3)			NORTH AMERICA	SEE PART V	391,313.	WIRE			
(4)			SOUTH AMERICA	SEE PART V	1,683,634.	WIRE			
(5)			SOUTH ASIA	SEE PART V	422,283.	WIRE			
(6)			SUB-SAHARAN AFRICA	SEE PART V	1,340,528.	WIRE			
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . ▶ 35

3 Enter total number of other organizations or entities ▶ 1

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

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1) NUTRITION, EDUCATION, HEALTH, FAMILY	CENT. AMERICA/CARIBBEAN	113,017	43,238,605.	WIRE			
(2) NUTRITION, EDUCATION, HEALTH, FAMILY	EAST ASIA/PACIFIC	43,299	16,862,725.	WIRE			
(3) NUTRITION, EDUCATION, HEALTH, FAMILY	NORTH AMERICA	8,216	3,397,270.	WIRE			
(4) NUTRITION, EDUCATION, HEALTH, FAMILY	SOUTH AMERICA	45,632	17,166,293.	WIRE			
(5) NUTRITION, EDUCATION, HEALTH, FAMILY	SOUTH ASIA	24,492	9,539,402.	WIRE			
(6) NUTRITION, EDUCATION, HEALTH, FAMILY	SUB-SAHARAN AFRICA	46,144	16,621,860.	WIRE			
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

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

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

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

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

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

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

Part V Supplemental Information

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

SCHEDULE F, PART I, LINE 2

UNBOUND SENDS A WIRE TRANSFER TO PROJECTS ON A MONTHLY BASIS. THE MONTHLY TRANSFER INCLUDES THE PROJECT'S ALLOCATION OF SPONSORSHIP FUNDS IN THREE CATEGORIES: CHILDREN, ELDER AND VOCATIONS (WHERE APPLICABLE). THE MONTHLY TRANSFER ALSO INCLUDES BIRTHDAY FUNDS, AND FOR COVID-19 RESPONSE PROGRAMS DURING 2020 AS AN ADDITIONAL MEASURE TO HELP.

MONEY IS SENT AT THE APPROPRIATE TIMES FOR SCHOLARSHIPS AND CHRISTMAS. THERE MIGHT BE ADDITIONAL RESTRICTED FUNDS SENT AS UNBOUND GRANTS OR BECAUSE OF SPONSORS' EXTRA DONATIONS FOR SPECIFIC FAMILY OR PROJECT NEEDS BEYOND WHAT THE SPONSORSHIP PROGRAM COVERS. UNBOUND MONITORS THE PROJECTS' USE OF THESE FUNDS IN A VARIETY OF WAYS.

PROJECTS ARE REQUIRED TO PROVIDE MONTHLY FINANCIAL INFORMATION TO UNBOUND'S OFFICE IN KANSAS CITY, KANSAS, INCLUDING:

A. TRANSACTION-LEVEL FINANCIAL DETAIL WHICH INCLUDE THE BALANCE SHEET

Part V Supplemental Information

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

AND INCOME STATEMENT

B. PROJECT BANK STATEMENTS AND BANK RECONCILIATIONS

C. CASH RESERVES REPORT

THE PROJECTS ARE ALSO REQUIRED TO SUBMIT OR MAKE AVAILABLE THE FOLLOWING DOCUMENTS ON AN ANNUAL BASIS:

A. ANNUAL BUDGET

B. ASSET LISTING

C. GOVERNMENT-REQUIRED EXTERNAL AUDIT

D. ANY OTHER FINANCIAL REPORTS FILED WITH THEIR GOVERNMENTS

FOR SPECIAL MONEY GIFTS OVER \$100, PROJECTS ARE REQUIRED TO ACKNOWLEDGE THE EXPENDITURES TO THE DONORS.

THERE ARE FOUR REGIONAL ACCOUNTANTS IN THE INTERNATIONAL PROGRAMS DEPARTMENT AT UNBOUND. EACH HAS RESPONSIBILITY FOR A NUMBER OF PROJECTS, AND REVIEWS THE MONTHLY TRANSACTIONS AND REPORTS ON A REGULAR BASIS FOR TIMELINESS, ACCURACY, COMPLETENESS, AND COMPLIANCE WITH UNBOUND FINANCIAL

Part V Supplemental Information

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

AND PROGRAM POLICY. REGULAR FEEDBACK IS GIVEN TO THE PROJECTS. BEFORE PANDEMIC-RELATED TRAVEL RESTRICTIONS, STAFF REPRESENTATIVES FROM THE UNBOUND HEADQUARTERS OFFICE VISITED EACH PROJECT ON AN ANNUAL BASIS TO ASSESS PROGRAM AND ADMINISTRATIVE PERFORMANCE, VISIT PROGRAM BENEFICIARIES IN THEIR HOMES, AND PROVIDE SUPPORT AND TRAINING TO PROJECT TEAMS. ON-SITE VISITS WERE VERY LIMITED DURING 2020 AND 2021 DUE TO COVID-19 TRAVEL RESTRICTIONS. FORMAL PERFORMANCE AUDITS ARE PERFORMED PERIODICALLY, TYPICALLY ONCE EVERY THREE YEARS.

IN ADDITION, THE UNBOUND FINANCE DEPARTMENT HAS A TEAM OF FINANCIAL AUDITORS WHO AUDIT THE PROJECTS' INTERNAL CONTROLS, PROCESSES AND PROCEDURES, AND THE ACCURACY OF THEIR RECORDKEEPING. THEY HAVE ESTABLISHED A SCHEDULE FOR AUDITING EACH PROJECT ON A REGULAR BASIS. THOUGH ON-SITE FINANCIAL AUDITS WERE NOT POSSIBLE IN 2020-2021, THE AUDIT TEAM PERFORMED SELECTIVE DESK AUDITS.

THERE ARE OTHER PROCESSES, TOO, THROUGH WHICH UNBOUND IS ABLE TO MONITOR THE PROJECT PERFORMANCE AND ADHERENCE TO UNBOUND POLICIES. UNBOUND

Part V Supplemental Information

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

REQUIRES AN UPDATED ANNUAL PHOTO OF EACH SPONSORED MEMBER, AND HAS

PROCESSES TO ASSURE THE AUTHENTICITY OF EVERY PHOTO.

UNBOUND REQUIRES EACH SPONSORED MEMBER TO WRITE TO HIS OR HER SPONSOR AT LEAST TWICE EACH YEAR. WHEN PANDEMIC RESTRICTIONS AND HEALTH CONCERNS MADE IT IMPOSSIBLE TO GATHER LETTERS AND PHOTOS IN PERSON, UNBOUND CREATED A METHOD FOR FAMILIES TO SUBMIT LETTERS AND PHOTOS DIGITALLY IN A WAY THAT DID NOT REQUIRE CONTACT WITH PROJECT STAFF. THE LETTERS ARE REGULARLY REVIEWED ON A SAMPLE BASIS BEFORE BEING SENT TO SPONSORS. SPONSORS EAGERLY ANTICIPATE LETTERS FROM THEIR SPONSORED FRIENDS.

UNBOUND HEADQUARTERS STAFF MEMBERS MONITORED THE ACTIVITY OF THE PROJECTS THROUGH CONFERENCE CALLS, WEBINARS, REVIEW OF FINANCIAL AND PROGRAM DOCUMENTS, AND FINANCIAL DESK AUDITS. THE PROJECTS CONTINUE TO SUBMIT ALL DOCUMENTS AND REPORTS.

Part V Supplemental Information

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

SCHEDULE F, PART I, LINE 3, COLUMN F

THE ACCRUAL METHOD OF ACCOUNTING IS USED TO REPORT THE AMOUNT OF
EXPENDITURES IN COLUMN F.

SCHEDULE F, PART II, LINES 1(1)-(6), COLUMN D

PURPOSE OF GRANTS FOR ALL REGIONS IS PROJECT INFRASTRUCTURE, EMERGENCY,
SCHOLARSHIP, AND OTHER ASSISTANCE.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

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

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

Employer identification number

UNBOUND

43-1243999

Part I Questions Regarding Compensation

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

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

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

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

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

- a** Receive a severance payment or change-of-control payment? **4a** Yes No
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? **4b** Yes No
- c** Participate in or receive payment from an equity-based compensation arrangement? **4c** Yes No
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

- a** The organization? **5a** Yes No
- b** Any related organization? **5b** Yes No
- If "Yes" on line 5a or 5b, describe in Part III.

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

- a** The organization? **6a** Yes No
- b** Any related organization? **6b** Yes No
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III. **7** Yes No

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III. **8** Yes No

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? **9** Yes No

	Yes	No
1a		
1b		
2		
3		
4a	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4b	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4c	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5a	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5b	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6a	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6b	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

Schedule J (Form 990) 2021

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 SCOTT WASSERMAN PRESIDENT/CEO (NON-VO	(i)	248,214.	NONE	1,234.	15,209.	29,598.	294,255.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
2 MARTIN KRAUS TREASURER (NON-VOTING	(i)	135,442.	NONE	1,234.	8,453.	27,137.	172,266.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
3 FRANCIS WERTIN CHURCH RELATIONS DIRE	(i)	33,096.	NONE	111,406.	8,815.	15,848.	169,165.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
4 ROB MCELROY LEAD SOFTWARE ARCHITE	(i)	136,177.	NONE	414.	8,487.	32,436.	177,514.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
5 STEVE MCCLAIN DIR OF GROWTH & REVEN	(i)	134,829.	NONE	774.	8,406.	32,436.	176,445.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
6 JOHN DOUGHERTY DIRECTOR OF TECHNOLOG	(i)	129,074.	NONE	804.	7,924.	12,554.	150,356.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
7 DAN WINHOLTZ PEARSON DIR OF INTERNATIONAL	(i)	125,173.	NONE	430.	7,899.	33,636.	167,138.	NONE
	(ii)	NONE	NONE	NONE	NONE	NONE	NONE	NONE
8	(i)							
	(ii)							
9	(i)							
	(ii)							
10	(i)							
	(ii)							
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

Part III Supplemental Information

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

SCHEDULE J, PART I, LINE 4A

FRANCIS WERTIN RECEIVED SEVERANCE IN THE AMOUNT OF \$103,938.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

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

Name of the organization

Employer identification number

UNBOUND

43-1243999

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles.				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	52	285,031.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (CRYPTOCURRENCY)	X	1	714.	FAIR MARKET VALUE
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

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

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

Schedule M (Form 990) 2021

JSA

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

SCHEDULE M, PART I, COLUMN B

THE AMOUNTS LISTED IN COLUMN B REPRESENTS THE NUMBER OF CONTRIBUTIONS.

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UNBOUND

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FORM 990, PART I, LINE 1

UNBOUND'S MISSION IS TO WALK WITH THE POOR AND MARGINALIZED OF THE WORLD.

1. WE PROVIDE PERSONAL ATTENTION AND DIRECT BENEFITS TO CHILDREN, YOUTH, AGING AND THEIR FAMILIES SO THEY MAY LIVE WITH DIGNITY, ACHIEVE THEIR DESIRED POTENTIAL AND PARTICIPATE FULLY IN SOCIETY.

2. WE INVITE PEOPLE OF GOODWILL TO LIVE IN DAILY SOLIDARITY WITH THE WORLD'S POOR THROUGH ONE-TO-ONE SPONSORSHIP.

3. WE BUILD COMMUNITY BY FOSTERING RELATIONSHIPS OF MUTUAL RESPECT, UNDERSTANDING AND SUPPORT THAT ARE CULTURALLY DIVERSE, EMPOWERING AND WITHOUT RELIGIOUS OR OTHER PREJUDICE.

GROUNDING IN THE GOSPEL CALL TO SERVE THE POOR, UNBOUND IS A LAY CATHOLIC ORGANIZATION WORKING WITH PERSONS OF ALL FAITH TRADITIONS TO CREATE A WORLDWIDE COMMUNITY OF COMPASSION AND SERVICE.

FORM 990, PART III, LINE 3

WHILE THE COVID-19 PANDEMIC CONTINUED TO DISRUPT THE LIVES OF INDIVIDUALS AND SOCIETIES ACROSS THE GLOBE IN 2021, THE IMPACT ON UNBOUND PROGRAMS AND THE FAMILIES SERVED IN 19 COUNTRIES DEPENDED HEAVILY ON LOCAL SITUATIONS, AS THE ORGANIZATION PERSISTED WITH DISTRIBUTING CASH BENEFITS WITHOUT INTERRUPTION.

CASH TRANSFERS GIVE FAMILIES A LIFELINE

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INDIVIDUALS AND FAMILIES PARTICIPATING IN THE UNBOUND SPONSORSHIP PROGRAM
HAVE FLEXIBILITY TO USE THEIR BENEFITS FOR WHAT THEY NEED MOST. ABOUT 94%
RECEIVE ASSISTANCE THROUGH CASH TRANSFERS, WHICH HAVE BEEN A LIFELINE
DURING THE PANDEMIC.

FOOD VENDORS, DRIVERS, DAY LABORERS AND OTHERS EARNING THEIR LIVING IN
THE INFORMAL ECONOMY SAW THEIR JOBS SIGNIFICANTLY AFFECTED. MANY USED
SPONSORSHIP BENEFITS TO HELP KEEP THEIR FAMILIES AFLOAT UNTIL THEY COULD
FIND OR RESUME WORK. IN THE EARLY MONTHS OF THE PANDEMIC, FOOD INSECURITY
WAS AN EMERGING CRISIS IMPACTING FAMILIES, AND MANY REPORTED USING FUNDS
TO BUY FOOD. SOME STARTED OR ADAPTED A SMALL BUSINESS. IN ADDITION TO
SPONSORSHIP ASSISTANCE, UNBOUND SENT \$5.5 MILLION TO THE FIELD
SPECIFICALLY TO HELP FAMILIES IN DIRE NEED BECAUSE OF THE PANDEMIC. THE
FUNDS WERE RAISED FROM SPONSOR DONATIONS FOR CRITICAL NEEDS.

TECHNOLOGY GAPS IMPACT STUDENTS

WITH THE DISRUPTION OF IN-PERSON LEARNING, DISPARITIES IN ACCESS TO
TECHNOLOGY MADE IT DIFFICULT FOR STUDENTS TO STAY ENGAGED AND MOTIVATED.
HOWEVER, UNBOUND HAS EVIDENCE FROM GUATEMALA, THE PHILIPPINES AND INDIA
THAT THERE HAS NOT BEEN AN INCREASE IN DROPOUT RATES AMONG SPONSORED
MEMBERS. IN ECUADOR, 79% OF SPONSORED STUDENTS IN HIGH SCHOOL AND
UNIVERSITY CONTINUED WITH THEIR STUDIES THROUGH 2021, WHILE 96% OF THE
STUDENTS WHO WERE NOT ENROLLED REPORTED THAT THEY HAD PLANS TO RETURN TO

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SCHOOL, WITH 76% PLANNING TO RETURN WITHIN THREE MONTHS OF THE
EVALUATION.

UNBOUND PROGRAMS REPORTED THAT DIGITAL LEARNING HAS BEEN A MAJOR
CHALLENGE, AND SOME WERE DOING MORE IN-DEPTH SURVEYS TO BETTER UNDERSTAND
OBSTACLES FACED BY STUDENTS. IN SOME CASES, STUDENTS HAD THE OPTION TO
USE ADDITIONAL ASSISTANCE FROM UNBOUND TO PURCHASE TOOLS THEY NEEDED TO
CONTINUE STUDYING, SUCH AS LAPTOPS OR INTERNET ACCESS.

COVID-19 ALSO IMPACTED THE UNBOUND SCHOLARSHIP PROGRAM. STUDENTS
CONTINUED TO RECEIVE SCHOLARSHIP SUPPORT, HOWEVER, AND WERE ENCOURAGED TO
USE FUNDS FOR TECHNOLOGICAL NEEDS RELATED TO SCHOOLING. THE REQUIRED
COMMUNITY SERVICE COMPONENT WAS ADAPTED TO ALLOW FOR COMPLETION OF
REQUIREMENTS REMOTELY. MANY SCHOLARS FOCUSED ON COVID-19 PREVENTION
INITIATIVES IN THE COMMUNITY, WHILE SOME CONTINUED WITH TUTORING
ASSISTANCE AND PROGRAMING TO SPONSORED MEMBERS USING VIRTUAL METHODS.

LOCAL TEAMS STAY CONNECTED TO FAMILIES

IN-PERSON INTERACTIONS BETWEEN UNBOUND STAFF AND FAMILIES WERE DISRUPTED,
INCLUDING HOME VISITS BY SOCIAL WORKERS, COMMUNITY GATHERINGS, MOTHERS
GROUP MEETINGS AND OTHER ACTIVITIES. LOCAL UNBOUND TEAMS, HOWEVER, STAYED
CONNECTED WITH FAMILIES BY COMMUNICATING WITH GROUP LEADERS AND MEMBERS
WHO HAD ACCESS TO TECHNOLOGY. LOCAL TEAMS FOCUSED ON COVID PREVENTION
STRATEGIES AND USED CELL PHONES, FREE MESSAGING APPS, SOCIAL MEDIA

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PLATFORMS, RADIO BROADCASTS AND OTHER MEANS TO PASS ALONG IMPORTANT
HEALTH AND SAFETY INFORMATION.

LETTERS GO DIGITAL

ONE OF THE CORE TENETS OF UNBOUND IS BUILDING RELATIONSHIPS OF MUTUAL
RESPECT. WHILE RELATIONSHIPS BETWEEN SPONSORS AND THEIR SPONSORED FRIENDS
HAVE ALWAYS FORMED ACROSS DISTANCES, MAINLY THROUGH CORRESPONDENCE, THE
PANDEMIC CREATED BARRIERS TO NORMAL LETTER-WRITING PROCESSES.

BEFORE THE PANDEMIC, HANDWRITTEN LETTERS FROM SPONSORED CHILDREN, YOUTH
AND ELDERS TO THEIR SPONSORS WERE TYPICALLY COLLECTED BY MOTHERS GROUP
MEMBERS OR SOCIAL WORKERS AND DELIVERED TO THE LOCAL UNBOUND OFFICE.

PANDEMIC LOCKDOWNS PROMPTED FAMILIES AND STAFF TO GET CREATIVE SO
CORRESPONDENCE COULD RESUME. DESPITE SIGNIFICANT GAPS IN ACCESS TO
TECHNOLOGY, FAMILIES MANAGED TO SEND LETTERS TO UNBOUND STAFF THROUGH
EMAIL, TEXT, FREE MESSAGING APPS, OR LAND LINES OF FAMILY MEMBERS AND
NEIGHBORS. LETTERS WERE SENT AS TYPED MESSAGES, PHOTOS OF HANDWRITTEN
LETTERS, OR THEY WERE DICTATED TO STAFF MEMBERS BY PHONE.

AGENTS OF CHANGE INITIATIVES RESUME

AGENTS OF CHANGE AWARDS GRANTS TO UNBOUND PARENT GROUPS TO MAKE
IMPROVEMENTS IN THEIR COMMUNITIES. ONCE A GROUP IDENTIFIES A COMMON NEED
(A BATHROOM AT A SCHOOL, STREETLIGHTS IN A DARK NEIGHBORHOOD, A WELL TO

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SAFEGUARD A COMMUNITY'S WATER SOURCE) THEY COMPLETE THE AGENTS OF CHANGE APPLICATION, WHICH INCLUDES AN ANALYSIS OF PROJECTED COSTS AND EXISTING RESOURCES AS WELL AS A COMPREHENSIVE PLAN FOR COMPLETION. AGENTS OF CHANGE INITIATIVES PAUSED IN 2020 AND RESUMED IN 2021 AS LOCAL CONDITIONS AND RESTRICTIONS ALLOWED.

FORM 990, PART III, LINE 4A

TOTAL GRANTS FOR THE SPONSORSHIP PROGRAM WERE 113.1 MILLION IN 2021.

AT THE END OF 2021, A TOTAL OF 280,800 INDIVIDUALS IN LATIN AMERICA, ASIA AND AFRICA WERE SPONSORED THROUGH UNBOUND. THEY INCLUDED 250,096 CHILDREN AND YOUTH, 30,480 ELDERS AND 224 CANDIDATES STUDYING FOR THE PRIESTHOOD OR RELIGIOUS LIFE.

FOLLOWING ARE EXAMPLES OF ACHIEVEMENTS IN THE SPONSORSHIP PROGRAM, AS SPONSORED INDIVIDUALS AND THEIR FAMILIES PARTNERED WITH UNBOUND TO IDENTIFY THE SPECIFIC CHALLENGES THEY MUST OVERCOME, SET THEIR OWN GOALS AND FORMULATE PLANS TO ACHIEVE THEM.

UNBOUND'S SPONSORSHIP PROGRAM CONNECTS SPONSORED INDIVIDUALS AND THEIR FAMILIES WITH SPONSORS AND SUPPORTIVE LOCAL COMMUNITIES OF STAFF MEMBERS AND OTHER FAMILIES. THROUGH SPONSORSHIP, INDIVIDUALS AND FAMILIES HAVE RESOURCES AND A SOLID SUPPORT NETWORK TO BEGIN TO CHART THEIR PATHS OUT OF POVERTY. IN 2021, UNBOUND HAD PROGRAMS IN 19 COUNTRIES INCLUDING BOLIVIA, CHILE, COLOMBIA, COSTA RICA, THE DOMINICAN REPUBLIC, ECUADOR, EL SALVADOR, GUATEMALA, HONDURAS, INDIA, KENYA, MADAGASCAR, MEXICO,

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NICARAGUA, PERU, THE PHILIPPINES, RWANDA, TANZANIA AND UGANDA.

SPONSORSHIP CONNECTS PEOPLE ACROSS GEOGRAPHIC, ECONOMIC AND SOCIAL BOUNDARIES. IT ENABLES THE DEVELOPMENT OF RELATIONSHIPS BASED ON LISTENING, ENCOURAGEMENT AND MUTUAL RESPECT. SPONSORS - THROUGH THEIR MONTHLY FINANCIAL CONTRIBUTIONS AND CORRESPONDENCE THEY RECEIVE FROM THEIR SPONSORED FRIENDS - CAN EXPERIENCE A SENSE OF CONNECTION WITH SOMEONE IN ANOTHER PART OF THE WORLD AND SATISFACTION KNOWING THEY ARE HELPING ANOTHER HUMAN BEING REACH THEIR POTENTIAL. SPONSORS CAN ALSO WRITE THEIR SPONSORED FRIENDS TO OFFER ENCOURAGEMENT AND BUILD REWARDING RELATIONSHIPS. UNBOUND HAD 231,844 SPONSORS FROM THE U.S. AND AROUND THE WORLD AT THE END OF 2021.

SPONSORED INDIVIDUALS AND THEIR FAMILIES PARTNER WITH UNBOUND TO MAKE PROGRAM AND BENEFIT DECISIONS THAT HELP THEM MEET THEIR BASIC NEEDS AND DEVELOP THEIR POTENTIAL OVER THE COURSE OF THEIR TIME IN THE PROGRAM, WHICH CAN BE UP TO 18 YEARS OR MORE. SPONSORED INDIVIDUALS AND THEIR FAMILIES USE FINANCIAL ASSISTANCE TO HELP MEET NEEDS SUCH AS EDUCATION, NUTRITION, HOUSING IMPROVEMENTS, TRANSPORTATION AND HEALTH CARE. THEY ALSO HAVE ACCESS TO LEADERSHIP AND ECONOMIC DEVELOPMENT OPPORTUNITIES RELATED TO FINANCIAL LITERACY, SKILL DEVELOPMENT AND INCOME GENERATION. BECAUSE OF COVID-19, MANY PROGRAMS SAW FAMILIES SHIFTING THEIR RESOURCES TO BASIC NEEDS, SUCH AS FOOD, RATHER THAN THEIR PLANNED GOALS. THE FLEXIBILITY OF THE PROGRAM AND UNBOUND'S CASH TRANSFER SYSTEM OF BENEFIT DELIVERY ALLOWED FAMILIES TO USE THE FUNDS TO MEET THEIR SPECIFIC NEEDS.

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SPONSORSHIP REQUIRES ACTIVE PARTICIPATION FROM FAMILIES AS THE PROGRAM IS
HIGHLY PERSONALIZED. WITH SUPPORT FROM SOCIAL WORKERS AND OTHER LOCAL
UNBOUND STAFF, FAMILIES TAKE A CENTRAL ROLE IN SHAPING THE SPONSORSHIP
PROGRAM AND FORMING SUPPORT NETWORKS TO ENCOURAGE EACH OTHER AND HOLD
EACH OTHER ACCOUNTABLE. SMALL SUPPORT GROUPS OF PARENTS AND GUARDIANS,
MOSTLY MADE UP OF MOTHERS, ARE KEY TO THE SPONSORSHIP PROGRAM'S SUCCESS.

MOTHERS ARE THE PRIMARY LEADERS IN UNBOUND. THEY KNOW BEST WHEN IT COMES
TO MEETING THEIR CHILDREN'S NEEDS, AND UNBOUND LISTENS TO THEM AND LEARNS
FROM THEM. MOTHERS OF SPONSORED CHILDREN JOIN SMALL SUPPORT GROUPS AND
OFTEN BECOME LEADERS BY SERVING THEIR COMMUNITIES AND PLANNING PROGRAM
ACTIVITIES. MOTHERS PARTICIPATING IN UNBOUND HAVE TAKEN ADVANTAGE OF
MICRO-SAVINGS AND CREDIT OPPORTUNITIES TO MEET URGENT FAMILY NEEDS OR
START OR BOOST SMALL BUSINESSES TO GENERATE INCOME. PARENTS HAVE ALSO
FORMED COOPERATIVES TO MEET COMMUNITY NEEDS AND PROVIDE INCOME FOR
MEMBERS.

OUTCOMES OF SPONSORSHIP VARY BUT TYPICALLY RELATE TO EDUCATION,
LEADERSHIP DEVELOPMENT, IMPROVED HEALTH AND NUTRITION STATUS, DIGNIFIED
HOUSING, SKILL DEVELOPMENT AND INCREASED INCOME THROUGH LIVELIHOOD
OPPORTUNITIES FOR FAMILIES.

MONITORING PROGRAM SUCCESS

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MONITORING AND EVALUATION OF PROGRAMS

UNBOUND IS COMMITTED TO LEARNING FROM EXPERIENCE AND ENSURING THAT EFFORTS MAKE A POSITIVE IMPACT IN THE LIVES OF CHILDREN, YOUTH, ELDERS AND FAMILIES AROUND THE WORLD. THE ORGANIZATION ASKS TWO BASIC QUESTIONS TO EARN DONOR TRUST AND MAINTAIN A HIGH STANDARD OF SERVICE:

1. DID WE DO WHAT WE SAID WE WERE GOING TO DO? THIS IS PROGRAM MONITORING.
2. DID IT MAKE A DIFFERENCE? THIS IS PROGRAM EVALUATION.

UNBOUND DISTINGUISHES BETWEEN MONITORING AND EVALUATION AND MAINTAINS SEPARATE BUT COMPLEMENTARY STRATEGIES.

MONITORING:

THE PRINCIPAL PURPOSE OF MONITORING IS ACCOUNTABILITY. REGULAR PROGRAM MONITORING IS CONDUCTED TO ENSURE FIDELITY IN THE ORGANIZATIONAL STRUCTURE, DEVELOPMENT OF PROGRAMS, IMPLEMENTATION OF POLICIES AND THE APPROPRIATE USE OF FINANCES.

SOME OF THIS MONITORING HAPPENS ACROSS DISTANCE WITH REGULAR REPORTING, EMAILS AND PHONE CALLS. MUCH OF IT HAPPENS WITH PERSONAL, ON-SITE VISITS FROM UNBOUND'S KANSAS CITY HEADQUARTERS STAFF. WHILE THE PANDEMIC LIMITED TRAVEL IN 2021, ALL LOCAL PROGRAM TEAMS CONTINUED TO RECEIVE REGULAR, VIRTUAL SUPPORT FROM HEADQUARTERS THROUGH CALLS, EMAILS, MEETINGS AND

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VIRTUAL CONFERENCES.

UNBOUND'S MONITORING STRATEGY INCLUDES:

- . VISITS MADE ANNUALLY TO EACH PROJECT FOR STAFF DEVELOPMENT, PROGRAM SUPPORT AND ASSESSMENTS (IN-PERSON VISITS WERE LIMITED IN 2021 DUE TO THE PANDEMIC)
- . FINANCIAL AUDITS CONDUCTED IN EACH PROJECT
- . PROGRAM AUDITS CONDUCTED IN EACH PROJECT
- . AWARENESS TRIPS AND INDIVIDUAL SPONSOR VISIT OPPORTUNITIES (SUSPENDED IN 2021 DUE TO THE PANDEMIC)
- . THIRD-PARTY LEGAL ASSESSMENTS OF PROJECTS

EVALUATION:

LEARNING IS THE FOCUS OF PROGRAM EVALUATION. UNBOUND'S PERSONALIZED APPROACH TO SPONSORSHIP REQUIRES A UNIQUE AND CREATIVE APPROACH TO EVALUATION.

THE ORGANIZATION HAS DEVELOPED A THREE-TIER SYSTEM TO EVALUATE THE OUTCOMES OF THE UNBOUND SPONSORSHIP PROGRAM TO ADDRESS THE LEARNING AND DECISION-MAKING NEEDS AT ALL LEVELS: INDIVIDUAL, PROJECT/PROGRAM AND GLOBAL.

INDIVIDUAL OUTCOMES:

CORRESPONDENCE FROM SPONSORED INDIVIDUALS TO THEIR SPONSORS PROVIDES DIRECT FEEDBACK ABOUT HOW THE RELATIONSHIPS AND SUPPORT MAKE A

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DIFFERENCE. SPONSORED CHILDREN AND YOUTH, FOR EXAMPLE, OFTEN WRITE ABOUT HOW THEY ARE PROGRESSING IN SCHOOL OR HOW THE BENEFITS OF THE PROGRAM IMPACT THEM AND THEIR FAMILIES.

PROGRAM OUTCOMES:

PROGRAMS AT THE PROJECT LEVEL ARE TAILORED TO THE NEEDS OF SPONSORED INDIVIDUALS AND THEIR FAMILIES AND THE INITIATIVES OF UNBOUND IN THEIR COMMUNITIES. FAMILIES WORK WITH PROGRAM STAFF TO DEFINE AND MEASURE OUTCOMES AND UTILIZE THE RESULTS FOR CONTINUOUS PROGRAM IMPROVEMENT. WITH TRAINING AND TECHNICAL SUPPORT FROM THE EVALUATION TEAM, THESE LOCALLY DIRECTED EVALUATIONS ASK QUESTIONS LIKE: WHAT IS THE PROGRAM ACCOMPLISHING? HOW ARE FAMILIES DIFFERENT NOW? WHAT COULD WE DO BETTER?

GLOBAL OUTCOMES:

AS AN INTERNATIONAL ORGANIZATION, UNBOUND ALSO RECOGNIZES THE NEED TO STEP BACK PERIODICALLY AND LOOK AT THE BIG PICTURE. GLOBAL EVALUATIONS EXPLORE QUESTIONS OF ORGANIZATIONAL OUTCOMES FOR ALL PROGRAM PARTICIPANTS ACROSS BORDERS AND IN EVERY REGION. THESE BROAD ASSESSMENTS HELP US TELL OUR COLLECTIVE STORY AND UNDERSTAND THE EFFECTIVENESS OF OUR APPROACH IN KEY AREAS SUCH AS EDUCATIONAL ATTAINMENT, ECONOMIC SELF-SUFFICIENCY, EMPOWERMENT OF MOTHERS AND COMMUNITY PARTICIPATION.

EACH TIER OF OUR EVALUATION FRAMEWORK IS IMPORTANT TO UNDERSTANDING THE WHOLE OF UNBOUND'S IMPACT AND ITS COMPLEX CONTRIBUTION TO INDIVIDUAL GOALS AROUND THE WORLD.

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GOVERNING BOARD'S ROLE IN MONITORING OUTCOMES

ON BEHALF OF SPONSORED INDIVIDUALS, THEIR FAMILIES AND SPONSORS, THE
UNBOUND GOVERNING BOARD RIGOROUSLY MONITORS THE INTEGRITY AND
ACCOUNTABILITY OF THE ORGANIZATION'S OPERATIONS. THE BOARD PROACTIVELY
DEFINES THE OUTCOMES EXPECTED FROM THE ORGANIZATION. MANAGEMENT MUST THEN
PRODUCE VERIFIABLE DATA PROVING PROGRESS TOWARD THE EXPECTED OUTCOMES.

WITH THE BOARD SETTING ETHICAL AND PRUDENT LIMITS, MANAGEMENT CHOOSES THE
APPROPRIATE MEANS TO ACHIEVE ORGANIZATIONAL ENDS.

THE BOARD SYSTEMATICALLY MONITORS COMPLIANCE WITH THESE EXECUTIVE
LIMITATIONS. AS A RESULT, THE BOARD CONFIDENTLY ASSURES DONORS THAT THEIR
CONTRIBUTIONS ACHIEVE THEIR PROMISED OBJECTIVES, AND THAT THE
ORGANIZATION REMAINS TRANSPARENT AND ETHICAL.

FORM 990, PART III, LINE 4A CONTINUED

MONITORING ACTIVITIES AND EVALUATION METHODS

UNBOUND CONDUCTS FINANCIAL AND PROGRAM AUDITS OF PROJECTS ON A REGULAR
BASIS TO ENSURE THAT FINANCIAL RESOURCES PROVIDE INTENDED BENEFITS AND
SERVICES, AND SPONSORED MEMBERS ARE EMPOWERED TO DIRECT THEIR OWN
DEVELOPMENT. IN 2021, ALL LOCAL PROGRAM TEAMS CONTINUED TO RECEIVE
REGULAR, VIRTUAL SUPPORT FROM HEADQUARTERS THROUGH CALLS, EMAILS,
MEETINGS AND VIRTUAL CONFERENCES. OF UNBOUND'S 34 PROGRAM SITES, 33
PARTICIPATED IN AT LEAST ONE VIRTUAL EVENT IN 2021 WITH 32 SITES
PARTICIPATING IN TWO OR MORE.

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IN ADDITION, THE ORGANIZATION PERFORMS QUALITY CHECKS ON LETTERS AND PHOTOS FROM SPONSORED FRIENDS TO THEIR SPONSORS, AND MONITORS MEMBER RETIREMENT RATES AND SPONSOR RETENTION RATES. UNBOUND COLLECTS EDUCATIONAL ATTENDANCE AND PERFORMANCE DATA AND DOCUMENTS THE FINAL EDUCATION LEVEL ACHIEVED BY SPONSORED MEMBERS LEAVING THE PROGRAM.

UNBOUND PROJECTS AROUND THE WORLD CONDUCT EVALUATIONS IN THEIR LOCAL CONTEXTS TO DETERMINE OUTCOMES FOR SPONSORED MEMBERS AND THEIR FAMILIES. METHODS INCLUDE SURVEYS OF SPONSORED MEMBERS ON INCOME AND SKILL DEVELOPMENT, FOCUS GROUPS ON ATTITUDES AND BEHAVIORAL CHANGES, AND INTERVIEWS TO DOCUMENT EMPOWERMENT.

ORGANIZATION-WIDE PROGRAM EVALUATIONS FOCUS ON FOUR KEY DOMAINS: EDUCATION, ECONOMIC STATUS, COMMUNITY PARTICIPATION AND EMPOWERMENT. EMPOWERMENT REFERS TO ONE'S ABILITY TO MAKE DECISIONS FOR ONESELF AND ACT FREELY IN A WAY THAT IS INTENTIONAL AND GOAL ORIENTED.

IN 2021, UNBOUND ENGAGED WITH THE CANOPY LAB, A CONSULTANCY FIRM, TO CONDUCT AN EXTERNAL EVALUATION TO BETTER UNDERSTAND IF THE UNBOUND PROGRAM HELPS SPONSORED FAMILIES EXIT ECONOMIC POVERTY. THE CANOPY LAB DESIGNED A QUESTIONNAIRE THAT WAS ADMINISTERED IN FIVE PROGRAM SITES AROUND THE WORLD. THE CANOPY LAB'S ANALYSIS SHOWED POSITIVE RESULTS IN FOUR OF THE FIVE SITES REGARDING A DECREASE IN POVERTY OVER LENGTH OF TIME OF PARTICIPATION IN THE PROGRAM. THE FIFTH SITE YIELDED MORE COMPLEX

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RESULTS INDICATING INCREASED PERCEPTIONS OF RESILIENCE IN HOUSEHOLDS WITH LONGER PARTICIPATION IN THE PROGRAM; HOWEVER, FURTHER ANALYSIS WILL BE NEEDED TO BETTER UNDERSTAND THE OVERALL ECONOMIC IMPACT ON FAMILIES.

ALSO IN 2021, UNBOUND INITIATED A PROGRAM, UNBOUND'S GOAL ORIENTATION POWERED BY POVERTY STOPLIGHT, WHICH WILL ALLOW FOR PARTICIPATING FAMILIES TO DEFINE POVERTY AND THEN MEASURE THEIR OWN PROGRESS AS THEY SET AND WORK TOWARD GOALS TO EXIT POVERTY. FOURTEEN UNBOUND PROGRAM SITES COMPLETED ORIENTATION ON THIS METHODOLOGY IN 2021, WITH FOUR PROGRAM SITES COMPLETING PILOTS OF THE METHODOLOGY INCLUDING MORE THAN 800 FAMILIES. IN 2022, 12 ADDITIONAL PROGRAM SITES WILL COMPLETE ORIENTATION.

EXAMPLES OF PROGRAM SUCCESS

CASH TRANSFERS

WITH THE INTRODUCTION AND ADOPTION OF INDIVIDUAL BANK ACCOUNT MODELS, THE VAST MAJORITY OF SPONSORED MEMBERS NOW HAVE MORE DIRECT ACCESS TO THEIR PERSONAL BENEFITS. WHILE A MAJOR CONCERN SURROUNDING CASH TRANSFER PROGRAMS HAS BEEN MISUSE OF FUNDS, UNBOUND SEEKS TO ANSWER THESE CONCERNS BY CONDUCTING EVALUATIONS THAT FOCUS ON THE PURCHASING BEHAVIOR OF THE FAMILIES PARTICIPATING IN THE SPONSORSHIP PROGRAM.

IN 2021, 59 LOCAL-LEVEL EVALUATIONS WERE CONDUCTED, WITH MANY FOCUSED ON CONTINUED NEEDS TO ADAPT THE PROGRAM TO THE ONGOING GLOBAL PANDEMIC. A

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NEED THAT HAS EMERGED IN EVALUATION RESULTS FROM INDIA, ECUADOR, AND MEXICO IS SUFFICIENT TECHNOLOGY. IN TIMES OF DISASTER, WHEN PHYSICAL CONNECTION BECOMES THE MOST CHALLENGING, VIRTUAL CONNECTION TO OTHERS IS CRUCIAL FOR RECEIVING NECESSARY SERVICES. ALTHOUGH MOST FAMILIES HAVE AT LEAST ACCESS TO A CELL PHONE, THIS IS INSUFFICIENT TO MEET THEIR NEEDS, THANKS TO THESE EVALUATION RESULTS, LOCAL PROGRAM SITES HAVE BEEN ABLE TO ADAPT THEIR PROGRAMS WITH A FOCUS ON SUPPORTING FAMILIES IN MEETING THEIR TECHNOLOGICAL NEEDS.

EDUCATION

SPONSORSHIP HELPS CHILDREN ACHIEVE A LEVEL OF EDUCATION THAT PREPARES THEM TO COMPETE WITH PEERS FOR JOBS AND BE RESPONSIBLE COMMUNITY MEMBERS, PARENTS AND LEADERS.

AT A GLOBAL LEVEL, WHEN THEY LEFT THE PROGRAM, 75% OF SPONSORED CHILDREN ACHIEVED A LEVEL OF SCHOOLING COMPARABLE TO OR ABOVE NATIONAL PEER AVERAGES, ACCORDING TO DATA GATHERED FROM 2011-2014. THIS MEANS THAT UNBOUND STUDENTS - DESPITE MARGINALIZATION BASED ON ECONOMIC, SOCIAL AND GEOGRAPHIC FACTORS - WERE ABLE TO COMPETE AND EXCEL ALONGSIDE STUDENTS FROM ALL SOCIOECONOMIC BRACKETS AND AREAS WITHIN THEIR COUNTRIES. OF THESE FORMER SPONSORED CHILDREN, 51% ACHIEVED EDUCATIONAL LEVELS A YEAR OR MORE ABOVE THEIR NATIONAL PEER AVERAGES. THE NUMBER JUMPED TO 59% ACHIEVING A YEAR OR MORE ABOVE THEIR NATIONAL PEER AVERAGES WHEN LOOKING AT THE EXPERIENCE OF SPONSORED GIRLS. THIS, ALONG WITH COUNTRY-LEVEL

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ANALYSIS, INDICATED A SPECIFIC IMPACT ON GIRLS' EDUCATION AND A CLOSING
OR REVERSING OF THE PROMINENT GENDER GAP PRESENT IN MANY COMMUNITIES.

IN GUATEMALA, FOR EXAMPLE, SPONSORED CHILDREN, ON AVERAGE, ACHIEVED
ALMOST THREE YEARS OF SCHOOLING MORE THAN THE NATIONAL AVERAGE FOR THEIR
PEERS. AND IN UNBOUND'S QUEZON PROGRAM IN THE PHILIPPINES, 57% OF
SPONSORED YOUTH PURSUED POST-SECONDARY EDUCATION COMPARED TO 30% OF THEIR
PEERS.

A CONCERN RESULTING FROM THE PANDEMIC AND LOCKDOWNS IS THE POTENTIAL FOR
AN INCREASE IN DROPOUT RATES AMONG SPONSORED MEMBERS. WITH SCHOOL
CLOSURES, DISTANCE EDUCATION TAKING PLACE THROUGH LIMITED TECHNOLOGY AND
PACKETS OF SCHOOLWORK, COMBINED WITH HEIGHTENED FINANCIAL PRESSURES, THE
INCREASE IN YOUTH LEAVING SCHOOL FOR WORK EARLY HAS BEEN A GLOBAL
CONCERN. HOWEVER, UNBOUND HAS EVIDENCE FROM GUATEMALA, THE PHILIPPINES
AND INDIA THAT THERE HAS NOT BEEN AN INCREASE IN DROPOUT RATES AMONG
SPONSORED MEMBERS. IN ECUADOR, 79% OF SPONSORED STUDENTS IN HIGH SCHOOL
AND UNIVERSITY CONTINUED WITH THEIR STUDIES THROUGH 2021, WHILE 96% OF
THE STUDENTS WHO WERE NOT ENROLLED REPORTED THAT THEY HAD PLANS TO RETURN
TO SCHOOL, WITH 76% PLANNING TO RETURN WITHIN THREE MONTHS OF THE
EVALUATION.

HOWEVER, THE COVID-19 CRISIS HAS MADE DISPARITIES IN INTERNET ACCESS MORE
PRONOUNCED, ESPECIALLY FOR STUDENTS WHO LACK TOOLS FOR REMOTE LEARNING.
UNBOUND ESTIMATES THAT JUST OVER 50% OF SPONSORED FAMILIES AND LESS THAN

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25% OF SPONSORED ELDERS HAVE REGULAR ACCESS TO A SMARTPHONE, AND MANY OF THOSE INCLUDE SOME APPS BUT NO INTERNET BROWSERS, OR INTERMITTENT INTERNET ACCESS. MANY PROGRAMS ARE SHARING THAT DIGITAL LEARNING IS A BIG CHALLENGE AND SOME ARE DOING MORE IN-DEPTH SURVEYS TO BETTER UNDERSTAND THE CHALLENGES FACED BY SPONSORED STUDENTS. IN SOME CASES, STUDENTS HAVE HAD THE OPTION TO USE ADDITIONAL ASSISTANCE FROM UNBOUND TO PURCHASE THE TOOLS NEEDED TO CONTINUE STUDYING, SUCH AS LAPTOPS OR INTERNET ACCESS.

FORM 990, PART III, LINE 4A CONTINUED

FAMILIES

SPONSORSHIP IMPACTS THE SPONSORED CHILD AND THE ENTIRE FAMILY. UNBOUND'S DIRECT WORK THROUGH A PERSONALIZED BENEFIT MODEL AND PARENT GROUPS MEANS FAMILIES CAN BEST ALLOCATE RESOURCES FOR THEIR CHILDREN AND DIRECT HOW THE PROGRAM SUPPORTS THEIR DEVELOPMENT AS FAMILIES. MOST SPONSORED CHILDREN HAVE REPRESENTATION IN THE PROGRAM THROUGH SMALL PARENT/GUARDIAN GROUPS. THESE GROUPS PROVIDE THE SPACE FOR FAMILIES TO HAVE A VOICE IN THE PROGRAM AND BE PART OF A SUPPORTIVE COMMUNITY, ADDRESSING TWO SIGNIFICANT COMPONENTS OF POVERTY: LACK OF CHOICES AND ISOLATION.

IN 2021, ENTREPRENEURSHIP GRANTS WERE AWARDED TO ENTREPRENEURIAL SPONSORED FAMILY MEMBERS IN LATIN AMERICA. RESULTS FROM THESE EVALUATIONS SHOWED ENTREPRENEURS EXPERIENCED A WIDE RANGE OF POSITIVE RESULTS FROM REDUCED PRODUCTION TIME, IMPROVEMENTS IN GENERAL BUSINESS PRACTICES AND THE ABILITY TO REACH NEW CLIENTS THROUGH VIRTUAL PLATFORMS. ENTREPRENEURS

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WHO RECEIVED THE SUPPORT ALSO REPORTED ATTITUDINAL CHANGES SUCH AS AN INCREASE IN GOAL ORIENTATION, SELF-ESTEEM AND PERSONAL SATISFACTION.

IN 2021, \$291,000 IN AGENTS OF CHANGE GRANTS WERE AWARDED TO GROUPS OF SPONSORED FAMILIES TO SUPPORT COMMUNITY IMPROVEMENT PROJECTS. BEYOND THE BENEFITS THE COMMUNITIES RECEIVED FROM THE COMPLETED PROJECTS, PARTICIPATING GROUP MEMBERS EXPERIENCED AN INCREASE IN PSYCHOLOGICAL ASSETS OF AGENCY. THERE IS A SIGNIFICANT INCREASE FELT IN COMMUNITY INCLUSION AFTER THE COMPLETION OF PROJECTS. PARTICIPANTS ALSO HAVE SIGNIFICANTLY MORE INTERACTION WITH PEOPLE FROM OTHER SOCIAL GROUPS AND SIGNIFICANTLY FEWER PERCEIVED RESTRICTIONS TO SOCIALIZATION THAN PEOPLE WHO DID NOT PARTICIPATE IN THE AGENTS OF CHANGE GRANTS.

IN 2019, A LOCAL EVALUATION IN KISUMU, KENYA, FOCUSED ON UNDERSTANDING THE FACTORS THAT WERE STOPPING THE MEMBERS OF THE PARENT GROUPS FROM TAKING LOANS FROM THEIR GROUP'S COOPERATIVE CALLED BORNEKA SACCO (SAVINGS AND CREDIT COOPERATIVE). THEY FOUND OUT THAT 54% OF THE RESPONDENTS HAD NEVER TAKEN A LOAN FROM THE SACCO, MOSTLY BECAUSE THEY FELT LIKE THE REGULATION THAT QUALIFIES THE MEMBERS FOR LARGER LOANS LIMITED THEM IN TERMS OF WHEN AND HOW MUCH THEY COULD WITHDRAW FOR A LOAN. THE TEAM AND THE SACCO MEMBERS ARE REVIEWING AS WELL AS EDUCATING THE MEMBERS ON THE GUIDELINES AND REGULATIONS OF THE LOANING PROCESS TO HELP MORE MEMBERS IN NEED.

MOTHERS AND GUARDIANS IN UNBOUND REPORTED FEELING THEY ARE HAVING A

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GREATER IMPACT ON THEIR COMMUNITIES. THIRTY PERCENT OF UNBOUND MOTHERS SAID THEY WERE INVOLVED IN MAKING DECISIONS WITHIN THEIR COMMUNITIES COMPARED TO 16% OF MOTHERS IN THE COMPARISON GROUP. EVALUATION RESULTS SHOWED HOW MORE WOMEN IN UNBOUND ARE TAKING ECONOMIC RISKS STARTING SMALL BUSINESSES TO ENACT CHANGE. MORE WOMEN IN THE UNBOUND PROGRAM HAVE THEIR OWN BUSINESSES, AND FEWER WOMEN IN THE PROGRAM ARE UNEMPLOYED THAN MOTHERS IN THE COMPARISON GROUP. MORE MOTHERS IN UNBOUND ALSO REPORTED HAVING COMPLETE CHOICE IN DECIDING OR CHANGING THEIR OCCUPATIONS. THIS EVALUATION WAS A FOLLOW-UP TO A 2013 GLOBAL EVALUATION ON THE SAME TOPIC. THE 2017 STUDY REVEALED THAT 9% OF MOTHERS OF SPONSORED CHILDREN BELIEVED THEY HAD THE POWER TO CHANGE THEIR FAMILY'S SITUATION, AND 63% REPORTED THEY WERE ACTIVE IN SOLVING PROBLEMS IN THEIR COMMUNITIES, AMONG OTHER FINDINGS ON PARTICIPATION AND EMPOWERMENT INDICATORS.

IN 2022, UNBOUND WILL CONCLUDE A SIX-YEAR LONGITUDINAL DATA COLLECTION ON ECONOMIC OUTCOMES FOR SPONSORED MEMBERS AND THEIR FAMILIES. THE STUDY'S CONCLUSION WAS POSTPONED DUE TO THE PANDEMIC. THE EVALUATION INCLUDES BOTH QUANTITATIVE AND QUALITATIVE DATA AND FOLLOWS FAMILIES FROM THE TIME THEY BEGAN IN THE PROGRAM.

ELDERS

ELDERS IN COMMUNITIES WHERE UNBOUND WORKS FACE CHALLENGES RELATED TO HEALTH, ACCESS TO CARE AND MEDICINE, AND LONELINESS. UNBOUND SEEKS TO OVERCOME THESE CHALLENGES THROUGH MONTHLY BENEFITS SUCH AS FOOD

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ASSISTANCE, HELP WITH HEALTH AND MEDICAL EXPENSES, HOME VISITS AND GROUP ACTIVITIES. IN 2018, AN EVALUATION WAS CONDUCTED TO MEASURE UNBOUND'S IMPACT WITH ELDERS IN RELATION TO OVERCOMING THESE CHALLENGES. THE RESULTS WERE OVERWHELMINGLY POSITIVE. SPONSORED ELDERS EXPERIENCE A LESSENERED SENSE OF EMPTINESS, ENCOUNTERED LESS FREQUENT FEELINGS OF REJECTION, AND UNDERWENT FEWER MOMENTS OF MISSING HAVING PEOPLE AROUND THAN THE ELDERLY POPULATION WHO LIVE IN SIMILAR CIRCUMSTANCES BUT ARE NOT PART OF THE UNBOUND SPONSORSHIP PROGRAM.

ADDITIONALLY, SPONSORED ELDERS FEEL THEY CAN RELY ON OTHER INDIVIDUALS WHEN THEY HAVE PROBLEMS, BELIEVE THEY CAN TRUST OTHERS IN THEIR LIVES, AND CONSIDER THEMSELVES CLOSE TO OTHERS IN CONTRAST TO THOSE ELDERS WHO WERE WAITING TO PARTICIPATE IN THE UNBOUND SPONSORSHIP PROGRAM. SPONSORED ELDERS FELT AT EASE WHEN TALKING WITH MORE PEOPLE ABOUT PRIVATE MATTERS, AND THEY HAVE MORE CLOSE FRIENDS TO CALL ON FOR HELP COMPARED TO NON-SPONSORED ELDERS. SPONSORED ELDERS DID NOT WORRY AS FREQUENTLY ABOUT INSUFFICIENT FOOD INTAKE, DID NOT HAVE TO LIMIT VARIETY OF FOOD, AND DID NOT EXPERIENCE THE SAME DEGREE OF HUNGER AS ELDERS OUTSIDE THE PROGRAM WHO MORE FREQUENTLY EXPERIENCED THESE CONDITIONS. LASTLY, THE STUDY REVEALED THAT SPONSORED ELDERS HAD GREATER ACCESS TO MEDICINE AND MEDICAL CARE THAN THOSE ELDERS WHO WERE WAITING TO BE SPONSORED BY UNBOUND. ACCORDING TO THE SURVEY, 66% OF SPONSORED ELDERS SAID THEY RECEIVED NEEDED MEDICAL CARE, COMPARED TO 40% ON THE WAITING LIST.

THE RESULTS OF THIS EVALUATION AID IN OUR UNDERSTANDING OF THE

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EFFECTIVENESS OF THE UNBOUND PROGRAM'S GLOBAL IMPACT WITH ELDERS AND HELP
US MAKE DECISIONS TO IMPROVE HOW THE PROGRAM SERVES ELDERS GLOBALLY.

FEEDBACK FROM SPONSORS

UNBOUND RECOGNIZES SPONSORS AND OTHER BENEFACTORS NOT MERELY AS DONORS
BUT, FIRST AND FOREMOST, AS HIGHLY VALUED AND RESPECTED MEMBERS OF THE
UNBOUND COMMUNITY. BOTH SPONSORS AND SPONSORED PERSONS HAVE SOMETHING TO
GAIN FROM THE SPONSORSHIP RELATIONSHIP, AND TOWARD THAT END UNBOUND IS
COMMITTED TO HELPING SPONSORS BECOME MORE AWARE OF THE REALITIES OF
GLOBAL POVERTY AND GROW IN HUMAN SOLIDARITY.

ON AN ONGOING BASIS, UNBOUND SURVEYS SPONSORS ABOUT THEIR SPONSORSHIP
EXPERIENCE. IN 2021, THE RESULTS WERE:

1. 91.3% INDICATED THEY WERE EITHER VERY SATISFIED (60.1%)
OR SATISFIED (31.2%).

UNBOUND ALSO ASKED SPONSORS HOW LIKELY THEY WOULD BE TO RECOMMEND THE
ORGANIZATION TO A FRIEND OR COLLEAGUE. SURVEY RESPONSES YIELDED A "NET
PROMOTER SCORE" IN THE "EXCELLENT" RANGE. THE METRIC IS COMMONLY USED BY
COMPANIES AND ORGANIZATIONS TO GAUGE LOYALTY.

PERHAPS THE MOST SIGNIFICANT INDICATOR OF A QUALITY SPONSOR EXPERIENCE IS
THAT UNBOUND MAINTAINS A HIGH SPONSOR RETENTION RATE. UNBOUND ENDED 2021

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WITH A SPONSOR RETENTION RATE OF ALMOST 94%.

ANOTHER INDICATOR OF A QUALITY SPONSOR EXPERIENCE IS THE NUMBER OF PEOPLE
(31,841 IN 2021) WHO SPONSOR MORE THAN ONE CHILD, YOUTH OR ELDER THROUGH
THE ORGANIZATION.

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THE FOLLOWING ARE EXAMPLES OF ACHIEVEMENTS IN THE UNBOUND SCHOLARSHIP
PROGRAM.

THE UNBOUND SCHOLARSHIP PROGRAM ASSISTS STUDENTS WHO ARE PURSUING
SECONDARY, POST-SECONDARY AND VOCATIONAL EDUCATION AND STRUGGLING TO
CONTINUE BECAUSE OF ECONOMIC CIRCUMSTANCES. ALONG WITH ACADEMICS, THE
PROGRAM FOCUSES ON SERVICE TO THE COMMUNITY AND LEADERSHIP DEVELOPMENT.
IT INCLUDES A SELECTION PROCESS FOR APPLICANTS THAT RECOGNIZES STUDENTS
WITH A PARTICIPATORY ATTITUDE, PERSEVERANCE, COMMITMENT TO SERVICE AND A
DESIRE TO BE LEADERS IN THEIR COMMUNITIES.

WHILE EDUCATION REDUCES POVERTY, THE COST CAN BE PROHIBITIVE. MANY
STUDENTS MUST CHOOSE BETWEEN PAYING FOR SCHOOL AND USING INCOME THEY
EARN FROM PART-TIME OR FULL-TIME WORK TO PROVIDE MUCH-NEEDED INCOME FOR
THEIR FAMILIES. THIS LEADS TO HIGHER DROPOUT RATES AT EACH LEVEL OF
SCHOOL. UNBOUND SCHOLARSHIPS MAKE AN EDUCATION THAT WAS ONCE OUT OF
REACH ACCESSIBLE.

SCHOLARSHIPS HELP STUDENTS IN COMMUNITIES AROUND THE WORLD ACHIEVE THEIR

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EDUCATIONAL GOALS, FOLLOW THEIR CHOSEN CAREER PATHS AND BE OF SERVICE TO THE LARGER COMMUNITY. IN 2021, SCHOLARSHIP GRANTS TO UNBOUND FIELD OFFICES TOTALED MORE THAN \$3.3 MILLION. SCHOLARSHIPS WERE AWARDED TO 8,586 STUDENTS IN BOLIVIA, CHILE, COLOMBIA, COSTA RICA, THE DOMINICAN REPUBLIC, ECUADOR, EL SALVADOR, GUATEMALA, HONDURAS, INDIA, KENYA, MEXICO, PERU, THE PHILIPPINES, TANZANIA AND UGANDA.

SCHOLARSHIPS HELP WITH TUITION AND OTHER SCHOOL FEES, INTERNET ACCESS, COMPUTER NEEDS, TRANSPORTATION, BOOKS, SUPPLIES AND MORE. STUDENTS CONTRIBUTE WHAT THEY CAN TOWARD THEIR EDUCATIONAL COSTS, AS UNBOUND SCHOLARSHIPS ARE INTENDED AS SUPPLEMENTAL ASSISTANCE. MANY SCHOLARS ARE UNBOUND SPONSORED YOUTH WHO NEED FINANCIAL HELP IN ADDITION TO SPONSORSHIP SUPPORT TO COMPLETE THEIR EDUCATIONS. IN 2021, 54% OF SCHOLARSHIP STUDENTS WERE ALSO SPONSORED. QUALIFIED NON-SPONSORED STUDENTS ARE ELIGIBLE FOR SCHOLARSHIPS AND REPRESENT 46% OF THOSE RECEIVING AWARDS.

UNBOUND SCHOLARS PARTICIPATE IN COMMUNITY SERVICE AS A REQUIREMENT OF THE PROGRAM. SCHOLARS TUTOR CHILDREN, TEACH LITERACY AND HEALTH WORKSHOPS, PLAN ACTIVITIES FOR ELDERLY, HELP WITH CORRESPONDENCE BETWEEN SPONSORED CHILDREN AND THEIR SPONSORS, PROVIDE TECHNOLOGY EXPERTISE, AND PERFORM OFFICE WORK OR OTHER TASKS RELATED TO THEIR FIELDS OF STUDY.

THE COVID-19 PANDEMIC HAS CONTINUED TO DISRUPT IN-PERSON LEARNING AROUND THE GLOBE. AS A RESULT, SCHOLARSHIP STUDENTS WERE ENCOURAGED TO USE FUNDS

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FOR TECHNOLOGICAL NEEDS. THE REQUIRED SERVICE COMPONENT WAS ALSO ADAPTED TO ALLOW FOR DISTANCE COMPLETION. MANY SCHOLARS HAVE FOCUSED ON COMMUNITY COVID-19 PREVENTION INITIATIVES, WHILE SOME CONTINUED WITH TUTORING ASSISTANCE AND PROGRAMING TO SPONSORED MEMBERS USING VIRTUAL METHODS.

A NUMBER OF FORMER SCHOLARS HAVE JOINED UNBOUND AS STAFF MEMBERS AFTER THEY GRADUATED. THEY BRING TO THEIR WORK A WEALTH OF KNOWLEDGE AND A SPECIAL PERSPECTIVE ON THE PROGRAM AND THEIR COMMUNITIES.

IN ADDITION, IT HAS BEEN NOTED THAT SOME FORMER SCHOLARS, BECAUSE OF THEIR EXPERIENCES IN THE SCHOLARSHIP PROGRAM, HAVE BEEN INSPIRED TO CHOOSE CAREER PATHS THAT CONTRIBUTE TO THE SOCIAL AND ECONOMIC DEVELOPMENT OF THEIR COMMUNITIES (OR RATHER ARE SERVICE-ORIENTED), CAREERS SUCH AS THOSE IN THE FIELDS OF SOCIAL WORK, PSYCHOLOGY, EDUCATION, HEALTH CARE AND WORKING WITH NONPROFIT ORGANIZATIONS.

MONITORING PROGRAM SUCCESS

SCHOLARS ARE REQUIRED TO MAINTAIN GOOD GRADES IN ADDITION TO FULFILLING SERVICE REQUIREMENTS. LOCAL UNBOUND TEAMS MONITOR STUDENTS TO MAKE SURE THEY ARE MEETING PROGRAM REQUIREMENTS. THEY ALSO PROVIDE ANNUAL REPORTS ON THE SCHOLARSHIP PROGRAMS IN THEIR AREAS.

EXAMPLES OF PROGRAM SUCCESS

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AT VARIOUS LOCATIONS AROUND THE WORLD, COMMUNITY-LEVEL EVALUATIONS ARE ONGOING AND BEING LED BY PROGRAM STAFFS IN EACH COUNTRY. THE PRIMARY PURPOSE OF EVALUATIONS AT THE LOCAL LEVEL IS TO ENSURE CONTINUOUS PROGRAM IMPROVEMENTS AND ADAPTATIONS TO THE EVER-CHANGING ENVIRONMENT. IN 2021, 59 LOCAL-LEVEL EVALUATIONS WERE CONDUCTED, INCLUDING THE FOLLOWING THREE EXAMPLES.

IN BOLIVIA, 79% OF FAMILIES LIVING IN COMMUNITIES THAT RECEIVED THE SUPPORT OF SCHOLARS RECOGNIZED THE BENEFITS OF THAT SUPPORT. IN ADDITION, 94% OF SCHOLARS REPORTED IDENTIFYING WITH THE FUNDAMENTAL VALUES OF UNBOUND AND LIVING THEM IN THEIR DAILY LIVES. THE SCHOLARS REPORTED THAT PARTICIPATION IN UNBOUND SOLIDARITY GROUPS HAS BEEN A GREAT SUPPORT FOR THEIR SOCIAL SKILLS.

IN THE DOMINICAN REPUBLIC, SCHOLARS REPORTED INCREASED FOCUS ON GOALS AND AN INCREASED MOTIVATION TO ACHIEVE THEM - WITH 32% OF SCHOLARS REPORTING THAT THEY WILL ACHIEVE THEIR ACADEMIC GOALS WITHIN A YEAR AND 68% REPORTING THAT THEY WILL ACHIEVE THEIR GOALS WITHIN THREE YEARS.

IN COLOMBIA, SCHOLARS PLAYED AN IMPORTANT ROLE IN THE ADJUSTMENT OF THE ORGANIZATION'S PROCESSES DUE TO COVID-19. SCHOLARS REPORTED THEIR NEW EXPERIENCE HAS IMPROVED THEIR SKILLS, ABILITIES AND LEADERSHIP. SERVICE TO THE COMMUNITY WAS REPORTED AS INSPIRING MANY SCHOLARS TO PURSUE CAREERS IN SOCIAL WORK AND OTHER SERVICE VOCATIONS. FORMER SCHOLARS REPORTED IMPROVED ECONOMIC SITUATIONS BECAUSE OF THE EDUCATION THEY WERE

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▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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ABLE TO RECEIVE WITH THE SCHOLARSHIP ASSISTANCE.

IN PAST YEARS, UNBOUND HAS ALSO INITIATED QUALITATIVE EVALUATIONS OF THE SCHOLARSHIP PROGRAM WITH ALUMNI, UTILIZING A GROUP MIND-MAPPING PROCESS AND INDIVIDUAL INTERVIEWS TO EXPLORE LONG-TERM OUTCOMES.

UNBOUND CONDUCTED RIPPLE-EFFECT MAPPING (REM) IN 2015 WITH 32 PROGRAM ALUMNI FROM RURAL COMMUNITIES IN GUATEMALA AND IN 2013 WITH MORE THAN 80 PROGRAM ALUMNI IN THE METRO MANILA AREA OF THE PHILIPPINES. REM IS A PARTICIPATORY AND QUALITATIVE EVALUATION METHOD USED TO LEARN THE INTENDED AND UNINTENDED RESULTS OF THE PROGRAM. WHILE THE CONTEXTS OF GROUPS WERE DRAMATICALLY DIFFERENT, WITH DIFFERENT GEOGRAPHIES AND SIGNIFICANT CULTURAL DIFFERENCES, THE SIMILARITIES BETWEEN THE OUTCOMES STRENGTHEN THE ARGUMENT FOR WHAT MIGHT BE UNBOUND'S CONTRIBUTION THROUGH THE SCHOLARSHIP AND SPONSORSHIP PROGRAMS.

ALUMNI PARTICIPATING IN THE QUALITATIVE EVALUATION IN THE PHILIPPINES, ON AVERAGE THREE YEARS OUT OF THE PROGRAM, WERE PURSUING CAREERS SUCH AS TEACHING, NURSING, ACCOUNTING AND ARCHITECTURAL DESIGN. ALUMNI PARTICIPATING IN THE EVALUATION IN GUATEMALA, ON AVERAGE SIX YEARS OUT OF THE PROGRAM, MENTIONED EMPLOYMENT AS TEACHERS, POLICE OFFICERS, BAKERS AND SMALL-BUSINESS OWNERS. MOST OF THE EVALUATION PARTICIPANTS WERE EMPLOYED ON A FULL-TIME BASIS.

AMONG THE KEY FINDINGS WERE:

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Department of the Treasury
Internal Revenue Service
Name of the organization

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1. GRATITUDE AND GIVING BACK: THE FEELING OF GRATITUDE AND ACTIVELY GIVING BACK WERE BOTH CONNECTED AND COMMON ACROSS THE RIPPLE MAPS IN GUATEMALA AND THE PHILIPPINES. PARTICIPANTS EXPRESSED HOW INDIVIDUALS AND COMMUNITIES IN POVERTY CAN FOCUS INTERNALLY ON WHAT LITTLE THEY HAVE, BUT THROUGH UNBOUND THEY BEGAN TO SEE THEIR STRENGTHS AND ASSETS. THIS GRATITUDE FOR WHAT THEY HAD AND FOR WHAT WAS SHARED THROUGH UNBOUND SPURRED A DESIRE TO HELP OTHERS, WHETHER FAMILY, FRIENDS OR STRANGERS.

2. PRIDE: A DEEP SENSE OF PRIDE AND PERSONAL ACCOMPLISHMENT CAME FORWARD IN THE MAPS OF BOTH COUNTRIES. IT IS A PRIDE THAT COMES FROM EDUCATIONAL ACCOMPLISHMENTS AND THE ABILITY TO SUSTAIN ONE'S FAMILY. HOWEVER, IT ALSO COMES FROM BEING PART OF, OR ASSOCIATED WITH, THE UNBOUND PROGRAM ITSELF (PHILIPPINES) OR HAVING A SPONSOR (GUATEMALA).

3. EDUCATION: EDUCATION AND ACADEMIC ACHIEVEMENT SHOW UP IN ALL RIPPLE-EFFECT MAPS CREATED IN GUATEMALA AND THE PHILIPPINES; HOWEVER, THEIR POSITIONING AND VALUE DIFFER BETWEEN THE TWO COUNTRIES. GUATEMALANS VIEWED EDUCATION AS A KEY OUTCOME AND MEANS TO THEIR MOST SIGNIFICANT OUTCOMES. ATTAINING AN EDUCATION MEANT GAINING ACCESS TO PROFESSIONAL EMPLOYMENT AND CARING FOR THEIR FAMILIES. IT BROUGHT ABOUT SATISFACTION AND PRIDE. IN THE PHILIPPINES, HOWEVER, ALUMNI EMPHASIZED EDUCATION AS AN END IN ITSELF. HAVING AN EDUCATION WAS THE OUTCOME.

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FORM 990, PART III, LINE 4B CONTINUED

THE MOST SIGNIFICANT, LONG-TERM OUTCOMES OF THE UNBOUND PROGRAM WERE OVERWHELMINGLY REAL AND INTANGIBLE. HOUSING AND HEALTH, EDUCATION AND WORK WERE ALL PRESENT IN THE LIVES OF UNBOUND ALUMNI, YET THE CORE OF THE IMPACT REMAINING FOR FORMERLY SPONSORED MEMBERS LIES IN A MORAL, CHARACTER-CENTERED, REFLECTIVE AND GOAL-ORIENTED WORLDVIEW. THIS INTANGIBLE CORE APPEARS TO OFFER A FOUNDATION FOR THE ALUMNI TO CONTINUE TO BUILD THEIR OWN TANGIBLE RIPPLES IN PROVIDING FOR THEIR FAMILIES AND ASSISTING COMMUNITY MEMBERS.

ONE BENEFIT OF THE RIPPLE-EFFECT-MAPPING METHOD OVER SEPARATE EVALUATIONS OF EACH OUTCOME DOMAIN IS THAT IT MORE CLEARLY DEMONSTRATES LINKS BETWEEN PHYSICAL AND PSYCHO-SOCIAL-SPIRITUAL DEVELOPMENT. THIS MAKES AN EXCELLENT CASE FOR THE PERSONALIZED ATTENTION, PROGRAM ACTIVITIES AND RELATIONSHIPS THAT COMPLEMENT TANGIBLE SPONSORSHIP BENEFITS. THESE COMPONENTS CAN ALSO BE CALLED BENEFITS.

"THE BEAUTY IS THAT EACH FAMILY CAN CHOOSE WHAT IS NEEDED IN EACH MOMENT," SAID ONE PARTICIPANT IN GUATEMALA. EACH INDIVIDUAL TELLS A DIFFERENT STORY, BUT ALL ARE UNITED IN THEIR EXPERIENCE WITH UNBOUND. SO, WHILE THESE EXPERIENCES DO CAUSE US TO RECOGNIZE THE SIGNIFICANT INFLUENCES OF EXTERNAL FACTORS IN THE LIVES OF INDIVIDUALS, THEY ALSO EMPHASIZE THE REMARKABLE FLEXIBILITY OF THE UNBOUND PROGRAM. IT HAS THE POTENTIAL TO CONTRIBUTE TO AN INDIVIDUAL'S PATH OUT OF POVERTY IN WAYS UNLIKE A STANDARD AID-DISTRIBUTION OR COMMUNITY-BASED DEVELOPMENT

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APPROACH.

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

AN INDEPENDENT ACCOUNTING FIRM PREPARES THE 990. THE 990 IS THEN REVIEWED BY THE ORGANIZATION'S PRESIDENT/CEO AND ACCOUNTING PERSONNEL. ANY QUESTIONS AND CONCERNS THE ORGANIZATION'S PRESIDENT/CEO AND ACCOUNTING PERSONNEL HAVE ARE ADDRESSED AND ANY CORRECTIONS OR CLARIFICATIONS THAT NEED TO BE MADE ARE MADE. THE 990 IS THEN PROVIDED TO THE FULL BOARD FOR THEIR REVIEW. ANY QUESTIONS AND CONCERNS OF THE BOARD ARE ADDRESSED AND CORRECTIONS OR CLARIFICATIONS ARE MADE PRIOR TO FILING THE 990.

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

ALL BOARD MEMBERS ANNUALLY DISCLOSE THEIR INVOLVEMENT WITH OTHER ORGANIZATIONS, COMMUNITIES, EMPLOYMENT, STAFF, VENDORS OR ANY OTHER ASSOCIATIONS THAT MIGHT POTENTIALLY PRODUCE A CONFLICT, REGARDLESS OF THE LIKELIHOOD OF AN ACTUAL CONFLICT ARISING. NEW BOARD NOMINEES ALSO COMPLETE A DISCLOSURE FORM. WHEN THE BOARD IS TO DECIDE AN ISSUE THAT PRESENTS AN UNAVOIDABLE CONFLICT OF INTEREST FOR A MEMBER, THE MEMBER WITH THE CONFLICT ABSTAINS FROM PARTICIPATION IN BOTH THE DELIBERATION AND VOTE.

ALL EMPLOYEES ANNUALLY SIGN A RECEIPT AND ACKNOWLEDGEMENT OF UNBOUND'S EMPLOYEE MANUAL. THE CODE OF CONDUCT WHICH FORBIDS A CONFLICT OR THE APPEARANCE OF A CONFLICT BETWEEN THE EMPLOYEE'S PERSONAL INTERESTS AND THOSE OF UNBOUND IS PART OF THAT REVIEW. THE EMPLOYEE'S SIGNATURE ACKNOWLEDGES THEIR AGREEMENT TO ADHERE TO THIS CODE AND TO IMMEDIATELY DISCLOSE A SUSPECTED CONFLICT OF INTEREST TO A STAFF DIRECTOR, MEMBER OF

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THE HUMAN RESOURCES DEPARTMENT OR CONFIDENTIALLY THROUGH UNBOUND'S
INDEPENDENT REPORTING SERVICE.

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

THE COMPENSATION OF THE PRESIDENT/CEO FOR JUNE 2021-JUNE 2022 WAS
DETERMINED AT THE JUNE 2021 GOVERNING BOARD OF DIRECTORS MEETING. PRIOR
TO THIS DISCUSSION, THE PRESIDENT/CEO AND THE NON-VOTING MEMBERS OF THE
BOARD EXCUSED THEMSELVES FROM THE BOARD MEETING. THE VOTING MEMBERS MET
WITH THE DIRECTOR OF HUMAN RESOURCES WHO PROVIDED THEM WITH THE FOLLOWING
INFORMATION WHICH THEY USED TO DETERMINE THE COMPENSATION AMOUNT.

USING COMPANALYST, WHICH IS AN INDEPENDENT COMPENSATION CONSULTANT
SUBSCRIPTION PROGRAM, MARKET DATA RESEARCH WAS REVIEWED BASED ON CURRENT
MARKET PAY FOR SIMILAR POSITIONS. OUR PHILOSOPHY IS TO TARGET THE 25TH TO
50TH PERCENTILE OF THE RANGE WHERE THE JOB HAS BEEN MATCHED. IT IS ALSO
BASED ON CURRENT MARKET DATA WITHIN THE PROFIT AND NON-PROFIT INDUSTRIES,
CONTAINING UP TO 500 EMPLOYEES AND MATCHED ON JOB RESPONSIBILITIES IN THE
MARKET PLACE.

THE BOARD CONSIDERED OTHER FACTORS SUCH AS A COMPARISON OF COMPENSATION
OF EXECUTIVES FROM SIMILAR SPONSORSHIP ORGANIZATIONS AND A FORMAL
EVALUATION OF JOB PERFORMANCE TO DETERMINE THE PRESIDENT/CEO'S JUNE
2021-JUNE 2022 COMPENSATION.

THE VOTING MEMBERS THEN APPROVED THE ANNUAL SALARY FOR THE PRESIDENT/CEO.
SUBSTANTIATION OF THE DECISION OF THE BOARD'S DETERMINATION WAS

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Department of the Treasury
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MAINTAINED BY THE DIRECTOR OF HUMAN RESOURCES.

THE COMPENSATION OF THE OTHER OFFICERS (TREASURER AND SECRETARY) AND ALL
OTHER EMPLOYEES WERE APPROVED BY THEIR RESPECTIVE SUPERVISOR AT UNBOUND.
IT WAS BASED ON BOTH A WRITTEN PERFORMANCE EVALUATION AS WELL AS THE
ORGANIZATION'S COMPENSATION FRAMEWORK AND PLANNING SYSTEM.

COMPENSATION CHANGE DECISIONS ARE PLANNED AND DOCUMENTED IN THE ADP
WORKFORCE NOW COMPENSATION MODULE.

FORM 990, PART VI, SECTION C, LINE 19

UNBOUND'S ARTICLES OF INCORPORATION, AUDITED FINANCIAL STATEMENTS,
BY-LAWS AND CONFLICT OF INTEREST POLICY ALONG WITH IRS FORMS 1023, 990
AND 990-T ARE AVAILABLE FOR INSPECTION AT OUR OFFICES. UNBOUND'S AUDITED
FINANCIAL STATEMENTS AND IRS FORMS 990 AND 990-T ARE POSTED ON OUR
WEBSITE (WWW.UNBOUND.ORG). PRINTED COPIES ARE AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 9

CHANGE IN UNINSURED ANNUITY OBLIGATIONS \$ 18,523

Name of the organization

Employer identification number

UNBOUND

43-1243999

FORM 990, PART V, LINE 4B - FOREIGN COUNTRIES

=====

COLOMBIA
PHILIPPINES

Name of the organization

Employer identification number

UNBOUND

43-1243999

FORM 990, PART VI, LINE 17 - STATES

=====

AL, AK, AR, CA, CO, CT,
FL, GA, HI, IL, KS, KY, MD, MA, MI,
MN, MS, NH, NJ, NM, NY, OH, OK, OR, PA,
RI, SC, TN, UT, VA, WV, WI,

Name of the organization

UNBOUND

Employer identification number

43-1243999

FORM 990, PART VII-COMPENSATION OF THE 5 HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS	DESCRIPTION OF SERVICES	COMPENSATION
TF/BOK-FINANCIAL PO BOX 443 TULSA, OK 74101	MERCHANT SERVICES	985,921.
CHAO CARDS LLC 524 MID FLORIDA DRIVE ORLANDO, FL 32824	PRINTING	360,088.
DATAWRKZ 12636 RESEARCH BLVD SUITE C-206 AUSTIN, TX 78759	ADVERTISING	337,450.
GOOGLE INC. 1600 AMPHITHEATRE PKWY MOUNTAIN VIEW, CA 94043	ADVERTISING	305,417.
BOK-FINANCIAL 7101 COLLEGE BLVD. FLOOR 11 OVERLAND PARK, KS 66210	BANKING SERVICES	235,248.

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

UNBOUND

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990.

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

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) UNBOUND COLOMBIA 901091198 CALLE 50 NO. 65-42 CENTRO CONT MEDELLIN ANTIOQUIA, CO	PRJT SUPPORT	CO	501(C)(3)		UNBOUND	X	
(2) UNBOUND-PHILIPPINE BRANCH 202003725 5 RED STREET, RAINBOW VILLAGE, SAN ISIDRO, RIZAL RP 1930	PRJT SUPPORT	RP	501(C)(3)		UNBOUND	X	
(3)							
(4)							
(5)							
(6)							
(7)							

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

Schedule R (Form 990) 2021

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512 - 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1)												
(2)												
(3)												
(4)												
(5)												
(6)												
(7)												

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

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

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

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

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

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) UNBOUND COLOMBIA	B	89,100.	CASH
(2) UNBOUND - PHILIPPINES BRANCH	B	89,234.	CASH
(3)			
(4)			
(5)			
(6)			

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

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

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