Form **990**

Return of Organization Exempt From Income Tax

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

▶ Do not enter social security numbers on this form as it may be made public.

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

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2022 calendar year, or tax year beginning 01-01-2022 , and ending 12-31-2022

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

C Name of organization
CANDID

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite
32 OLD SLIP 24TH FL

City or town, state or province, country, and ZIP or foreign postal code
NEW YORK, NY 10005

D Employer identification number
13-1837418

E Telephone number
(212) 620-4230

G Gross receipts $ 120,340,751

F Name and address of principal officer:
ANN MEI CHANG
32 OLD SLIP 24TH FL
NEW YORK,NY 10005

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number ▶

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

J Website: ▶ WWW.CANDID.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1956

M State of legal domicile: NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
CANDID GETS YOU THE INFORMATION YOU NEED TO DO GOOD.

2 Check this box ▶☐ 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	20
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	20
5	Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	240
6	Total number of volunteers (estimate if necessary)	6	22
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	54,913
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	23,672,424	7,177,743
	9	Program service revenue (Part VIII, line 2g)	31,034,819	32,245,979
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	35,278	12,320,471
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	460,280	95,002
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	55,202,801	51,839,195
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	28,138,467	24,741,623
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶1,055,083		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	15,609,291	15,148,047
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	43,747,758	39,889,670
	19	Revenue less expenses. Subtract line 18 from line 12	11,455,043	11,949,525

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	88,006,038	90,918,496
	21	Total liabilities (Part X, line 26)	21,428,675	31,457,207
	22	Net assets or fund balances. Subtract line 21 from line 20	66,577,363	59,461,289

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: 2023-05-15

PUNIT KOHLI VP OF FINANCE
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2023-07-18		P00543254

Firm's name ▶ PKF O'CONNOR DAVIES ADVISORY LLC — Firm's EIN ▶ 87-3231666

Firm's address ▶ 500 MAMARONECK AVENUE SUITE 301 HARRISON, NY 105281633 — Phone no. (914) 381-8900

May the IRS discuss this return with the preparer shown above? See Instructions. ☑ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:

SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ **Yes** ☑ **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 $ 19,816,938 including grants of $ 0) (Revenue $ 29,703,240)

SEE SCHEDULE O - FOR NARRATIVE ON DATA COLLECTION AND PUBLICATIONS

4b (Code:) (Expenses $ 7,602,932 including grants of $ 0) (Revenue $ 1,522,557)

SEE SCHEDULE O - FOR NARRATIVE ON LIBRARY/LEARNING CENTERS AND OTHER PUBLIC SERVICES

4c (Code:) (Expenses $ 1,294,186 including grants of $ 0) (Revenue $ 1,020,182)

SEE SCHEDULE O - FOR NARRATIVE ON RESEARCH AND OTHER PROGRAMS

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

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

4e **Total program service expenses** ▶ 28,714,056

Part IV **Checklist of Required Schedules**

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

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L,* Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L,* Part I	25b		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L,* Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	67			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		

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

					Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	240			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*			3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country: ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			8		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the sponsoring organization make any taxable distributions under section 4966?			9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter:					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter:					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state?			13a		
	Note. See the instructions for additional information the organization must report on Schedule O.					
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.			15		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			16		No
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			17		

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	**1a** 20			
b	Enter the number of voting members included in line 1a, above, who are independent	**1b** 20			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		**2**		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		**5**		No
6	Did the organization have members or stockholders?		**6**		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		**7a**		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		**7b**		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?		**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?		**8b**	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		**9**		No

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ AL, AK, AR, CA, DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, ND, OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI

18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☑ Own website ☑ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in 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:
▶PUNIT KOHLI VP OF FINANCE 32 OLD SLIP 24TH FLOOR NEW YORK, NY 100053500 (212) 620-4230

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or 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): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) KATHERINA ROSQUETA CHAIR	1.00	X		X				0	0	0
(2) RHETT N MABRY VICE CHAIR	1.00	X		X				0	0	0
(3) BRIAN TRELSTAD TREASURER	1.00	X		X				0	0	0
(4) ANA MARIE ARGILAGOS TRUSTEE	1.00	X						0	0	0
(5) ESTHER T BENJAMIN TRUSTEE	1.00	X						0	0	0
(6) MELISSA BERMAN TRUSTEE	1.00	X						0	0	0
(7) KAMI DAR TRUSTEE	1.00	X						0	0	0
(8) NAILA FAROUKY TRUSTEE	1.00	X						0	0	0
(9) MARIA DEL ROSARIO GALLEGO GARCIA TRUSTEE	1.00	X						0	0	0
(10) MATT GEE TRUSTEE	1.00	X						0	0	0
(11) STEPHEN GOODALL TRUSTEE	1.00	X						0	0	0
(12) NEAL HEGARTY TRUSTEE	1.00	X						0	0	0
(13) DEBORAH D HOOVER TRUSTEE	1.00	X						0	0	0
(14) DOMINICK J IMPEMBA TRUSTEE	1.00	X						0	0	0
(15) KENNETH M JONES TRUSTEE	1.00	X						0	0	0
(16) SUSAN KISH TRUSTEE	1.00	X						0	0	0
(17) MOSUN LAYODE TRUSTEE	1.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(18) SUNAND MENON TRUSTEE, THRU 2/23/22	1.00	X						0	0	0
(19) DONNA MURRAY-BROWN TRUSTEE	1.00	X						0	0	0
(20) T SYLVESTER JOHN TRUSTEE	1.00	X						0	0	0
(21) ANGELA F WILLIAMS TRUSTEE	1.00	X						0	0	0
(22) ANN MEI CHANG CEO	50.00			X				485,171	0	46,217
(23) MIZMUN KUSAIRI SECRETARY/VP OF PLANNING	50.00			X				208,113	0	33,230
(24) PUNIT KOHLI VP OF FINANCE	50.00			X				271,155	0	41,809
(25) JACOB K GARCIA VP OF PRODUCTS	50.00				X			310,247	0	40,427
(26) KEVIN L MULDER VP OF TECHNOLOGY	50.00				X			254,442	0	65,865
(27) ZOHRA ZORI VP OF NETWORKS, THRU 12/31/22	50.00					X		247,024	0	31,898
(28) TRACY L WAKSLER SR. DIR. OF PRODUCTS	50.00					X		242,380	0	48,633
(29) JOSE RODRIGUEZ SR. DIR. OF STRATEGIC PARTNERSHIPS	50.00					X		262,557	0	36,541
(30) TIM REIFSCHNEIDER DIRECTOR OF BUSINESS DEVELOPMENT	50.00					X		217,961	0	8,704
(31) DEBRA SNIDER SR. HR MANAGER & FORMER SR. ADVISOR	50.00					X		233,547	0	6,373
(32) BRADFORD K SMITH FORMER PRESIDENT	0.00						X	175,000	0	0
(33) JACOB HAROLD FORMER EXECUTIVE VICE PRESIDENT	0.00						X	174,435	0	0
(34) JAMES DOBRZENIECKI FORMER SENIOR ADVISOR	0.00						X	201,379	0	0

	(D)	(E)	(F)
1b Sub-Total ▶			
c Total from continuation sheets to Part VII, Section A ▶			
d Total (add lines 1b and 1c) ▶	3,283,411	0	359,697

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 6 6

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

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
DRIVENDATA INC 1062 DELAWARE STREET DENVER, CO 80204	IT CONSULTING	735,000
ITECH ART GROUP 697 MILL CREEK ROAD SUITE 13 MANAHAWKIN, NJ 08050	IT CONSULTING	635,184
MYRIDDIAN LLC 6711 COLUMBIA GATEWAY DRIVE SUITE COLUMBIA, MD 21046	IT CONSULTING	353,945
ACUMEN SOLUTION INC 8280 GREENSBORO DRIVE SUITE 400 MCLEAN, VA 22102	IT CONSULTING	304,400
DANIEL J EDELMAN INC 200 EAST RANDOLPH DRIVE FL 63 CHICAGO, IL 60601	WEB CONSULTING	293,203

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶ 1 6

Part VIII **Statement of Revenue**

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and OtherAmt Similar Amounts					
1a Federated campaigns	1a				
b Membership dues	1b				
c Fundraising events	1c				
d Related organizations	1d				
e Government grants (contributions)	1e				
f All other contributions, gifts, grants, and similar amounts not included above	1f 7,177,743				
g Noncash contributions included in lines 1a - 1f:$	1g				
h **Total.** Add lines 1a-1f	▶	7,177,743			

Program Service Revenue

	Business Code	(A)	(B)	(C)	(D)
2a PRODUCT REVENUE	611710	29,703,240	29,703,240		
b FUNDING INFO. NETWORK	611710	1,138,465	1,138,465		
c COMMUNITY FDTN INSIGHT	611710	466,276	466,276		
d CANDID TRAINING	611710	384,092	384,092		
e FOUNDATION WEB BUILDER	611710	78,854	78,854		
f All other program service revenue.		475,052	475,052		
g **Total.** Add lines 2a–2f. ▶		32,245,979			

Other Revenue

			(A)	(B)	(C)	(D)
3 Investment income (including dividends, interest, and other similar amounts) ▶			1,068,678			1,068,678
4 Income from investment of tax-exempt bond proceeds ▶						
5 Royalties ▶						
	(i) Real	(ii) Personal				
6a Gross rents	6a 29,297					
b Less: rental expenses	6b 20,000					
c Rental income or (loss)	6c 9,297					
d Net rental income or (loss) ▶			9,297			9,297
	(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory	7a 79,733,349					
b Less: cost or other basis and sales expenses	7b 68,481,556					
c Gain or (loss)	7c 11,251,793					
d Net gain or (loss) ▶			11,251,793			11,251,793
8a Gross income from fundraising events (not including $ ____ of contributions reported on line 1c). See Part IV, line 18	8a					
b Less: direct expenses	8b					
c Net income or (loss) from fundraising events ▶						
9a Gross income from gaming activities. See Part IV, line 19	9a					
b Less: direct expenses	9b					
c Net income or (loss) from gaming activities ▶						
10a Gross sales of inventory, less returns and allowances	10a					
b Less: cost of goods sold	10b					
c Net income or (loss) from sales of inventory ▶						

OtherRevenueMiscAmt

	Business Code	(A)	(B)	(C)	(D)
11a SPONSORED WEBINARS	541800	54,913		54,913	
b MISC. INCOME	900099	30,432			30,432
c VENDING MACHINE INCOME	900099	360			360
d All other revenue					
e **Total.** Add lines 11a–11d ▶		85,705			
12 **Total revenue.** See instructions ▶		51,839,195	32,245,979	54,913	12,360,560

Part IX **Statement of Functional Expenses**

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,756,676	1,394,961	303,114	58,601
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	175,000	123,190	51,654	156
7 Other salaries and wages	17,556,808	13,941,711	3,029,422	585,675
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,449,393	1,150,951	250,092	48,350
9 Other employee benefits	2,458,089	1,951,948	424,142	81,999
10 Payroll taxes	1,345,657	1,068,575	232,192	44,890
11 Fees for services (non-employees):				
a Management				
b Legal	236,518		236,518	
c Accounting	364,303		364,303	
d Lobbying	90,400		90,400	
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	93,720		93,720	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	598,192	421,095	176,565	532
12 Advertising and promotion	709,985	701,918	8,067	
13 Office expenses	997,738	221,863	762,645	13,230
14 Information technology	5,234,720	3,687,726	1,470,942	76,052
15 Royalties . .				
16 Occupancy	2,221,980	1,489,002	677,569	55,409
17 Travel	617,298	316,864	286,565	13,869
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	63,381	63,381		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .	2,874,947	1,935,032	868,863	71,052
23 Insurance . . .	213,164	143,474	64,422	5,268
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a BAD DEBT EXPENSE	520,390		520,390	
b STAFF DEVELOPMENT	231,716	22,770	208,946	
c REPAIRS AND MAINTENANCE	43,296	43,296		
d SALES TAX EXPENSE	36,049	36,049		
e All other expenses	250	250		
25 **Total functional expenses.** Add lines 1 through 24e	39,889,670	28,714,056	10,120,531	1,055,083
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☐ if following SOP 98-2 (ASC 958-720).				

Part X **Balance Sheet**

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing		2,843,402	1	4,214,950
	2	Savings and temporary cash investments		21,547,354	2	13,551,691
	3	Pledges and grants receivable, net		897,882	3	1,842,204
	4	Accounts receivable, net		2,360,556	4	1,501,696
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		547,603	9	739,177
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 28,986,234			
	b	Less: accumulated depreciation	10b 18,175,426	10,768,050	10c	10,810,808
	11	Investments—publicly traded securities		0	11	46,790,251
	12	Investments—other securities. See Part IV, line 11		49,041,191	12	0
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		0	15	11,467,719
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		88,006,038	16	90,918,496
Liabilities	17	Accounts payable and accrued expenses		3,458,679	17	2,124,255
	18	Grants payable			18	
	19	Deferred revenue		13,271,662	19	13,751,000
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		4,698,334	25	15,581,952
	26	**Total liabilities.** Add lines 17 through 25		21,428,675	26	31,457,207
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☑ and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		58,417,640	27	51,126,666
	28	Net assets with donor restrictions		8,159,723	28	8,334,623
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		66,577,363	32	59,461,289
	33	Total liabilities and net assets/fund balances		88,006,038	33	90,918,496

Part XI Reconcilliation 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	51,839,195
2	Total expenses (must equal Part IX, column (A), line 25)	2	39,889,670
3	Revenue less expenses. Subtract line 2 from line 1	3	11,949,525
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	66,577,363
5	Net unrealized gains (losses) on investments	5	-18,930,656
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 in Schedule O)	9	-134,943
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	59,461,289

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ 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?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		No
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 in Schedule O and describe any steps taken to undergo such audits.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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
2022
Open to Public Inspection

Name of the organization
CANDID

Employer identification number
13-1837418

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 **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:

10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations . . . .

g Provide the following information about the supported organization(s).

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	13,834,354	20,423,009	12,331,121	23,672,424	7,177,743	77,438,651
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 **Total.** Add lines 1 through 3	13,834,354	20,423,009	12,331,121	23,672,424	7,177,743	77,438,651
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . .						25,625,869
6 **Public support.** Subtract line 5 from line 4.						51,812,782

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4. .	13,834,354	20,423,009	12,331,121	23,672,424	7,177,743	77,438,651
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	402,441	722,182	293,548	21,873	1,097,975	2,538,019
9 Net income from unrelated business activities, whether or not the business is regularly carried on. .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). .	1,730	18,598	1,064,486	87,673	30,792	1,203,279
11 **Total support.** Add lines 7 through 10						81,179,949

12 Gross receipts from related activities, etc. (see instructions) 12 134,904,764

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

14 Public support percentage for 2022 (line 6, column (f) divided by line 11, column (f)) . . . . 14 63.820 %

15 Public support percentage for 2020 Schedule A, Part II, line 14 . . . . 15 64.340 %

16a **33 1/3% support test—2022.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☑

b **33 1/3% support test—2021.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

17a **10%-facts-and-circumstances test—2022.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶☐

b **10%-facts-and-circumstances test—2021.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶☐

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

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

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

19a **33 1/3% support tests-2022.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**:

a ☐ The organization satisfied the Activities Test. Complete **line 2** below.

b ☐ The organization is the parent of each of its supported organizations. Complete **line 3** below.

c ☐ The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

			Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	2a		
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	2b		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations?*If "Yes" or "No", provide details in* ***Part VI.***	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	3b		

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

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

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

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	**1**		
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 (*explain in detail in **Part VI***):			
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 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 ☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

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

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

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

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).

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	VENDING MACHINE INCOME - 2018 AMOUNT: $ 1,730. 2019 AMOUNT: $ 1,055. 2020 AMOUNT: $ 340. 2021 AMOUNT: $ 351. 2022 AMOUNT: $ 360. MISC INCOME - 2019 AMOUNT: $ 17,543. 2020 AMOUNT: $ 1,064,146. 2021 AMOUNT: $ 50,682. 2022 AMOUNT: $ 30,432. TAX REFUNDS - 2021 AMOUNT: $ 36,640.

Additional Data

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Software Version:

Schedule B **(Form 990)** Department of the Treasury Internal Revenue Service	**Schedule of Contributors** ▶ **Attach to Form 990, 990-EZ, or 990-PF.** ▶ **Go to *www.irs.gov/Form990* for the latest information.**	OMB No. 1545-0047 **2022**

Name of the organization	**Employer identification number**
CANDID	13-1837418

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	☐ 501(c)( ) (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

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

General Rule

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

Special Rules

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

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

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

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

Name of organization
CANDID

Employer identification number
13-1837418

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED	,	$ RESTRICTED	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
CANDID	13-1837418

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

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

Name of organization
CANDID

Employer identification number

13-1837418

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

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

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

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

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

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

Additional Data

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Software Version:

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

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

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

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

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

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

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

Name of the organization	Employer identification number
CANDID	13-1837418

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."

2 Political campaign activity expenditures. See instructions ▶ $

3 Volunteer hours for political campaign activities. See instructions

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

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

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-.		
i Subtract line 1f from line 1c. If zero or less, enter -0-.		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2018	**(b)** 2019	**(c)** 2020	**(d)** 2021	**(e)** Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?		No	
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?		No	
c	Media advertisements?		No	
d	Mailings to members, legislators, or the public?		No	
e	Publications, or published or broadcast statements?		No	
f	Grants to other organizations for lobbying purposes?		No	
g	Direct contact with legislators, their staffs, government officials, or a legislative body?		No	
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		No	
i	Other activities?	Yes		90,400
j	Total. Add lines 1c through 1i			90,400
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		

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

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV Supplemental Information

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

Return Reference	Explanation
PART II-B, LINE 1:	CANDID ENGAGED LIGHTHOUSE PUBLIC AFFAIRS, LLC TO LOBBY AND SECURE FAVORABLE AMENDMENTS TO CALIFORNIA ASSEMBLY BILL 488 IN REGARDS TO THE REGULATION OF CHARITABLE FUNDRAISING PLATFORMS AND PLATFORM CHARITIES. LIGHTHOUSE PUBLIC AFFAIRS, LLC WAS PAID $90,400 FOR THEIR SERVICES FOR THE YEAR ENDING DECEMBER 31, 2022.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047
2022
Open to Public Inspection

Name of the organization
CANDID

Employer identification number
13-1837418

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? . . . . ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? . . . . ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? . . . . ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? . . . . ☐ Yes ☐ No

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

(i) Revenue included on Form 990, Part VIII, line 1 . . . . ▶ $ ____________

(ii) Assets included in Form 990, Part X . . . . ▶ $ ____________

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

a Revenue included on Form 990, Part VIII, line 1 . . . . ▶ $ ____________

b Assets included in Form 990, Part X . . . . ▶ $ ____________

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 are a 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 programs
- **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**

			Amount
b	If "Yes," explain the arrangement in Part XIII and complete the following table:		
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 in 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	18,466,592	18,729,532	17,367,766	14,722,785	15,262,314
b Contributions					
c Net investment earnings, gains, and losses	-2,345,397	3,979,318	1,361,766	2,644,981	-539,529
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	16,121,195	22,708,850	18,729,532	17,367,766	14,722,785

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

a Board designated or quasi-endowment ▶ 89.370 %

b Permanent endowment ▶ 10.630 %

c Term endowment ▶ 0 %

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)**		No
	(ii) Related organizations . . .	**3a(ii)**		No
b	If "Yes" on 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				
b Buildings				
c Leasehold improvements		5,136,019	2,583,621	2,552,398
d Equipment		1,188,655	1,011,829	176,826
e Other		22,661,560	14,579,976	8,081,584

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶ 10,810,808

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)RIGHT OF USE ASSET - OPERATING LEASES	11,467,719
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	11,467,719

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	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	15,581,952

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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☑

Part XI **Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	33,106,818
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	-18,930,656		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	291,999		
e	Add lines **2a** through **2d**			2e	-18,638,657
3	Subtract line **2e** from line **1**			3	51,745,475
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	93,720		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	93,720
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	51,839,195

Part XII **Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements			1	39,815,950
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	20,000		
e	Add lines **2a** through **2d**			2e	20,000
3	Subtract line **2e** from line **1**			3	39,795,950
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	93,720		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	93,720
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	39,889,670

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.

Return Reference	Explanation
PART V, LINE 4:	CANDID'S ENDOWMENT FUNDS AND BOARD-DESIGNATED AMOUNTS FOR LONG-TERM INVESTMENT CONSIST OF PERMANENTLY RESTRICTED NET ASSETS (ENDOWMENT FUNDS) AND A BOARD-DESIGNATED AMOUNT FOR LONG-TERM INVESTMENT. THE PERMANENTLY RESTRICTED NET ASSETS (ENDOWMENT FUNDS) ARE SUBJECT TO DONOR-IMPOSED STIPULATIONS THAT THE PRINCIPAL BE MAINTAINED PERMANENTLY BY CANDID. CANDID HAS THREE SEPARATE ENDOWMENTS AND IT IS PERMITTED TO USE THE INCOME EARNED ON THE RELATED INVESTMENTS FOR GENERAL PURPOSES, LIBRARY ACQUISITIONS AND PUBLIC EDUCATION. THE BOARD-DESIGNATED AMOUNT FOR LONG-TERM INVESTMENT IS A FUND SET ASIDE BY THE BOARD OF TRUSTEES FOR LONG-TERM INVESTMENT THAT ENSURE CANDID'S FINANCIAL STRENGTH AND AGILITY, AND PROVIDE A RESERVE FUND IN THE EVENT OF A FINANCIAL EMERGENCY.
PART X, LINE 2:	CANDID RECOGNIZES THE EFFECT OF INCOME TAX POSITIONS ONLY IF THOSE POSITIONS ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT CANDID HAD NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE FINANCIAL STATEMENT RECOGNITION OR DISCLOSURE. CANDID IS NO LONGER SUBJECT TO EXAMINATION BY THE APPLICABLE JURISDICTIONS FOR PERIODS PRIOR TO DECEMBER 31, 2019.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES REPORTED ON PART VIII, LINE 6B 20,000. POSTRETIREMENT CHANGES OTHER THAN NET PERIODIC BENEFIT COST 271,999.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES REPORTED ON PART VIII, LINE 6B 20,000.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	AS OF DECEMBER 31, 2022, AN ACTUARIAL GAIN OF $271,999 WAS NOT YET RECOGNIZED AS A COMPONENT OF NET PERIODIC POSTRETIREMENT BENEFIT COST. THIS GAIN IS RECORDED ON THE DECEMBER 31, 2022 STATEMENT OF CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization
CANDID

Employer identification number
13-1837418

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**		
3	Indicate which, if any, of the following the filing 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. ☑ Compensation committee ☐ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☐ Form 990 of other organizations ☑ 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	
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	**4c**		No
	Only 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	
b	Any related organization? If "Yes," on line 5a or 5b, describe in Part III.	**5b**		No
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**		No
b	Any related organization? If "Yes," on line 6a or 6b, describe in Part III.	**6b**		No
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**	Yes	
8	Were any amounts reported on Form 990, Part VII, paid or accured 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**		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**		

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 are not 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, 1099-MISC compensation, and/or 1099-NEC			**(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				
1ANN MEI CHANG CEO	**(i)**	446,861	10,294	28,016	30,350	15,867	531,388	0
	(ii)	0	0	0	0	0	0	0
2JACOB K GARCIA VP OF PRODUCTS	**(i)**	309,478	493	276	27,200	13,227	350,674	0
	(ii)	0	0	0	0	0	0	0
3KEVIN L MULDER VP OF TECHNOLOGY	**(i)**	254,334	0	108	25,043	40,822	320,307	0
	(ii)	0	0	0	0	0	0	0
4PUNIT KOHLI VP OF FINANCE	**(i)**	270,639	0	516	26,182	15,627	312,964	0
	(ii)	0	0	0	0	0	0	0
5JOSE RODRIGUEZ SR. DIR. OF STRATEGIC PARTNERSHIPS	**(i)**	218,897	20,000	23,660	21,242	15,299	299,098	0
	(ii)	0	0	0	0	0	0	0
6TRACY L WAKSLER SR. DIR. OF PRODUCTS	**(i)**	241,588	0	792	22,074	26,559	291,013	0
	(ii)	0	0	0	0	0	0	0
7ZOHRA ZORI VP OF NETWORKS, THRU 12/31/22	**(i)**	233,297	0	13,727	18,759	13,139	278,922	0
	(ii)	0	0	0	0	0	0	0
8MIZMUN KUSAIRI SECRETARY/VP OF PLANNING	**(i)**	207,933	0	180	20,003	13,227	241,343	0
	(ii)	0	0	0	0	0	0	0
9DEBRA SNIDER SR. HR MANAGER & FORMER SR. ADVISOR	**(i)**	67,446	0	166,101	6,250	123	239,920	0
	(ii)	0	0	0	0	0	0	0
10TIM REIFSCHNEIDER DIRECTOR OF BUSINESS DEVELOPMENT	**(i)**	84,807	0	133,154	8,062	642	226,665	0
	(ii)	0	0	0	0	0	0	0
11JAMES DOBRZENIECKI FORMER SENIOR ADVISOR	**(i)**	0	0	201,379	0	0	201,379	0
	(ii)	0	0	0	0	0	0	0
12BRADFORD K SMITH FORMER PRESIDENT	**(i)**	0	0	175,000	0	0	175,000	0
	(ii)	0	0	0	0	0	0	0
13JACOB HAROLD FORMER EXECUTIVE VICE PRESIDENT	**(i)**	0	0	174,435	0	0	174,435	0
	(ii)	0	0	0	0	0	0	0

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.

Return Reference	Explanation
PART I, LINE 3	REFER TO THE EXPLANATION FOR FORM 990, PART VI, SECTION B, LINE 15 ON SCHEDULE O.
PART I, LINE 4A	JAMES DOBRZENIECKI, FORMER SENIOR ADVISOR, JACOB HAROLD, FORMER EXECUTIVE VICE PRESIDENT, AND DEBRA SNIDER, SENIOR HR MANAGER, RECEIVED SEVERANCE PAYMENTS OF $201,379, $174,435, AND $165,301 INCLUDED IN THEIR 2022 W-2S, RESPECTIVELY. BRADFORD K. SMITH, FORMER PRESIDENT RECEIVED A RETENTION PAYMENT OF $175,000 INCLUDED IN HIS 2022 1099-NEC.
PART I, LINE 5	JOSE RODRIGUEZ, SENIOR DIRECTOR OF STRATEGIC PARTNERSHIPS & CHANNELS, AND TIM REIFSCHNEIDER, DIRECTOR OF BUSINESS DEVELOPMENT, RECEIVED COMMISSION PAYMENTS OF $23,144 AND $132,536 RESPECTIVELY, BASED ON THEIR INDIVIDUAL SALES DURING THE CALENDAR YEAR 2022.
PART I, LINE 7	CERTAIN OFFICERS AND OTHER EMPLOYEES LISTED ON SCHEDULE J, PART II RECEIVED TAXABLE DISCRETIONARY BONUSES INCLUDED IN THEIR 2022 W-2S.

Additional Data

Return to Form

Software ID:
Software Version:

SCHEDULE O (Form 990) Department of the Treasury Internal Revenue Service	**Supplemental Information to Form 990 or 990-EZ** Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. ▶ Attach to Form 990 or 990-EZ. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047 **2022** **Open to Public Inspection**

Name of the organization CANDID	Employer identification number 13-1837418

Return Reference	Explanation
FORM 990, PART III, LINE 1:	EVERY YEAR, MILLIONS OF NONPROFITS SPEND TRILLIONS OF DOLLARS AROUND THE WORLD. CANDID FINDS OUT WHERE THAT MONEY COMES FROM, WHERE IT GOES, AND WHY IT MATTERS. THROUGH RESEARCH, COLLABORATION, AND TRAINING, CANDID CONNECTS PEOPLE WHO WANT TO CHANGE THE WORLD TO THE RESOURCES THEY NEED TO DO IT. CANDID'S DATA TOOLS ON NONPROFITS, FOUNDATIONS, AND GRANTS ARE THE MOST COMPREHENSIVE IN THE WORLD. CANDID GETS YOU THE INFORMATION YOU NEED TO DO GOOD.
FORM 990, PART III, LINE 4A:	MAJOR DATA COLLECTION AND PUBLICATIONS PROGRAM ACCOMPLISHMENTS IN 2022 INCLUDE THE FOLLOWING: BUILDING A MORE ROBUST DATA COLLECTION SYSTEM THAT CAPTURES REAL-TIME DATA IS A VITAL STEP TOWARDS GETTING THE SECTOR THE INFORMATION IT NEEDS. OUR TEAMS ARE ALWAYS WORKING TO ENHANCE OUR U.S. DATA TO CREATE THE FRESHEST, MOST COMPREHENSIVE DATABASE OF U.S. FOUNDATION AND NONPROFIT ACTIVITY AND PROVIDE USERS WITH THE BEST SOURCES OF ACTIONABLE REAL-TIME INFORMATION. WE CAPTURED AND SHARED DATA ON MORE THAN 6,000 OPEN FUNDING OPPORTUNITIES AND HAVE UPDATED OUR DATABASES WITH MORE THAN 291,000 GRANTS MADE IN 2021 AND 2022. IN 2022, WE RAMPED UP OUR EFFORTS TO EXPAND OUR DATA COLLECTION BY IMPROVING OUR NEWS SCRAPING CAPABILITIES, BUILDING GLOBAL PARTNERSHIPS, AND ENCOURAGING ORGANIZATIONS TO SHARE THEIR DATA WITH US. MUCH OF THE WORK TO EXPAND OUR GLOBAL DATA COLLECTION EFFORTS HAS TAKEN PLACE BEHIND THE SCENES; OUR DATA TEAM HAS BEEN COLLECTING, CLEANING, AND CODING MILLIONS OF DATA POINTS FROM NON-U.S. NONPROFITS. WE EXPECT TO SEE THIS ENRICHED INFORMATION IN OUR MAJOR PRODUCT OFFERINGS INCLUDING THE CANDID PROFILE AND FOUNDATION DIRECTORY IN 2023. BY ADDING THIS DATA, WE WILL CREATE THE WORLD'S FIRST HIGH-QUALITY, AND MOST COMPREHENSIVE, GLOBAL DATABASE OF NONPROFITS, LAYING THE GROUNDWORK FOR A COMMON UNDERSTANDING OF THE SOCIAL SECTOR'S ROLE IN STRIVING TO ADDRESS GLOBAL PROBLEMS. WE RELY ON PARTNERSHIPS WITH GLOBAL, REGIONAL, AND COUNTRY-LEVEL ORGANIZATIONS AS WELL AS AFFINITY GROUPS TO ADVANCE OUR EFFORTS. OUR GLOBAL PARTNERSHIPS TEAM CONTINUED FORGING RELATIONSHIPS WITH FUNDERS ACROSS THE GLOBE THROUGH KNOWLEDGE SHARING AND COLLABORATION. WE PROVIDED TRAININGS AND CAPACITY BUILDING SESSIONS TO GLOBAL AUDIENCES. FOR EXAMPLE, WE CONTRIBUTED TO THE WINGS DATA LITERACY CERTIFICATION ALONGSIDE DATA NINJA WHICH PRINCIPALLY SUPPORTS PHILANTHROPY SERVING ORGANIZATIONS IN THE GLOBAL SOUTH AND LED LEARNING SESSIONS WITH OUR PARTNERS IN AUSTRALIA AND EASTERN AFRICA. OUR TEAM ALSO TOOK PART IN A STORYTELLING MASTERCLASS ALONGSIDE THE INTERNATIONAL SOCIAL IMPACT INSTITUTE AND THE KING BAUDOUIN FOUNDATION U.S., IN SUPPORT OF GRASSROOTS ORGANIZATIONS THROUGHOUT SUB-SAHARAN AFRICA. CANDID HAS CONTINUED TO BUILD ITS GLOBAL PRESENCE AND PARTNERSHIPS AROUND THE WORLD TO INCREASE COLLABORATION AND BUILD OUR DATASETS TO ENHANCE OUR UNDERSTANDING OF PHILANTHROPIC TRENDS. OUR INTENTION IS TO HELP FUNDERS TO BETTER COORDINATE AND PARTNER TO MAXIMIZE PHILANTHROPY'S IMPACT. CANDID CONTINUES TO BE A LEADING DRIVER IN ESTABLISHING DATA STANDARDS FOR PHILANTHROPY AND ENABLING FOUNDATIONS TO SHARE THEIR DATA DIRECTLY WITH US. IN 2022, 424 FUNDERS SUBMITTED DATA TO CANDID, INCLUDING 36 FUNDERS THAT CONTRIBUTED DATA TO US FOR THE FIRST TIME. FUNDERS WHO SHARED DATA TOTALED MORE THAN $24.8 BILLION ACROSS MULTIPLE FISCAL YEARS. OF THE GRANTS REPORTED, 82% WERE FOR FY21 OR LATER. THESE ARE GRANTS THAT ARE NOT YET AVAILABLE ON PUBLIC IRS 990-PF FORMS. BY SHARING GRANTS DATA, FUNDERS ARE HELPING POWER SEVERAL RESOURCES THAT SERVE THE SOCIAL SECTOR. THESE INCLUDE FOUNDATION DIRECTORY, FOUNDATION MAPS, CANDID'S ISSUE- OR LOCATION-SPECIFIC WEBSITES, RESEARCH REPORTS, ONLINE DASHBOARDS OF REGIONAL PHILANTHROPIC GIVING, AND MORE. THROUGH OUR CANDID COMMUNITY PARTNERS, WE REACH LOCAL COMMUNITIES AND MAKE ACCESS TO OUR CORE TOOLS LIKE FOUNDATION DIRECTORY AND GRANTS TO INDIVIDUALS FREELY AVAILABLE TO ORGANIZATIONS WHO MIGHT NOT HAVE THE RESOURCES TO AFFORD SUBSCRIPTIONS. OUR CANDID COMMUNITY PARTNERS ARE DEEPLY EMBEDDED IN THE LOCAL COMMUNITIES THEY SERVE. CANDID HAS MORE THAN 350 CANDID COMMUNITY PARTNERS THAT CONSIST OF COMMUNITY-BASED ORGANIZATIONS THAT STRENGTHEN LOCAL NONPROFIT ECOSYSTEMS BY OFFERING A SUITE OF TRAININGS AND DATA TOOLS FREE OF CHARGE TO THE PUBLIC. IN 2022, WE PROVIDED TRAININGS TO ROUGHLY 25,000 NONPROFIT LEADERS AND FACILITATED 81,000 SEARCHES AND 336,000 PROFILE VIEWS IN FOUNDATION DIRECTORY VIA OUR CANDID COMMUNITY PARTNERS. IN 2023, WE WILL ADD GUIDESTAR TO THE CANDID COMMUNITY PACKAGE, ALLOWING PARTNERS TO SERVE A GREATER SWATH OF THEIR COMMUNITY BY PROVIDING ADDITIONAL RESOURCES FOR THOSE LOOKING TO RESEARCH, DONATE, OR VOLUNTEER WITH LOCAL NONPROFITS. WE CONTINUED TO PROVIDE OUR CANDID COMMUNITY PARTNERS WITH THE SUPPORT THEY NEED TO SUCCESSFULLY USE OUR TOOLS AND PROGRAMS TO SERVE THEIR LOCAL COMMUNITIES. IN ADDITION TO A DEDICATED TEAM THAT ADMINISTERS THE PROGRAM, OUR PARTNERS WERE INVITED TO PARTICIPATE IN OUR ANNUAL TRAIN THE TRAINER DAY ALONG WITH OUR ANNUAL FREE CONFERENCE, NETWORK DAYS. TOGETHER, THE TWO PROGRAMS BROUGHT IN 337 REGISTRANTS. THE THEME FOR NETWORK DAYS 2022 WAS RECALIBRATING FOR EQUITY, FEATURING SESSIONS THAT CENTERED EQUITY AS A STRATEGIC IMPERATIVE ACROSS THE SOCIAL SECTOR. FOR THE SECOND YEAR, THE NETWORK DAYS CONFERENCE INCLUDED A TRACK OF SESSIONS SPECIFICALLY DESIGNED FOR OUR CF INSIGHTS MEMBERS. THIS YEAR, INSTEAD OF PRESENTING A "TRADITIONAL" DAY OF CONFERENCE SESSIONS, WE DESIGNED AN INTERACTIVE "UNCONFERENCE" FOR CF INSIGHTS MEMBERS TO CONNECT WITH EACH OTHER AND REFLECT ON THE LAST TWO-PLUS YEARS. PROGRAMMING HIGHLIGHTS INCLUDED A REFLECTION OF OUR PERSONAL AND ORGANIZATIONAL GOALS AND AREAS OF FOCUS IN FEBRUARY 2020 AS COMPARED TO WHAT THEY ARE TODAY AND DISCUSSING THE WAYS IN WHICH THOSE AREAS OF FOCUS HAVE SHIFTED IN THAT TIME. WE ALSO HEARD FROM LEADERS AT THE COLLABORATORY, WHO TOLD US THEIR STORY ABOUT HOW, AND MORE IMPORTANTLY WHY, THEY REDEFINED THEIR ROLE AS SOUTHWEST FLORIDA'S COMMUNITY FOUNDATION TO BECOME AN ACTIVE PARTNER TO THEIR COMMUNITY, CENTERING EQUITY IN BOTH THEIR INTERNAL OPERATIONS AND HOW THEY SERVE THEIR STAKEHOLDERS. THROUGH CF INSIGHTS, WE ALSO CONTINUED OUR EFFORT TO TRACK OVERALL FINANCIAL TRENDS IN THE FIELD BY PUBLISHING THE FINDINGS FROM THE FISCAL YEAR 2020 ANNUAL SURVEY. WE LAUNCHED THE FY 2021 ANNUAL SURVEY OVER THE SUMMER AND RECEIVED OVER 150 COMMUNITY FOUNDATIONS RESPONDED TO INFORM OUR LATEST RESULTS, EXPECTED TO BE PUBLISHED IN EARLY 2023.

Return Reference	Explanation
FORM 990, PART III, LINE 4B:	MAJOR LIBRARY/LEARNING CENTER AND OTHER PUBLIC SERVICES ACCOMPLISHMENTS IN 2022 INCLUDE THE FOLLOWING: THE SOCIAL SECTOR IS FRAGMENTED, LEAVING INDIVIDUAL ORGANIZATIONS CULTURALLY AND OPERATIONALLY ISOLATED. THROUGH A COMMON PROFILE WE CAN INCREASE THE THROUGHPUT OF BASIC ORGANIZATIONAL INFORMATION, REDUCE WASTE, REVEAL DIVERSITY, AND BUILD SHARED IDENTITY. A KEY STEP TOWARDS ESTABLISHING GLOBAL COMMON ORGANIZATIONAL PROFILES REQUIRES US TO INCREASE AND IMPROVE THE DATA IN CANDID NONPROFIT PROFILES ON GUIDESTAR. GUIDESTAR CURRENTLY INCLUDES DATA ON 1.8 MILLION REGISTERED NONPROFITS, MAKING IT EASIER TO UNDERSTAND WHO THEY ARE AND WHAT THEY DO. NONPROFITS ARE ENCOURAGED TO UPDATE THEIR PROFILES AT NO COST TO THEM. AS OF DECEMBER 2022, 84,837 ORGANIZATIONS HAD EARNED A CANDID SEAL OF TRANSPARENCY. BY DOING SO, THEY INCREASE THEIR VISIBILITY ON CANDID'S PLATFORMS, ACCESSED BY 12+ MILLION PEOPLE EACH YEAR. THIS INFORMATION IS ALSO MADE AVAILABLE THROUGH DONOR PLATFORMS THAT USE OUR TOOLS INCLUDING TECHNOLOGY COMPANIES, DONOR ADVISED FUNDS, AND GIVING PLATFORMS WHICH USE OUR INFORMATION TO INCREASE ACCESS TO TRUSTED DATA. BY WORKING WITH THESE PLATFORMS TO INTEGRATE OUR DATA INTO THEIR SYSTEMS, WE ARE HELPING DONORS MAKE INFORMED DECISIONS TO FURTHER THE CAUSES THEY CARE ABOUT AND AMPLIFYING THE REACH OF OUR DATA. IN 2022, WE INCREASED THE NUMBER OF OUR DATA DISTRIBUTION CHANNELS FROM 237 TO 269. THROUGH OUR CANDID PROFILES, WE CONTINUE TO COLLECT DEMOGRAPHIC INFORMATION TO HELP POTENTIAL FUNDERS BETTER UNDERSTAND ORGANIZATIONAL LEADERSHIP. IN 2022, WE STARTED OUR DEMOGRAPHICS VIA CANDID CAMPAIGN. COMPREHENSIVE AND PUBLIC DATA ON DEMOGRAPHICS IS FOUNDATIONAL TO OUR SECTOR'S WORK TO CREATE MORE EQUITABLE ENVIRONMENTS FOR ALL. DEMOGRAPHICS VIA CANDID EMPOWERS NONPROFITS TO SHARE VITAL INFORMATION ABOUT THEIR ORGANIZATIONS ONE TIME (WHAT WE CALL DATA1X) ON THEIR CANDID PROFILE WHERE IT CAN BE DEPLOYED AS NEEDED TO FUNDERS, RESEARCHERS, AND OTHER STAKEHOLDERS ACROSS THE FIELD. TOGETHER, WE CAN MAKE REAL PROGRESS TO REDUCE UNNECESSARY, DUPLICATIVE DATA REQUESTS ON NONPROFITS WHILE LEVELING THE FIELD TO BE MORE EQUITABLE, EFFECTIVE, AND EFFICIENT. AS OF JANUARY 2023, OUR STAFF HAVE PARTNERED WITH 33 PHILANTHROPIC ORGANIZATIONS ACROSS THE COUNTRY TO ENCOURAGE THEIR GRANTEES OR MEMBERS TO SHARE THEIR DEMOGRAPHIC DATA VIA THEIR CANDID PROFILE ON GUIDESTAR. WE'VE SEEN AN INCREASING NUMBER OF NONPROFITS SHARING DATA WITH US THROUGH THE DEMOGRAPHIC SURVEY SECTION. AS OF DECEMBER 2022, MORE THAN 50,000 ORGANIZATIONS HAVE SHARED THEIR DEMOGRAPHIC DATA WITH US COMPARED TO 28,000 IN 2021. THROUGH THIS CAMPAIGN, CANDID WILL MAKE NONPROFIT DEMOGRAPHICS DATA FREELY AVAILABLE FOR THE SECTOR AND PARTICIPANTS WILL MAKE THE GRANTING PROCESS QUICKER, EASIER, AND MORE EFFICIENT FOR THE NONPROFITS THEY SUPPORT. WE CONTINUE TO IMPROVE HOW WE COLLECT AND DISPLAY DATA TO HELP NONPROFITS SHARE THEIR WORK IN THE MOST MEANINGFUL WAY. WE ADDED OPTIONAL GRANTMAKER FIELDS ON THE CANDID PROFILE, ALLOWING DOMESTIC GRANTMAKERS TO CONTRIBUTE INFORMATION THAT IS MORE TAILORED TO THEIR NEEDS. WE ALSO TEAMED UP WITH APPLE PAY TO MAKE IT EASIER FOR NONPROFITS TO ACCEPT DONATIONS. NONPROFITS WHO EARN A CANDID SEAL OF TRANSPARENCY MAY BE ELIGIBLE TO ENABLE AND ACCEPT DONATIONS USING APPLE PAY, PROVIDING DONORS WITH AN EASY AND SECURE WAY TO GIVE TO THE CAUSES THEY CARE ABOUT. THIS WAS MADE POSSIBLE THROUGH OUR API INTEGRATION. CANDID'S APIS ARE CUSTOMIZABLE TOOLS THAT OFFER A STANDARDIZED, REAL-TIME, SECURE MEANS TO ACCESS OUR DATA, FEEDING OUR FLAGSHIP PRODUCTS LIKE GUIDESTAR, FOUNDATION DIRECTORY, AND FOUNDATION MAPS. THEY ARE ALSO USED TO POPULATE SPECIAL ISSUE PAGES, INCLUDING THOSE ON THE PHILANTHROPIC RESPONSE TO COVID-19 AND RACIAL EQUITY. OUR APIS ARE ALSO USED BY FUNDERS TO INTEGRATE CANDID DATA INTO THEIR GRANT MANAGEMENT SOFTWARE; BUSINESSES THAT WANT TO USE THIS DATA TO ENRICH RECORDS OR OTHER BUSINESS PROCESSES; AND INDIVIDUALS WHO ARE LOOKING FOR WAYS TO GIVE WISELY. CANDID'S APIS SUPPORT DONATION PLATFORMS, RETAIL AND ECOMMERCE SITES, WORKPLACE GIVING PLATFORMS, AND MORE. WE HAVE A DEDICATED SECTION OF OUR WEBSITE FOR DEVELOPER GUIDES TO EXPLAIN HOW OUR APIS CAN BE USED TO PREPOPULATE GRANT APPLICATIONS, USE OUR SEALS OF TRANSPARENCY AS AN ELIGIBILITY REQUIREMENT, AND STREAMLINE DIVERSITY, EQUITY, AND INCLUSION DATA COLLECTION EFFORTS. IN 2022, WE LAUNCHED THE NEW CANDID DATA SYSTEM, IMPROVING THE QUALITY OF DATA AVAILABLE IN OUR ESSENTIAL, PREMIER, AND CHARITY CHECK APIS. THIS MEANS THAT THE INFORMATION AVAILABLE ON CANDID PROFILES (MISSION, CONTACT INFORMATION, DEMOGRAPHICS, FINANCIALS, ETC.) IS AVAILABLE VIA THE APIS WITHIN SECONDS AND IRS BMF AND PUB78 IMPORTS ARE COMPLETED IN LESS THAN 24 HOURS. WE ALSO LAUNCHED ESSENTIALS API VERSION 3 ON OUR API DEVELOPER PORTAL THAT FEATURES API TOOLS TO HELP NONPROFITS BUILD POWERFUL SOCIAL SECTOR SOLUTIONS. THIS VERSION CONTAINS MANY NEW SEARCH FILTERS INCLUDING RECENTLY UPDATED DATA, THE PHILANTHROPY CLASSIFICATION SYSTEM, DEI SUBMISSIONS, AND MORE. CANDID OFFERS SEVERAL TOOLS AND DATASETS TO ADVANCE THE WORK OF SOCIAL SECTOR ORGANIZATIONS. THIS INCLUDES FUNDRAISING TOOLS LIKE FOUNDATION DIRECTORY, ORGANIZATIONAL ANALYSIS TOOLS LIKE GUIDESTAR AND FOUNDATION MAPS, LANDSCAPE PORTALS, AND PRACTICE TOOLS SUCH AS CANDID LEARNING. WE CONTINUE TO MAINTAIN AND ENHANCE THESE TOOLS TO BEST SERVE OUR USERS. FOUNDATION DIRECTORY PROVIDES SUBSCRIBERS WITH ACCESS TO TIMELY, COMPREHENSIVE INFORMATION ON U.S GRANTMAKERS AND THEIR GRANTS, PLUS A GROWING NUMBER OF FOUNDATIONS LOCATED OUTSIDE OF THE U.S. THE PROFESSIONAL VERSION OF FOUNDATION DIRECTORY IS ACCESSIBLE TO ORGANIZATIONS AND COMMUNITY STAKEHOLDERS AT NO COST THROUGH OUR CANDID COMMUNITY PARTNERS. AS OF DECEMBER 2022, THIS DATABASE INCLUDED DATA ON 23 MILLION GRANT RECORDS WITH PROFILES OF 157,000 GRANTMAKERS. FOR THOSE WHO CANNOT VISIT OR ACCESS US THROUGH OUR CANDID COMMUNITY PARTNERS, FOUNDATION DIRECTORY QUICK START ALLOWS FREE ACCESS TO ESSENTIAL INFORMATION ABOUT 100,000 FOUNDATIONS AND $52 BILLION IN ANNUAL FUNDING. FOUNDATION MAPS IS CANDID'S PREMIER DATA VISUALIZATION TOOL AND THE EASIEST WAY TO SEE WHO IS FUNDING WHAT AND WHERE AROUND THE WORLD. WITH MILLIONS OF GRANTS FROM 2006 TO THE PRESENT, INNOVATIVE WAYS TO VISUALIZE FUNDING DATA, AND THE FLEXIBILITY AND PRECISION TO TAILOR RESEARCH, FOUNDATION MAPS HELPS FUNDERS AND NONPROFITS ACCESS THE KNOWLEDGE THEY NEED TO MAKE STRATEGIC DECISIONS AND STRENGTHEN THEIR IMPACT. FOUNDATION MAPS CURRENTLY INCLUDES DATA ON 24.3 MILLION GRANTS TOTALING $4.5 TRILLION MADE BY 244,395 FUNDERS TO 2.4 MILLION RECIPIENTS. CANDID LEARNING IS OUR SINGLE DESTINATION FOR TRAINING, RESOURCES, AND LEARNING EXPERIENCES. OUR EXPERIENCED STAFF, NETWORK OF TRAINERS, TIME-TESTED CONTENT, AND USE OF OUR DATA TO GROUND EDUCATION IN FACTS MAKE THESE OFFERINGS POSSIBLE. ALL NONPROFITS AND COMMUNITIES NEED ACCESS TO INFORMATION THAT HELPS THEM DO GOOD. LED BY EXPERT TRAINERS, WE PROVIDE A VARIETY OF HIGH QUALITY SKILLS-BUILDING WEBINARS ON FUNDRAISING, GRANT WRITING, NONPROFIT MANAGEMENT, AND MORE, INCLUDING HOW TO USE CANDID'S FOUNDATION DIRECTORY AND CANDID PROFILES ON GUIDESTAR TO ADVANCE YOUR WORK. IN 2022, WE MIGRATED CONTENT PREVIOUSLY FOUND ON GRANTCRAFT AND GLASSPOCKETS TO CANDID LEARNING FOR FUNDERS. THE UPDATED SITE PROVIDES AN EASY-TO-FIND DESTINATION FOR ALL OUR LEARNING EXPERIENCES FOR FUNDERS, INCLUDING OUR FIELD GUIDES, BLOGS, AND TOOLS DESIGNED TO IMPROVE THE PRACTICE OF GRANTMAKING. ALL TOLD, IN 2022, 1.3 MILLION PEOPLE VISITED CANDID LEARNING TO ADVANCE THEIR WORK. THESE VISITS INCLUDE FOLKS WHO DIG THROUGH OUR KNOWLEDGE BASE FOR GUIDANCE, REFER TO OUR COLLECTION OF SAMPLE DOCUMENTS AND NONPROFIT START-UP

Return Reference	Explanation
	TOOLS, VISIT THE CANDID BLOG, AND MORE. OUR LEARNING EXPERIENCES ARE DESIGNED TO MEET USERS WHERE THEY ARE. ONE IMPORTANT ASPECT OF OUR WORK THIS YEAR WAS TO PROVIDE DISABILITY INCLUSION INFORMATION FOR CANDID LEARNING AUDIENCES. THE NEW WEB PAGE DETAILS ACCESSIBILITY INFORMATION ABOUT THE TECHNOLOGY WE USE TO SUPPORT LEARNING EXPERIENCES AND HOW AUDIENCES CAN REQUEST ACCOMMODATIONS. WE CONDUCTED AN ACCESSIBILITY AUDIT TO IMPROVE THE USER EXPERIENCE FOR PEOPLE WITH DISABILITIES, WHILE ALSO WORKING TO DOCUMENT THE VARIOUS ACCESSIBILITY DETAILS OF THE MANY SOFTWARE PLATFORMS WE USE TO DELIVER SERVICES. FINALLY, WE DEVELOPED AND IMPLEMENTED POLICIES FOR HOW TO SATISFY ACCOMMODATION REQUESTS.
FORM 990, PART III, LINE 4C:	MAJOR RESEARCH AND OTHER PROGRAMS ACCOMPLISHMENTS IN 2022 INCLUDE THE FOLLOWING: CANDID IS COMMITTED TO PROVIDING OUR AUDIENCES WITH A FULL PICTURE OF ORGANIZED PHILANTHROPY IN ITS MANY FORMS, FAR BEYOND JUST THE BASIC FACTS. WE PRODUCED SEVERAL NEW REPORTS AND PUBLISHED ANNUAL UPDATED EDITIONS TO EXISTING REPORTS IN 2022: - 2022 NONPROFIT COMPENSATION REPORT: WE RELEASED THE 22ND EDITION OF OUR ANNUAL NONPROFIT COMPENSATION REPORT THAT REVIEWS KEY EMPLOYEE COMPENSATION BASED ON 140,947 DATA POINTS FROM 87,529 FORMS 990 AND 990-EZ FILED BY 501(C) ORGANIZATIONS. IT INCLUDES COMPENSATION ANALYSIS OF NONPROFITS BY BUDGET SIZE, CAUSE AREA, GENDER, POSITION, AND MORE. IT IS THE ONLY LARGE-SCALE ANALYSIS OF ITS KIND BASED ENTIRELY ON DATA REPORTED TO THE IRS AND CONTINUES TO BE THE MOST COMPREHENSIVE NONPROFIT COMPENSATION STUDY AVAILABLE. - ADVANCING HUMAN RIGHTS: ANNUAL REVIEW OF GLOBAL FOUNDATION GRANTMAKING 2019 KEY FINDINGS: EVERY YEAR, CANDID AND HUMAN RIGHTS FUNDERS NETWORK'S (HRFN'S) ADVANCING HUMAN RIGHTS RESEARCH REVEALS INSIGHTS FROM THE LATEST, MOST COMPREHENSIVE DATA AVAILABLE FOR GLOBAL HUMAN RIGHTS PHILANTHROPY. THE GOAL OF THIS STUDY IS TO PROVIDE LONG-TERM EVIDENCE TO UNDERSTAND GAPS, CHANGES, AND NEW POSSIBILITIES IN RESOURCING HUMAN RIGHTS. IN THIS YEAR'S ANALYSIS, WE TRACK THE $4.1 BILLION THAT FOUNDATIONS GRANTED IN 2019 IN SUPPORT OF HUMAN RIGHTS. THIS REPRESENTS A 10% INCREASE FROM THE PREVIOUS YEAR AND POINTS TO SEVERAL HOPEFUL AND SURPRISING TRENDS. - CENTERING EQUITY AND JUSTICE IN CLIMATE PHILANTHROPY: CANDID AND ARIADNE, A EUROPEAN PHILANTHROPIC FUNDERS NETWORK, RELEASED A GUIDE FOR GRANTMAKERS DETAILING HOW INCORPORATING A CLIMATE JUSTICE LENS IS VITAL TO ADDRESSING CLIMATE CHANGE. THIS FIELD GUIDE FOR FUNDERS IDENTIFIES COMMON BARRIERS TO SUPPORTING CLIMATE JUSTICE STRATEGIES, DESCRIBES WAYS TO OVERCOME THEM, AND SHARES INSIGHTS AND CASE STUDIES FROM EXPERIENCED FUNDERS WHO HAVE HELPED THEIR INSTITUTIONS USE A CLIMATE JUSTICE LENS FOR GREATER IMPACT WITHIN THEIR EXISTING GRANTMAKING PRIORITIES. - MEASURING THE STATE OF DISASTER PHILANTHROPY 2022: DATA TO DRIVE DECISIONS: CANDID AND THE CENTER FOR DISASTER PHILANTHROPY (CDP) RELEASED THE NINTH EDITION OF THEIR ANNUAL RESEARCH REPORT. IN IT, WE EXAMINED AVAILABLE 2020 DATA ON GLOBAL DISASTER-RELATED PHILANTHROPY, ANALYZING FUNDING FROM FOUNDATIONS, BILATERAL AND MULTILATERAL DONORS, THE U.S. FEDERAL GOVERNMENT, CORPORATIONS, AND DONATIONS THROUGH DONOR-ADVISED FUNDS AND ONLINE PLATFORMS. DRAWING UPON 12 DATA SOURCES, THE REPORT DOCUMENTS $121 BILLION IN DISASTER-RELATED IN 2020. WE ALSO UPDATED THE ACCOMPANYING DISASTER MAP WITH 2020 DATA. - PHILANTHROPY AND COVID-19: EXAMINING TWO YEARS OF GIVING: CANDID AND THE CENTER FOR DISASTER PHILANTHROPY (CDP) RELEASED THIS LATEST REPORT THAT DETAILS COVID-19-RELATED PHILANTHROPIC FUNDING IN 2021 AND HOW IT COMPARES TO 2020. IT IS THE THIRD OF THREE REPORTS ASSESSING COVID-19 PHILANTHROPIC DATA. THE FIRST TWO REPORTS LOOKED AT THE GLOBAL PHILANTHROPIC RESPONSE TO COVID-19 FOR ALL OF 2020. THIS REPORT EMPHASIZES THAT IT WILL TAKE DECADES FOR MANY COMMUNITIES TO RECOVER FROM THE COMPOUNDING EFFECTS OF THE PANDEMIC. IT HIGHLIGHTS THE ROLE FUNDERS WILL PLAY IN LONG-TERM RECOVERY FROM THE PANDEMIC AND CDP PROVIDES ACTIONABLE STEPS FUNDERS CAN TAKE TO INVIGORATE THEIR COVID-19 GIVING STRATEGY. IN ADDITION TO THE RESEARCH WE PUBLISHED IN 2022, WE CONTINUED WORK ON OUR 2-3-YEAR RESEARCH AGENDA ON BLACK LEADERSHIP AND RACIAL REPRESENTATION IN THE NONPROFIT SECTOR, IN PARTNERSHIP WITH ABFE. WE ALSO DEVELOP DATA-DRIVEN TOOLS AND CONTENT-RICH PLATFORMS FOR FUNDERS AND THEIR NETWORKS, CONSULTANTS, ADVISORS, AND GRANTEES THAT ARE DESIGNED TO ANSWER FUNDAMENTAL QUESTIONS SUCH AS: WHO IS FUNDING WHAT AND WHERE? HOW CAN WE KNOW WHAT OTHER FUNDERS KNOW? HOW CAN WE MAKE THE MOST OF WHAT WE ARE LEARNING? WE USE DATA VISUALIZATION TOOLS, NEWS, AND ORIGINAL RESEARCH TO ILLUMINATE KEY ISSUES IN PHILANTHROPY. OUR ISSUE-BASED PORTALS ARE DESIGNED FOR ONGOING UPDATES AND MAKE IT EASY FOR DONORS TO SCAN THE LANDSCAPE TO REVEAL OPPORTUNITIES, NEEDS, AND GAPS AND SEE HOW THEIR PAST, CURRENT, AND FUTURE EFFORTS FIT INTO THE BROADER FIELD. IN 2022, WE CONTINUED TO MAINTAIN AND UPDATE MANY ISSUE-BASED PORTALS INCLUDING: - CORONAVIRUS: CANDID CONTINUES TO RESPOND ACTIVELY TO THE CORONAVIRUS PANDEMIC. WE ARE REGULARLY UPDATING OUR CORONAVIRUS PAGE TO SHARE THE PHILANTHROPIC RESPONSE TO COVID-19, INCLUDING MORE THAN $29B IN GRANTS, FUNDING OPPORTUNITIES, RFPS, NEWLY CREATED FUNDS, WEBINARS, BLOG POSTS, AND THE LATEST NEWS. - FUNDING FOR RACIAL EQUITY: TO GET YOU THE INFORMATION YOU NEED TO UNDERSTAND THE ISSUES SURROUNDING RACIAL EQUITY, WE'RE SHARING CONTINUOUSLY UPDATED DATA AS WELL AS NEWS, ANALYSIS, AND PERSPECTIVES FROM THE FIELD ON OUR RACIAL EQUITY PAGE. - U.S. SOCIAL SECTOR DASHBOARD: THE U.S. SOCIAL SECTOR PLAYS A CRITICAL ROLE IN ADVANCING SOCIAL GOOD. BUT UNDERSTANDING WHAT IS HAPPENING IN THE SOCIAL SECTOR (OR EVEN, WHAT IS THE SOCIAL SECTOR) CAN BE COMPLICATED AND CONFUSING. AT CANDID, WE OFTEN GET QUESTIONS ABOUT THE SECTOR AS A WHOLEPARTLY BECAUSE OF THE ROLE THAT WE PLAY, AND PARTLY BECAUSE HIGH-LEVEL AND HOLISTIC INFORMATION ABOUT THE SECTOR IS HARD TO FIND. CANDID'S UPDATED U.S. SOCIAL SECTOR DASHBOARD IS DESIGNED TO ADDRESS THIS NEED BY SHARING UP-TO-DATE DATA AND KEY FACTS ABOUT THE ORGANIZATIONS, FINANCIAL FLOWS, AND PEOPLE THAT MAKE UP THE SECTOR. AND WE LAUNCHED A SPECIAL ISSUE PAGE ON THE PHILANTHROPIC RESPONSE TO THE WAR IN UKRAINE: - PHILANTHROPIC RESPONSE TO THE WAR IN UKRAINE: USING OUR NEW RAPID RESPONSE SYSTEM, WHICH WAS CREATED WITH SUPPORT FROM THE ROBERT WOOD JOHNSON FOUNDATION, WE ARE SHARING INFORMATION AND DATA ON THE CRISIS IN UKRAINE. THIS SITE OFFERS THE LATEST GRANTS AND PLEDGES AS A FREE DOWNLOAD, NEWS AND COMMENTARY, RESEARCH REPORTS, FEATURED ORGANIZATIONS, AND ADDITIONAL RESOURCES. THROUGH ISSUE LAB, WE SUPPORT ONGOING LEARNING AND RESEARCH IN THE SOCIAL SECTOR. IN 2022, WE LAUNCHED THE NEW AND IMPROVED ISSUE LAB WEBSITE. WE ALSO ADDED A NEW SPECIAL RESEARCH COLLECTION ON REPRODUCTIVE HEALTH IN ISSUE LAB THAT EXAMINES ISSUES RELATED TO REPRODUCTIVE HEALTH, REPRODUCTIVE RIGHTS, AND REPRODUCTIVE JUSTICE. IT BRINGS TOGETHER KNOWLEDGE AND INSIGHTS FROM ORGANIZATIONS ADDRESSING REPRODUCTIVE HEALTH RELATED ISSUES AND EXPLORES THE IMPACT FOUNDATIONS AND NONPROFITS ARE HAVING ON THIS WORK. AT THE END OF 2022, WE HAD 33,000+ TITLES ON ISSUE LAB. CANDID'S EBOOK LIBRARY IS A CURATED COLLECTION OF FREE ONLINE LITERATURE ON TOPICS PERTINENT TO THE SOCIAL SECTOR, SUCH AS FUNDRAISING, NONPROFIT MANAGEMENT, SOCIAL ENTREPRENEURSHIP, AND BOARD DEVELOPMENT. IT IS ACCESSIBLE TO ANYONE, ANYWHERE, ANYTIME. IN 2022, TITLES FROM OUR COLLECTION WERE BORROWED 1,141 TIMES. OUR ONLINE LIBRARIAN SERVICE MADE IT EASY FOR PEOPLE TO ENGAGE WITH OUR TEAM OF EXPERTS TO GET ANSWERS TO THEIR QUESTIONS ABOUT FOUNDATIONS, PHILANTHROPY, FUNDRAISING, AND

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	NONPROFITS. IN 2022, OUR ONLINE LIBRARIAN SERVICE RESPONDED TO 9,854 LIVE CHATS AND EMAIL INQUIRIES. THROUGH OUR SOCIAL MEDIA, NEWS, NEWSLETTERS, AND BLOGS, WE ARE GROWING THE GLOBAL CANDID COMMUNITY AND INCREASING PUBLIC AWARENESS OF CURRENT ISSUES AND TRENDS IN THE SECTOR. AS OF DECEMBER 2022, CANDID HAD MORE THAN 144,000 FOLLOWERS ON TWITTER, MORE THAN 66,000 FACEBOOK FOLLOWERS, 33,081 LINKEDIN FOLLOWERS, 8,570 SUBSCRIBERS ON YOUTUBE, 5,133 FOLLOWERS ON INSTAGRAM, AND 342 FOLLOWERS ON TIKTOK. IN 2022, KATE MEYERS EMERY, OUR DIGITAL COMMUNICATIONS MANAGER, WAS NAMED ONE OF 30 NONPROFIT IT INFLUENCERS WORTH FOLLOWING BY BIZTECH. PHILANTHROPY NEWS DIGEST (PND), CANDID'S DAILY NEWS SERVICE, IS A COLLECTION OF PHILANTHROPY-RELATED ARTICLES AND FEATURES CULLED FROM PRINT AND ELECTRONIC MEDIA OUTLETS NATIONWIDE AS WELL AS RFPS FROM FOUNDATIONS AND JOB LISTINGS. MORE THAN 1.3 MILLION PEOPLE RELIED ON PND AS A SOURCE OF INFORMATION ABOUT THE SOCIAL SECTOR IN 2022. CANDID'S BI-WEEKLY NEWSLETTER FEATURES THE LATEST TRENDS AND RESEARCH IN THE SOCIAL SECTOR. THROUGH IT, WE PROVIDE INSIGHTS FROM OUR RESEARCH TEAM AND LEADERS IN PHILANTHROPY PLUS INFORMATION ON SKILLS-BUILDING AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES. IN 2022, OUR NEWSLETTER HAD 479,968 SUBSCRIBERS. THROUGH CANDID'S BLOG, WE PROVIDE TIPS, INSIGHTS, AND NEWS FROM THE NONPROFIT SECTOR, INCLUDING UPDATES FROM CANDID. IN 2022, WE PUBLISHED 100 BLOG POSTS ON THE CANDID BLOG.
FORM 990, PART VI, SECTION B, LINE 11B	CANDID'S FORM 990 IS PREPARED BY THE OUTSIDE ACCOUNTING FIRM, PKF O'CONNOR DAVIES. THE FORM 990 IS THEN REVIEWED BY THE ORGANIZATION'S VP OF FINANCE AND CEO. SUBSEQUENTLY, THE AUDIT COMMITTEE OF CANDID'S BOARD OF TRUSTEES AND THE FULL BOARD RECEIVE AN ELECTRONIC COPY OF THE FORM 990 AND REVIEWS THE RETURN. AFTER RESPONDING TO ALL INQUIRIES AND MAKING ANY NECESSARY CHANGES, THE FINAL FORM 990 IS PROVIDED TO ALL MEMBERS OF THE BOARD PRIOR TO ITS FILING WITH THE IRS.
FORM 990, PART VI, SECTION B, LINE 12C	A CONFLICT OF INTEREST DISCLOSURE STATEMENT IS OBTAINED ANNUALLY FROM ALL TRUSTEES, OFFICERS, MANAGER AND OTHER KEY EMPLOYEES WHO ARE CURRENTLY SERVING CANDID. A REPORT SUMMARIZING THE DISCLOSURE STATEMENTS IS PROVIDED TO THE BOARD OF TRUSTEES ANNUALLY. IT IS CANDID'S POLICY THAT IN THE EVENT OF A CONFLICT THE FOLLOWING IS DONE: IF THERE IS A CONFLICT RELEVANT TO A MATTER REQUIRING ACTION BY THE BOARD OF TRUSTEES, THE INTERESTED PERSON SHALL CALL IT TO THE ATTENTION OF THE BOARD OF TRUSTEES, AND THE TRUSTEE CONCERNED SHALL NOT VOTE ON THE MATTER. MOREOVER, THE PERSON HAVING A CONFLICT MAY ANSWER QUESTIONS THAT SHALL ARISE FROM THE BOARD OF TRUSTEES, BUT SHALL RETIRE FROM THE ROOM IN WHICH THE BOARD IS MEETING AND SHALL NOT PARTICIPATE IN ANY DELIBERATION OR DECISION REGARDING THE MATTER UNDER CONSIDERATION. WHEN THERE IS DOUBT AS TO WHETHER A CONFLICT OF INTEREST EXISTS, THE MATTER SHALL BE RESOLVED BY VOTE OF THE BOARD OF TRUSTEES OR ITS COMMITTEE, EXCLUDING FROM THE ROOM AND THE VOTE THE PERSON WHOSE SITUATION WILL BE DISCUSSED. WHEN A CONFLICT OF INTEREST ARISES FOR ANY STAFF MEMBER EXCEPT THE PRESIDENT, THAT STAFF MEMBER SHALL REPORT IT TO THE PRESIDENT IN WRITING. A CONFLICT OF INTEREST RELATING TO THE PRESIDENT SHALL BE REPORTED IN WRITING TO THE CHAIR OF THE BOARD. IN ADDITION, IF THE CONFLICTED PARTY HAS A SUBSTANTIAL FINANCIAL INTEREST IN THE MATTER, THE BOARD WOULD NEED TO CONSIDER ALTERNATIVES.
FORM 990, PART VI, SECTION B, LINE 15	CANDID'S BOARD OF TRUSTEES, CONSISTING OF INDEPENDENT PERSONS, ESTABLISHES COMPENSATION FOR THE PRESIDENT AND REVIEWS THE COMPENSATION FOR THE OTHER OFFICER(S) AND VICE PRESIDENTS ON AN ANNUAL BASIS. PRIOR TO MAKING COMPENSATION DECISIONS, THE BOARD OBTAINS INFORMATION ON THE COMPENSATION OF FUNCTIONALLY COMPARABLE POSITIONS FOR SIMILARLY QUALIFIED PERSONS AT SIMILARLY SITUATED ORGANIZATIONS AND/OR BENCHMARK SALARIES FOR SELECT POSITIONS OBTAINED FROM SALARY SURVEYS. DOCUMENTATION OF THE DELIBERATIONS AND DECISIONS WERE MADE VIA EMAIL. THE COMPENSATION REVIEW PROCESS WAS LAST UNDERTAKEN IN OCTOBER 2022.
FORM 990, PART VI, SECTION C, LINE 19	CANDID'S AUDITED FINANCIAL STATEMENTS AND ANNUAL REPORT FOR THE PAST FIVE YEARS ARE POSTED ON ITS WEBSITE AND ARE DOWNLOADABLE. IN ADDITION, GOVERNANCE AND STAFFING POLICIES ARE POSTED, INCLUDING THE CODE OF CONDUCT (WHICH INCLUDES THE CONFLICT OF INTEREST POLICY), DIVERSITY STATEMENT AND THE EXECUTIVE COMPENSATION POLICY.
FORM 990, PART XI, LINE 9:	POSTRETIREMENT CHANGES OTHER THAN NET PERIODIC BENEFIT COST 271,999. RENT OBLIGATION EXIT -402,734. LOSS ON DISPOSAL OF PROPERTY AND EQUIPMENT -4,208.
FORM 990, PART XII, LINE 2C:	CANDID DID NOT CHANGE EITHER ITS OVERSIGHT PROCESS OR SELECTION PROCESS DURING THE TAX YEAR.

Additional Data

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