STRATEGIC RESEARCH

A PRIMER FOR OPEIU MEMBERS AND ORGANIZERS

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UPDATED OCTOBER 2023

INTRODUCTION

WHY STRATEGIC RESEARCH MATTERS

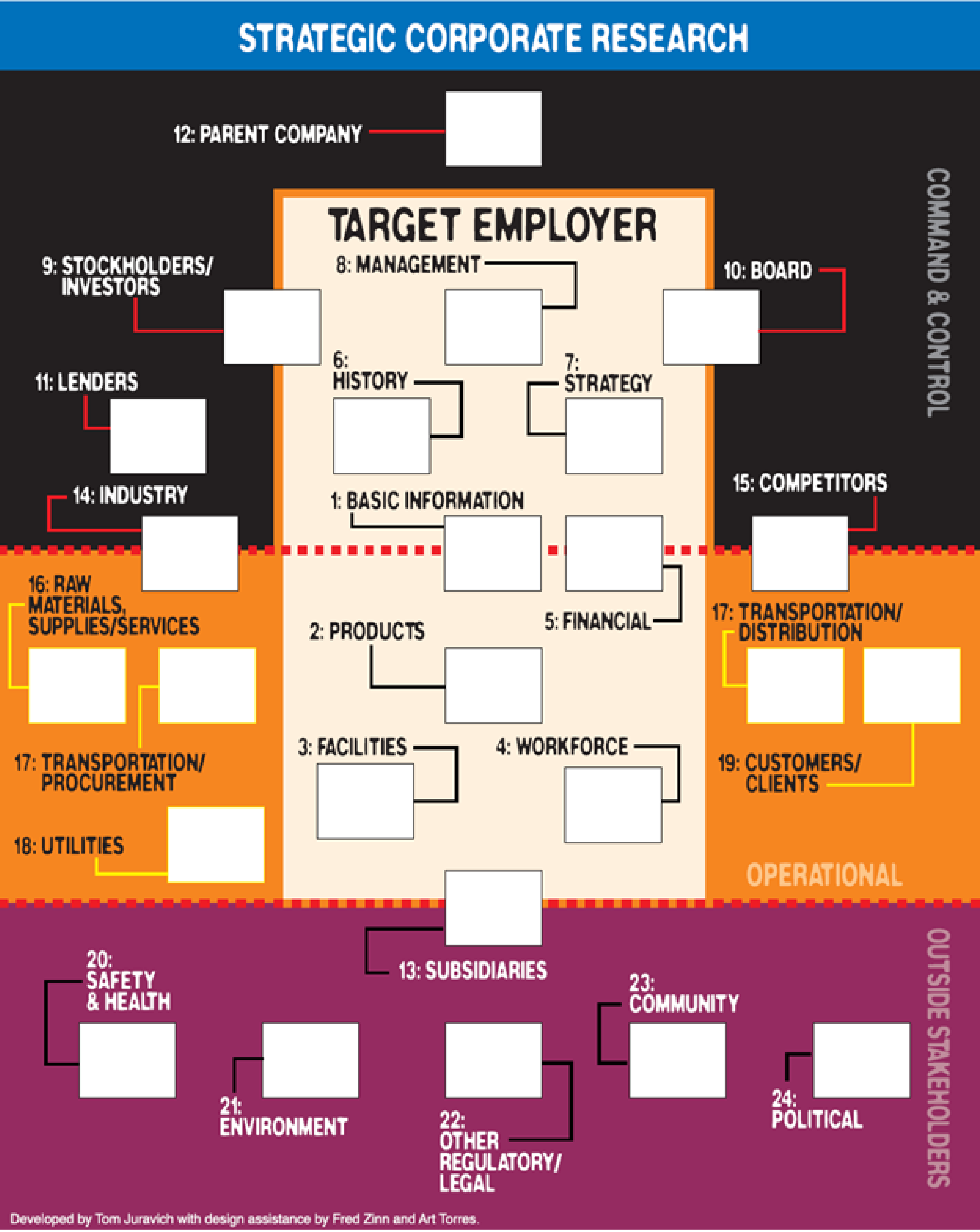
Strategic research is an essential component of an organizing or bargaining campaign. The information you'll learn throughout the process can help you and your union make sense of an employer's operations, and can help identify points of leverage you may be able to use to achieve your goals. It is particularly useful in assessing the positions and strategies an employer may take during an organizing or bargaining campaign by contextualizing their motives, their financial position and their decision-making structure.

This guide is meant to serve as a reference manual to assist members, organizers and representatives. The charts in the next few pages form the framework of strategic research and can help you visualize the entire project. As you become a more experienced researcher, you'll need to rely on it less and less, and will find it easier to combine concepts and sections to streamline your research over time.

Strategic research can also serve as a powerful membership engagement tool. Members know best about their workplaces and, ideally, should play a significant role in conducting this research. Many sections of the charts below will require information only the workers themselves may know.

This version of this guide updates an earlier version made available in May 2020. It incorporates more information about non-profit research and accounts for recent changes in the research landscape.

I learned the core of these lessons while working as a researcher for two years under Dr. Kate Bronfenbrenner, who leads the AFL-CIO/Cornell Strategic Corporate Research Summer School. For the past five years, I've applied those lessons as a communication strategist and researcher at OPEIU. Where appropriate, I've included snippets of research documents I've produced to provide context and real-world examples.



This chart can serve as a roadmap for your research.

STRATEGIC RESEARCH (NONPROFIT ORGANIZATIONS)

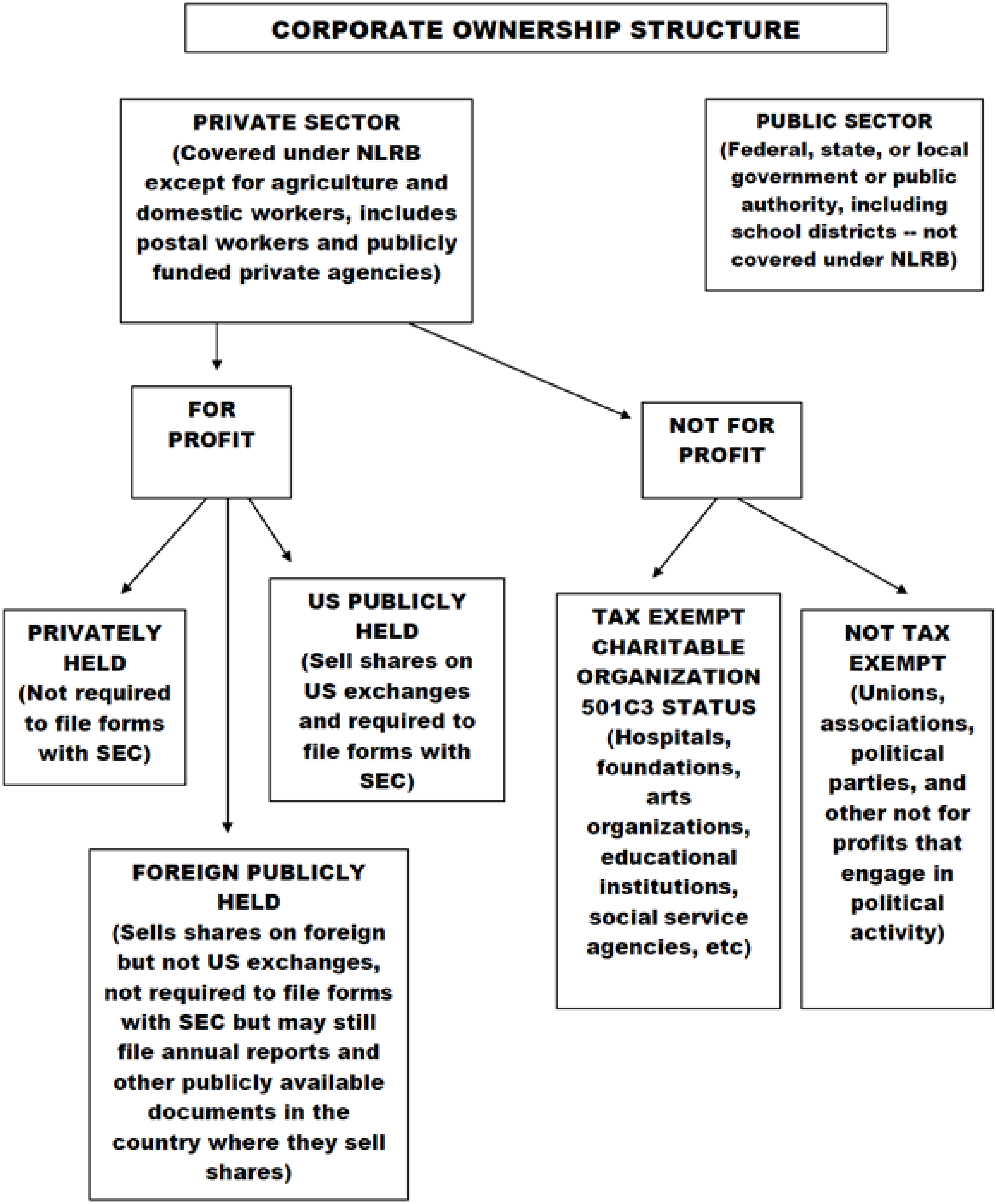
Developed by Tom Juravich with design assistance by Fred Zinn and Art Torres. www.StrategicCorporateResearch.org

OVERVIEW

BASIC INFORMATION: The employer's official name, employer identification number, and what kind of organization they are (for-profit or non-profit).
PRODUCTS/SERVICES/MISSION: What the employer does, who it serves or what they sell.
FACILITIES: The employer's physical footprint.
WORKFORCE: Information about the entire workforce, where they're located, how many employees, and whether the employer has any existing union contracts.
FINANCIAL: The employer's income, expenses and overall financial position.
HISTORY: Contextualizing the employer's history.
STRATEGY: The employer's strategy in the short, medium, and long term.
MANAGEMENT: Understanding key decision-makers and supervisors who have some measure of power at the employer.
FUNDERS: The employer's ties with outside funders.
BOARD: The employer's board of director structure, the makeup of the board, and identifying potential allies.
DONORS: For nonprofits, both the grassroots and wealthy donors who give to the organization.
PARENT ORGANIZATION: If the target employer is a subsidiary of a parent organization, knowing how that parent organization operates and makes decisions is critical for forming strategy.

OVERVIEW

SUBSIDIARIES/LOCAL ORGANIZATIONS: Organizations that operate at the local level below a national or international organization.
SECTOR/INDUSTRY: The landscape of the industry or sector the employer operates in.
COMPETITORS: The organizations competing with the target employer for customers, funding, and clout.
SUPPLIERS: The supply chain.
TRANSPORTATION/DISTRIBUTION: The employer's methods for transporting raw materials or final goods, or distributing its services to its target clients.
UTILITIES: The employer's relationship with the public utility providers it needs to operate.
CUSTOMERS/CLIENTS: The employer's relationship with its customer or client base, whether its a direct service or flows through intermediaries, etc.
SAFETY AND HEALTH: The employer's record on safety and health, which can signal their commitment to social responsibility.
ENVIRONMENT: The employer's environmental footprint, existing or past environmental issues related to the employer, and whether the employer impacts the community at-large's environment.
REGULATORY AND LEGAL: The employer's current legal and regulatory situation.
COMMUNITY: The employer's relationship with the community.
POLITICAL: The employer's political activities.



Source: Dr. Tom Juravich
www.strategiccorporateresearch.org

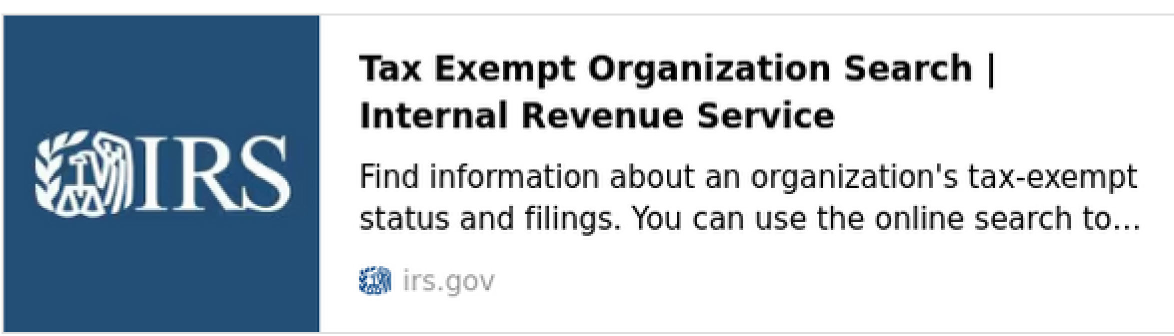
ESSENTIAL RESOURCES

The following resources can help you determine a significant portion of the employer- and industry-specific information that forms the core of your research. Depending on whether the target employer is for-profit or non-profit, the documents described below include critical information about the employer and their operations.

Form 10-K: This is a form all publicly traded companies *must* file annually with the Securities and Exchange Commission. It includes a treasure trove of information that can help us with our research, including company finances, company facilities, information about the workforce and more. Because it is almost always a lengthy document, using "Control+F" on your keyboard to search for keywords will save precious time

https://www.sec.gov/edgar/search-and-access

Form 990: The 990 form is the non-profit equivalent of the 10-K form. All tax-exempt 501(c)(3) organizations must submit to the IRS a plethora of information that could prove useful for your research.



THE 10-K FORM

FOR FOR-PROFIT, PUBLICLY TRADED COMPANIES

For-profit, publicly traded companies are required by the IRS to file what is called a "10-K Form" annually. Federal securities laws require companies to disclose information on the company's business and financial condition on a quarterly (Form 8-K) and annual basis.

UNITED STATES SECURITIES AND EXCHANGE COMMISSION
Washington, DC 20549

Form 10-K

☑ **ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the fiscal year ended December 31, 2022

OR

☐ **TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the transition period from to

Commission file number 001-34960

GENERAL MOTORS COMPANY

(Exact name of registrant as specified in its charter)

Delaware	**27-0756180**
(State or other jurisdiction of incorporation or organization)	*(I.R.S. Employer Identification No.)*
300 Renaissance Center, Detroit, Michigan	**48265-3000**
(Address of principal executive offices)	*(Zip Code)*

(313) 667-1500

(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, $0.01 par value	GM	New York Stock Exchange

Securities registered pursuant to Section 12 (g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes ☑ No ☐

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes ☐ No ☑

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes ☑ No ☐

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§ 232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to subm[illegible]h files). Yes ☑ No ☐

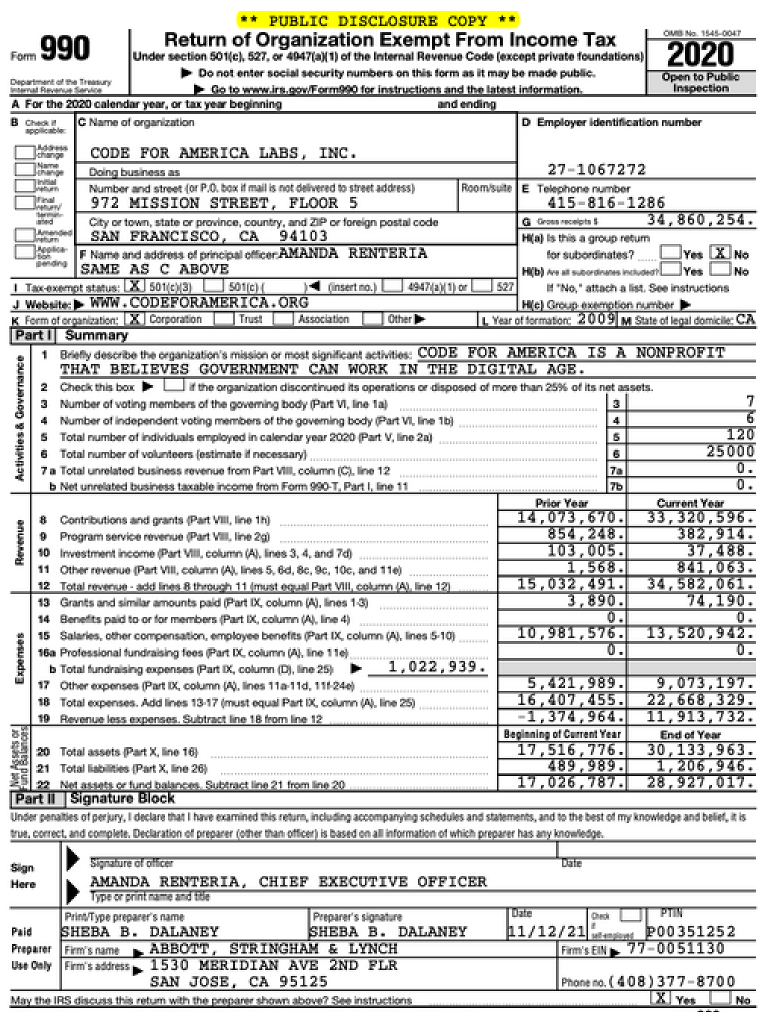
FORM 990

FOR NONPROFITS

Tax-exempt 501(c)(3) nonprofit organizations are required to annually file Form 990 with the IRS. An organization's Form 990 includes a plethora of information about the organization and its operations.

Valuable information that can help you as you research include:

- Employer Identification Numbers, or EINs, which can help you easily search other databases for any relevant files related to the employer;
- The organization's operating revenue, program expenses, and highest paid employees;
- Members of the board and key principals;
- Information on how the board makes decisions related to hiring, compensation, and general decision-making



** PUBLIC DISCLOSURE COPY **

Form 990 — Return of Organization Exempt From Income Tax — 2020

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.

Department of the Treasury Internal Revenue Service — OMB No. 1545-0047 — Open to Public Inspection

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

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

C Name of organization: CODE FOR AMERICA LABS, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address): 972 MISSION STREET, FLOOR 5 — Room/suite

City or town, state or province, country, and ZIP or foreign postal code: SAN FRANCISCO, CA 94103

D Employer identification number: 27-1067272

E Telephone number: 415-816-1286

G Gross receipts $ 34,860,254.

F Name and address of principal officer: AMANDA RENTERIA SAME AS C ABOVE

H(a) Is this a group return for subordinates? Yes [ ] No [X]

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

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

J Website: ▶ WWW.CODEFORAMERICA.ORG

H(c) Group exemption number ▶

K Form of organization: [X] Corporation [ ] Trust [ ] Association [ ] Other ▶

L Year of formation: 2009 M State of legal domicile: CA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: CODE FOR AMERICA IS A NONPROFIT THAT BELIEVES GOVERNMENT CAN WORK IN THE DIGITAL AGE.

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	7
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	6
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	120
6 Total number of volunteers (estimate if necessary)	6	25000
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

	Prior Year	Current Year
Revenue		
8 Contributions and grants (Part VIII, line 1h)	14,073,670.	33,320,596.
9 Program service revenue (Part VIII, line 2g)	854,248.	382,914.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	103,005.	37,488.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,568.	841,063.
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	15,032,491.	34,582,061.
Expenses		
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	3,890.	74,190.
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)	10,981,576.	13,520,942.
16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,022,939.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,421,989.	9,073,197.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	16,407,455.	22,668,329.
19 Revenue less expenses. Subtract line 18 from line 12	-1,374,964.	11,913,732.

Net Assets or Fund Balances	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	17,516,776.	30,133,963.
21 Total liabilities (Part X, line 26)	489,989.	1,206,946.
22 Net assets or fund balances. Subtract line 21 from line 20	17,026,787.	28,927,017.

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

▶ AMANDA RENTERIA, CHIEF EXECUTIVE OFFICER — Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: SHEBA B. DALANEY — Preparer's signature: SHEBA B. DALANEY — Date: 11/12/21 — Check [ ] if self-employed — PTIN: P00351252

Firm's name ▶ ABBOTT, STRINGHAM & LYNCH — Firm's EIN ▶ 77-0051130

Firm's address ▶ 1530 MERIDIAN AVE 2ND FLR SAN JOSE, CA 95125 — Phone no. (408)377-8700

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

032001 12-23-20 LHA For Paperwork Reduction Act Notice, see the separate instructions. Form 990 (2020)

SUPPLEMENTAL RESOURCES

Below you can find a list of supplemental resources that can potentially enhance, or provide context to, the information you uncover through publicly available IRS documents. Underlined links are clickable.

StrategicCorporateResearch.org: A website created by Dr. Tom Juravich at the University of Massachusetts-Amherst to outline the process of strategic corporate research. Includes resources and in-depth explanations on each individual section of the chart.

LexisNexis Business Dossier: OPEIU has access to LexisNexis Business Dossier, which compiles anything from financial reports, press releases and news coverage of a given company. Lexis maintains profiles of companies, centralizing information that may be of value to researchers. Please contact Kyle Friend at kfriend@opeiu.org if you would like access to OPEIU's Lexis subscription.

Candid: Candid is a resource that can help you find financial information on 501(c)(3) organizations via their 990 forms. Formerly known as GuideStar, Candid has expanded its service offerings and offers premium paid tiers for researchers, but its core search functions remains free.

New York Charities Bureau: Per state law, the New York State Office of the Attorney General maintains a database of registered charities operating in the state, including information that, in some cases, exceeds IRS reporting requirements.

OpenSecrets: One of the foremost resources for tracking money in politics.

SUPPLEMENTAL RESOURCES

USASpending.gov: The official open data source of federal spending information, including information about federal grants, contracts and loans.

FEC: The Federal Election Commission maintains a database allowing researchers to search individual contributions made to political campaigns.

UnionBusterAlert: Using LM-10 filings, UnionBusterAlert tracks which companies are hiring union avoidance consultants, and for how much.

How to Read the Form 990: Please contact kfriend@opeiu.org to receive a copy of this instruction manual.

Contract Expiration Database: Tracks the expiration of contracts in various locales.

SUPPLEMENTAL RESOURCES

WARN Databases: Through the federal Worker Adjustment and Retraining Notification Act of 1988, firms with more than 100 employees conducting mass layoffs must inform the federal government sixty (60) days before the layoffs are slated to occur.

Keep in mind that, because of the law's provisions, it may be possible for employers to stagger layoffs so as not to trigger the reporting requirement and bring about negative publicity.

Certain states have passed WARN Acts of their own with more stringent reporting requirements than federal guidelines require. You can find state-specific WARN databases through a simple Google search.

Trade Adjustment Assistance: The Trade Act of 1974 mandates record-keeping of firms who offshore jobs, lay off workers, or otherwise are negatively impacted by foreign trade. Through the TAA database, you can find whether the target employer has outsourced jobs, and to where.

Coupled with media searches, you may be able to find specifically where those jobs went and, as a practical example, use testimonials from workers in low-wage countries to mount a publicity campaign against the target employer.

BASIC INFORMATION

1

- What is the target employer's name?
- Is it for-profit or not-for-profit?
- What is the employer's Employer Identification Number?

** PUBLIC DISCLOSURE COPY **

Form **990** — Department of the Treasury, Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047 — **2020** — **Open to Public Inspection**

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

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

C Name of organization: CODE FOR AMERICA LABS, INC.

Doing business as

Number and street (or P.O. box if mail is not delivered to street address): 972 MISSION STREET, FLOOR 5 — Room/suite

City or town, state or province, country, and ZIP or foreign postal code: SAN FRANCISCO, CA 94103

F Name and address of principal officer: AMANDA RENTERIA SAME AS C ABOVE

D Employer identification number: 27-1067272

E Telephone number: 415-816-1286

G Gross receipts $ 34,860,254.

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.CODEFORAMERICA.ORG

PRODUCTS/SERVICES

2

- What products or services does the organization provide?
  - Read their mission statement, the organization's public materials, and articles about the organization.
  - Industry publications - Bloomberg, Crain's Business, etc. - may feature information on for-profit companies.
  - For nonprofits, check Parts I and III of the Form 990.

Part I **Summary**

ernance

1 Briefly describe the organization's mission or most significant activities:
IFES IS DEDICATED TO EXTENDING DEMOCRACY WORLDWIDE THROUGH PROVIDING TECHNICAL ASSISTANCE IN VOTER EDUCATION, ELECTION ADMINISTRATION, CIVIL SOCIETY, GOVERNANCE, RULE OF LAW AND POLITICAL PROCESSES.

Form 990 (2020) CODE FOR AMERICA LABS, INC. 27-1067272 Page **2**

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:
FOUNDED IN 2009, CODE FOR AMERICA IS A CIVIC TECH NONPROFIT ORGANIZATION THAT BELIEVES GOVERNMENT AT ALL LEVELS CAN AND SHOULD WORK WELL FOR EVERYONE. WE USE INSIGHTS AND IDEAS FROM REAL PEOPLE TO GUIDE US TO REAL SOLUTIONS THAT BREAK DOWN BARRIERS TO MEET COMMUNITY

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

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

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

4a (Code:) (Expenses $ 9,577,001. including grants of $ 74,190.) (Revenue $)
STRENGTHENING THE SOCIAL SAFETY NET

OUR VISION IS A HUMAN-CENTERED SAFETY NET-ONE THAT IS SIMPLE AND EASY FOR PEOPLE TO ACCESS. A HUMAN-CENTERED SAFETY NET CAN TRANSFORM LIVES IN MEANINGFUL, MEASURABLE WAYS-MAKING OUR SYSTEMS AND SOCIETY MORE EQUITABLE AND RESILIENT.

GETCALFRESH: WE PARTNER WITH COMMUNITIES AND GOVERNMENT TO IMPROVE THE DELIVERY OF FOOD ASSISTANCE IN CALIFORNIA.
OUR GOAL IS TO ENSURE THAT EVERY CALIFORNIAN WHO NEEDS CALFRESH HAS AN EASY, DIGNIFIED EXPERIENCE ENROLLING IN AND ACCESSING THEIR FOOD BENEFITS. GETCALFRESH ACTS AS A "DIGITAL ENROLLMENT ASSISTANT,"

4b (Code:) (Expenses $ 4,309,465. including grants of $) (Revenue $)
PROMOTING ECONOMIC JUSTICE THROUGH TAX BENEFITS

AT CODE FOR AMERICA, WE BELIEVE THAT FINANCIAL STABILITY SHOULD BE EQUITABLE, INCLUSIVE, AND GUARANTEED TO EVERYONE. CODE FOR AMERICA IS WORKING WITH GOVERNMENT TO HELP INDIVIDUALS AND FAMILIES GET THE FLEXIBLE CASH THEY NEED TO ACHIEVE FINANCIAL STABILITY.

GETYOURREFUND.ORG
AT CODE FOR AMERICA, WE'VE COMBINED OUR EXPERIENCE IN SERVICE DESIGN AT SCALE WITH THE DEEP EXPERTISE AND NATIONAL REACH OF THE IRS'S VOLUNTEER INCOME TAX ASSISTANCE (VITA) PROGRAM. WITH TECHNOLOGY, WE'RE HELPING MAKE VITA ACCESSIBLE TO MORE PEOPLE. GETYOURREFUND.ORG HELPS TAX FILERS

4c (Code:) (Expenses $ 2,873,307. including grants of $) (Revenue $)
SHRINKING THE CRIMINAL LEGAL SYSTEM

OUR GOAL IS TO MAKE AUTOMATIC RECORD CLEARANCE-WHERE ALL ELIGIBLE CRIMINAL RECORDS ARE CLEARED AUTOMATICALLY AND WITHOUT BURDEN-THE STANDARD ACROSS THE COUNTRY.

WITH TECHNOLOGY AND PEOPLE-CENTERED DESIGN, AUTOMATIC RECORD CLEARANCE HELPS PUT PEOPLE WITH CRIMINAL RECORDS AND THEIR FAMILIES FIRST-AND IS MORE EFFICIENT FOR STATES. OUR SERVICES FOR STATES INCLUDE TECHNICAL EVALUATION, GUIDANCE ON DATA INFRASTRUCTURE, SUPPORT FOR BULK DATA PROCESSING, QUALITATIVE AND QUANTITATIVE RESEARCH AND ANALYSIS, DIGITAL SERVICE SOFTWARE DEVELOPMENT, BUSINESS INTELLIGENCE SOFTWARE

4d Other program services (Describe on Schedule O.)
(Expenses $ 2,370,386. including grants of $) (Revenue $ 1,222,914.)

4e Total program service expenses ▶ 19,130,159.

Form **990** (2020)

032002 12-23-20 SEE SCHEDULE O FOR CONTINUATION(S)

THINKING STRATEGICALLY ABOUT RESEARCH

As you gather the most basic information about the organization, you will come across more detailed information you can use to fill in later sections of the chart. Make sure to have a document where you save links related to your research to save yourself time in the long-run.

FACILITIES

3

- Where does the target employer do its business?
  - Item 2 of a company's 10-K form will have this information.
  - While the Form 990 does not require nonprofits to disclose facilities, Part IV of Schedule D does detail the value of assets like real estate.
- Does the target employer own any assets that aren't related to its core business?

Item 2. Properties

At December 31, 2022, we had over 100 locations in the U.S. (excluding our automotive financing operations and dealerships), which are primarily for manufacturing, assembly, distribution, warehousing, engineering and testing. We, our subsidiaries or associated companies in which we own an equity interest, own most of these properties and/or lease a portion of these properties. Leased properties are primarily composed of warehouses and administration, engineering and sales offices.

We have manufacturing, assembly, distribution, office or warehousing operations in 29 countries, including equity interests in associated companies, which perform manufacturing, assembly or distribution operations. The major facilities outside the U.S., which are principally vehicle manufacturing and assembly operations, are located in Brazil, Canada, China, Mexico and South Korea.

GM Financial owns or leases facilities for administration and regional credit centers. GM Financial has 35 facilities, of which 22 are located in the U.S. The major facilities outside the U.S. are located in Brazil, Canada, China and Mexico.

* * * * * * *

Item 2 from General Motors' 10-K form from 2021, showing properties.

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		3,303,466	1,303,040	2,000,426
d Equipment				
e Other		2,063,583	1,916,262	147,321
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				2,147,747

Schedule D (Form 990) 2020

Schedule D from a Form 990, showing a nonprofit's land, buildings and equipment.

WORKFORCE

4

- How many employees work at the target employer's facilities?
    - Item 1 of a company's 10-K has this information. Though not required, some employers choose to reveal exactly how many employees work at each of their facilities.
- Are there existing union contracts?
    - Item 1 of a company's 10-K will have this information.
    - The NLRB website may also lead you to some information that might not be on the form or in the media.
    - Be sure to double-check via a media search using Google News. "[Target employer] union" may bring to light a failed union campaign from years past, which can help you avoid the same mistakes.
- What are the demographics of the workforce?
    - Search for the target employer on the EEOC website: www.eeoc.gov
    - It's unlikely you'll find a data-driven breakdown of the workforce.
- Are workers remote, in-person or hybrid?
- Does the company have a Glassdoor profile, or a large LinkedIn presence?
    - Glassdoor reviews can provide a window, albeit imperfect, into the working conditions at a company.
    - LinkedIn can help provide rough estimates.

FINANCIAL

5

- What is the target employer's financial situation?
  - Net income (operating profits) can be found on a publicly-traded, for-profit company's 10-K form.
  - For nonprofits, see the following sections of the Form 990:
    - Part VII: Statement of Revenue
    - Part IX: Statement of Functional Expenses
    - Part XII: Financial Statements and Reporting
  - If possible, try to put together a five-year survey of past financial disclosures to help visualize the organization's financial trajectory.
- Is it a privately held company?
  - As mentioned before, privately held companies will be more difficult to research. Try to find minutes from calls with investors, which are sometimes posted on the company's website under "Investor Relations." These are not legally required, but some companies publicly share this information to maintain a sense of transparency with investors.

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
WMBE PAYROLLING 9475 CHESAPEAKE DRIVE, SAN DIEGO, CA 92123	TEMP STAFF	881,349.
VMWARE/PIVOTAL SOFTWARE, INC 3401 HILLVIEW AVE, PALO ALTO, CA 94304	TEMP TECH LABOR	497,700.
PUBLIC DIGITAL LTD., 81 RIVINGTON STREET, LONDON, UNITED KINGDOM EC2A 3AY	CONSULTANT FOR CA DEPT OF TECHNOLOGY	491,412.
BEHAVIORAL IDEAS LAB, INC. 80 BROAD ST, FLOOR 30, NEW YORK, NY 10004	CONSULTANT FOR CA DMV	314,260.
ON-RAMPS SERVICES LLC, 30 WEST 26TH STREET 4TH FLOOR, NEW YORK, NY 10010	RECRUITING SERVICES	235,433.

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 ▶ 5

Form **990** (2020)

FINANCIAL INFORMATION FOR HOSPITALS

The ease of finding financial information depends on several factors: Is it a non-profit? Public for-profit? Private for-profit? See the information below for easy access to this information, depending on the type of hospital:

All non-profit hospitals: View 990 forms on www.guidestar.org

Large non-profit hospitals: www.emma.msrb.org can help you locate hospitals that have sold debt in the form of tax-exempt bonds, which requires them to submit information for bondholders, including audited financial statements, the bond contract itself, etc.

Public for-profit: Check Mergent Intellect or the SEC's EDGAR website for its 10-K form. Also check its 10-Q form, filed quarterly, and its 8-K form, filed when the company experiences a major event (acquisition, merger, bankruptcy, etc.)

Private for-profit: This will be the most difficult type to search. Check local and state authorities that govern hospitals: many require certain information to continue operating in the state, and some of it, even for privately held hospitals, is made public.

Thanks for the American Federation of Teachers for compiling these resources.

COMPANY HISTORY

6

- When was the target employer founded, and by who?
- What were its founding principles?
- Did the target employer's mission statement change throughout the years?
- Was the target employer privately held for a time?
    - This type of information is probably on the company's "History" or "About Us" pages on their websites. You may also find third-party sources by checking the firm's Wikipedia page and following the citations - Wikipedia itself isn't a source, but the various sources that comprise it can be used.
- Did the target employer merge into a larger firm, or did it strategically acquire smaller firms to become what it is today?
    - 10-K forms will have this information, but you'd likely have to come across the exact year of any merger or acquisition to find out. An easier method would be a Google search: "[target company] merger acquisition" could lead you to a press release about a major merger or acquisition.
- How are they perceived in the media?
    - Google searches will help you here. Make a list of links to articles about the company, and take note of any pieces that reflect negatively on the company.

STRATEGY

7

- What is the target employer's organizational strategy? Is it staying the course, or changing for some reason?
    - This will require some analysis in addition to fact-finding. By searching through the employer's last few 10-K forms, you may be able to decipher what the employer's short-, medium-, and long-term strategies are.
    - Articles in industry publications like Forbes, the Wall Street Journal, Crain's, and Bloomberg can all help you out.
    - Don't forget to check local news sources where the company is located. Many smaller newsrooms lack the search engine optimization (SEO) to appear high in web searches. That doesn't mean articles don't exist. Go directly to their website and search the target employer's name.
- Knowing this information can help you identify critical facilities or profit centers that play a disproportionate role in the employer’s operations.

MANAGEMENT

8

- Who is directly supervising members of the proposed bargaining unit?
  - Think about questions like: *How long have they been a supervisor? Do they have any obvious sympathies toward the union effort? Did they rise up through the ranks of the company, or were they hired externally?*
  - This kind of shop-level information can likely only be attained from members of the organizing committee. This would be a good section to assign to them; they know best!
  - A premium LinkedIn account - thus allowing for private browsing - can also help to gather information. Search the employer and see who works there.
- Have there been any recent changes in management?
- Who supervises the supervisor?
- Part VII and Schedule O of Form 990 report the compensation of key principals and detail the organization's highest paid employees.
- FORM DEF 14-A is the best place to find this information

KNOW WHO TALKS TO WHO

Knowing who supervisors report to, who they socialize with, and who they work near can help you avoid unwanted conflict. Consider assigning this section of research to a worker-organizer, who knows far better than you do.

INVESTORS/FUNDERS

FOR FOR-PROFIT, PUBLICLY TRADED COMPANIES

9

- Who are the major investors/stockholders?
    - In publicly traded companies, stockholders can often be more important than supervisory management in determining the firm's direction.
    - If a list of major shareholders is not featured in Schedules 13D and 13G on the target employer's 10-K, you can search for a company's "DEF-14A" proxy statement in the same way you'd search for a 10-K form on the SEC website.
- Are there any activist investors who could be of assistance?
    - Google search their names; industry publications may have featured them. A private LinkedIn search can also help fill in gaps.

INVESTORS/FUNDERS

FOR NONPROFITS

9

- As of 2020, most nonprofits are no longer required to submit to the IRS the names of their donors.
- In some cases, nonprofits will list major donors on their website.
- Part VIII: Statement of Revenue in the employer's Form 990 lists government grants and contributions.
- For nonprofits operating in New York, run a check on the New York Charities Bureau website.

Reporting Donors' Names to IRS No Longer Required for Certain Nonprofits Per Final Treasury Regulations

By Susan Leahy & Pooja Shah Kothari on May 29, 2020

POSTED IN TAX

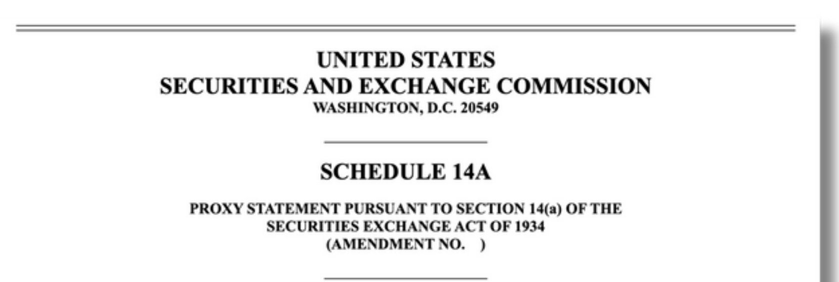
Certain tax-exempt organizations are no longer required to report to the IRS the names and addresses of donors on IRS Form 990, Schedule B, according to final regulations published on May 28, 2020. Noncharitable organizations, such as 501(c)(4) social welfare organizations and 501(c)(6) trade associations, may report only the amounts received from each substantial contributor on Schedule B. An organization must keep the donors' names and addresses in its records and make them available to the IRS in the event of an examination.

THE BOARD

FOR FOR-PROFIT, PUBLICLY TRADED COMPANIES

10

- Who is on the board?
    - The DEF-14A form, found on the SEC's "EDGAR" site, is the best source of information on board makeup for publicly traded companies.
    - In the case of private companies, you can check their website or conduct a LinkedIn search to piece it together.
- Have there been any recent changes?
    - Some will publicize a long-time board members' retirement, etc. Be sure to search on the web for keywords, as well.
- What professional backgrounds do they have?
    - Create a profile of each person. Many companies give pre-written bios for board members on their website or in annual documents meant to highlight that year's successes. You can use these as a starting point to uncover more biographical details that may be of use.
- Are they connected to other companies?
    - If so, what are those companies' labor relations like?
- How much do they make?
    - 10-K forms are the best source, but be sure to see if the AFL-CIO has already done your work for you with their Executive Pay Watch project at www.aflcio.org/paywatch.



UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

SCHEDULE 14A

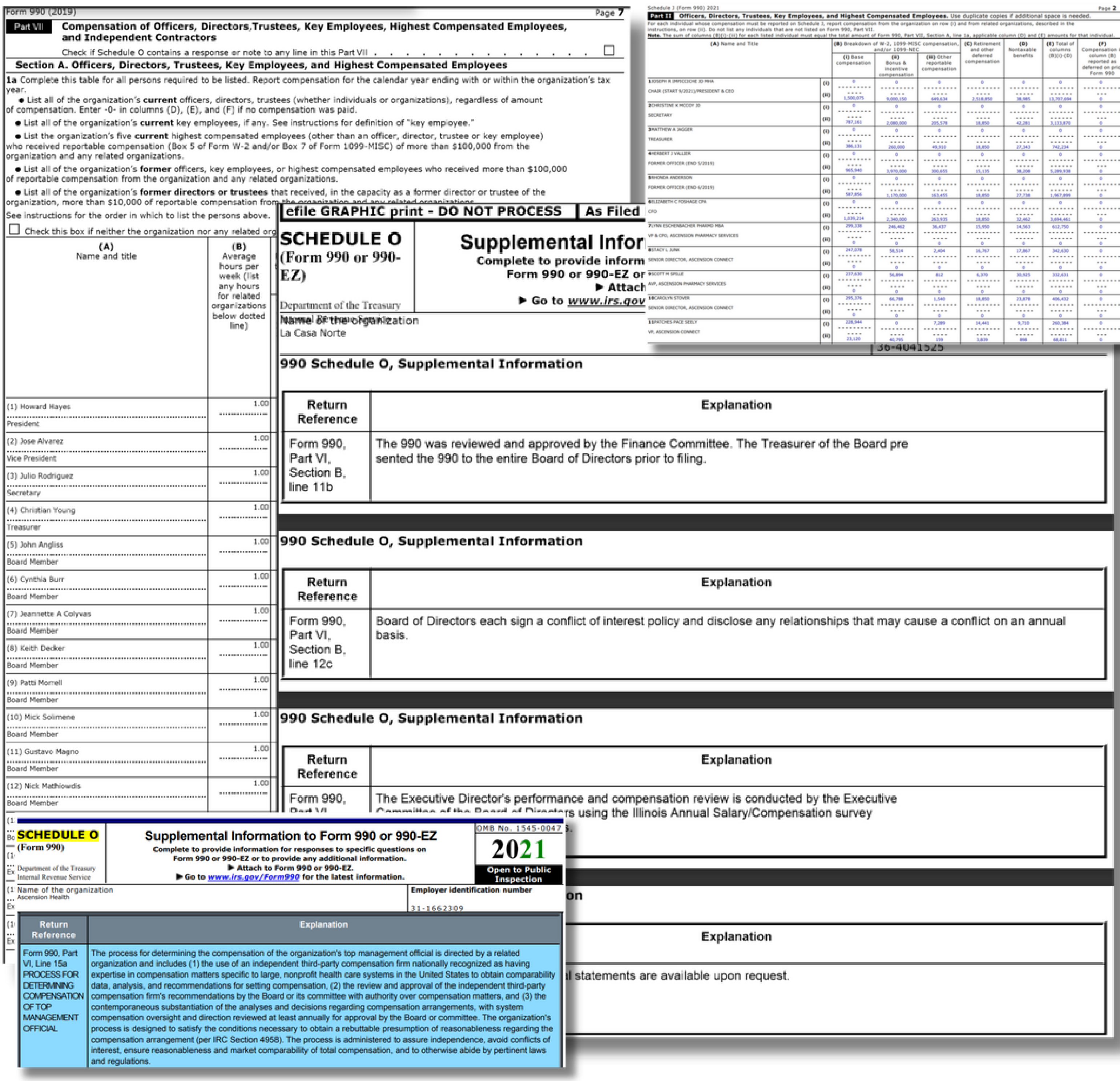
PROXY STATEMENT PURSUANT TO SECTION 14(a) OF THE
SECURITIES EXCHANGE ACT OF 1934
(AMENDMENT NO.)

THE BOARD

FOR NONPROFITS

10

- Part VII of Schedule O of Form 990 reports board members and the decision-making structure of the board.
- Part II of Schedule J reports highest-compensated employees, many of whom may also serve on the board



Form 990 (2019) Page 7

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, 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 instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related org...

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)
(1) Howard Hayes President	1.00
(2) Jose Alvarez Vice President	1.00
(3) Julio Rodriguez Secretary	1.00
(4) Christian Young Treasurer	1.00
(5) John Angliss Board Member	1.00
(6) Cynthia Burr Board Member	1.00
(7) Jeannette A Colyvas Board Member	1.00
(8) Keith Decker Board Member	1.00
(9) Patti Morrell Board Member	1.00
(10) Mick Solimene Board Member	1.00
(11) Gustavo Magno Board Member	1.00
(12) Nick Mathiowdis Board Member	1.00

Schedule J (Form 990) 2021 Page 2

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

efile GRAPHIC print - DO NOT PROCESS | As Filed

SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury

Supplemental Infor...

Complete to provide inform...

Form 990 or 990-EZ or...

▶ Attach...

▶ Go to *www.irs.gov*...

Name of the organization

La Casa Norte

36-4041525

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 11b	The 990 was reviewed and approved by the Finance Committee. The Treasurer of the Board presented the 990 to the entire Board of Directors prior to filing.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 12c	Board of Directors each sign a conflict of interest policy and disclose any relationships that may cause a conflict on an annual basis.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI...	The Executive Director's performance and compensation review is conducted by the Executive Committee of the Board of Directors using the Illinois Annual Salary/Compensation survey

Return Reference	Explanation
	...l statements are available upon request.

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

2021

Open to Public Inspection

Name of the organization: Ascension Health

Employer identification number: 31-1662309

Return Reference	Explanation
Form 990, Part VI, Line 15a PROCESS FOR DETERMINING COMPENSATION OF TOP MANAGEMENT OFFICIAL	The process for determining the compensation of the organization's top management official is directed by a related organization and includes (1) the use of an independent third-party compensation firm nationally recognized as having expertise in compensation matters specific to large, nonprofit health care systems in the United States to obtain comparability data, analysis, and recommendations for setting compensation, (2) the review and approval of the independent third-party compensation firm's recommendations by the Board or its committee with authority over compensation matters, and (3) the contemporaneous substantiation of the analyses and decisions regarding compensation arrangements, with system compensation oversight and direction reviewed at least annually for approval by the Board or committee. The organization's process is designed to satisfy the conditions necessary to obtain a rebuttable presumption of reasonableness regarding the compensation arrangement (per IRC Section 4958). The process is administered to assure independence, avoid conflicts of interest, ensure reasonableness and market comparability of total compensation, and to otherwise abide by pertinent laws and regulations.

DONORS/LENDERS

11

- Who does the company owe money to?
    - Check the 10-K and pay close attention to the supplemental "exhibits" attached to the document. Any credit agreements, if reported, would likely be featured in this section.
- ***Nonprofits do not have to report on their form 990 who their donors are.***

Public Records | Search the Original Resource Worldwide

Free public records databases. Online since 1997, easy to use. Specializes in U.S. records, but also includes Canadian and Worldwide information sources.

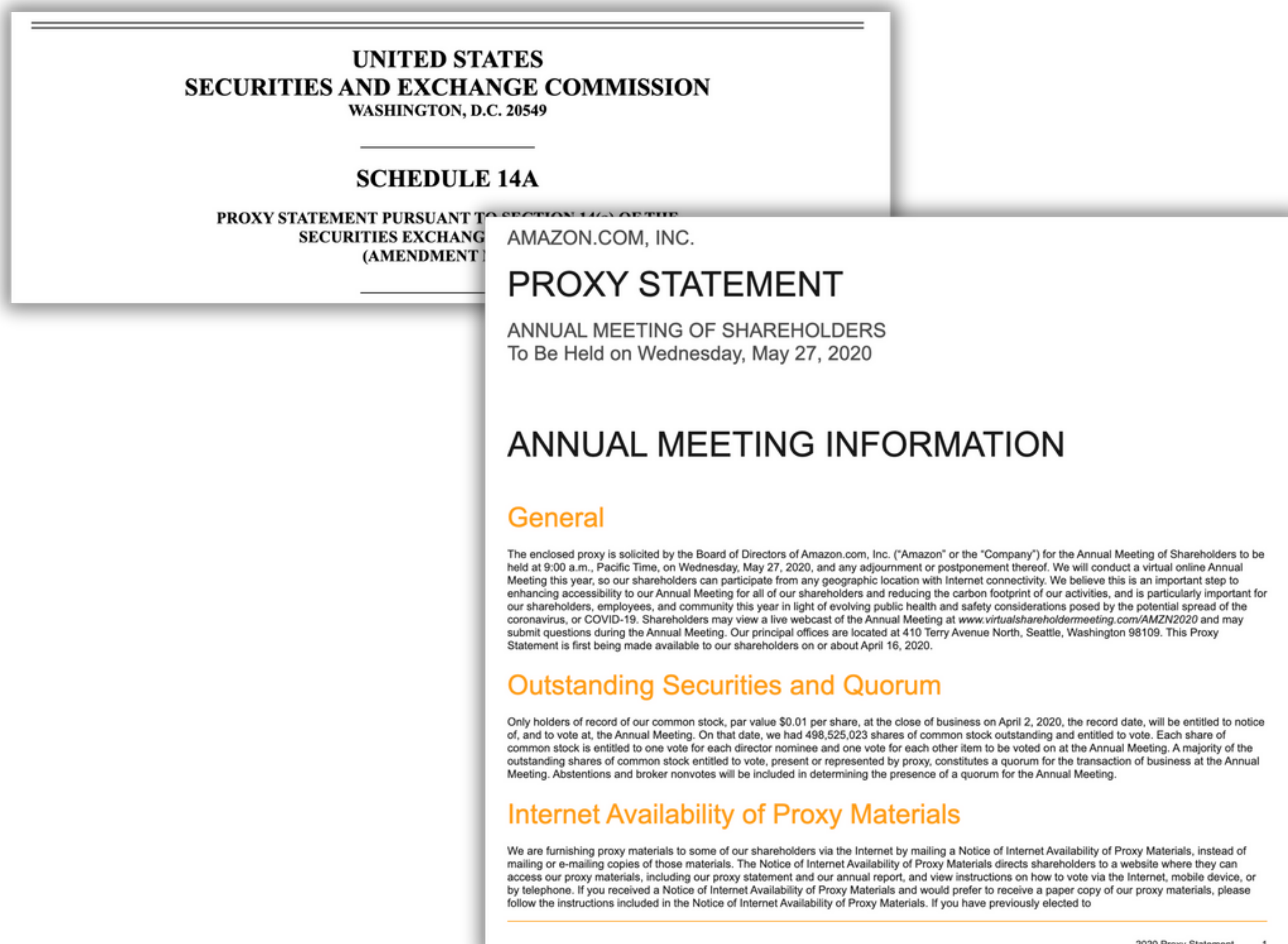
SS searchsystems.net

You can search this database for public records. Search Systems compiles 70,000 public records databases.

THE PARENT COMPANY 12

SEC Form DEF 14A, also known as definitive proxy statements, features this information (in the case of publicly-traded companies). Corporate databases like Nexis Business Dossier may even have organizational charts readily available to better visualize the organization's structure.

Local affiliates of nonprofit 501 (c)(3) organizations are not required to file Form 990 if their parent organization is responsible for managing finances at local organizations.



UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

SCHEDULE 14A

PROXY STATEMENT PURSUANT T
SECURITIES EXCHANG
(AMENDMENT

AMAZON.COM, INC.

PROXY STATEMENT

ANNUAL MEETING OF SHAREHOLDERS
To Be Held on Wednesday, May 27, 2020

ANNUAL MEETING INFORMATION

General

The enclosed proxy is solicited by the Board of Directors of Amazon.com, Inc. ("Amazon" or the "Company") for the Annual Meeting of Shareholders to be held at 9:00 a.m., Pacific Time, on Wednesday, May 27, 2020, and any adjournment or postponement thereof. We will conduct a virtual online Annual Meeting this year, so our shareholders can participate from any geographic location with Internet connectivity. We believe this is an important step to enhancing accessibility to our Annual Meeting for all of our shareholders and reducing the carbon footprint of our activities, and is particularly important for our shareholders, employees, and community this year in light of evolving public health and safety considerations posed by the potential spread of the coronavirus, or COVID-19. Shareholders may view a live webcast of the Annual Meeting at *www.virtualshareholdermeeting.com/AMZN2020* and may submit questions during the Annual Meeting. Our principal offices are located at 410 Terry Avenue North, Seattle, Washington 98109. This Proxy Statement is first being made available to our shareholders on or about April 16, 2020.

Outstanding Securities and Quorum

Only holders of record of our common stock, par value $0.01 per share, at the close of business on April 2, 2020, the record date, will be entitled to notice of, and to vote at, the Annual Meeting. On that date, we had 498,525,023 shares of common stock outstanding and entitled to vote. Each share of common stock is entitled to one vote for each director nominee and one vote for each other item to be voted on at the Annual Meeting. A majority of the outstanding shares of common stock entitled to vote, present or represented by proxy, constitutes a quorum for the transaction of business at the Annual Meeting. Abstentions and broker nonvotes will be included in determining the presence of a quorum for the Annual Meeting.

Internet Availability of Proxy Materials

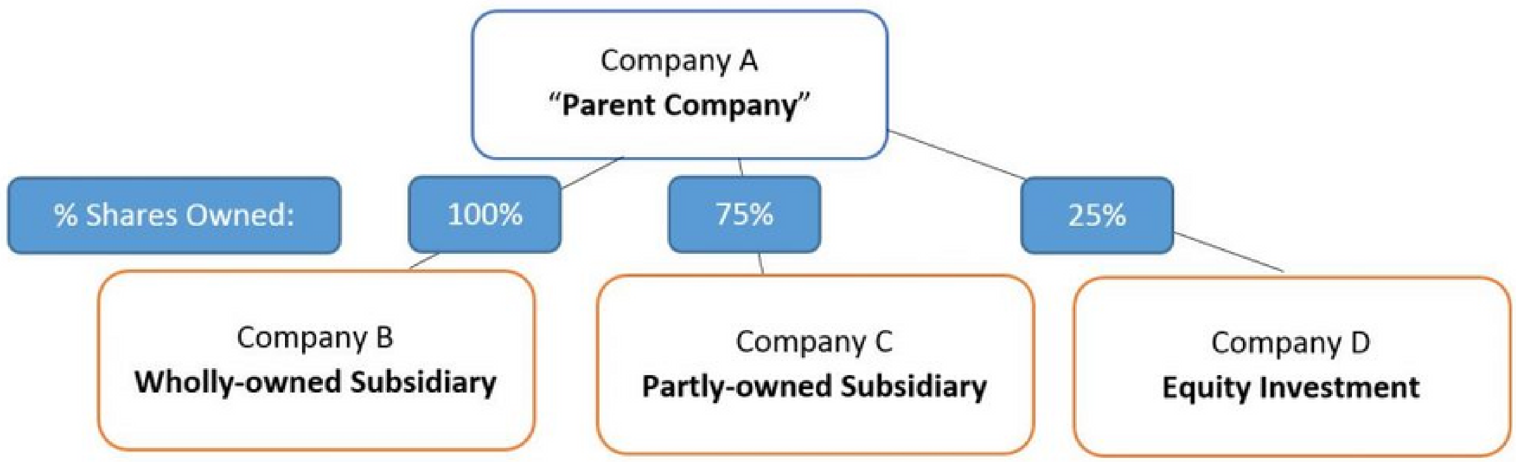
We are furnishing proxy materials to some of our shareholders via the Internet by mailing a Notice of Internet Availability of Proxy Materials, instead of mailing or e-mailing copies of those materials. The Notice of Internet Availability of Proxy Materials directs shareholders to a website where they can access our proxy materials, including our proxy statement and our annual report, and view instructions on how to vote via the Internet, mobile device, or by telephone. If you received a Notice of Internet Availability of Proxy Materials and would prefer to receive a paper copy of our proxy materials, please follow the instructions included in the Notice of Internet Availability of Proxy Materials. If you have previously elected to

2020 Proxy Statement 1

SUBSIDIARIES/LOCAL ORGANIZATIONS

13

- Is the target employer a parent organization itself?
  - The company's 10-K can help you find this information and media searches can help provide more context on a parent organization’s relationship with a subsidiary.



A chart describing different parent company/subsidiary relationships.

Mapping the organizational web of your target employer can help you identify specific pressure points which influence its business, decision-making processes, and corporate chain-of-command.

SECTOR/INDUSTRY

- What does the target employer's industry landscape look like?
- Is it involved in one or more industries? Which ones are more important to the core business?
- Is the overall industry growing or declining?
  - Consult industry publications.
- Understanding the industry landscape the target employer operates in can help you develop your understanding of their organizational strategy.

NARROWING IT DOWN

Each industry has its own unique code(s). There are two coding systems, known as ***NAICS codes*** *and* ***SIC codes****. These codes can help you pinpoint and lock down a specific industry's information, competitors, market share distribution, etc. Most industries on Mergent, via the Industry search function on the homepage, feature a detailed breakdown showing all companies comprising the entire market.*

COMPETITORS

15

- Who are the target employer's biggest competitors?
  - Knowing who their competitors are -- whether it be for customers or for limited grant funding -- can help inform your understanding of the organization’s overall strategy.
  - Are any of those competitors unionized?

The state of the green unions

Labor unions at some environmental groups are still negotiating their contracts years after organizing.

E&E News by POLITICO / Sep 5, 2023

RAW MATERIALS, SUPPLIES/SERVICES

16

- Where does the target employer get the components it needs to produce its final product or service?
  - Some employers emphasize partnerships with other well-known or local companies in this respect.
  - News articles from local outlets may shed some light, as well, so be sure to use their website's search function, too.
- For nonprofits, consult Part VII, Section B to see who the employer is contracting with.

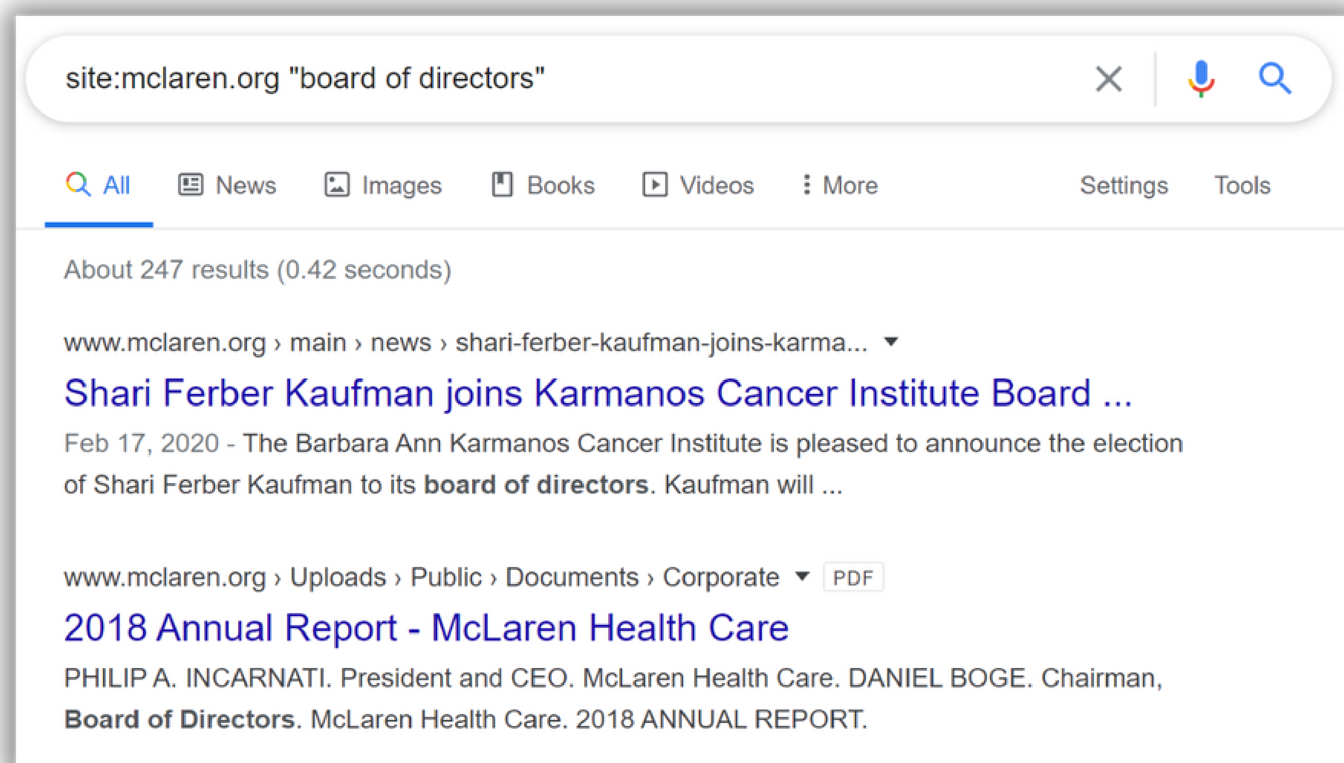
Section B. Independent Contractors

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
WMBE PAYROLLING 9475 CHESAPEAKE DRIVE, SAN DIEGO, CA 92123	TEMP STAFF	881,349.
VMWARE/PIVOTAL SOFTWARE, INC 3401 HILLVIEW AVE, PALO ALTO, CA 94304	TEMP TECH LABOR	497,700.
PUBLIC DIGITAL LTD., 81 RIVINGTON STREET, LONDON, UNITED KINGDOM EC2A 3AY	CONSULTANT FOR CA DEPT OF TECHNOLOGY	491,412.
BEHAVIORAL IDEAS LAB, INC. 80 BROAD ST, FLOOR 30, NEW YORK, NY 10004	CONSULTANT FOR CA DMV	314,260.
ON-RAMPS SERVICES LLC, 30 WEST 26TH STREET 4TH FLOOR, NEW YORK, NY 10010	RECRUITING SERVICES	235,433.

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 ▶ 5

Form **990** (2020)



Example of a Boolean search using Google. In this, we've narrowed down Google results from McLaren (a hospital chain), with specific mentions of its "board of directors." This method - which can get as complex as your search skills allow - will help you sift through a sea of information to find exactly what you need.

TRANSPORTATION, PROCUREMENT, AND DISTRIBUTION

17

- How do the goods arrive at the facility? Are the shippers unionized?
  - Consult the company's 10-K, but the best source of information for this is almost always the workers on the ground.

> Teamsters won't deliver across Chicago Teachers Union picket lines: 'Today it's them, tomorrow it's us'
>
> By HANNAH LEONE
> CHICAGO TRIBUNE | OCT 26, 2019 | 9:04 PM

Strategic research can help you identify important connections.

UTILITIES

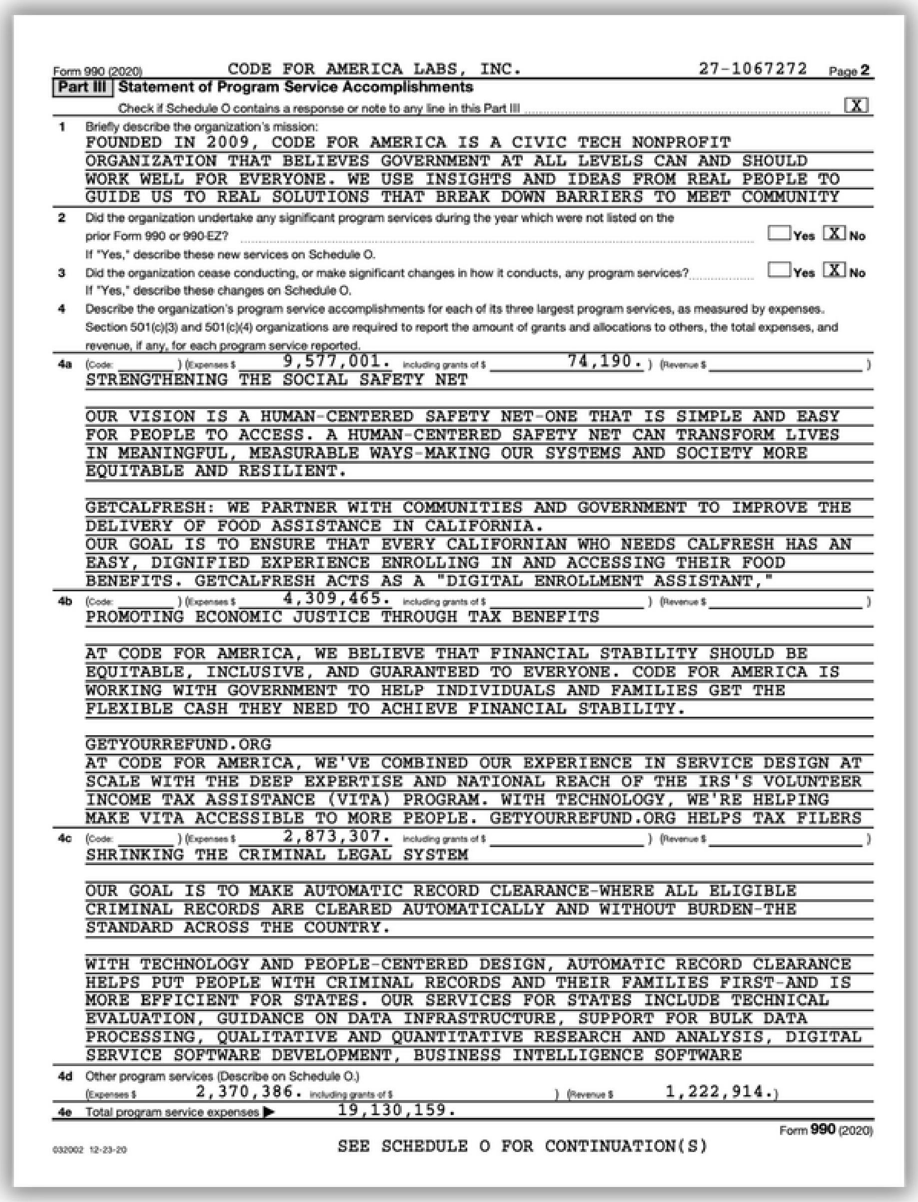
18

- What utility companies does the target employer use?
  - The best and often only place to find this information is in the target company's 10-K.
  - Some larger firms promote partnerships with utility providers like AT&T or Verizon for their business services, but don't count on it.

CUSTOMERS/CLIENTS

19

- What is the organization's target audience?
- Are they other businesses like retailers? Direct-to-consumers?
    - The company's 10-K and/or annual report will likely include at least a portion of this information. Check the "Forward Thinking Statements" or "Risk Factors" sections of the 10-K.
- Do they have any complaints filed with the Consumer Financial Protection Bureau?
- For nonprofits, consult Part III of Form 990.



Form 990 (2020) CODE FOR AMERICA LABS, INC. 27-1067272 Page 2

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:
FOUNDED IN 2009, CODE FOR AMERICA IS A CIVIC TECH NONPROFIT ORGANIZATION THAT BELIEVES GOVERNMENT AT ALL LEVELS CAN AND SHOULD WORK WELL FOR EVERYONE. WE USE INSIGHTS AND IDEAS FROM REAL PEOPLE TO GUIDE US TO REAL SOLUTIONS THAT BREAK DOWN BARRIERS TO MEET COMMUNITY

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

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

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

4a (Code:) (Expenses $ 9,577,001. including grants of $ 74,190.) (Revenue $)
STRENGTHENING THE SOCIAL SAFETY NET

OUR VISION IS A HUMAN-CENTERED SAFETY NET-ONE THAT IS SIMPLE AND EASY FOR PEOPLE TO ACCESS. A HUMAN-CENTERED SAFETY NET CAN TRANSFORM LIVES IN MEANINGFUL, MEASURABLE WAYS-MAKING OUR SYSTEMS AND SOCIETY MORE EQUITABLE AND RESILIENT.

GETCALFRESH: WE PARTNER WITH COMMUNITIES AND GOVERNMENT TO IMPROVE THE DELIVERY OF FOOD ASSISTANCE IN CALIFORNIA.
OUR GOAL IS TO ENSURE THAT EVERY CALIFORNIAN WHO NEEDS CALFRESH HAS AN EASY, DIGNIFIED EXPERIENCE ENROLLING IN AND ACCESSING THEIR FOOD BENEFITS. GETCALFRESH ACTS AS A "DIGITAL ENROLLMENT ASSISTANT,"

4b (Code:) (Expenses $ 4,309,465. including grants of $) (Revenue $)
PROMOTING ECONOMIC JUSTICE THROUGH TAX BENEFITS

AT CODE FOR AMERICA, WE BELIEVE THAT FINANCIAL STABILITY SHOULD BE EQUITABLE, INCLUSIVE, AND GUARANTEED TO EVERYONE. CODE FOR AMERICA IS WORKING WITH GOVERNMENT TO HELP INDIVIDUALS AND FAMILIES GET THE FLEXIBLE CASH THEY NEED TO ACHIEVE FINANCIAL STABILITY.

GETYOURREFUND.ORG
AT CODE FOR AMERICA, WE'VE COMBINED OUR EXPERIENCE IN SERVICE DESIGN AT SCALE WITH THE DEEP EXPERTISE AND NATIONAL REACH OF THE IRS'S VOLUNTEER INCOME TAX ASSISTANCE (VITA) PROGRAM. WITH TECHNOLOGY, WE'RE HELPING MAKE VITA ACCESSIBLE TO MORE PEOPLE. GETYOURREFUND.ORG HELPS TAX FILERS

4c (Code:) (Expenses $ 2,873,307. including grants of $) (Revenue $)
SHRINKING THE CRIMINAL LEGAL SYSTEM

OUR GOAL IS TO MAKE AUTOMATIC RECORD CLEARANCE-WHERE ALL ELIGIBLE CRIMINAL RECORDS ARE CLEARED AUTOMATICALLY AND WITHOUT BURDEN-THE STANDARD ACROSS THE COUNTRY.

WITH TECHNOLOGY AND PEOPLE-CENTERED DESIGN, AUTOMATIC RECORD CLEARANCE HELPS PUT PEOPLE WITH CRIMINAL RECORDS AND THEIR FAMILIES FIRST-AND IS MORE EFFICIENT FOR STATES. OUR SERVICES FOR STATES INCLUDE TECHNICAL EVALUATION, GUIDANCE ON DATA INFRASTRUCTURE, SUPPORT FOR BULK DATA PROCESSING, QUALITATIVE AND QUANTITATIVE RESEARCH AND ANALYSIS, DIGITAL SERVICE SOFTWARE DEVELOPMENT, BUSINESS INTELLIGENCE SOFTWARE

4d Other program services (Describe on Schedule O.)
(Expenses $ 2,370,386. including grants of $) (Revenue $ 1,222,914.)

4e Total program service expenses ▶ 19,130,159.

Form 990 (2020)

032002 12-23-20 SEE SCHEDULE O FOR CONTINUATION(S)

SAFETY AND HEALTH

- Are there any patterns to suggest the target employer does not care about the safety and health of its employees?
  - An obvious starting point is to refer to the conversations you've had with workers involved in the organizing process.
  - The Occupational Safety and Health Administration's database, found at www.osha.gov, is the best source for raw information on official complaints.
  - The Good Jobs First Violation Tracker, found at www.goodjobsfirst.org/violation-tracker, is also an excellent resource for this section.

ENVIRONMENT

- Are there any patterns to suggest the target employer is endangering the environment?
  - The EPA website is a foundational starting point to find any current or past violations by the target employer: www.echo.epa.gov
  - The Good Jobs First Violation Tracker, found at www.goodjobsfirst.org/violation-tracker, is also an excellent resource for this section, as it also compiles some environmental information on employers.
  - The Community Pollution Scorecard can help provide a community-wide context: www.scorecard.goodguide.com/
  - As always, check local news sources for hyper-local information on community environmental concerns.

REGULATORY AND LEGAL

22

- Are there any specific regulatory agencies that govern the target employer's business?
  - Hospitals have different regulatory standards and oversight procedures, which may be publicly documented, than an environmental nonprofit advocacy organization.
  - Keep different occupational/industrial contexts in mind, and use those industry-specific frameworks to see if there's any accountability mechanisms or reporting requirements you might not have otherwise learned about.
  - Though each state has different resources and databases, some of which may need to be accessed via a Freedom of Information Request, the following federal databases may be of use in your research:
    - NLRB cases and decisions: www.nlrb.gov/cases-decisions
    - U.S. Department of Labor's enforcement data: www.enforcedata.dol.gov/homePage.php

COMMUNITY/UNION

23

- What is the target employer's role/reputation in the community?
    - By now, you've likely gathered this information by conducting research on other sections. Still, a local news search could be beneficial to find out information you might've missed.
        - For nonprofits, be sure to look into any fundraising information on the 990 form. Do they spend more on lavish fundraisers than they bring in at those fundraisers? Is that in-line with their mission statement?
- Are there any community allies who can help?
    - What community organizations exist that are focused on similar issues as the workers? If rent is too high and wages are too low, a natural ally could be a tenants' rights organization. Social media searches can be a useful tool to identify potential allies.
    - State labor federations and especially central labor councils often have existing relationship with other community organizations, so be sure to reach out to them - they're here to help affiliate unions win.
        - Click **this link** to find your local CLC or state federation.

www.bit.ly/StateLocalLaborFedFinder

POLITICAL

24

- How is the company connected politically?
  - It's possible you've already come across this information while doing research for previous sections.
- Who does the company/the people in it donate to?
  - Federal contributions can be found on www.opensecrets.org or www.fec.gov/data.
  - See if there's any connection between key stakeholders identified in Section 8, 9, and 10 and lawmakers who may have a hand in regulating the company or tip a government contract in its favor.
  - Another useful database for state-level contributions is www.followthemoney.org.
- Most nonprofits are required to stay out of politics or risk losing their nonprofit status. Still, it’s worth checking Schedule C of Form 990.
- Many nonprofits are run by former elected officials. Take note of their party and connections that may influence their management of the organization.

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

OMB No. 1545-0047
2020
Open to Public Inspection

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then
- Section 501(c)(4), (5), or (6) organizations: Complete Part III.